



DURHAM
Children's Aid Society

112th

ANNUAL REPORT

for the fiscal year 2017 / 2018



Message from the Board President and Executive Director



Bryan Buttigieg
Board President

This year has seen significant accomplishments at Durham CAS as we advance our Vision of *Building Hope and Opportunities with Children, Youth and Families* and our strategic plan. It is the commitment of our exceptional staff, caregivers, volunteers and Board of Directors who make this possible. We are pleased to present this year's annual report highlighting some of our accomplishments of 2017-2018.

High quality service delivery that is responsive to the needs of children, youth and families and achieves positive outcomes continues to be our paramount priority.

The Community Advisory Council, a collaborative body with representation from the community, the agency and the board, now in its second year, focused on systemic issues related to services for African Canadian children, youth and families. Through this partnership, we have made gains in understanding and addressing child welfare issues faced by African Canadians. We are proud to note that DCAS services to African Canadian children and families are now proportional to the population. We would like to think that the Council's efforts, including increased awareness and collaboration with the community have contributed to reaching this notable result. A sincere thank you to the community leaders for their ongoing commitment to the Council.

Reconciliation with Indigenous Peoples has been a provincial and local priority over the past several years. In October 2017, the Ontario Association of Children's Aid Societies hosted "A Moment on the Path," a milestone meeting of Indigenous and child welfare leaders from across the province. The child welfare sector formally acknowledged and apologized for the harm done by child welfare agencies, and collectively committed to take steps to address current issues.

Durham CAS has been actively engaged in this work. We have built strong partnerships with Scugog Island First Nation and are dedicated to working together to achieve the reconciliation commitments. We continue to partner with Dnaagdawenmag Binnoojiiyag Child and Family Services (DBCFS) as they work towards becoming a mandated agency in 2018-2019.

Staff from both agencies are working side by side, to support the transition. A significant piece of work this year was to identify Indigenous children and families being served by Durham CAS that will receive services from DBCFS when they become mandated.

Accurate identity based data for children, youth and families has become an important part of service delivery. While the collection of demographic data is something that we have undertaken as part of our Anti-Oppressive Practice work, the Ministry of Children and Youth Services strengthened the



DURHAM
Children's Aid Society

Our VISION

Building hope and opportunities with children, youth and families.

Our MISSION

Working with families and communities for the safety, stability and wellbeing of children and youth.

initiative through the Identity Base Data Collection directive in February 2018. In-depth and accurate data will enhance our ability to be responsive to the service needs of our communities.

The new *Child, Youth and Family Services Act* was proclaimed after the 2017-2018 fiscal year on April 30, 2018. Prior to its proclamation and in response to change long advocated for by the sector, existing legislation was amended to increase the age of protection to 16 and 17 year olds effective January 1, 2018. This enables CASs to provide the full range of protection services on a voluntary basis to this cohort. Our experience of the first three months demonstrates the need for protection services for this age group.

A significant accomplishment was the implementation of the Child Protection Information Network (CPIN) on June 12, 2017. CPIN is the Ministry's child welfare database that integrates service, finance and reporting systems. The CPIN launch represents a two-year commitment, resource investment and change management process across the agency. It is anticipated that all child welfare agencies will be on CPIN by 2020.

On the financial front, the Ministry provided our budget allocation in September 2017, and it was \$1.1 million less than expected. The Ministry recognized that balancing our budget would be difficult with the funding shortfall and recommended that we enter into a Collaborative Financial Review.

As we look forward to 2018-2019, many of the initiatives highlighted here will continue to evolve and new ones will emerge with the changes facing child welfare. Durham CAS will continue to support and contribute to sector initiatives, and be a responsive partner serving children, youth, families and communities.

We would like to thank our staff, caregivers, volunteers and community partners for the critical work you do every day. We are grateful for the expertise and leadership of our wonderful Board of Directors. Together, we work to achieve our Vision and Mission.



Wanda Secord
Executive Director

A blue ink signature of Bryan Buttigieg, consisting of a series of fluid, connected loops.

Bryan Buttigieg
Board President

A blue ink signature of Wanda Secord, written in a cursive style.

Wanda Secord
Executive Director

Anti-oppressive practice DIRECTIONAL STATEMENT

We are committed to anti-oppressive practice in which we challenge the impacts of power and privilege, eliminate barriers, and are inclusive of the broad range of diversity in our community.



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People We Served

2017 / 2018

2016 / 2017

Services to families	New child protection investigations	4,440	4,365
	Open child protection cases at year end	905	870
	Families served by Prenatal Support	88	97
Services to children	Children admitted to care	160	173
	Children discharged	232	203
	Children in care served during the year	824	765
	Children in care at year end	490	562
	Adoptions finalized	23	22
	On-site health clinic visits	852	867
Days care provided	Total child days care	188,225	202,015
	Total foster and kinship days care	59,896	62,563
	Purchased foster days care	26,160	37,796
	Total group days care	29,758	26,607
	Continued Care and Support for Youth	55,913	50,372
	Independent living days care	0	7,511
	Total adoption days care	9,746	9,858
	Other days care	6,752	7,308
Volunteer services	Total number of volunteers (at year end)	140	146
	Total kilometres driven	1,397,423	1,332,227
	Volunteer drives completed	18,301	19,155
	Total volunteer hours of service	28,952	24,350

Statement of Child Welfare Fund Operations

Operating revenue	2017 / 2018	2016 / 2017
Province of Ontario	65,030,286	64,203,873
Balanced Budget Fund	(2,061,670)	0
Other	5,660,570	6,458,449
Total	68,629,186	70,662,322
Operating expenses		
Salaries and benefits	35,668,331	36,837,199
Boarding and client services	29,582,606	29,924,952
Administration	5,809,753	6,588,512
Total	71,060,689	73,350,663
Fund balances, beginning of year	6,617,691	9,306,031
(Deficit) / Surplus for the year	(2,431,505)	(2,688,340)
Fund balances, end of year	4,186,186	6,617,691

A summary from 'Statement of Revenue and Expenses' audited by Welch LLP - Chartered Professional Accountants

A pledge to move beyond an apology: The road to Reconciliation

This year has seen some important steps on our journey to Reconciliation. In October, we participated in a gathering where Ontario's Children's Aid Societies acknowledged and apologized for the damaging role that the child welfare system has played, and continues to play, in the lives of Indigenous children, youth, families and communities.

We also acknowledge that the apology is just one step, and that our words must be followed by continued and respectful engagement, and by concrete action.

We continue to build relationships with Indigenous organizations and individuals as part of our ongoing commitment. Our services must recognize multi-generational trauma and incorporate the healing power of community and heritage, while respecting and honouring the culture, needs and values of Indigenous families and communities.

One of the most significant steps this year has been the growing relationship with Dnaagdawenmag

Binnoojiiyag Child and Family Services as they work towards becoming officially mandated as the child well-being agency for Indigenous families in Durham Region and surrounding areas.

As part of the transition, we are honoured to have staff from Dnaagdawenmag Binnoojiiyag Child and Family Services working in our office alongside our staff to support the transfer of services. Several of our staff members have been seconded by or are now working for Dnaagdawenmag Binnoojiiyag Child and Family Services as they build their capacity on their own long journey to becoming mandated. We are privileged to support them in every way we can.

Our work with Indigenous families is always evolving. It is a complex sector-wide process addressing the historical devastating impact of colonialism and the child welfare system on generations of Indigenous families. We still have many steps to take on the long path towards Reconciliation and healing of historic injustices.

Information sharing: Ensuring best practices to help children, youth and families

One of the most significant initiatives of this fiscal year was the implementation of CPIN, the Child Protection Information Network. CPIN is an initiative of the Ontario government that replaces the separate systems used by individual children's aid societies across the province with a new, single, province-wide network. The system is being phased in over several years; our launch was in June 2017. All CAS's in Ontario will be on the system by 2020. CPIN is a complex and customized information technology system that modernizes the child welfare sector by introducing a consistent approach to collecting information across the province. It tracks information on a wider scale than ever before.

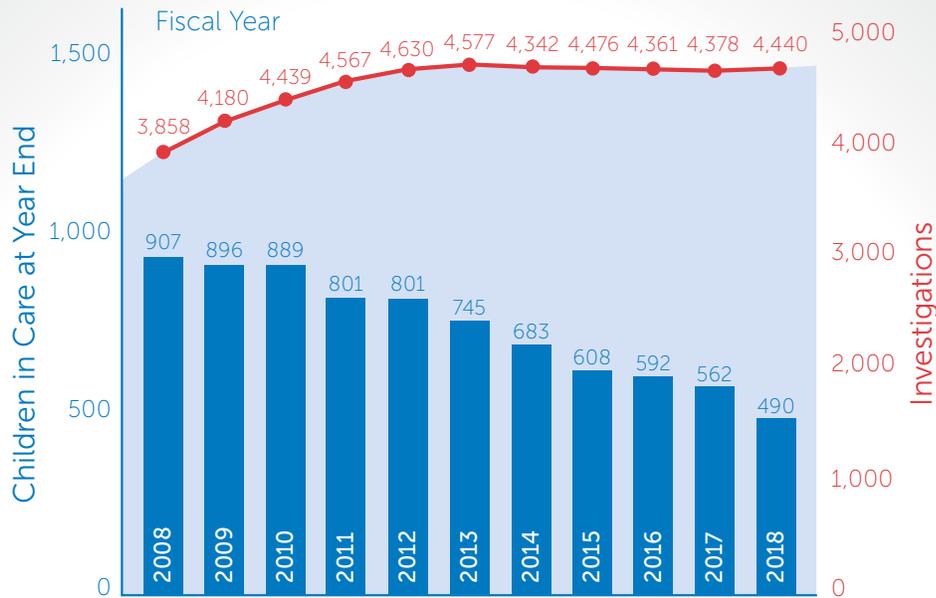
Historically, there may have been some gaps when sharing information from one CAS to another. Concerns have been raised about the inconsistency of details available if a family had involvement with one CAS and moved to another jurisdiction. CPIN helps eliminate those barriers ensuring better service for children, youth and families.

The new system allows us to work more effectively and efficiently with our partners across Ontario. It ensures that any CAS worker involved with a family has access to the same information, including details about children and youth, legal proceedings, foster and kinship care, group home care, adoption and financial data.

This has been a significant shift requiring dedication by everyone, both during implementation and in adjusting our ongoing practices. There was also a significant investment of both financial and staffing resources, as well as ongoing collaboration with the provincial CPIN team, ensuring a successful transition.

While the change may seem like just a new computer system, it really is a tool for us to do our job better and ultimately to realize our vision of building hope and opportunities with children, youth and families.

Children in care compared to investigations, 2008 to 2018



Over the years, the number of investigations has increased, however the number of children and youth in care has decreased because of our admission prevention strategies and focus on family-based care.

Increased age of protection: We are here for all children and youth

As of January 1, 2018, youth in Ontario age 16 and 17 are eligible for protection services from children's aid societies. This change, for which children's aid societies have advocated for many years, brings Ontario in line with jurisdictions across Canada.

Prior to this legislative change, youth who were 16 or 17, and who felt unsafe in their family situations had few options. They often had to choose between suffering or leaving home with no support.

Involvement with children's aid societies is voluntary for this age group, recognizing that a different approach is more appropriate for older youth who can fully engage in the process. While the approach may be different, the criteria for our involvement is the same. We are here to support youth who may be at risk of abuse and neglect regardless of their age. It doesn't matter if a youth who has been hurt is 15 or 16 – they all need our help.

Over the coming months we will get a better picture of the need and we will adjust our approach accordingly, ensuring the most appropriate service delivery. While we are continually assessing the number and types of referrals we are receiving, we are unsure at this time what the impact will be on our service volumes, and on our training and resource needs.

We are encouraged that the government has acknowledged additional resources will be required for these expanded services, but we are still unsure what supports will be available.

In the first three months of implementation we received referrals from a range of sources regarding a wide variety of concerns. The wide range of concerns was eye-opening and clearly illustrates a definite need for expanded services for youth up to age 18.

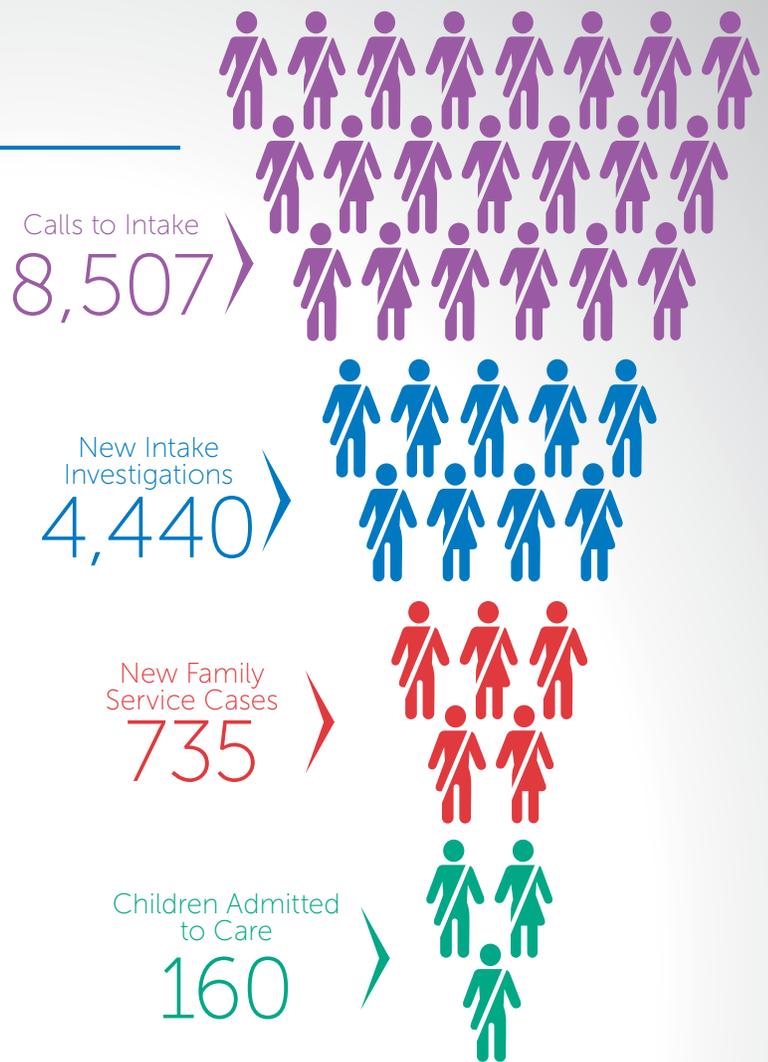
We are proud to be able to say that we truly are here for all children and youth in Ontario who may be at risk.

Helping early to keep children safe

We are committed to helping families build solid foundations to keep children and youth safe and healthy in their own homes. We strive to work with families in a manner that is respectful of and informed by their culture, heritage and unique needs.

By customizing our approach, we are able to help early, keep children out of care and prevent the need for ongoing services, as illustrated by this graph.

All families face challenges, and sometimes they may need a helping hand. We are committed to continually enhancing our services to support families and prevent the need to bring children into our care.



Community Advisory Council: Ensuring equitable and quality services for all

Our Community Advisory Council is now in its second year. The Council is one of the initiatives resulting from the *Building Bridges for the Success of our Children and Youth* consultations, our ongoing collaboration with members of the local African Canadian community.

The Council is comprised of staff, board and community members. It provides a forum to discuss challenges related to child welfare faced by Durham Region's African Canadian and/or other oppressed communities. Members of the Council assist us in identifying and prioritizing challenges and opportunities regarding systemic issues, including racism. The Council makes recommendations to address these issues to improve the service experience of children, youth and families.

The Council has been instrumental in advancing our community engagement this year including developing new partnerships with both individuals and organizations to enhance our services for children, youth and families. With the support and hard work of the council, and with increased community collaboration, the services we provide to African Canadian children and families are now proportional to the Region's population.

The Council meets periodically throughout the year and hosts an annual public consultation forum. This is one more step on our journey to engage our diverse communities and to integrate anti-oppressive practice into all aspects of our service delivery. This is an evolving process, and we are committed to working with the African Canadian community and other equity seeking communities to ensure an ongoing open and transparent dialogue.

Board of Directors and Senior Staff 2017-2018

Officers

President - Bryan Buttigieg
Vice-President - Sonia Munoz
Treasurer - Naveen Balakrishnan
Secretary - Natalie Perryman
Past President (Honourary) - Michelle Davis

Other Directors

Aisha Delpeache	Robert Royer
Davina Dixon	Lisa Sarsfield
Amandeep Gill	Peter Spratt
Shafina Juma	David Wade
Denise Parkins	Crystal Yaki
Mehvish Rizvi	

Senior Management

Executive Director - Wanda Secord
Director of Services - Dawn Walcott Parris
Director of Child and Youth Services - Diren Narendra
Director of Family Services - Barbara Gracey
Director of Intake Services - Isabel Khalaf
Director of Residential Services - Max Kryukov
Director of Finance and Administration - Martin Smith
Director of Human Resources - Melissa Beckette-Batchellor

Honourary Society Members

Recognized for their distinguished service to the Society.

George Ainsworth	Judy Gallagher	Dorothea MacQueen	Dario Savio
Norma Ainsworth	Kevin Gallagher	Ron MacQueen	Joan Skelton
Deborah Bacon	Craig Green	Jim McConnell	Tim Smart
Don Bain	Laura Green	Valerie McConnell	Howard Smith
Eleanor Bain	Lynn Gylytiuk	Beverly McDougall	Arlene Snyder
Bernadine Birchall	Stan Gylytiuk	Charlie McDougall	Ed Snyder
Pat Boon	Oswald Harmon	Carol Martel	Jacqui Steer
Suzanne Bradbury	Patricia Harmon	Sylvia Martone	Kathie Steffler
Jan Brazier	Jordan Hepp	Gary Mason	Marie Steiner
Jim Brazier	Jodi Hewett	Sharron Morrison	Kevin Sullivan
Bob Brozina	Deanna Hill	Ted Morrison	Sharon Swain
Rick Bunt	Lucy Hudson	Beverley Muir	Bev Swartz
Bertha Chipman	Mary Jameson	Tracey Newall	Howard Swartz
Sharon Clark	Wayne Jameson	Dennis Norton	Brian Thornton
Barbara Clarke	Ben Jarvenpaa	Mike Peace	Marilyn Thornton
Donald Curran	Tony Johnson	Sue Pelyk	Julie Vendetti
Patricia Curran	Jackie Kent	Tim Pelyk	Jackie Vieira
Jim Dubray	Gabe Kozma	Cecil Perryman	Blair Walters
Florence Dykstra	Karen Lelievre	Carol Povinsky	Gary Wilson
John Dykstra	Leonard Lelievre	Wendy Sue Reid	Jeff Wood
Rick Felstead	Dean Lewis	Bob Roche	Wendy Wood
Wendy Felstead	Eric Lewis	Ron Rollauer	
Martine Fournier	Barb Luciano	Bud Ross	
Joyce Fuller	Sam Luciano	Kathy Ross	
Peter Fuller	Rob MacFadden	Maret Sadem-Thompson	

