



**Children's
Aid Society**

THUNDER BAY DISTRICT

53rd **ANNUAL REPORT**

2020 - 2021

Thriving Children and Youth. Engaged Families. Strong Communities.

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Children's Aid Society

THUNDER BAY DISTRICT

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

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.

MESSAGE FROM THE BOARD PRESIDENT AND EXECUTIVE DIRECTOR

In March 2020, COVID-19 dramatically altered how we live and engage with one another. As a mandated organization, the agency has effectively struck the balance between safeguarding the safety of staff and those we serve, while simultaneously ensuring the provision of child welfare services to the children, youth and families of our communities.

Staff have competently and professionally adapted to new ways to deliver services, as well as learned creative ways to support both families as well as each other during a difficult and trying year.

The Society and Board also acknowledge the commitment of volunteers and our foster, kinship and adoptive parents throughout the pandemic. It is through their dedication and compassion that the agency enhances the lives of those we serve.

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 is also 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 COVID-19. The Board also welcomes Mr. Ryan Bhopalsingh, Mr. Dylan Mazur and Ms. Rima Mounayer.

The Society would also like to extend its best wishes to outgoing Board members Ms. Ahnika Bruetsch and Mr. Steve Lavery and acknowledge their significant dedication and commitment to both the organization and to our community's children, youth and families.

We also acknowledge the significant contributions made by Ms. Wanda MacArthur and Ms. Christine Atkinson, both of whom have retired from the organization within the past year.

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,



Adam Shaen
Board President



Brad Bain
Executive Director

Adam Shaen

Brad Bain

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!

5 Years

Alexi Lyght, Hailey Whitelock, Josh Jardine, Laura Lankinen, Elaine Lynch & Carri-Ann Poole

10 Years

Tania Cleland, Sarah LaDin, Aaron Loda & Don Modin

30 Years

Jackie Dubois, Cori Mayer & Laura Ritson



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15 Years

Heather Desando, Susie Marrelli & Loraine Merritt

20 Years

Katie Burton, Doug Kashak, Amy Moro & Chantal Morrison

IN MEMORY OF MARCEL NIGRO



In remembrance of Marcel Nigro who passed away following a lengthy illness on March 26, 2021.

Born in Port Arthur, Marcel was educated at Confederation College and Lakehead University and dedicated 26 years, primarily in the role of Outreach Worker, to the Children's Aid Society of the District of Thunder Bay.

Throughout his career, Marcel positively influenced the lives of hundreds of youth by assisting them in learning life skills, securing stable housing, establishing lasting relationships, as well as linking them to educational programming and employment opportunities. His impact was life changing.

Marcel will be greatly missed but never forgotten.

VOLUNTEER SERVICES

Volunteers of the Children's Aid Society of the District of Thunder Bay play a significant role in helping provide care to children and youth by volunteering their time and compassion to assist them in different areas. Below are six outstanding volunteers that received recognition awards for their service.



**Heather
FERGUSON**
Celebrating
20 Years
of volunteering

Ontario Service Medal Award

"I've been driving for the Thunder Bay Children's Aid Society for 20 years! I feel a sense of fulfilment in this role, recently helping to deliver food boxes to youth and families during the Pandemic (over a 3 month period) was rewarding and gave me a sense of satisfaction, while helping those in need. I also appreciate the agencies support and direction, the personal connections provided to volunteers makes me feel my time is appreciated at the Thunder Bay Children's Aid of the District of Thunder Bay. I have also benefitted by being a role model for my 8 year old daughter Fiona. She has helped out with some special events and was my "elf helper" over the holidays, picking up gifts for the Walmart Wishes Campaign".



**Sharon
DEMPSEY**
Celebrating
10 Years
of volunteering

Ontario Service Medal Award

"Initially I started volunteering with CAS because I love kids and was looking for volunteer opportunities to use up some of my excessive energy. There was (and is) a multitude of volunteer options and I was pretty sure I would never be bored. I have done long term placements and have given assistance at short term events – and I am definitely never bored. My time with CAS has helped me hone my skills in patience, understanding and creativity. Through CAS I have met some truly exemplary human beings who always make my heart feel happy and light when I think of them or have the opportunity to see them. I admit I have a slightly less energy now, but I look forward to many more years helping in any way I can at one of my favorite local organization's".



**Justine
TEMPLEMAN**
Celebrating
5 Years
of volunteering

Ontario Service Medal Award

"I volunteered as a Special Friend through Children's Aid Society, which involved spending time with an amazing elementary school-aged girl over approximately five years. I saw this role as similar to that of a "big sister". I am fortunate to have multiple siblings who I am very close with, but I am so thankful to have had the opportunity to extend this "sister" role beyond the margins of family and get to know my Special Friend and aim to be a support for her. We had so much fun doing different things in the community - many things that I likely wouldn't have tried otherwise. For anyone who might be interested, I highly recommend exploring the volunteer opportunities with CAS!"

VOLUNTEER SERVICES

Continued...



Quinn LESCHUK
Celebrating
3 Years
of volunteering

Citizen of Exceptional Achievement - Youth Award

The Children's Aid Society of the District of Thunder Bay has greatly benefited from Quinn's dedication to the Team Unbreakable Program. He has been a running mentor and coach for three years, using his positive attitude to encourage runners, youth and adults alike.

On top of this, Quinn has volunteered many hours to load 1000 pounds of hampers for families that the CAS serves, preparing backpacks for 100 children and youth in need and wrapping gifts for children and youth.



Taylor DUDDLE
Celebrating
5 Years
of volunteering

Ontario Service Medal Award

"I started volunteering with CAS because I love children. It helps me create a work life balance.

CAS provided me with an orientation, ongoing educational opportunities, experiences to use my skills in new ways and building meaningful relationships.

It has been fun finding recreational opportunities to share with the youth I have had the privilege of spending time with!"



Joan KRISKO
Celebrating
16 Years
of volunteering

Citizen of Exceptional Achievement - Spirit of Thunder Bay

Joan has been a volunteer at CAS for over 16 years, contributing to more than 2000 hours of service! She has made life easier for the multi-generational group of volunteers by supporting their understanding of information technology and reducing the time it takes to onboard volunteers by streamlining processes.

The Volunteer Advisory Board has had the good fortune of Joan holding the Secretary position, Member of the Policy Review & Holiday Program Committees. Staff at CAS have described Joan as "an administrator's dream come true!"

CHAMPION FOR CHILDREN



Special thank you to the Children's Centre Thunder Bay for allocating \$50,000 to our agency as a one time support for children and youth in our community. This funding was used to help mitigate risk and reduce the likelihood of admission to agency care. Supports include food, payment of essential bills, transportation costs, clothing and the purchase of household items. Furthermore, this funding has assisted with payment of alternate living arrangements where the pandemic has impacted the caregivers current living situation.

The Children's Centre Thunder Bay received this one-time funding through the province's COVID-19 preparedness plan, Keeping Ontarians Safe: Preparing for Future Waves of COVID-19, which was meant to help the province quickly identify, prevent and respond to any scenario in order to protect communities.

This funding has truly made a difference in the lives of our families, youth and children in ways that would otherwise not have been possible.

The Children's Aid Society of the District of Thunder Bay thanks the Children's Centre Thunder Bay and honors them as Champions for Children.

HOLIDAY HAMPER PROGRAM

The Holiday Hamper Program provides support in the form of toys, clothing and food to those supported by the Children's Aid Society of the District of Thunder Bay. This program has been in operation for the past 38 years, the last 20 in conjunction with Walmart. Each year, community members can select a snowman with a child or youth's name and can shop for holiday gifts. In 2020, close to 400 snowman were handpicked through this program. We are so thankful for continued support offered by our friends at Walmart.



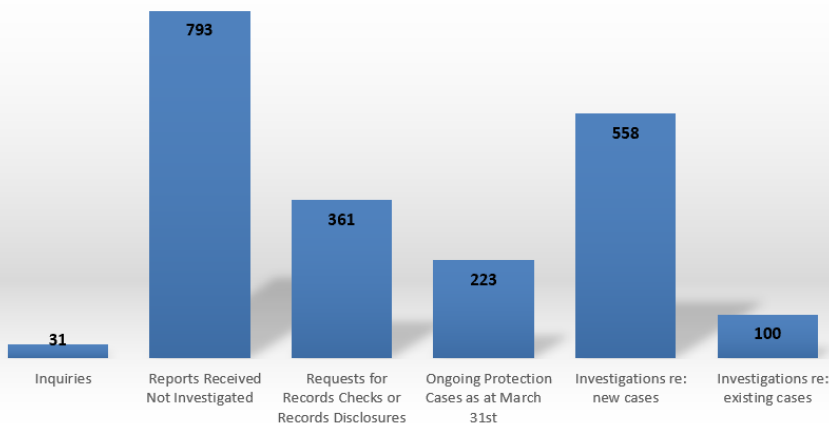
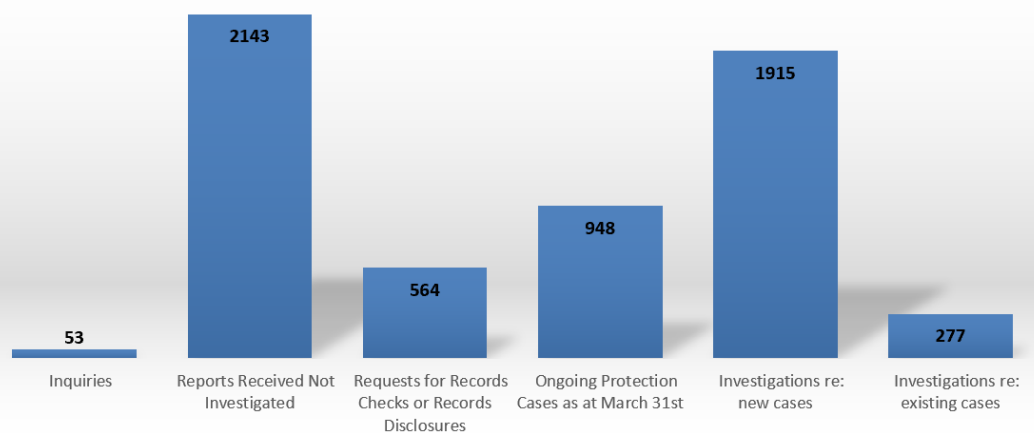


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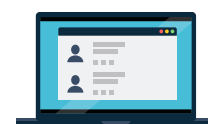
SERVICE DATA



People Served



Intake & Investigation Services



Kinship Services

Families
Children



**Total kinship families and children at year-end*

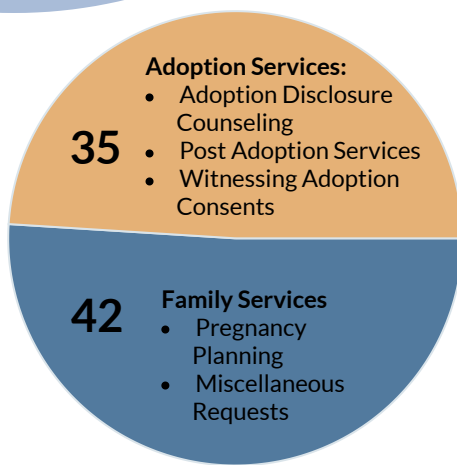


**Children's
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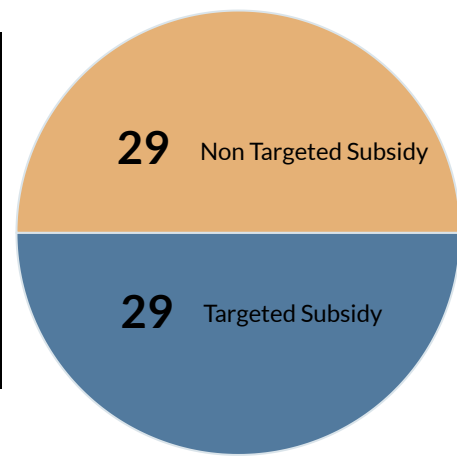
SERVICE DATA

Continued...

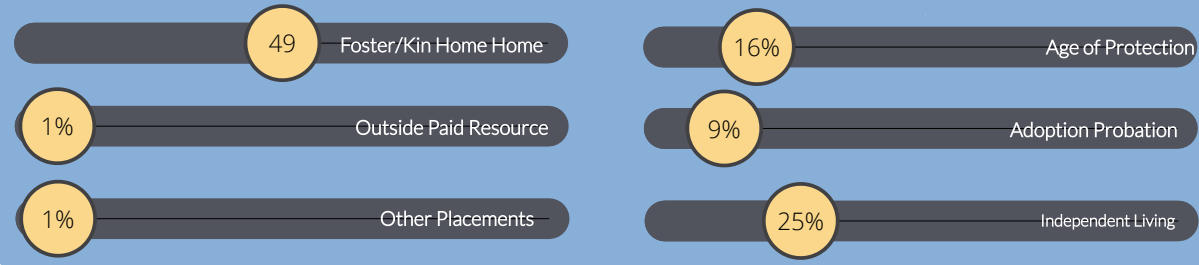
 **Other Child
Welfare
Services**



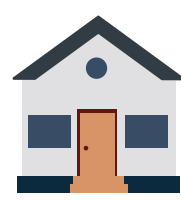
**Adoption
Subsidies**



Children's Service Placements



The Children's Aid Society of the District of Thunder Bay has some of the lowest OPR rates in the province with 49% of their children and youth residing in family based care.



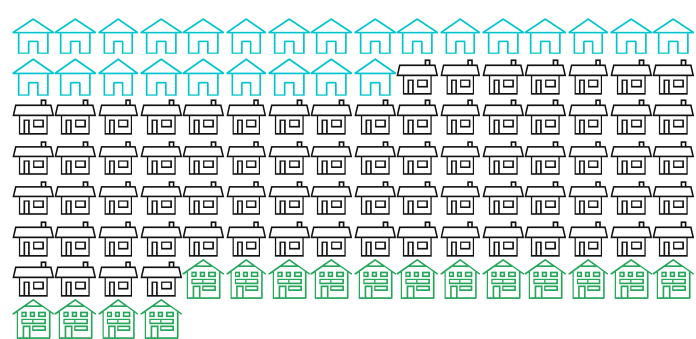
**Resource
Homes**

**Total resources available at year-end*

Adoption

Foster

Kin Care



ACHIEVEMENTS & HIGHLIGHTS



**Children's
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THUNDER BAY DISTRICT

Post Secondary Advocacy



The Children's Aid Society of the District of Thunder Bay continued to advocate to ensure every youth has a bright future. Confederation College joined the list of post secondary institutions that will ensure finances are not a barrier to post-secondary studies for children and youth who grew up in the care system.

One Vision One Voice Training



The Children's Aid Society of the District of Thunder Bay participated in One Vision One Voice training. This Practice Framework supports child welfare agencies in providing better service to African Canadian children, youth, and families as the data shows over-representation and disparity of outcomes for African Canadian children, youth, and families

Equity in Child Welfare Training



The Children's Aid Society of the District of Thunder Bay underwent an intensive three day equity training. This training aims to expand participants' knowledge and understanding of equity issues in the Ontario child welfare system. The curriculum supports the development of equity practice skills to address systemic issues of racism and oppression, which cause disparity of service for marginalized communities and lead to the overrepresentation of Indigenous and African Canadian children, youth, and families in the child welfare system.

Child Welfare Redesign



In July 2020, the Ontario government announced the modernization of the child welfare system. The redesign ensures more families stay together and that children and youth in care have the support they need to be safe, succeed and thrive.

The strategy focuses on transforming child and family services to strengthen families and communities through: prevention; early intervention and finding more permanent homes for children and youth in care when they cannot stay in their own homes or communities.

FINANCIAL REPORT



**Children's
Aid Society**
THUNDER BAY DISTRICT

Combined Balance Sheet

as at March 31, 2021

| | 2021 | 2020 |
|-------------------------------------|------------------|------------------|
| Assets | | |
| Cash | 1,812,680 | 999,534 |
| Accounts Receivable | 182,170 | 272,558 |
| Prepaid Expenses | 42,688 | 40,311 |
| Capital Assets, net | 946,099 | 903,155 |
| | 2,983,637 | 2,215,558 |
| Liabilities and Net Assets | | |
| Accounts Payable | 1,679,053 | 1,238,043 |
| Due to Province of Ontario | 496,050 | 341,177 |
| Unexpended Program Funds | 736,755 | 700,639 |
| Deferred Revenue | 20,613 | - |
| Deferred Capital Contributions, net | 94,313 | - |
| | 3,026,784 | 2,279,859 |
| Unrestricted Net Assets | (1,005,792) | (1,057,161) |
| Non-Statutory Fund | 110,859 | 89,705 |
| Invested in Capital Assets | 851,786 | 903,155 |
| | 2,983,637 | 2,215,558 |

Combined Statement of Operations

for the year ended March 31, 2021

| | | |
|--|---------------|--------------|
| Operating Revenue | | |
| Province of Ontario | 15,069,572 | 15,185,405 |
| Surplus repayable to Ministry | (325,354) | (424,500) |
| Transfer to Deferred Capital Contributions | (97,660) | - |
| Other Revenue | 869,623 | 1,182,928 |
| | 15,516,181 | 15,943,833 |
| Operating Expenditures | | |
| Salaries & Benefits | 9,934,130 | 10,179,261 |
| Direct Client | 4,047,254 | 4,517,386 |
| Service Support | 1,513,643 | 1,242,466 |
| | 15,495,027 | 15,939,113 |
| Surplus for the Year | 21,154 | 4,720 |

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, 2021 may be examined at the Society's office at any time and are available on the Agency website.



**Children's
Aid Society**
THUNDER BAY DISTRICT

OFFICERS & DIRECTORS

Adam Shaen, President & Treasurer

Rob Barrett, Vice President

Helen Eaton, Governance Lead

Lorna MacAskill, Director

Sandra Beaulieu, Director

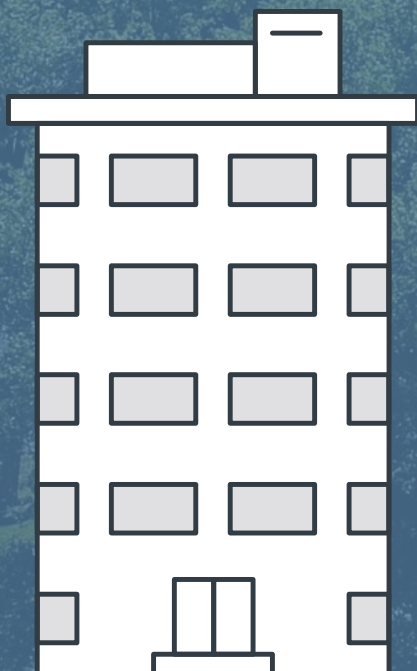
Rosemary McNabb, Director

Rima Mounayer, Director

Trevor Kavalchuk, Director

Ryan Bhopalsingh, Director

Dylan Mazur, Director



CONTACT US

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Fax: (807) 887-2211