



**DURHAM**  
Children's Aid Society



**119<sup>th</sup> Annual Report**  
2024/2025



# Land Acknowledgement

We acknowledge this land is situated within the traditional and treaty territory of the Mississaugas of Scugog Island First Nation, signatories of the 1788 Gunshot Treaty and 1923 Williams Treaties. This land is home to the Indigenous Peoples.

Let us acknowledge the deliberate acts and traumas of the past through authenticity, solidarity, truth, and reconciliation.

Let us celebrate Indigenous communities by being leaders of action in the United Nations Declaration on the Rights of Indigenous Peoples and the Truth and Reconciliation Commission's recommendations.

Let us move forward together with kindness and respect.

MISSISSAUGAS OF SCUGOG ISLAND  
FIRST NATION



The Mississaugas of Scugog Island First Nation moved into southern Ontario from their former homeland north of Lake Huron around the year 1700. The Mississaugas are a branch of the greater Ojibwa Nation, one of the largest native groups in Canada.



The Johnson–Butler Purchase of 1787–88 (the "Gunshot Treaty," referring to the distance a person could hear a gunshot from the lake's edge) is one of the earliest land agreements between representatives of the Crown and the Indigenous peoples of Upper Canada (later Ontario).



The Williams Treaties were signed in 1923 by the governments of Canada and Ontario and by seven First Nations: Alderville, Chippewas of Beausoleil, Chippewas of Georgina Island, Chippewas of Rama, Curve Lake, Hiawatha and Mississaugas of Scugog Island First Nation.



This Declaration provides a road map for the Government of Canada and First Nations, Inuit, and Metis peoples to work together to implement lasting reconciliation, healing, and cooperative relations.



The Truth and Reconciliation Commission provided those affected by the legacy of the residential schools policy with an opportunity to share their stories and experiences. The Commission released its final report detailing 94 calls to action.

## Message from the Board President

This report outlines the many areas of progress achieved during the year. The agency has advanced initiatives in both service delivery and community engagement, implementing plans designed to enhance flexibility, accountability, and responsiveness to diverse family needs. Infrastructure improvements have strengthened internal operations and governance, while expanded community engagement efforts recognize that effective child welfare cannot exist in isolation. Addressing challenges such as poverty, racism, mental health, human trafficking, and violence requires strong partnerships and integrated supports across the community.

The board has also remained focused on governance and accountability, ensuring that Durham CAS continues to align with its mission and strategic priorities while maintaining the highest standards of oversight and stewardship.

I encourage you to review this annual report to learn more about the agency's work. I also invite you to engage with Durham CAS through our website, social media, and community events. Together, we all share responsibility for ensuring that children and youth are safe, healthy, and supported to thrive.

Over the past year, Durham CAS has undergone significant transitions, including the appointment of both a new Board President and a new Executive Director.

I have been a member of the Durham CAS Board since 2019, and in the past year, I had the privilege of assuming the role of President. I extend my sincere gratitude to my predecessor, Dr. Andrew B. Campbell, for his exemplary leadership and guidance over the last five years, and in particular, for his support as I prepared to take on this responsibility.

It is an honour to serve alongside a board comprised of such committed community members. Each director brings expertise, insight, and a shared dedication to ensuring that children, youth, and families in Durham Region are supported through responsive and accountable services.

I would like to recognize the retirement of our former Executive Director, Steve Woodman. Throughout his tenure, Steve advanced meaningful modernization of services, established collaborative community partnerships, and initiated innovative changes to address systemic racism and reduce racial disparities in child welfare. His leadership also ensured regulatory compliance, fiscal accountability, and organizational stability. We extend our appreciation to Steve for his many years of service and contributions to Durham CAS.

With Steve's retirement, we are pleased to welcome our new Executive Director, Ramona Chereches. Ramona brings extensive experience in child welfare and, in her first months, has both built upon the momentum of existing initiatives and applied a critical lens to our work, ensuring that services continue to evolve to meet the needs of families effectively.



Vera Mercier,  
Board Chair



# Message from the Executive Director

## A Year of Transition, Growth, and Shared Purpose

This past year has been one of transformation, collaboration, and renewed commitment to our mission. Midway through the year, I stepped into the role of Executive Director with deep gratitude for the support of the former Executive Director, Steve Woodman, whose leadership and guidance was invaluable and ensured a seamless changeover.

From the outset, I was met with warmth and encouragement from the staff, Board of Directors, OACAS, sector peers, and community partners. Your openness, support, and shared commitment to our vision have made this transition not only smooth but deeply inspiring.

Your belief in our shared goal — to support and achieve trauma-informed, healing-centred, safe, affirming and responsive outcomes and experiences for children, youth and families by implementing Indigenous and equitable affirming practices and services, strengthening integrated community partnerships and initiatives, ensuring financial sustainability and advocacy, and promoting staff wellbeing and engagement — has been the foundation of our progress.

Together, we have:

- Continued to develop and implement Indigenous and equitable affirming practices and engagement.
- Expanded the kinship program and developed initiatives that keep children and youth connected to their families and communities.
- Built cross-sector partnerships with health, education, law enforcement and other social services partners to strengthen service delivery.
- Enhanced privacy practices and advocated for systemic change.

- Implemented a financial management strategy focused on operational efficiency and fiscal responsibility.
- Continued to implement practices that focus on staff wellbeing, accountability and growth.
- Strengthened collaboration with the Durham Children's Aid Foundation to ensure fundraising efforts address service gaps and are aligned with the priorities and values of the agency.

As we navigate sector-wide fiscal pressures, we remain focused on long-term sustainability and community-rooted service delivery.

Toward the end of the year, we began developing our new Strategic Plan, which will launch in the upcoming fiscal year. This plan will be accompanied by a focused operational roadmap to guide implementation and measure progress.

Two key themes will shape this new Strategic Plan:

**Commitment to Indigenous and Equity Affirming Engagement:** We will continue to dismantle systemic barriers through anti-racist, anti-oppressive, intersectional practices.

**Empowerment through Partnerships and Courageous, Ethical Leadership:** We will foster bold, values-driven leadership and deepen collaborative relationships across sectors.

None of this would be possible without the dedication of our staff, caregivers, volunteers, donors, Board members, Durham Children's Aid Foundation, OACAS and our many community partners. Your tireless efforts and unwavering support are the backbone of our success, and I am deeply grateful for your support, partnership and advocacy.



Together, we are building a child welfare system that is inclusive, compassionate, and accountable—one that honours the voices and lived experiences of children, youth, and families.

Thank you for your trust, your partnership, and your commitment to the children, youth, and families of Durham Region.

I invite you to explore this Annual Report and learn more about the meaningful work we are doing and the impact we are collectively making.

*Ramona Chereches*

**Ramona Chereches,**  
Executive Director



## Embracing Responsiveness and Flexibility in Service Delivery

The work of children's aid societies has been evolving both provincially and locally as we enhance services to support children, youth and families in a less intrusive manner while maintaining our legislated commitments.

In recent years, Durham Children's Aid Society (CAS) has embarked on a transformative journey to enhance our service delivery, making it more responsive to the needs of the community. This shift is rooted in a commitment to equity and inclusion along with Indigenous-affirming principles that are centred in accountability, and collaboration towards ensuring that every child, youth, and family feels seen, heard, and supported.

This year, we not only implemented changes to our agency structure and service delivery, we also bid farewell to one executive director and welcomed a new one. Steve Woodman joined Durham CAS in September 2019 and retired in September 2024. Woodman's dedication to child welfare and his commitment to innovation and equity laid a strong foundation for the organization's ongoing evolution.

As a leading voice in service modernization, Romana Chereches joined Durham CAS in September 2024. With over 20 years of experience, she has driven transformative initiatives towards enhancing child protection services and improving outcomes for vulnerable children and families.

One of our key priorities, as stewarded by Ramona's leadership, is the reduction of racial disproportionality in service delivery and the enhancement of equity, inclusion, and culturally responsive services. We are working towards creating a child welfare system that better serves all communities, particularly those that have been historically marginalized which includes peoples of Indigenous descent.

Our shift toward a more responsive and flexible service delivery model is also evident in our approach to prevention and early intervention. We are committed to strengthening relationships with a wide variety of community partners and service providers, to improve access to community services before families are in crisis. This proactive approach helps to address the challenges faced by children, youth and their families, such as poverty, mental health challenges, human trafficking, intimate partner violence, and access to culturally appropriate services.





## Kin-First Approach

While not new, enhancing our work with kinship families remains one of our priorities -- an area where the child welfare sector has seen a great impact. We have experienced a significant decline in the numbers of children admitted into care as well as more positive and collaborative outcomes for families.

A significant driver of this change has been the increase focus on the child's family, community and culture, with a "kin-first" approach. We have changed some of the service structure within our agency to ensure that we are investing resources into finding and supporting kin caregivers when a family may need some assistance caring for a child. We are also actively identifying gaps in services, and expanding our network of community partners to try to ensure that families have access to the supports they need to be successful.

## Signs of Safety

We have also expanded our use of 'Signs of Safety' as our service model. 'Signs of Safety' is a strength-based, safety-centred approach to child protection, that is based on building meaningful outcomes for vulnerable and at-risk children. We are working to enhance training and build capacity for all through the use of practical applications in all areas of our work.

## Community Links

Another area in which we have invested in is the expansion of our Community Links program. Connecting families with community resources has always been a goal whenever possible, however we have increased our efforts in this area by having more staff dedicated to working with families in this way, offering connection to community-based services following a preventive and early intervention model. We have invested more time in building new partnerships to ensure that families have improved access to services. We connect families with a greater range of services starting with the first point of contact. With a team dedicated to this work, we are able to work with families for an extended period. The impact is less intrusive strength-based community support with less child welfare involvement. This aligns with our commitment to enhancing family well-being, strengthening community partnerships and ensuring children are safe and well supported.





## CARE Team

The Durham CARE (Children at Risk of Exploitation) team is a specialized partnership with Durham Regional Police Service and Victim Services of Durham Region. The team focuses on identifying, supporting, and protecting children and youth at risk of sexual exploitation and human trafficking. By collaborating with community organizations and prioritizing culturally responsive and trauma-informed approaches, the CARE Team ensures that individuals receive the resources and advocacy they need to thrive. The Durham team is considered a leader in this work and has been called on to help establish similar teams in other regions.

We have expanded this innovative program to include working with families with infants, due to the success the program has had in working with families during the pregnancy and to ensure some continuity for families who have just given birth.

## Francophone Services

There is a growing need to deliver a full range of services in French, and this year we have increased our capacity with increased staffing and resourcing. There has long been a gap in Francophone services, resources and community outreach, we are committed to growing our capacity in this area. This year our dedicated bilingual staff continued to expand our network of community partners and conducted information sessions geared towards assisting newcomer Francophone families and service providers. The agency is currently exploring the development of a Francophone affirming engagement and outcomes strategy.



## Prenatal Support and Infant Care Program

Our Prenatal Support and Infant Care Program supports pregnant individuals who may need some help to ensure their well-being and that of their baby. Referrals to the program may include a range of concerns, such as substance abuse, mental health concerns and parenting capacity. We help the family connect with community support services with the goal is to ensure a healthier pregnancy and safety for the newborn child. The program staff works voluntarily with pregnant individuals and will continue to offer services where needed following birth of the child.





# Foster Caregivers

While we have made significant progress in reducing the number of children in care, there remains an urgent need for foster homes to provide safe, nurturing environments for children and youth who require temporary care.

The number of foster caregivers has declined, and as the demands on child protection services increase, the availability of diverse foster caregivers is critical to ensuring that every child receives the stability, support, and compassion they deserve. Foster caregivers play a vital role in helping children remain connected to their communities and have the opportunity to thrive while long-term plans for their care are being made.

Increasing the number of foster caregivers is essential to meeting the unique needs of children and ensuring their well-being. This year, our staff has expanded community outreach to raise awareness about this urgent need. Our Recruitment, Assessment, and Development team is at the forefront of the mission to find foster caregivers prepared to support children and youth with complex needs and diverse identities.

The team has increased promotional efforts, held more information sessions, hosted a family skate, expanded our social media presence, presented to community organizations, and participated in events, resulting in 327 inquiries. We are also reaching out to diverse communities and organizations in recognition of the important role that caregivers play in supporting the cultural and identity affirming needs of the children and youth we serve. The need persists, and we invite everyone to get involved.

Our team is deeply committed to ensuring that if a child must be placed outside their home, the foster home they enter is equipped with the skills, compassion, and stability necessary to help them thrive.





## Working Alongside Indigenous Peoples

Durham Children's Aid Society is steadfast in its acknowledgement and commitment to work with and alongside First Nation, Inuit and Métis. We recognize First Peoples as sovereign nations/communities who have their own distinct spiritual, cultural, political, social, familial, communal identities with inseparable ties to their land/territory as well as their distinct nation-to-nation ties to the province of Ontario and Canada as a whole.

The agency plans to develop a separate service and engagement approach in (continuous) consultation with community that recognizes Indigenous Peoples inherit right to sovereignty, self-determination and self-independence (Inherent Rights).

## Equitable Engagement & Service Outcomes

We endeavour to be an equitable, diverse and inclusive organization through the use of an anti-racist, anti-oppressive, intersectional framework that is trauma-informed, healing-centred, safe, responsive and affirming as per our commitment to:

- Recognize, acknowledge, respect, and work alongside families in a manner that is holistic and non-oppressive towards safety, well-being and affirmation

- Listen to, and centre the voices of children, youth, their families and communities in all that we do
- Work with the interconnected constellation of human identities in a manner that is trauma-informed, healing-centred, safe and responsive
- Work with community partners – particularly equity seeking and Indigenous groups to address issues of disproportionality and disparity in services and outcomes
- Actively work to be fair, unbiased, affirming and just in our engagement of children, youth, families and their communities along with staff and community partners.

In support of our equity-based commitment, we have conducted several public consultations with community members throughout Durham Region to ensure that our services evolve to meet the diverse needs of all the families we serve. We have also surveyed families with whom we have worked. This feedback is fundamental in how we plan our service delivery.

In response to what we heard, the organization is currently working towards developing identity-based affirming approaches to the engagement of, and services to communities of Asian-descent, the 2SLGBTQIA+ community, the Francophone community along with an affirming accessibility approach to working with persons living with a disability in all their intersecting identities.





# Working with equity-seeking families and their communities:

## One Vision, One Voice

In partnership with other children's aid societies across Ontario, we are committed to implementing wide ranging changes in how we deliver services to children, youth and families to challenge inequities and eliminate disparity in child welfare. This includes our commitment to One Vision One Voice (OVOV). OVOV is a provincial program led by the Ontario Association of Children's Aid Societies, focussing on addressing anti-Black racism and supporting improved outcomes and equitable services for African Canadian children, youth, and families.

The program was launched in 2015, and each year we enhance our services to ensure that we are achieving defined practice principles outlined by the program. The manifestations and legacy of anti-Black racism are deep, and the dismantling of that impact is an equally long commitment. Systemic change takes time, and we are committed.

Our unwavering commitment includes the development and enhancement of culturally appropriate, family-centred services at all levels of service; anti-Black racism training; and leadership and networking opportunities for African Canadian youth and child welfare staff.

Under the agency's Kasserian Ingera Model, we have enhanced our dedicated African Canadian services teams, established a new Anti-Black Racism Lead role, and we have expanded our Anti-Black racism consultations to all levels of service. With formal processes and dedicated teams, we can ensure that all African Canadian families are provided specialized services to address their unique needs.

With our expanded network of community partners, we have a much greater range of community services available for families. In many instances, we are able to connect families with community resources and eliminate the need for continued CAS involvement.



## Supporting our 2SLGBTQIA+ Community

Our commitment to equity and inclusion extends to our active support of the 2SLGBTQIA+ community among our staff, the families we serve and our broader communities. Recognizing the importance of safe, affirming spaces for all, we strive to foster an affirming culture both internally and through our community engagement.

Our Live Proud committee is central to this effort, bringing together staff from across the organization to champion initiatives that raise awareness, provide education, and strengthen allyship within the agency. Through training sessions, resource-sharing, and visible advocacy, Live Proud ensures that the unique experiences and challenges faced by 2SLGBTQIA+ children, youth, families, and staff are acknowledged and addressed.

This is an ongoing journey, however with our year-round efforts and continued assessment of our service delivery, we are committed to increasing our capacity to support our staff and empower them to provide identify affirming and respectful services to children, youth and caregivers from the community.

Beyond building our internal capacity, we are proud to be a visible participant at and host of local Pride events. Youth Pride is a safe, fun, inclusive celebration of 2SLGBTQIA+ communities that we present annually in collaboration with several community partners. The event, launched in 2018, is a fun-filled afternoon where we champion affirmation and inclusion by connecting youth, caregivers and allies with resources available across Durham Region and by celebrating and uplifting young people exploring their identities.

This year we continued our partnership with all eight Durham Region municipal libraries to present Drag Queen Storytime, now in it's seventh year. These events exemplify our dedication to normalizing diverse expressions of self and fostering environments where every child and youth feels represented, affirmed and loved while also promoting literacy and healthy child development.

These community partnerships and events are more than symbolic—they are active steps toward dismantling stigma, building connections, and ensuring that all members of the 2SLGBTQIA+ community have access to supportive services, empowering them to thrive authentically.





# Financial Summary 2024/2025

## Operating Revenue

Province of Ontario	56,122,197	56,784,022
Other	5,635,194	4,094,288
<b>Total</b>	<b>61,757,391</b>	<b>60,878,310</b>

## Operating Expenses

Salaries and Benefits	33,950,053	33,480,106
Boarding and Client Services	23,239,263	22,602,516
Administration	5,061,208	5,659,674
Total	62,250,524	61,742,296
<b>(Defecit)/Surplus for the Year</b>	<b>(493,133)</b>	<b>(863,986)</b>

Fund Balances, as Previously Reported	6,342,164	7,245,088
Adjustment due to Change in Accounting Policy	(2,173,270)	(2,212,206)
Opening Balance, as Adjusted	4,168,894	5,032,880
Excess of Revenue Over Expenses/(Expenses over revenue)	(493,133)	(863,986)
<b>Fund Balances, End of year</b>	<b>3,675,761</b>	<b>4,168,894</b>

Source: Audited financial statements for the year ended March 21, 2025, audited by Deloitte LLP.

Change in Accounting Policy:

Effective April 1, 2024, the Society changed its accounting policy in accordance with Canadian public sector accounting standards for government not-for-profit organizations, including the 4200 series of standards, as issued by the Public Sector Accounting Board (PSAB) of the Chartered Accountants of Canada.

# People We Served 2024/2025

Services to Families	2024/2025	2023/2024
Referrals/Calls to Intake	10,203	9,545
New child protection investigations	3,250	3,668
Open child protection cases at year end (ongoing)	285	247
Families served by Prenatal and Infant Support	32	44
Services to Children		
Children admitted to care	43	50
Children discharged	117	106
Children in care served during the year	327	359
Children in care at year-end	233	253
Adoptions finalized	15	6
Community Links	1,340	1,226
Anti-Black racism consultations	1,178	1,149
Foster recruitment inquiries	327	375
Accountability*		
Individual Access to Information	889	886
Privacy Breaches	44	10

\*As part of our commitment to accountability to the children, youth, and families we serve, as well as to the people of Ontario, we believe it is important to share information about all aspects of our services. This includes providing information on maintaining ongoing standards to ensure quality service and the integrity of those services. This encompasses both financial and ethical accountability. We are required to track and report privacy breaches to the Information and Privacy Commissioner of Ontario (IPC). Additionally, we must respond to all breaches by informing those impacted and introducing measures to prevent future breaches and mitigate their impact. The IPC tracks data on a calendar-year basis; the numbers provided here are for the calendar year.



# Community Engagement

Our relationship with our community partners has always been a fundamental aspect of helping families; In other words, supporting families is not the work of just one agency.

We are expanding our scope of partners and are very pleased to announce the growing opportunities we are cultivating through new programs, resources and events, along with other programs that may not be new, but are evolving as we incorporate the ever-changing needs of our communities and best practices. This year we were active in both collaborating to plan new initiatives and in building new connections at many community partner events.

As one of the multi-disciplinary team partners, we were involved in much of the planning this year for the forthcoming Child and Youth Advocacy Centre; along with the host agency, Victim Services of Durham Region. Similar developmental work was conducted this year for other forthcoming services, in particular, we have developed a new team dedicated to working with community service providers to address the increase in occurrences of intimate partner violence.

We were also involved in the formative development of the Kliniki Clinic at Durham Community Health Centre provides access for Durham individuals who identify as African, Caribbean, or Black to receive culturally affirming services for healthcare and mental health concerns.

We had the honour of one of our staff participating in a panel and having many of our staff participate in the Rest or Reform Conference, presented by the Kujipenda Cultural Centre. This transformative event brought together leaders from a variety of fields to build connections and reform systems. The overarching goal was to prepare participants with the tools and strategies to foster equitable change within organizations and ensure the implementation of inclusive practices.

We were also thrilled to be a part of the planning of the Inaugural Black Health and Wellness Day event that debuted in March 2025, was dedicated to advancing the health and well-being of African, Caribbean, and Black communities across Durham Region. The event fostered meaningful dialogue around culturally relevant care, mental health supports, and strategies for addressing health disparities. Through collaboration with community partners, the event provided valuable resources, showcased local initiatives, and reinforced our ongoing commitment to equity and holistic well-being for Black families and individuals in our region.





## PATH Events

This year we hosted a two 'PATH' — Public Accountability Town Hall -- events. PATH events are public sessions designed to engage the community, share updates on organizational changes, and gather feedback. These events support our commitment to transparency and evolving service delivery, with a focus on incorporating culturally relevant and holistic perspectives based on input from the families and communities we serve.

Areas for improvement were also highlighted, including some gaps in communication, the need for clarity regarding the supports available and the need to expand the access to community resources. Some respondents worried that our processes were too focussed on policy and procedures, rather than relating on a personal level.

We are committed to learning from this feedback which reaffirms the need for some of the work we have already initiated as well as highlights the need to review and adjust our current practices to ensure we are meeting the diverse needs of children, youth and families. We are completing an assessment of the feedback, and we will share a written report on our website.



## Family Feedback Survey

This year we conducted youth and family feedback survey, with 178 respondents. The information we gather by listening to those who have received service from us is crucial in helping learn how we can best change, enhance and grow our services. Understanding the lived experiences of children, youth, and families — positive and negative -- is critical for fulfilling our mission, vision and strategic priorities.

We heard that that many families and youth had positive experiences with their workers, felt supported and informed. And most youth felt that they had opportunities to engage with peers and felt a sense of belonging. We heard that many families appreciated having a worker with a similar racial background when we were able to provide that. They felt there was more support and transparency, and many appreciated the access to community resources.





## Community Services Info Fair

In April, we hosted our Community Services Info Fair. The event featured almost forty organizations with information about a wide range of services available in Durham Region, including health, mental health, financial, housing, education, recreation, and child development.

This was an opportunity for our staff and the staff of our hub partners to learn about local programs and initiatives directly from their providers. It was an opportunity to build connections, supporting our goals of collaboration and community partnerships to ensure equitable and affirming services.

We were very intentional about inviting a range of services, and especially those that may be new to the area or are new connections for us. We were also intentional about inviting agencies that will help to build our capacity to help families remain connected to and be supported by programs within their own communities and cultures.

## Ministry and Government Representatives

We would also like to acknowledge the important relationships we have with both our partners at the *Ministry of Children, Community and Social Services* and our local elected officials.

We work very closely with our *Ministry* partners to ensure that our services are not only fiscally and legislatively responsible and accountable but are also effective and are fulfilling our mandate in the most effective and collaborative manner. We all share the vision that children, youth and families deserve responsive, respectful, supportive and collaborative service.

We strive to maintain strong relationships with our elected officials, especially at the provincial level as we are mandated by the Ontario government. We'd like to thank all our members of provincial parliament for their dedication to the families of Durham Region, and for their open and ongoing efforts to keep informed of the work we do and help to ensure that families have access to the service they need.





## Durham Children's Aid Foundation

This past year, the Durham Children's Aid Foundation was proud to stand alongside Durham Children's Aid Society and our community in creating opportunities that truly matter. We funded camp experiences where children could laugh, learn, and build confidence. We provided bursaries that helped youth take their next steps in education with pride and determination. We responded to urgent needs through emergency funding and supported wellness through unique opportunities like our Ski Club. We were especially proud to support youth-led initiatives such as Youth Pride and the Youth Luncheon, as well as programs celebrating Black History Month investments that help young people see themselves reflected, valued, and heard.

Holiday Hope remained our most impactful program, wrapping hundreds of families and youth in the care of our community as we celebrate meaningful cultural observances throughout the year. Beyond that, we worked to meet year-round needs with back-to-school supplies, a winter coat drive, summer essentials, and even a furniture giveaway to help families make new spaces feel like home.

What makes this work so powerful is not just the programs themselves, but the way our community came together to make them possible. From being honoured as a recipient of both the Whitby Mayor's Gala and the Ajax Mayor's Gala, to building strong partnerships with GM Canada, TELUS, Hydro One, and many others, we witnessed the difference that generosity and collaboration can make. Each initiative carried with it a sense of pride for our youth and a reminder that together, we are building a community where every child and family has the chance to thrive.





# Board of Directors and Senior Staff, 2024/2025\*

## Board of Directors

### Officers

President  
Vice President  
Treasurer  
Secretary  
Honourary Past President

Vera Mercier  
Stacey Lepine-Fisher  
Gillian Lock  
Matthew Sinclair  
Drew Samuels

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Tarak Ahmed  
Graciél Ballesteros  
Victoria Bozinovski  
Cassandra Duncan  
Nadia Gouveia  
Heather Hilker  
Shannon Jackson  
Joseph Idegwu  
Jolleen Mathews  
Heather Thompson

### Senior Management Staff

Executive Director  
Director, Equity, Diversity and Inclusion  
Director, Finance and Property Services  
Director, Human Resources  
Director, Legal Services  
Director, Quality Assurance and Information Technology

### Service Directors

Ramona Chereches  
Michael Bowe  
Ruthann Pinnock-Bogues  
Andy Ip  
Farrah Manji  
Hermann Amon

Nicole D'Ornellas  
Odelia Francis  
Isabel Khalaf  
Susanne Piper



\*As of March 31, 2025



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Children's Aid Society

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