



52nd
ANNUAL
REPORT
2019 - 2020

CARING FOR CHILDREN...A COMMUNITY RESPONSIBILITY

MISSION

**In partnership with families and communities,
we promote the safety and wellbeing of children and youth
to help them reach their potential.**

VISION

**Thriving Children and Youth.
Engaged Families.
Strong Communities.**

VALUES

- Integrity
- Diversity
- Equity
- Accountability



MESSAGE FROM THE PRESIDENT AND EXECUTIVE DIRECTOR

The service demands, the economic realities and the pending modernization of the child welfare sector compounded by the dramatic impact of the COVID-19 pandemic create unique challenges for both the field and agency.

Over the past year, the Society continued to advocate on behalf of and support the work of the sector by participating on multiple service initiatives including but not limited to the Ontario Association of Children's Aid Society's Strategic Councils and the Shared Services initiative. The organization is also active locally through participation on multiple Committees and Work Groups.

The Society adeptly responded to the enhanced mandate and disclosure requirements of the *Child, Youth and Family Services Act* with increased service volumes experienced as a result of the legislative amendments.

The Society is fortunate to be guided by a dedicated and committed Board of Directors. A special acknowledgement to the Board Executive and in particular, President Mr. Adam Shaen, who has been instrumental in guiding the Board through significant economic pressures. The Board also welcomes Ms. Ahnika Bruetsch and Mr. Trevor Kavalchuk.

The Society would like to extend its best wishes to outgoing Board members Ms. Nataly Yousif, former Treasurer Ms. Kristen Spithoff and former President, Mr. Roger Lepage and acknowledge their significant dedication and commitment to both the organization and to the children, youth and families of our community.

The Society and Board acknowledge the commitment of staff, volunteers and our foster, kinship and adoptive parents who dedicate themselves to bettering the lives of our community's children, youth and families. It is through these committed individuals that the Society operationalizes its Vision and Mission statements.

We also acknowledge the significant contribution Ms. Wanda MacArthur, Director of Residential and Children's Services, has made to the organization through her dedication and passion for the in and after care populations, Residential Services such as Churchill, Spring, Resources, Adoption and her tireless commitment to social justice and the embedding of anti-oppressive practices within all facets of the agency. On behalf of the agency and Board, we extend our best wishes on your pending retirement.

We also thank our community colleagues, Dilico Anishinabek Family Care, Tikinagan Child and Family Services, the City of Thunder Bay and the Ministry of Children, Community and Social Services for their partnerships in supporting the important work of the Society.

Thank you,



Mr. Adam Shaen
President, Board of Directors



Brad Bain
Executive Director

STAFF RECOGNITION

Our Staff Recognition Program acknowledges and honours our employees who have given many years of dedicated service. The program is our way of saying thank you for their devotion, dedication and commitment to helping children and families in our community.

Congratulations and thank you to our employees who have achieved the following years of service to June 30th, 2020

Years of Service

30 Years

Silvia Arno
Rose Bakke
Christine Galati
Marita Granholm
Janis Hardick
Sharon Morrison
Stacy Trojan

5 Years

Manon Bishop
Tannis Boire
Helene Cashmore
Kelsey Horne
Morgan Staal
Tanya O'Connell
Sarah Osadic
Dave Wilson*

20 Years

Shawna Agarand
Nan Bull
Kristi Fuchs
Rosa Lettieri
Chantale Onnis

15 Years

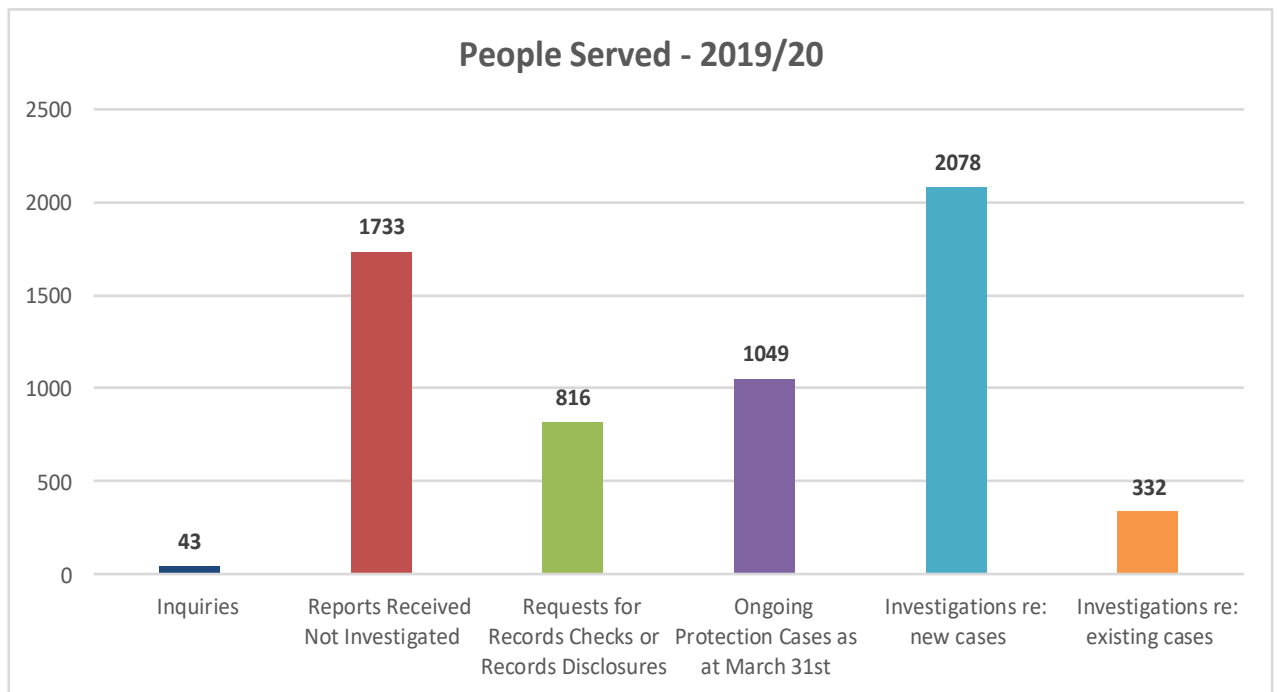
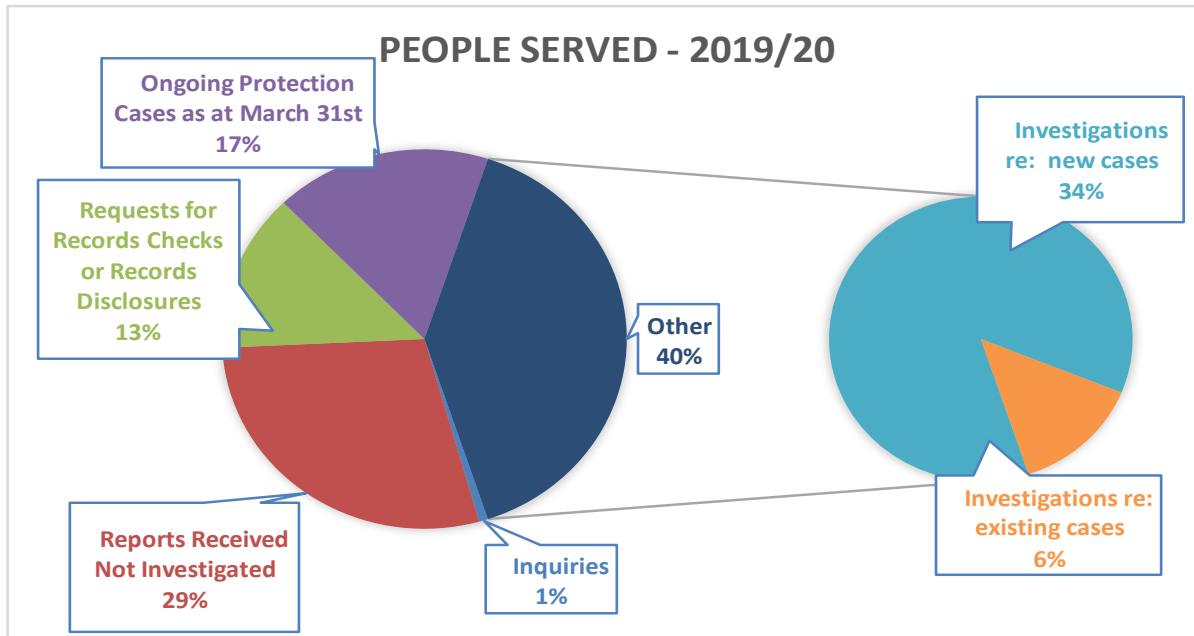
Vicki Abraham
Tammy Colla
Nicole Etreni
Erin MacLean
Candace Maidment
Tabitha Zela

10 Years

Jennifer Gonzalez
Danny Michaud
Tina Morrison

* Contract and Casual

THE PEOPLE WE SERVE



STRATEGIC PLAN 2018–2023



The Children's Aid Society of the District of Thunder Bay

Caring for Children... a Community Responsibility

MISSION

In partnership with families and our communities, we promote the safety and wellbeing of children and youth to help them reach their potential.

VISION

Thriving Children
and Youth. Engaged
Families. Strong
Communities.

VALUES

Children, youth and families are our priorities. We value:

- Integrity • Diversity
- Equity • Accountability

Responsive Services

Provide equitable and evidence based services that result in better outcomes for children, youth and families.

Strengthen our focus on prevention and early help/intervention

Amplify the voices of children, youth and families we serve

Implement strategies to address issues of inequity and oppression for vulnerable populations

System Collaboration

Collaborate and engage with stakeholders to provide seamless and integrated services to our communities, children, youth and families.

Identify and prioritize service gaps and opportunities

Leverage community engagement to strengthen service delivery and partnerships

Work collaboratively with key decision-makers on system improvements

Strengthen our commitment to advocacy efforts for children, youth and families

Organizational Health

Enhance organizational wellness, and sustain passionate, engaged and healthy staff to deliver excellent services.

Build a supportive agency culture grounded in open communication and collaboration

Support the continued integration of the team model

Promote opportunities for staff engagement and participation

Promote safety and equity in the work place

Organizational Excellence

Through demonstrated leadership and operational flexibility, meet our commitments and be valued by those who deliver our service and those we serve.

Develop and implement a succession plan

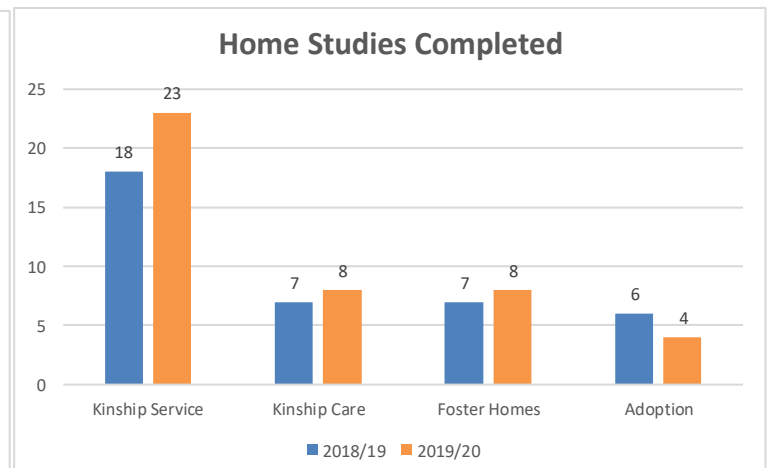
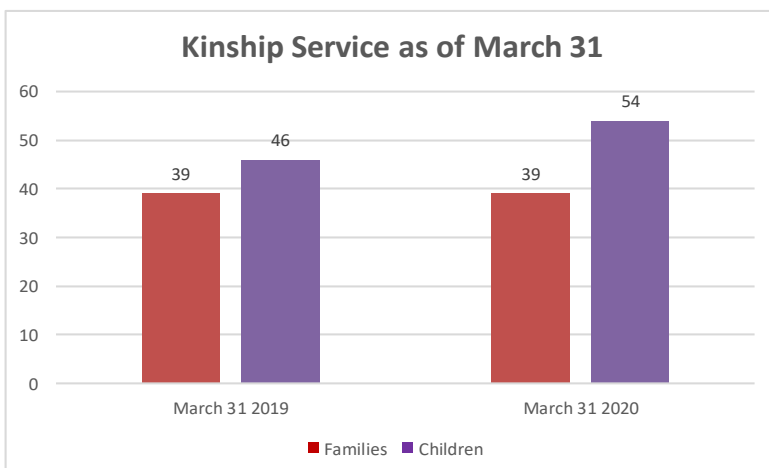
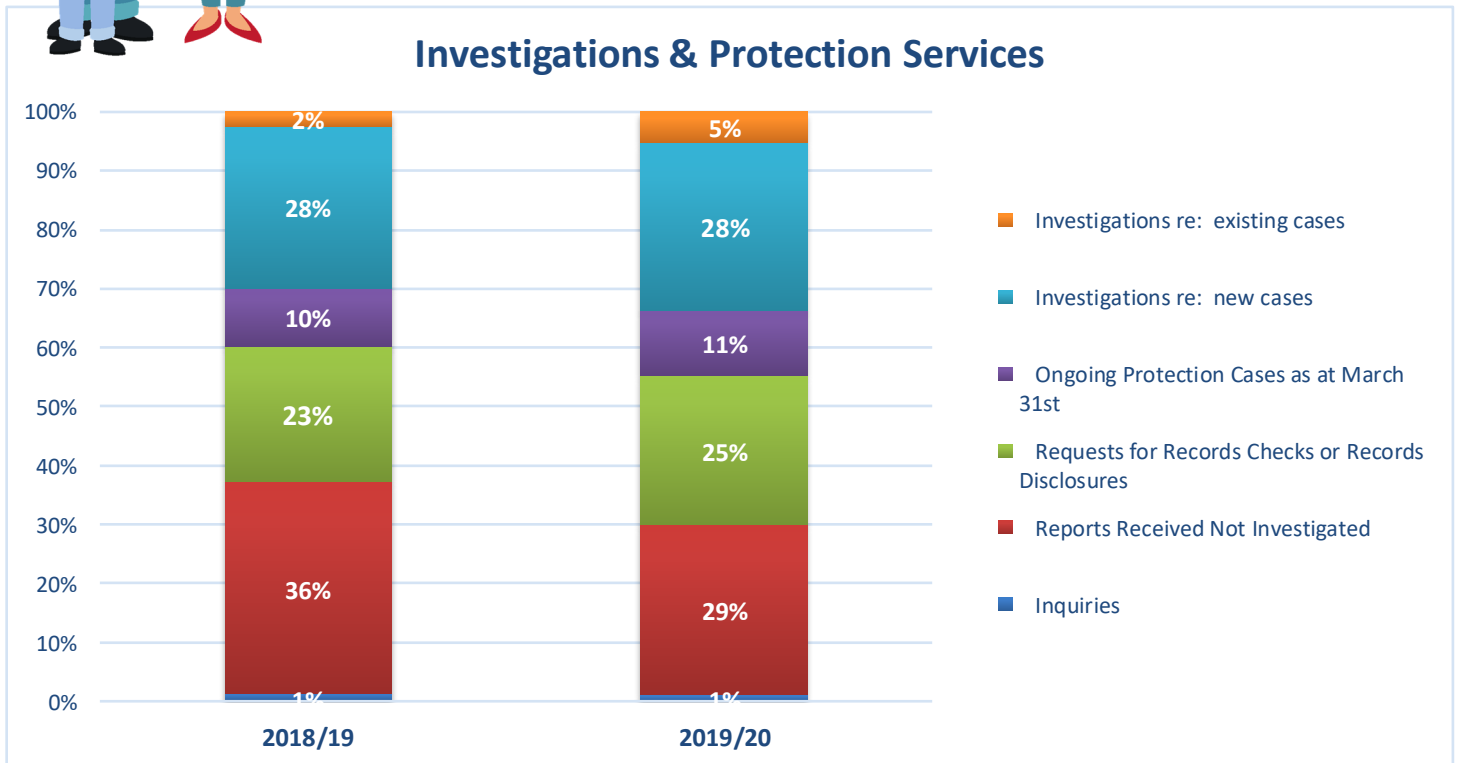
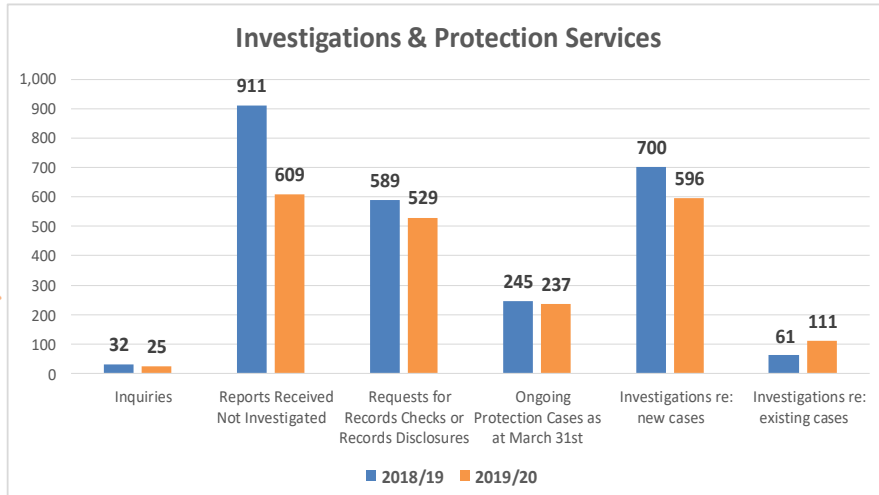
Manage human and financial resources to meet organizational and service needs

Develop a culture of continuous learning

Implement innovative internal processes and technologies that support service excellence and achieve efficiencies

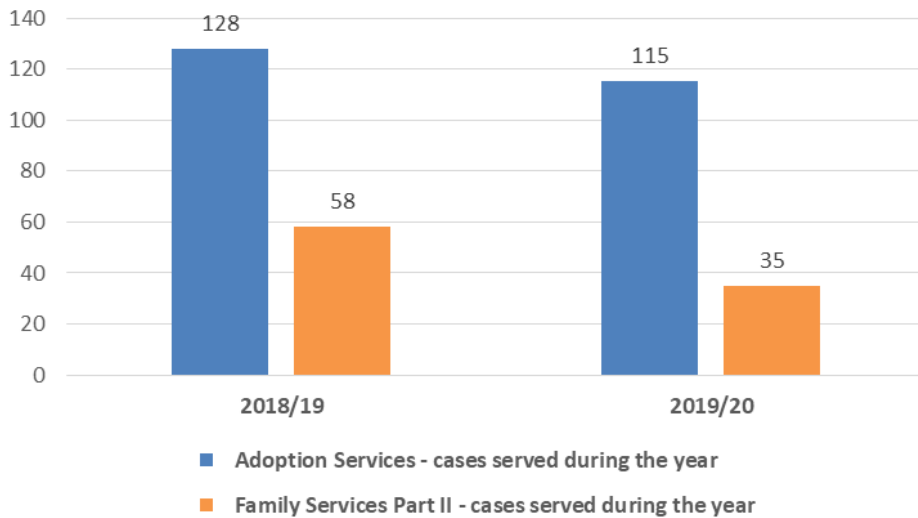
ANTI-OPPRESSIVE PRACTICE DIRECTIONAL STATEMENT: We are committed to equity, freedom from adverse discrimination and harassment, and the removal of all barriers to equal opportunity. Critical consciousness and awareness of our power and privilege are essential to becoming allies.

SERVICES WE PROVIDE



SERVICES WE PROVIDE

Other Child Welfare Services



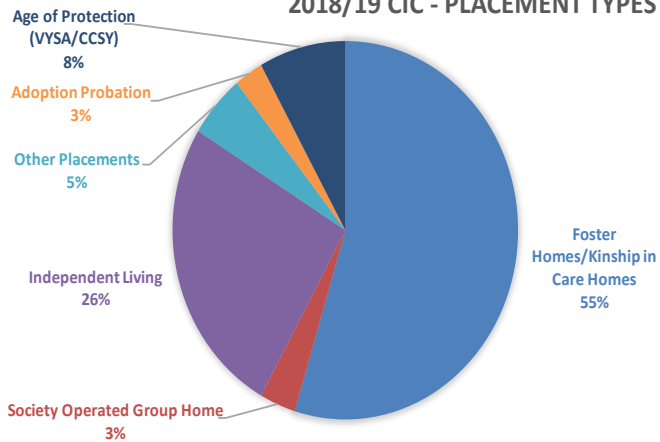
Adoption Services:

- a. Adoption Disclosure Counselling
- b. Post Adoption Services
- c. Witnessing Adoption Consents

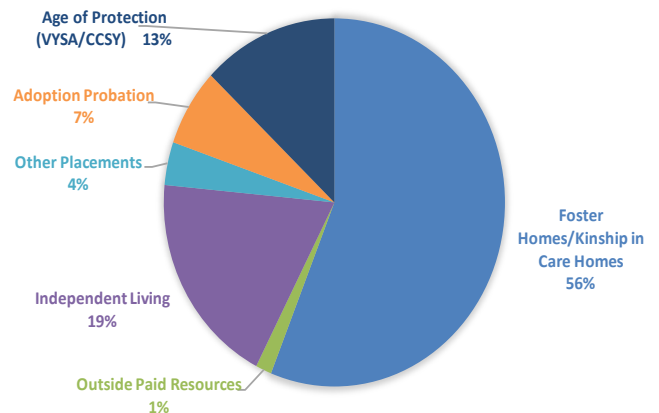
Family Services - Part II:

- a. Pregnancy Planning
- b. Miscellaneous Requests from Former CIC (Children in Care)

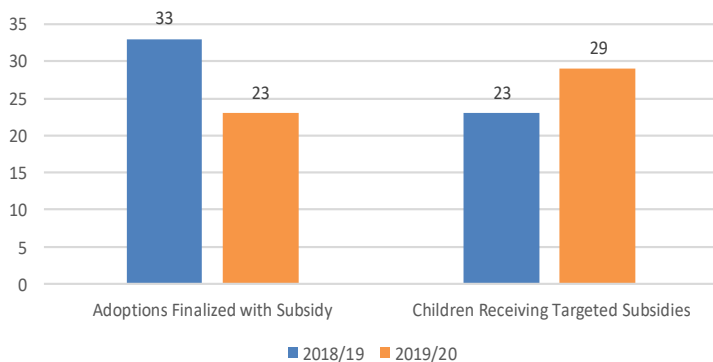
2018/19 CIC - PLACEMENT TYPES



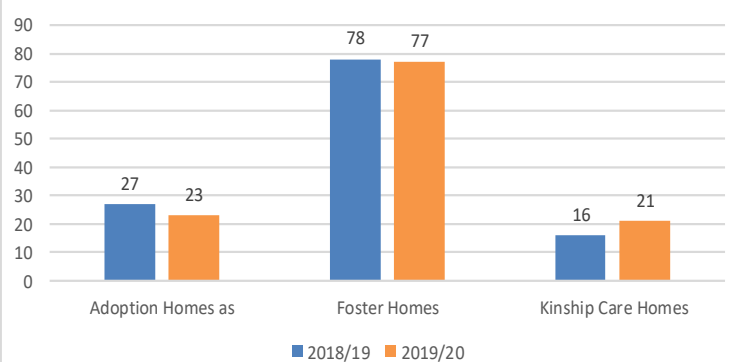
2019/20 CIC - PLACEMENT TYPES



Adoptions Subsidies as at March 31st



Resource Homes as at March 31st



FINANCIAL REPORT

Combined Balance Sheet as at March 31, 2020

	<u>2020</u>	<u>2019</u>
Assets		
Cash	\$ 999,534	\$ 979,155
Accounts Receivable	\$ 272,558	\$ 272,153
Prepaid Expenses	\$ 40,311	\$ 39,741
Capital Assets, net	\$ 903,155	\$ 955,623
	<u>\$ 2,215,558</u>	<u>\$ 2,246,672</u>
Liabilities and Net Assets		
Accounts Payable	\$ 1,238,043	\$ 1,286,525
Due to Province of Ontario	\$ 341,177	\$ -
Unexpended Program Funds	\$ 700,639	\$ 612,429
Deferred Revenue	\$ -	\$ 294,109
Mortgage Payable	\$ -	\$ 122,630
	<u>\$ 2,279,859</u>	<u>\$ 2,315,693</u>
Unrestricted Net Assets	\$ (1,057,161)	\$ (986,999)
Non-Statutory Fund	\$ 89,705	\$ 84,985
Invested in Capital Assets	\$ 903,155	\$ 832,993
	<u>\$ 2,215,558</u>	<u>\$ 2,246,672</u>

Combined Statement of Operations as at March 31, 2020

Operating Revenue		
Province of Ontario	\$ 15,185,405	\$ 15,992,502
Surplus repayable to Ministry	\$ (424,500)	\$ -
Other	\$ 1,182,928	\$ 1,137,396
	<u>\$ 15,943,833</u>	<u>\$ 17,129,898</u>
Operating Expenditures		
Salaries & Benefits	\$ 10,179,261	\$ 10,982,720
Direct Client	\$ 4,517,386	\$ 5,039,170
Service Support	\$ 1,242,466	\$ 1,257,307
	<u>\$ 15,939,113</u>	<u>\$ 17,279,197</u>
Deficit for the Year	<u>\$ 4,720</u>	<u>\$ (149,299)</u>

Note: The above financial information is summarized from statements examined by our Auditor, Grant Thornton LLP. The Auditor's Report and financial statements for the year ending March 31, 2020 may be examined at the Society's office at any time.

BOARD OF DIRECTORS 2019 - 2020

OFFICERS

Mr. Adam Shaen, President
Mr. Rob Barrett, Vice-President
Mr. Adam Shaen, Treasurer
Ms. Helen Eaton, Governance Lead

DIRECTORS

Ms. Sandra Beaulieu
Ms. Ahnika Bruetsch
Mr. Trevor Kavalchuk
Mr. Steve Lavery
Ms. Lorna MacAskill
Ms. Rosemary McNabb

RETIRING DIRECTORS

Mr. Roger Lepage
Ms. Kristen Spithoff
Ms. Nataly Yousif



THANK YOU FOR YOUR SUPPORT AND DEDICATION TO
OUR COMMUNITY'S CHILDREN, YOUTH AND FAMILIES



The Children's Aid Society of the District of Thunder Bay

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