



Halton Children's Aid Society 98th Annual Report—2011/12



Helping Children, Youth and Families Thrive



98th Annual Report—2011/12

Greetings from the President/Executive Director

In 2011/12, the Halton Children's Aid Society (Halton CAS) provided services to 5,752 children and youth. Community-based protection provided services to over 95% of children/youth in their own homes. We work with our community partners—education, police services, addictions, trauma and mental health—to provide early help resulting in the majority of our work completed at intake. Our work in this area continues to trend upward.

Our children and youth in care are trending downward, and in 2011/12, we saw the lowest number (average of 176) over the last three years. This is due to fewer children/youth coming into care, and many of our youth in care aging out. As children/youth enter care, we plan for permanency—including returning home, adoption, guardianship and kinship options. When youth leave care, we want them to have permanency so they always have a place to call home and lifelong connections.

Providing stability is a key factor for success in school. The high school graduation rate for youth in care is 44% compared to the provincial average of 81%, reflecting the additional social and emotional challenges youth in care have when it comes to post-secondary education. Current legislation does not allow them to remain in foster care after 18, and many age out before completing their education. This results in additional disruption and uncertainty in their lives, which is one more hurdle they must overcome to fulfill their education and achieve their full potential.

We've lobbied the provincial government to extend the age of care up to 25 if youth continue their education. With over 32% of Halton's youth in care over 18, supporting them emerging into adulthood is a priority. Higher education and developing life skills are key components for successful transition. The Children's Aid Foundation of Halton provided funding (\$180,000) that enabled 25 young adults to continue their post-secondary education and 69 youth to access life skills programs.

The Youth Leaving Care Hearings held in November 2011 provided a personal and frank perspective for life in care and leaving care. Many of these stories were difficult to hear, but provide important lessons for us to learn. Many thanks to three of our youth who participated. Going forward we are committed to making changes to improve the lives of our children and youth whether in care or out of care.

A special thanks to those who help meet our vision—**Helping Children, Youth and Families Thrive.**

- ◆ Child Welfare staff (137) for working with 5,752 children and youth.
- ◆ YouthSAID for bringing to life the voices of our youth in care.
- ◆ Our Kids Network staff (7) for their work on healthy childhood development, in particular Developmental Assets and the Report Card 2011.
- ◆ Bridging the Gap staff (4) for working with 445 homeless youth.
- ◆ Volunteers (181) for contributing 19,291 hours.
- ◆ Foster families (80) for parenting 176 children and youth in care.
- ◆ The Children's Aid Foundation of Halton for providing \$254,075 to enhance the lives of children and youth.
- ◆ Community partners (30+) for assisting in making our community-based service delivery model successful.



95%
of children and
youth remain in
their own home and
do not come
into care





98th Annual Report—2011/12 Financial Report

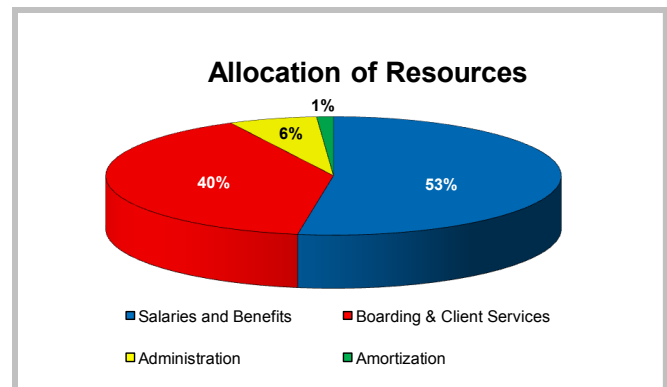
*This is a condensed statement.
Full financial statements, audited by SB Partners, are available upon request.*



Revenue	2011/12	2010/11
Province of Ontario	\$17,413,450	\$16,827,837
Other	\$ 1,596,694	\$ 1,336,225
Total Revenue	\$19,010,144	\$18,164,092
Expenses		
Salaries and Benefits	\$10,003,896	\$ 9,224,614
Boarding and Client Services	\$ 7,623,888	\$ 7,715,605
Administration	\$ 1,195,639	\$ 1,058,489
Amortization	\$ 227,160	\$ 205,298
Total Expenses	\$19,050,583	\$18,204,636
Excess of Expenses over Revenue	\$ 40,439	\$ 40,544

Funding Model

- ◆ Children's Aid Societies currently receive over 95% of their operational funding from the Ministry of Children and Youth Services (MCYS).
- ◆ Following up on the work of the Commission to Promote Sustainable Child Welfare, the funding model is still under review by MCYS.
- ◆ Bridging the Gap funding (\$491,183) flows through the Halton Region to provide supports to youth who are homeless or at risk of becoming homeless.
- ◆ The Our Kids Network is a Halton-wide partnership of organizations and agencies serving children and youth. Funding (\$628,202) is provided by the Protocol Partners, the MCYS and grants.



25
youth received bursaries
to attend post-secondary
education

\$157,840
in bursary funds provided
by the Children's Aid
Foundation of Halton





98th Annual Report—2011/12 Year in Review

Community Protection

- ◆ 27 workers (76%) are co-located in 22 schools, hubs, counselling agencies and the Halton Regional Police Services, including a new partnership with Halton Trauma.
- ◆ As an early help agency, we investigate 62% of our referrals and close 83% of these investigations.

Children and Youth Services

- ◆ Secured partnership with Halton Region to provide housing and support to nine of our youth emerging into independence.
- ◆ Focused on permanency for older youth while continuing to service a number of other society wards on adoption probation.
- ◆ Conducted focus groups for input into re-design of foster care system.

Our Organization

- ◆ Implemented “Making the Difference” program to recognize employees who go above and beyond their regular duties.
- ◆ Worked with Union to ratify new Collective Agreement for 2011-2015 incorporating the Provincial Discussion Table Consensus Agreement.
- ◆ Developed Human Resources staff Intranet site with access to an on-line training registration/calendar and other HR related information.
- ◆ Accepted as Development Site and Early Adopter for Child Prevention Information Network (CPIN).
- ◆ Updated financial policies for approval by Board of Directors to comply with Broader Public Accountability Act 2010-Province of Ontario.



69

youth supported
transitioning
into adulthood





98th Annual Report—2011/12 Year in Review

Advocacy

- ◆ Attended MPP Lobby Day (May 2011) hosted by Ontario Association of Children's Aid Societies. Over 160 delegates represented various children's aid societies, including three of Halton's youth in care who spoke directly with all four MPPs for Halton Region.
- ◆ Conducted four public engagement campaigns—Child Abuse Prevention Month (October 2011), Adoption Awareness Month (November 2011), Family Day (February 2012), Volunteer Appreciation Week (April 2012).
- ◆ Organized election strategy for 2011 provincial campaign incorporating four key messages . . . Halton's Children's Aid wants:
 - Families to Grow and Live in Halton
 - Every Child and Youth to Have a Permanent and Safe Home
 - Our Youth to Become Successful Adults
 - Our Youth to Have Post Secondary Education



"I Am Your Children's Aid."



Bridging The Gap

- ◆ Provided partial service to 119 youth and full service to 336 youth.
- ◆ Offered transitional housing for nine youth through Bridge House Burlington and Bridge House Milton.
- ◆ Secured funding for program with Halton Region through 2014.

Our Kids Network

- ◆ Produced and distributed two versions (65,000 copies) of Halton's OKN Parenting Directory—a catalogue of courses, workshops and groups for families.
- ◆ Distributed over 2,200 copies of the Report Card 2011 throughout the Halton community.
- ◆ Trained over 700 people in Developmental Assets strategy.
- ◆ Developed "A New Kind of Parenting: Raising Kids Ages 10-16" training videos; presented to Halton parents and service providers.



Report Card 2011
A Vision for Children in Halton



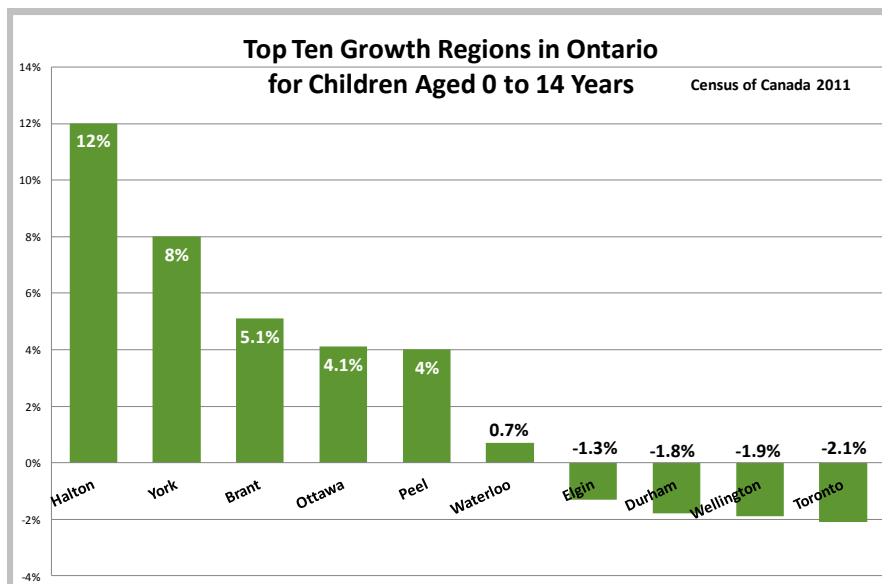


98th Annual Report—2011/12

Service Trends

	2011/12	2010/11	2009/10
Total Children and Youth Served	5,752	4,715	5,310
Number of Requests for Service	4,149	3,342	3,652
Number of Investigations	2,238	1,847	2,146
Number of Families Receiving Ongoing Services	234	233	317
Average Number of Children and Youth in Care	176	195	233
Number of Children and Youth Placed in Adoptive Homes	10	18	19
Young Adults (aged 18-21) Supported in Transitioning to Independence	69	54	51
Number of Foster Homes Available	80	75	76
Number of Families Referred to Community Programs	338	132	127
Number of Enrollments in Kumon Program	87	110	51
Number of Youth Awarded Bursaries	25	32	23
Total Amount of Bursary Dollars Awarded	\$157,840	\$140,000	\$124,000

Halton Region continues to be one of Ontario's fastest growing regions with a 12% increase in child population
2006 = 89,975 | 2011 = 10,787



106

Children and youth
attended camp





98th Annual Report—2011/12 Strategic Plan/Balanced Scorecard

Highlights—2011/12

- ◆ 10 adoptions finalized.
- ◆ 58 Crown Wards enrolled in post-secondary programs.
- ◆ 195 cases conferenced using Signs of Safety.
- ◆ 87 children and youth participated in Kumon program.
- ◆ 78 youth accessed Life Skills group training.
- ◆ 91 children and youth placed with kin.
- ◆ 338 families accessed services through community programs.
- ◆ 82% of staff performance appraisals completed.
- ◆ 181 volunteers contributed 19,291 volunteer hours.
- ◆ 98% accuracy of forecasting expenditures achieved.

2011/12 Balanced Scorecard Results Summary



Results based on 17-month period from November 1, 2010 to March 31, 2012

Direction—2012/13

- ◆ Focus on permanency and lifelong connections for our older youth.
- ◆ Embed Continuous Quality Improvement in service delivery.
- ◆ Broaden accountability framework by adding 24 ministry-required Performance Indicators.
- ◆ Increase opportunities to track year-over-year trends.

- ◆ Expand capacity for stakeholder feedback.
- ◆ Enhance kinship service with major emphasis on family finding.
- ◆ Strengthen our foster care system.
- ◆ Increase Developmental Assets.
- ◆ Support our youth transitioning into adulthood.
- ◆ Develop an anti-oppression framework.
- ◆ Launch new, user-friendly website.





98th Annual Report—2011/12 Leadership



2011/12 Board of Directors Officers/Executive Committee

- **Scott Waterhouse**, President
- **Joe Trovato**, Vice President
- **Steve Cranna**, Secretary/Treasurer *(from March 2012)*
- **Nicole Armstrong**, Secretary/Treasurer *(to March 2012)*
- **Paul Bartu**
- **Cecilia Taylor-Clare**

Leadership Team

Nancy MacGillivray

Executive Director

Jennifer Binnington

Director of Community Protection Service

Don Bryce

Director of Quality Assurance and IT

Robyn Connolly

Board and Communications Specialist

Derek Evans

Director of Finance

Michelle McGaw

Director of Human Resources

Jennifer Penton

Director of Children and Youth Services

John Tee

Director of Quality Assurance *(retired April 2011)*

Directors

- Rob Burton
- Siobhan Byron
- Brad Cook
- Emad Elsayed *(from March 2012)*
- Phil Grimes
- Bob Harris *(to June 2011)*
- Meredith Kirkland-Burke
- Justin Mastrangelo
- Steven Parfeniuk *(to March 2012)*
- Mike Reid *(from March 2012)*
- Brad Saunders *(from March 2012)*
- Lynn Smurthwaite-Murphy

In partnership with families and the community, the Halton Children's Aid Society's mission is to protect children and enable them to grow and realize their potential within a safe and nurturing environment

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