



Highland Shores CHILDREN'S AID

Protect Care Empower

2018-19 Annual Report



IT TAKES A VILLAGE... TO PROTECT. CARE. EMPOWER

With the confidence and support of our communities we can fulfill our mandate. With the involvement of the public, children and youth can be **protected** and **cared** for within their families and communities; and families are **empowered** to increase the safety and well-being of their children and experience the success of being able to improve outcomes for them. With the commitment of our community partners and the safety networks of friends and family, children and youth can thrive and have their unique needs addressed.

The Indigenous communities within our catchment area (Alderville First Nation and Tyendinaga Mohawk Territory), The Children's Foundation, our community partners in education, social services, police, children's mental health and other children's services come together to provide services for children and families involved in child welfare. There is genuine commitment from our partners to work together to enhance safety and well-being for the young people we serve. Collectively, we believe that proactive, supportive and child and family-led planning offers the best and most efficient outcomes for children and families.

This past year we received 5,566 calls from individuals in our communities. From the calls received, our staff completed 2,132 child protection investigations, and provided services to 2,104 children and their families on an ongoing basis to support and empower situations whereby children can be cared for in family settings. Staff also completed comprehensive assessments of adoptive or foster caregivers, provided support and training to 136 foster families who care for children who are unable to reside with their families and worked with 456 children and youth in care to advocate for their ongoing safety, ensure they were receiving a high level of care and empower those children and youth to achieve their goals. In addition, our disclosure team responded to 1,075 requests, thereby providing individuals with key information from their files. We are noticing, quantitatively and qualitatively, improvements in our service delivery.

"CAS helped us with the problem solving. They gave us the building blocks to listen to her..."
- Parents of youth receiving service

Our use of the Signs of Safety® practice model continues to provide staff with the tools and philosophy to engage well with children, youth and families, assess safety on an ongoing basis and ensure the voice of the children is central in planning. Feedback from service recipients is positive and many have commented on the difference they have noticed in being more engaged in and empowered during their work with us. Our staff are proud of this work.

This work is supported by our infrastructure that includes administrative assistants, human resources, information services, finance & property, quality assurance, legal services, Therapeutic Family Care, WrapAround, Parent Enrichment Program (PEP), Child & Youth Worker Support to foster families, the Managed Access program, and volunteers. Our volunteer board of directors provides sound governance and advocacy on behalf of all the communities we serve.

As we work through this current fiscal year, we are aware of the provincial landscape and the need to find ongoing efficiencies. We are working collaboratively with the Ontario Association of Children's Aid Societies (OACAS) and our Ministry partners to be accountable and judicious in our spending while also ensuring we keep the primary reason we are here central in our discussions – we are here to serve the children, youth and families of Hastings, Prince Edward and Northumberland Counties.



Michael McLeod
President, Board of Directors



Tami Callahan
Executive Director

OUR VISION

We seek to build trusting, engaged, and collaborative communities in which the lives of children and youth are enhanced; families are strengthened; and staff, foster families, caregivers, and volunteers feel valued.

OUR MISSION

To enhance the lives of children and youth by empowering families and building engaged communities of support.

FOUR STRATEGIC DIRECTIONS

1. Delivering Quality Services
2. Strengthening Collaboration & Community Relationships
3. Ensuring Equity
4. Fostering a Strong Organizational Culture

OUR VALUES

Respect: demonstrating acceptance, empathy, and honesty.

Advocacy: giving a voice to those we serve, ensuring safe solutions, taking creative approaches, and championing the rights and resources needed by children, youth, and families.

Collaboration: working together with our staff, volunteers, families, community, and Indigenous partners to establish approaches that are responsive, inclusive, complementary, and seamless.

Compassion: leading with empathy, understanding, and kindness when establishing safe, supportive environments.

Integrity: showing genuineness, courage, responsibility, and mutual accountability for our actions and attitudes.

Communication: engaging people to have input into decisions that affect them, listening respectfully to their needs, and offering timely feedback.



Dnaagdawenmag Binoojiyag
CHILD & FAMILY SERVICES

It has been an honour to work with Dnaagdawenmag Binoojiyag Child & Family Services (DBCFS) on their journey to designation and we are pleased to say that they will now be able to serve Indigenous families within their jurisdiction: and what a large jurisdiction it is! Their boundaries fall within the service

areas of the following CASs: Durham, Highland Shores, Kawartha Haliburton, Simcoe Muskoka and York Region. Eventually, they will assume carriage of hundreds of files from these five Children's Aid Societies. The change is partly the result of the Truth and Reconciliation commission, and an effort to ensure Indigenous children and families will have access to cultural services that were previously not available.

On April 4, members of our Board and some senior staff attended a Board to Board meeting with Dnaagdawenmag

Binoojiyag Child & Family Services in Orillia. The purpose of this meeting was to bring together all of the CAS Boards within the service area of DBCFS for a jurisdictional signing ceremony. It was an historic event and one we are proud to be a part of.

During this meeting, attendees participated in an engagement exercise in which we answered questions related to our own Boards: what consumes most of the board's time during meetings, why do you choose to sit as a Director, what does 'success' mean to you, etc.

In recognition of the DBCFS' recent achievement of their mandate, we recognized each board member with a gift of a white pine sapling. The white pine grows tall and strong with roots that reach deep - symbolic of the future of DBCFS. Learn more about the services offered by DBCFS by visiting their website at: www.binoojiyag.ca.



Figure 1 Michael McLeod, HSCA Board President, signing the Inter-Board Jurisdictional Agreement with all Board Chairs



Figure 2 Suzanne Anquetil, Acting Executive Director, signing the Intra-Jurisdictional Agency Protocol with all Executive Directors



CHILDREN AND YOUTH IN CARE

Excludes children and youth from other societies, adults over 21

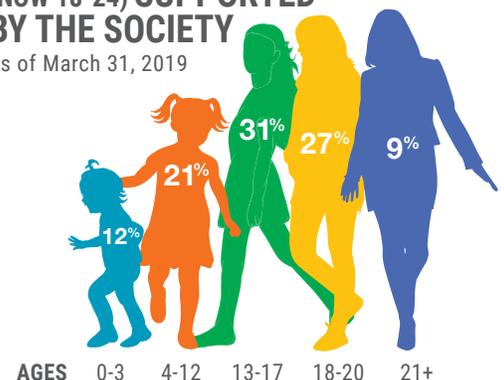
FINALIZED ADOPTIONS

includes children and youth from other societies



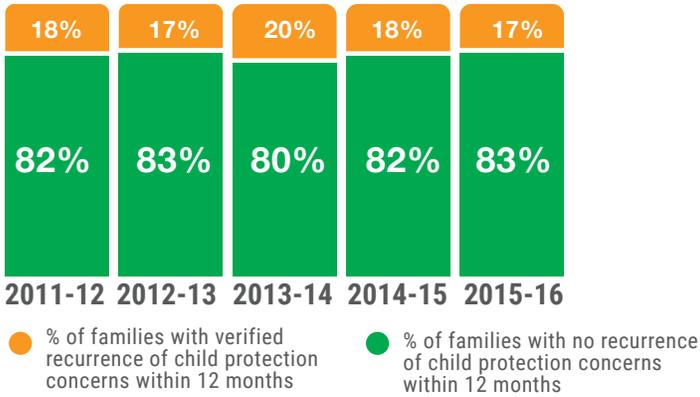
AGES OF CHILDREN IN CARE & PREVIOUS CHILDREN IN CARE (NOW 18-24) SUPPORTED BY THE SOCIETY

as of March 31, 2019



RECURRENCE OF CHILD PROTECTION CONCERNS

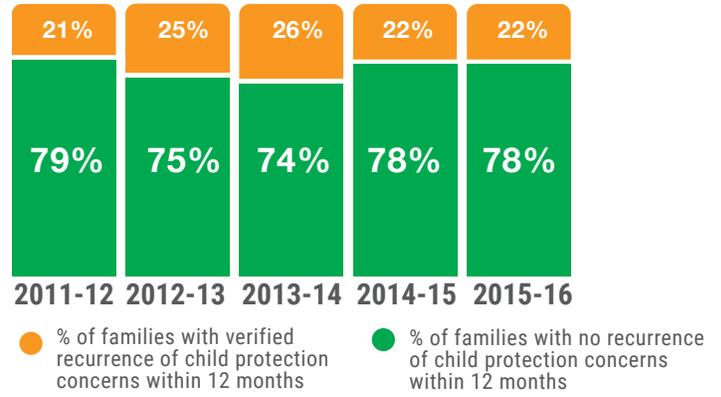
in a family after an investigation



RESULTS: Data suggest that the majority, 80-83% of families do not return for service within 12 months of case closure. A minority of families return to Highland Shores Children's Aid Society with verified child protection concerns within 12 months: between 17-20% in each of the years under review.

RECURRENCE OF CHILD PROTECTION CONCERNS

in a family after ongoing protection services were provided



RESULTS: Data suggest that the majority, 74-79% of families do not return for service within 12 months of service closure. A minority of families return to Highland Shores Children's Aid Society with verified child protection concerns within 12 months: between 21-26% in each of the years under review.

2016-17 data not available due to change in recording system

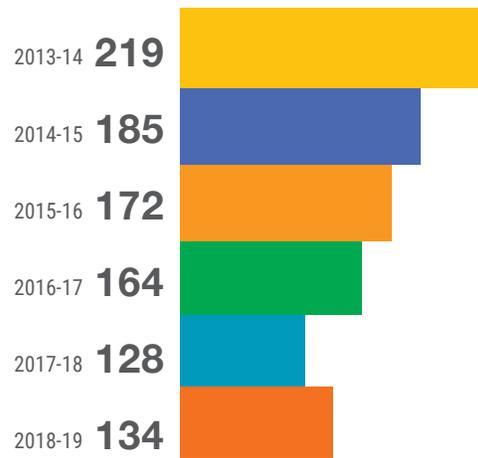


NUMBER OF CHILD PROTECTION CASES BEFORE THE COURT

March 31, 2015	234
March 31, 2016	209
March 31, 2017	213
March 31, 2018	170
March 31, 2019	120

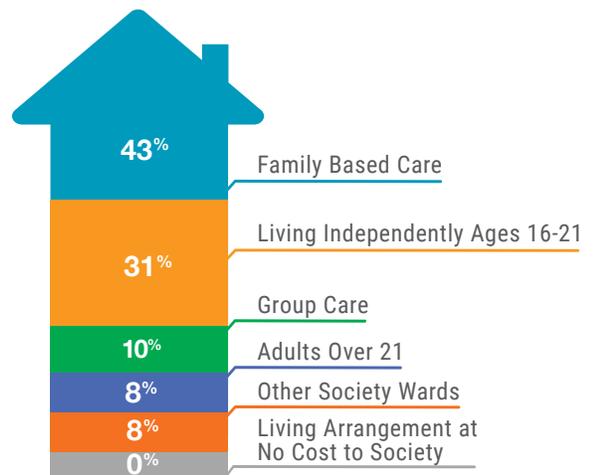
NUMBER OF CHILDREN AND YOUTH COMING INTO CARE

Excludes children and youth from other societies, adults over 21



WHERE CHILDREN IN CARE & PREVIOUS CHILDREN IN CARE (NOW 18-24) SUPPORTED BY THE SOCIETY RESIDE

as of March 31, 2019



NUMBER OF CHILDREN IN KINSHIP SERVICE PLACEMENTS

March 31, 2015	67
March 31, 2016	86
March 31, 2017	74
March 31, 2018	53
March 31, 2019	80



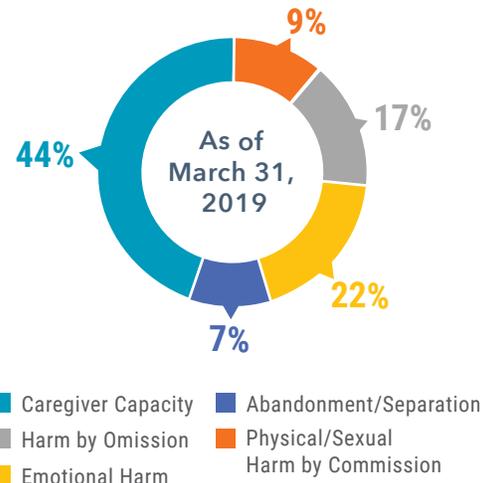
WHERE CHILDREN NEED TO ENTER INTO OUR CARE VS. CHILDREN WHO REMAIN WITH THEIR FAMILY/EXTENDED FAMILY

as of March 31, 2019



OPEN ONGOING FAMILY SERVICE CASES

based on primary reason for service



Highland Shores Children's Aid Society

Financial Report for the Year Ended March 31, 2019

Audited

	2018 - 2019	2017 - 2018
REVENUE		
Province of Ontario Child Welfare	\$ 39,974,440	\$ 43,756,111
Other funds	1,556,915	369,504
Total Revenue	\$ 41,531,355	\$ 44,125,615

EXPENDITURES		
Salaries	\$ 18,365,383	\$ 21,093,799
Benefits	5,442,429	5,731,440
Travel	1,328,162	1,485,676
Training and recruitment	198,185	185,316
Building occupancy	1,283,639	1,236,886
Purchased services non-client	337,310	807,337
Program expenses	48,544	48,695
Boarding	8,908,749	8,748,565
Professional services client	702,315	575,308
Client personal needs	963,476	1,150,628
Targeted Subsidies	917,214	877,525
Health and related	392,288	636,351
Financial assistance	123,015	125,182
Promotion and publicity	27,420	44,655
Office administration	552,352	677,814
Miscellaneous	530,500	518,136
Technology	546,828	687,573
Other funds	574,818	2,081,246
Amortization	420,730	443,354
Total Expenditures	\$ 41,663,357	\$ 47,155,486
Expenditure recoveries	(110,662)	(68,239)
Non-retainable revenues	(1,109,193)	(1,245,141)
Net Expenditures	\$ 40,443,502	\$ 45,842,106

SURPLUS / (DEFICIT)	\$ 1,087,853	\$ (1,716,491)
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Contact Us

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www.highlandshorescas.com



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