



The Children's Aid Society
La Société de l'aide à l'enfance

of the United Counties of | des comtés unis de
Stormont, Dundas & Glengarry

ANNUAL REPORT

2008 - 2009

We are here to help.

A WORD FROM OUR PRESIDENT & EXECUTIVE DIRECTOR

The Children's Aid Society of the United Counties of Stormont, Dundas and Glengarry celebrated its 100 year anniversary last year making 2008-2009 a year of celebration and new beginnings. With this very important milestone, we thought it was an appropriate time to rejuvenate the image of the agency and show the communities we serve that their Children's Aid Society has changed. Today, we are a dynamic agency, with employees who are dedicated and passionate about the welfare of children. Along with our new logo and new look, we have created a new slogan: **We are here to help.** We are here to help the children, the teenagers, the families and the communities we serve, and in doing so we value and rely on our community partners.

OUR MISSION IS TO KEEP CHILDREN SAFE AND PROVIDE CARE AND SUPPORT FOR FAMILIES AND CHILDREN AT RISK. WE OFFER SUPPORT SERVICES TO FAMILIES WITH CHILDREN IN COLLABORATION WITH OUR COMMUNITY PARTNERS.

Once again, this year we continued our commitment to the Child Welfare Transformation Agenda. Over the past year, we increased the number of staff in the kinship department to help assess more kin homes and also to offer support to our kin families. We created a domestic violence unit to manage the growing

needs of victims of family violence. We also decided to lower the threshold for referrals to our Adolescent Program Referral to 11 years of age so we could better respond to the growing needs of parents who have difficulties with their teenagers.

As part of our strategic planning, key priorities for this year were identified: **to improve the image of the agency in the community, to improve the quality of service to our families and to achieve better outcomes for our children.** These priorities will of course be ongoing but as a starting point we implemented some programs and structural changes. As mentioned above, we have revamped our entire image with a new logo; we have new tools and a new website. Since November 2008, the agency is open through lunch time to be able to respond to phone calls or walk ins from 8:30 a.m. until 4:30 p.m. We added a Quality Assurance Manager not only to review the data gathering but also to look at how we can furthermore assist our families and children. Finally, we started to identify permanency plans for our children and we are actively working on a repatriation plan for children placed outside our jurisdiction.

Along with continuation of priorities identified above, we have many projects for 2009-2010 and although we have some financial uncertainties we are still looking forward to implementing many new ideas and initiatives to increase our services and improve the outcomes for our children. We are the parents of approximately 400 children and we need to have the same high expectations and hopes for our children, as any parents would. We look forward to sharing the results of our efforts with you next year.

It would be remiss if we did not talk about our involvement with the Cornwall Public Inquiry. This was a time consuming task once again this year. We provided our institutional response last October and testified for more than 6 weeks and had 20 witnesses. We spent many hours writing our final report on our Institutional

Response and also on Phase 2 of the Inquiry to present support for some great community renewal initiatives. We now wait for the Commissioner's report and trust that the outcome will benefit the community.

In closing, we extend our thanks to the following:

our Board and staff for their unfailing commitment to the cause of protecting children; to our foster, kin and adoptive parents for their generosity of heart in welcoming children into their families; to our volunteer drivers who never tire of ensuring our children attend their appointments; and; to our community partners, and those in the outside placement resource sector, for helping us deliver services in a more coordinated fashion that makes it easier for children and families to receive the help they need as close to home as possible.

On a personal note, as the Executive Director, I wish to thank the Board for the tremendous support and helpful guidance that I have received this year.

And on a final note, and on behalf of the Children's Aid Society employees, I would like to recognize M. Lydon's exceptional dedication and contribution as President of the Board of directors. Thank you Kevin for sharing your wisdom, your years of experience, and your passion for the well being of our children. Your guidance has been invaluable in helping us with the work of child welfare.

RACHEL DAIGNEAULT and KEVIN LYDON



Kevin Lydon
KEVIN LYDON
President

Rachel Daigneault
RACHEL DAIGNEAULT
Executive Director

OUR PRIDE AND JOY!

Over the past year, our Agency has very proudly supported one of our youth, Charlene, in participating in the Rotary International Student Exchange. In 2007, Charlene went with her church youth group to Louisiana to help with hurricane disaster relief, and when the opportunity came to participate in a year long program in Garanhuns, Brazil, Charlene applied immediately. Charlene learned

Portuguese, participated in all of the necessary Rotary trainings, and moved to Brazil in July 2008. Charlene has been living with Rotary host families, and has been attending public school in Brazil as any Brazilian youth would. Charlene is scheduled to come home at the end of June 2009. We are so proud of you, Charlene, and cannot wait to hear everything about your amazing experience. Congrats!

OUR NEW QUALITY ASSURANCE PROGRAM

The Quality Assurance program was launched in December 2008 to improve the services to children and families. The purpose of the QA program is to assist the organization in its goal of ensuring successful outcomes for children and families as a result of the services we provide in our community.

The focus of this work since December 2008 has been to ensure that we have systems in place to obtain accurate data and statistical information from our records. Our aim has been to develop a more comprehensive data base and processes that will allow us to obtain qualitative and quantitative reports and information about the families and children we serve, the children who are in our care, and information about the resources we have and need within our organization or community.

Some of this has led us to examine demographic information from our community about family needs as well as to develop the profiles of our children in care. We have looked to enhance our use of valuable information from our involvement in On LAC (Ontario Looking

After Children) a program which reports on how children in care in Ontario are developing along important dimensions such as health, education and social and emotional development We look forward to many more statistics in the next year and will be gladly sharing the results of programs evaluations.



FINANCIAL REPORT

The Statement of Operations for the year ended March 31, 2009 is included for your review in this Annual Report. Full financial statements are available upon request.

Our fiscal year ended on a positive note with a small surplus of \$16,559. We increased efficiencies in case management that allowed us to close cases in a timelier manner and we were able to achieve this by monitoring and reducing costs, especially in the area of outside purchased services.

We continue to appreciate the efforts of the Ministry in recognizing and assisting us with some of our unique needs such as the Cornwall Public Inquiry along with the ongoing challenge of funding Child Welfare services.

REVENUES AND EXPENDITURES	2008-2009 ACTUAL
REVENUES	
Province of Ontario	\$23,733,900
Child Welfare Recoveries	1,078,430
Investment Income	4,163
Amortization of deferred contributions	61,294
Other Income	307,424
TOTAL REVENUE	\$25,185,211
EXPENDITURES	
Salaries	\$7,445,692
Benefits	1,539,474
Building Occupancy	441,213
Office Expense	321,697
Training and Recruitment	194,097
Promotion and Publicity	155,330
Professional Services—Non-clients	59,035
Transportation	1,071,541
Boarding Rate Payments	11,127,544
Professional Services—Clients	346,334
Health & Related—Clients	699,632
Client's Personal Needs	1,241,932
Special Programs	43,698
Miscellaneous	112,710
Technology	368,723
TOTAL EXPENDITURES	\$25,168,652
EXCESS (DEFICIENCY) of REVENUES OVER EXPENSES	\$16,559

WHAT IS NEW AND WHAT IS COMING

Over the past year the Society has moved forward on three major projects. Firstly, we reviewed our intake services in an effort to ensure families were seen and plans developed within 30 to 60 days as per ministry standards. Two workers were assigned to the intake team in order to focus solely on investigations and assessments. As a result of this staffing adjustment, along with the hard work and dedication of staff and supervisors, we have been highly successful. In July of 2007 our agency had 50% of all investigations/assessments still open after 60 days. Today we have 2% or 3 out of 122 investigations/assessments. Ultimately our goal is 0%.

Secondly, we have focused on our children and youth in care. Permanency planning will be a priority for the society over the next year. As such, four supervisors have been identified to champion this initiative. Specific training will be provided for the agency champions along with other interested supervisors. Permanency

planning criteria have been developed and have been provided to all staff and supervisors. It is the Society's goal to review all our children/youth in care to ensure that each child/youth has a current permanent plan.

Lastly, we have begun the process of redesigning our residential services with a view to increase placement stability, promote permanency and normality for our children/youth, improve outcomes for our children/youth, and improve communication and partnering with our foster homes/adoption homes.

The draft model and underlying principles have been developed and shared with the Foster Parent Association Executive and the staff. A complete communication and implementation plan will be developed over the summer and fall with a target date of early January 2010 for the implementation of the single residential model. This is an exciting project which we are confident will improved outcomes for our youth/children as well as the fostering/adoption community.



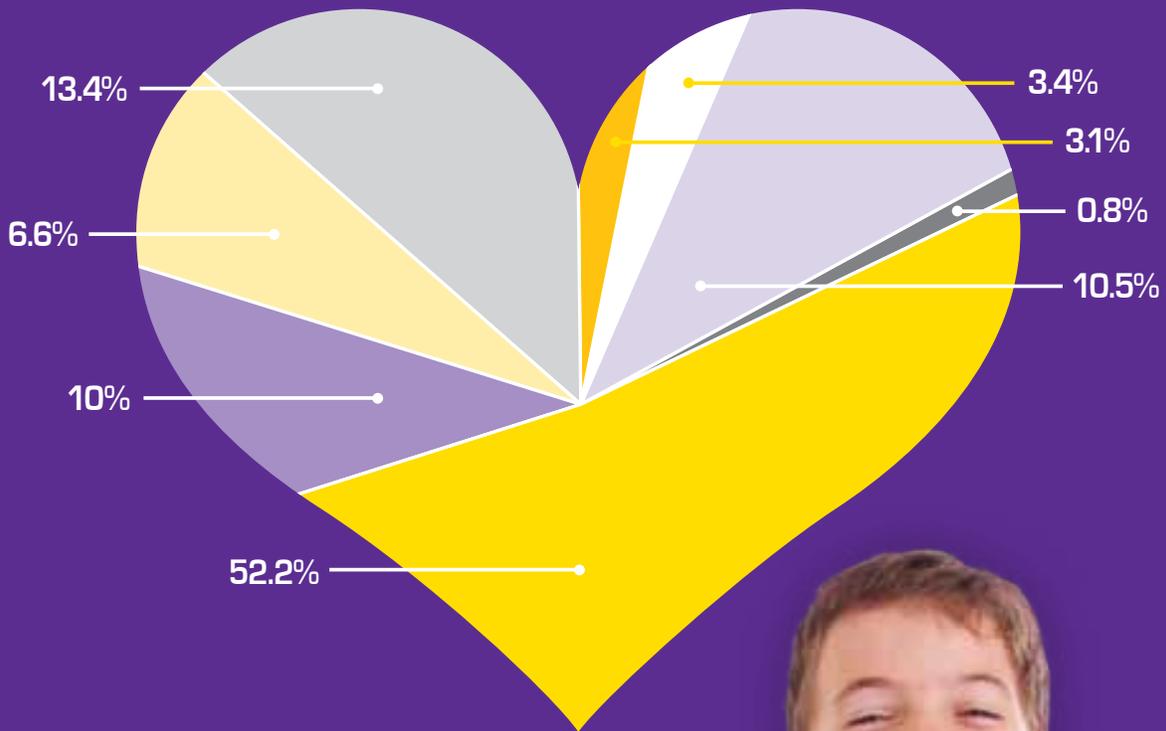
Kelly Thompson
A KELLY THOMPSON
Child Protection Worker

Gerald Swift
B GERALD SWIFT
Foster Parent

Nancy Dunning
C NANCY DUNNING
Data Entry Clerk

CARING FOR OUR CHILDREN

As of March 31, 2009, the CAS of SDG was caring for 381 children from our community. More than half, about 52% of our children live with foster families in SDG and about 7% are with their kin families. About 3% of our children have found their long-term families and are on adoption placement. Some of our children, about 7%, are also living in family settings outside our area because of their special needs or circumstances that may not be met within our immediate community. A few children about 13% require group home and treatment settings temporarily. As well we have more youth about 10%, now living independently in the community as they mature and prepare to move into adulthood.



	Foster care	199	(52.2%)
	Kinship care	38	(10%)
	Outside Foster	25	(6.6%)
	Group home	51	(13.4%)
	Free home	12	(3.1%)
	Adoption probation	13	(3.4%)
	Independent living	40	(10.5%)
	Elsewhere	3	(0.8%)
TOTAL		381	(100%)



CENTENNIAL ACTIVITIES

The Society's celebration of the centennial year was an unqualified success, with community events taking place over several months. In February 2008, staff, youth and foster parents participated in the Cornwall Winterfest. Later in the year, they organized a fabulous carnival event to recognize our families that involved the entire community. Long after the fair was over, our families were still remembering the pony rides, games and

free food. Kudos to the organizing team for this event which represented many hours of volunteer time collecting prizes and other give aways. The summer events included two birthday celebrations for centenarians in nursing homes. These were hosted by our youth in care. The residents were extremely pleased to be recognized for their contributions to the community. The Cornwall Public Library was also approached to assist us in looking at the history of child welfare, both in our community and Ontario. Special thanks go to the creative and artistic staff who helped with the display of documents, pictures, and artifacts. And finally, on October 9, 2008, the Gala dinner honored all of our partners who have committed their talents to helping children. While many stories were shared about the past hundred years, it was also a time to look to the future and the work ahead. It was a glamorous occasion enjoyed by all.



www.cassdg.ca

ANNUAL STATISTICAL REPORT

April 1 2008 to March 31 2009

1. NUMBER OF FAMILIES HELPED within the year	Total 2,334
Investigations/Assessments	117
Community Links completed	325
Investigations opened this year	663
Investigations reopened this year	550
Ongoing	390
Records disclosure completed this year	264
Adoption disclosure completed	15
Adoption home studies completed	10
2. NUMBER OF CALLS RECEIVED	Total 4,508
Other calls received	500
Records disclosure requests received	254
Kinship inquiries/referrals	138
Foster care inquiries	72
Adoption Inquiries	36
3. NUMBER OF CHILDREN IN CARE (status)	Total 391
Crown Wards	234
TCA (Temporary Care Agreement)	18
Society Wards	33
Temporary Care and Consent	51
ECM (Extended Care & Maintenance)	45
OPW (Outside Province Ward)	5
OSW (Outside Society Ward)	3
Adoption Probation	1
Other	1
4. NUMBER OF FOSTER HOMES AND KIN HOMES	Total 136
Foster homes	117
Kin homes	19
5. ADOPTION COMPLETED WITHIN THE YEAR	Total 10

OUR NEW IMAGE

The heart represents the caring we express for our families and our communities. As it's an open heart, it is meant to show we are open minded and all encompassing. The rays surrounding the heart represent our pride and humility in our efforts for community outreach. The sun is meant to bring hope and be a guiding light to those in need. Finally, the star is meant to inspire our children to have high expectations of themselves and others. It also symbolizes that we, as an agency, are watching over the children of our communities and that our greatest desire is for them to become autonomous, independent, successful... shining stars! Note that the star is strongly attached to the heart...we hope that our children's successes can be reached and shared within our communities as they become future ambassadors and leaders of change.



NOTRE NOUVELLE IMAGE

Le cœur représente l'engagement que nous avons pour nos familles et nos communautés; il est ouvert afin de démontrer notre ouverture d'esprit et la reconnaissance de la diversité. Les rayons de soleil autour du cœur démontrent la fierté et l'humilité dans nos efforts de rejoindre nos communautés. Le soleil, pour sa part, apporte l'espoir et la lumière à ceux qui sont dans le besoin. Quant à l'étoile, elle veut inspirer l'enfant à avoir de grandes attentes à l'égard de lui-même et des autres. Cette étoile représente aussi l'agence veillant sur les enfants et la communauté tout en les aidants à devenir autonomes, indépendants, à devenir des étoiles montantes! On remarquera le lien serré entre l'étoile et le cœur exprimant ainsi notre espoir de la réussite de nos enfants afin que ceux-ci puissent en retour devenir de futurs ambassadeurs et animateurs de changement dans leurs communautés.



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RON SAMSON (D)
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CHARMAINE SPINNER (E)
Unit Assistant / adjointe d'unité