

# Early Help

We work with our partners to provide early intervention.  
Only 11% of our families return for service within 12 months.

388

cases linked to community services

91%

of our work is completed at investigation

31

duty to report/community engagement presentations completed to help awareness that it is EVERYONE'S responsibility to keep children and youth safe

130

families received support for items such as groceries, diapers, rent and hydro, on an emergency basis, to prevent their children coming into care

44

children and youth placed with kinship families when they could not remain in their own homes

35

community placements—schools, counselling services, community HUBS, Halton Region and the police service—enable staff to provide early intervention, accessibility and help

3,051  
(children and youth)

1,753  
(parents)

received programming through  
Our Kids Network Hubs



## Permanency begins at home!

98%

of cases enable children and youth to remain with their families

72%

of children and youth are discharged within one year of coming into care

88%

of children and youth return to family or kin

9

adoptions finalized (or in process)

“As a result of family finding, my child has an expanded network of caring people committed to being part of his life through adulthood”

~ Society worker



keeping kids connected

31%

reduction in number of children/youth in care over last five years due to concentrated efforts to find permanency options such as kinship, guardianship and adoption

123

number of children and youth in our Society's care

48%

of our children and youth in care are over the age of 12

# Diversity and Inclusion

100%

of staff trained in Anti-Oppressive Practice and Trauma-Informed Practice

51%

of staff attended Out and Proud training

4

youth in care from the Society attended the Power Up! Symposium

8

society staff attended the All In! Symposium

8%

of children and youth in care identify as African-Canadian as compared to 3% of children and youth residing in Halton

4%

of children and youth in care identify as Indigenous as compared to 1% of children and youth residing in Halton

16

families received assistance through Indigenous Child Management Services Ltd. to explore ties, roots and linkages to their cultural heritage

203

volunteers including mentors, drivers, tutors and special event assistance

\$350K

received from the Children's Aid Foundation of Halton to support these initiatives

14

youth attended post-secondary education

100

children/youth participated in FUTURES educational, life skills and recreational programs

505

youth received outreach services from Bridging the Gap's homeless program for youth aged 16-24

12

YouthSAID Advisory Group members attended events including Children and Youth in Care Day, WE Day and Youth Civics Day

## Our Journey toward Diversity and Inclusion

On our journey toward Diversity and Inclusion, we recognize it is not only the goal we want to achieve that matters. Rather, it is the approach we take, the decisions we make and the values that guide us on our way. In many ways, the goal *is* the journey.

Any journey is comprised of steps or transitions along the way. Reflecting on the 2018-19 year, there were many influential transitions.

Large scale transitions include the formation of a new government for Ontario in June. Subsequently, a new Ministry of Children, Community and Social Services (Ministry) was created with oversight of many social services including child welfare.

The *Child, Youth and Family Services Act* (CYFSA) explicitly requires that all children's aid societies (CASs) commit to the confrontation of racism and addressing systemic inequities. In response, our sector is implementing 11 Race Equity practices in our work with African Canadian families. We are honoring the 9 Commitments to Reconciliation with Indigenous communities. Both initiatives directly address the over representation of African Canadian and Indigenous children in the child welfare system.

Our Society committed to diversity and inclusion through our work with Annemarie Shrouder International. Beginning with a deeper look into the experiences of our staff, this work parallels the transitions of our children, youth and families toward positive and long-lasting change. Our Board of Directors developed a recruitment process designed to assist in having a Board that is representative of the community served by our Society.

"Power Up!" the first-ever African-Canadian Youth-in-Care Symposium, was held in July. The event focused on helping African-Canadian youth in care build knowledge of their collective past, present and future. Black youth in care and staff who attended reported feeling a sense of deep connection to each other and that sharing their experiences with one another was both cathartic and affirming.

In November, the Ontario Association of Children's Aid Societies hosted the first ever child welfare symposium for African Canadian staff. "All In!" was a supportive environment that allowed African Canadian staff to come together to share the common experiences and pain as African Canadian people working in Child Welfare. A common revelation was that the residual effects of colonialism continue to impact not only how child welfare services are delivered to African Canadian clients, but how colonialism impacts us as African Canadian employees. "All In!" was an opportunity to start conversations around our shared experiences and move forward in improving services to African Canadian families while taking care of ourselves in the process."

In the fall of 2018, all new employees received training to understand the historical context and impact of colonization on Indigenous Peoples and the role of child welfare in the Residential School System and the '60s Scoop.

In September, our Society joined all other non-Indigenous CASs in the "Learning Together to Bring Indigenous Children Home" reconciliation event at Chippewas of Rama First Nation. We heard directly from Indigenous community members and leaders, their advice to ensure all Indigenous children and youth are connected to their communities.

In December, the Halton District School Board hosted the Human Rights Symposium, "Indigenous Realities," educating community partners on Indigenous rights and the current realities of Indigenous Peoples. Society staff, along with more than 300 community partners, gathered for this important day led by First Nations, Inuit and Métis rights advocates, educators and artists.

Society staff received "Out and Proud" training through an interactive and dynamic workshop. Participants learned about the experiences of the LGBT2SQ+ children and youth we serve. It is intended to foster an informed, accepting environment where our children and youth experience a safe and positive space.

We are so very grateful our staff, caregivers, volunteers and community partners without whom there would be no journey. We would also like to thank Nancy MacGillivray who retired as Executive Director in August 2018. Nancy's leadership of the Society and her belief in the bigger picture leave an ever-lasting impression on the Society and child welfare. Also, our sincere thanks goes to our Board for their courage, integrity and commitment to the children, youth and families with whom we are privileged to work.

Emad Elsayed, Board Chair Janice Robinson, Executive Director

## Financial Report

This is a condensed statement. Full financial statements, audited by SB Partners, are available upon request

Revenue	2018_19	2017_18
Province of Ontario	\$18,844,453	\$18,508,977
Other	\$ 2,311,024	\$ 1,755,691
<b>Total Revenue</b>	<b>\$21,155,477</b>	<b>\$20,264,668</b>
Expenses		
Salaries and Benefits	\$13,772,733	\$13,037,274
Board and Client Services	\$ 6,151,367	\$ 5,429,438
Administration	\$ 1,454,443	\$ 1,566,967
Amortization	\$ 226,769	\$ 203,221
Total Expenses	\$21,605,312	\$20,236,900
<b>Surplus (Deficiency) of Revenue over Expenses*</b>	<b>(\$ 209,122)</b>	<b>(\$ 57,983)</b>

\*After application of Balanced Budget Fund (\$240,713)

# \$811,434

funding for Bridging the Gap supports youth who are homeless or at risk of becoming homeless

# \$1,158,276

funding for the Our Kids Network, a Halton-wide partnership focused on building capacity of community organization that supports children, youth and families

### Vision

**Children, Youth and Families Thrive**

### Mission

**We protect children and youth, strengthen their well-being and support lifelong, enduring relationships**

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### Board of Directors

#### Board Executive

**Emad Elsayed**  
Chair

**Joyce See**  
Vice Chair

**Steve Cranna**  
Secretary/Treasurer

**Terry Spearin**  
Governance Committee Chair

**Paul Bartu**  
Past Chair

**Joan Lewis**  
Director at Large

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**Eslyn Blair**  
**Ken Kelertas**  
**Terry Kelly**  
**Hazel Lambert**  
**Marcus Logan**  
**Ann Murray**  
**Mike Reid**  
**Brad Saunders**

### Leadership Team

**Janice Robinson**  
Executive Director

**Jennifer Binnington**  
Director of Service

**Lynn Barker**  
Director of Service

**Juliette Prouse**  
Director of Finance

**Michelle McGaw**  
Director of Human Resources and Organizational Excellence

**Robyn Connolly**  
Executive/Board Support and Communications Specialist



# Halton Children's Aid Society 105th Annual Report—2018/19



# Our Journey

