



2011-2012



## Message from the President and Executive Director

The Catholic Children's Aid Society of Toronto (CCAS) has undertaken important initiatives over the past year to strengthen the delivery and management of its child protection services to the more than 22,000 children and youth whom we served.

Our first priority is always to ensure that children are safe. In most cases, we have been able to work closely with families to strengthen their capacity to parent, preventing the need to place children outside of their home. In cases where children are no longer able to live safely with their families, we work diligently to bring stability and permanence to the child's life. A new permanency planning strategy developed this year will help us build staff capacity across the service continuum so that children are able to return home as soon as is safely possible or are placed with a permanent family as quickly as possible.

In the Government of Ontario's annual Crown Ward Review—a measure of how well we deliver on the safety, permanence, and well being of our Crown Wards—the Society received a high compliance rating on a majority of practice standards. In particular, the reviewers noted the continuity of the children's relationships with both their worker and foster families and the exceptionally high rate of school attendance and progress of our children and youth.

Consistent with our permanency policy and the desire to place children and youth in need of protection in family-based rather than group home settings, the Society is closing its Midland Residence – a staff-operated, six-bed receiving and assessment home – in June 2012. In its place, we are developing new and progressive programming to receive and assess children and youth requiring emergency placements.

Our most important resource is staff. Dr. Larry Shulman, MSW EdD., supported our professional development last year in the areas of clinical supervision and engagement of families and children. A highly-regarded author, teacher, researcher and speaker in the field of Social Work, Dr. Shulman conducted workshops with

our Child Protection Workers, Child Protection Supervisors and Senior Leadership Team. The Society also launched the pilot of a newly designed coaching and mentoring program for supervisors. Investing in the professional development of our supervisors strengthens the skills of all of our frontline staff.

Province-wide fiscal constraint made it challenging for the Society to balance its child protection mandate while achieving operational efficiencies and investing in improved services. The Society ended the year with a modest deficit.

CCAS played a leadership role at the Child Welfare Provincial Discussion Table (PDT), which produced child welfare's first provincial consensus agreement on compensation.

The Society was selected as one of seven development agencies chosen by government for the CPIN project, a province-wide common information system for all CASs that will operate on a single platform. CPIN is intended to enhance child safety through better information sharing across CASs, improve CAS oversight by the Ministry of Child and Youth Services by providing accurate and comparable data and, over time, reduce the administrative burden on Societies.

This year marked some important changes in how we manage fundraising development. The Board of Directors of the Hope for Children Foundation passed a motion to transfer governance, operation and management of fund development to the Society. Last summer, more than 100 of our youth received scholarships and another 42 children were recognized for their personal best achievements at our annual Hope for Children Scholarship Event. The Adopt-a-Family program was also a huge success. Thanks to the generosity of our donors, more than 1,000 of our families received gifts, gift cards or food during the annual Christmas campaign. We appreciate your support for our children and families through donations and participation in our Hope for Children Fund programs.

We also wish to express our gratitude to our foster parents, volunteers, donors, Catholic Charities and community service partners for their support to the vulnerable children and families that we serve.

The members of our volunteer board of Directors generously contributed their time and leadership skills and our entire staff demonstrated a high degree of passion and professionalism in working together to ensure that children in Toronto's Catholic community are safe and well.



*Joseph Fanutti*

Joseph Fanutti  
Board President



*Mary A. McConville*

Mary A. McConville, MSW, RSW  
Executive Director

CCAS would like give special thanks:

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## Mission

The Catholic Children's Aid Society of Toronto, on behalf of the Catholic Community, is committed to providing social services that protect children and strengthen family life.

## We Value

- Human dignity.
- The courage and integrity to take a stand.
- Partnership and teamwork.
- Cultural, racial and individual differences.
- Professional excellence.



## Stand Up For Kids Award!

Two deserving winners were honoured at the Tenth Annual Stand Up For Kids Awards ceremony held in November 2011. The awards were presented to TTC bus driver, Chris Paulson and The Hospital for Sick Children Director, Dr. Johanne Roberge.

Toronto's four Children's Aid Societies present the Stand Up For Kids Award to honour individuals who have demonstrated a strong commitment to ensuring the well-being of children in our community. This year guest, Dr. Eric Hoskins, Minister of Children and Youth Services also presented the awards to the recipients.

Chris Paulson is an everyday hero. He pulled over his bus when

he noticed a young child wandering a busy downtown street unsupervised and only wearing a diaper. He picked up the child to ensure he was out of harm's way.

Dr. Roberge has dedicated her career to helping children and adolescents who are at risk of hurting themselves or someone else, or who are in crisis. As the Director of the Psychiatric Emergency and Crisis Service at Sickkids, Dr. Roberge has made an enormous contribution to the health and well-being of many children and youth. Dr. Roberge also conducts direct consultations with child welfare workers providing them with practical guidance and clinical advice to help achieve positive outcomes for children and families.

## Child Abuse Prevention Month a Social Media Success

October is Child Abuse Prevention Month and last October CCAS joined Toronto's other three Children's Aid Societies to launch a Child Abuse Prevention Month campaign using Facebook and Twitter. This social media campaign was the first of its kind for Child Abuse Prevention month. Throughout October, Children's Aid Societies in Ontario promote child abuse awareness, reminding the public that reporting child abuse is everyone's responsibility.

Our goal was to donate 200 Webkinz toys to children once we received 1,000 'likes' and 'follows'. On October 27<sup>th</sup>, we reached this goal – and then we surpassed it! By the end of the month more than 1,200 people had clicked the 'like' button on our Facebook page.

Our page impressions were even more impressive - during the

month of October, our Facebook page was viewed more than 100,000 times. This means that people who "liked" our page saw valuable information about the signs of child abuse and neglect and how to report it.

The campaign included awareness materials from all four agencies, as well as OACAS and the Ontario Government, including videos, reports, fact sheets, statistics, personal stories, and articles. Every day, we posted material that informed our followers about the ways that they could protect children.

It is so important that people learn the signs of child abuse and neglect and how vital it is to report suspected abuse. We are very appreciative of the support that this campaign received. Many thanks to our community

## FASD Awareness

In 2011 we continued our work in raising awareness about Fetal Alcohol Spectrum Disorder (FASD). Many of the children we work with at CCAS have special needs, including FASD (the range of harms that can result from prenatal alcohol exposure). This year we increased the number of our staff who have completed the FASD Certificate Program and enhanced our ability to provide training and consultations both at CCAS and to our community partners.

The team is working with more parents who have adopted children with FASD through our agency, providing consultation, respite and parent support when possible. The committee also delivers

a respite program for caregivers who parent children with FASD, including foster parents and kin families.

Our staff appeared at Ryerson University to provide students with information on how to prevent FASD and also took part in the Pregnant Pause on September 9<sup>th</sup>, 2011 at Union Station along with our community partners. The event raised awareness that "Alcohol and Pregnancy Don't Mix" and brought information and awareness to thousands of commuters. In addition, the team hosted events at all four of our CCAS locations in order to help further educate our staff on this important issue.



## Fostering Outreach

This year, our Resource Services team worked diligently both supporting our current foster families and doing outreach to help the Society secure new foster families. As part of our commitment to increasing the number of foster parents available for our children and youth our Pastoral Consultant, Ann Keating, coordinated speaking engagements at five different parishes across the GTA. Members of our staff spoke at several Masses at each parish, asking the Catholic community to consider opening their homes and their hearts to our children. If you are interested in being a foster parent, please contact 416-395-0558.

One of our former youth in care also reached out to the community this year, but to a very different audience. NFL star Orlando Franklin

returned to Toronto to address a group of our youth, encouraging them to follow their dreams. The star offensive lineman for the Denver Broncos took time out from his busy schedule to share with our youth his own hardships and challenges. Orlando identified that it was a difficult road, but guided by faith and accepting assistance from others along the way he achieved his life goals.

In collaboration with the Children's Aid Society of Toronto, we also presented a very special performance by grand scale professional illusionist Claude Haggerty. Claude's inspiring story of growing up in foster care, overcoming his stuttering and dealing with bullying helped our children and families realize the importance of capturing their hopes and dreams.

## Adoption

When a child comes into the care of CCAS we immediately begin the planning process to establish a stable, loving family or significant relationship for that child. In most cases, the child returns to their family either through a kinship placement or through a return to their parents. But for some children, adoption is the best way to achieve a permanent, stable and loving family.

This year, our Adoption team made great strides in finding adoptive families for many of our children.

In January 2012, we launched an adoption web portal, which allows families who have been approved to adopt an opportunity to see the children who are in need of a loving family. So far, we have received overwhelmingly positive feedback about the portal and several inquiries about the children who are profiled.

In May, 2011 we celebrated our first adult adoptions when long-time CCAS foster parents were able to formally adopt six of the children they had been fostering. Four of the children were already over the age of eighteen and were thrilled to be able to remain as permanent members of the family. The foster parents also adopted three-year-old twins at that time. They had adopted another child previously and were overjoyed to have all of the members of their household officially with them forever.

To aid this adoption, CCAS reached out to the legal community to

ask for help in facilitating it. For adult adoptions there is a cost for the family to process each adoption. Each child should also have independent legal council to ensure they understand the process, their rights and how adoption will change their status. For many foster parents who would like to adopt a child who is turning 18, it is cost-prohibitive. In this case especially it would have been extremely expensive, so CCAS Legal Counsel, Robin Vogl, turned to the legal community to ask for help. Several family law practitioners signed on to help on a pro bono basis and from there CCAS, OACAS and Pro Bono Law Ontario began talk of a partnership that would help more adult adoptees in the future. This is a wonderful project that we hope will help more families who wish to formally adopt their foster children as they transition into adulthood.

Also in 2011, our Black and Bi-Racial Adoption Committee worked jointly with Peel Children's Aid and the Children's Aid Society of Toronto to increase community awareness about the need for black and bi-racial adoptive families for our children and youth.

And our Life Books Committee continued its work developing Life Book Project training and creating a plan to expand our life book volunteer program. Life books chronicle the story of children in CCAS care and are an integral step in ensuring that the child does not lose touch with his or her life story and history. The continuing development of this important part of our work will mean better and more expressive stories for our children to take with them into the future.

## CCAS Invests in Professional Development

A frequent guest at CCAS in 2011 was child welfare expert Lawrence Shulman, MSW EdD. Dr. Shulman is the former Dean and currently an Emeritus Professor of Social Work at the University of Buffalo in New York. He is a highly-regarded author, teacher, researcher and speaker in the field of Social Work and he has written three books, including *The Skills of Helping: Individuals, Families, Groups and Communities*. Dr. Shulman presented workshops to our Child Protection Workers, Child Protection Supervisors and our Senior Leadership Team. We are planning to continue with more training from Dr. Shulman in 2012.

In addition to Dr. Shulman's training, in 2011 we completed production and distribution of *Working with Caregivers with Substance Abuse Issues: A Review of Current Literature and Field Evidence*. This review, conducted by Tamara Jordan at the request of the Society, looks at how we have worked with caregivers with substance abuse issues in the past and gives us a blueprint on how to successfully move forward to ensure the best possible outcomes for our families and children. Additional training to augment the guide is planned for 2012.

## Enriching the Lives of Children, Youth and Families

Over the years, the Hope for Children Foundation has provided assistance to thousands of children, youth and families through donor-supported programs. Last May, the Hope for Children Foundation Board of Directors passed a motion to transfer governance, operation and management of the Foundation to CCAS. Fund development has been brought in-house to create efficiencies and maximize the funds we raise. Now called the Hope for Children Fund, the fund has the following fundraising priorities:

1. Providing post-secondary scholarships
2. Enhancing children's lives through funding Summer camps, sports and arts
3. Providing Emergency Assistance Grants to families in crisis
4. Spreading the spirit of the holidays through the Christmas Program
5. Providing much needed help to families at Christmas time through the Adopt-a-Family Program

### Adopt-a-Family

Thanks to an overwhelming response, all of our families were matched with donors last year. More than 1,000 families experienced a festive Christmas season thanks to the generosity of more than 790 Adopt-a-Family donors involving a total of 2,000 – 3,000 individuals.

### Scholarship Program

Hope for Children Fund helped more than 100 current and former CCAS Crown Wards take the next steps in their academic future by awarding post-secondary scholarships. The scholarship program makes a huge difference to our youth, especially those who live on their own and often struggle to balance school, pay tuition and rent and hold a job. The scholarships were awarded at the annual Scholarship Event held last Summer.

## CCAS as Advocates for Children

Working together with the Ontario Association of Children's Aid Societies (OACAS), CCAS advocates on behalf of the children, youth and families who may become involved in child welfare. This year, the Society focused its advocacy efforts on changing legislation and government policy in three priority areas: Extending the age of protection to age 18, supporting youth to finish high school, and providing subsidies for children with complex needs. During the second annual Child Welfare Information Day, held in May 2011, the Society along with 42 other CASs and

OACAS, met with local MPPs and cabinet ministers to discuss these advocacy priorities. As part of its advocacy work, CCAS also hosted an Information Session for provincial election candidates in August, where it sought their support on these issues. The Society was pleased that the government established legislation last fall that allows youth who have left care at ages 16 or 17 to return to their CAS to access services and financial support until they reach the age of 21. The government also announced new funding for adoption subsidies which will make it easier for families to adopt Crown Wards and manage the cost of living.



## CCAS Service Statistics

Referral Source	Number for 11/12	% of Referrals
Police	1,376	19.5%
School/Principal/Teacher/School Social Worker	1,087	15.4%
Other CAS	1,197	16.9%
CAS Worker/Supervisor/Care Provider	520	7.4%
Social Agency	276	3.9%
Birth Parent	525	7.4%
Other	929	13.1%
Medical	344	4.9%
Anonymous	197	2.8%
Relative	138	2.0%
Legal/Court/Lawyer	61	0.9%
Neighbour/Friend	106	1.5%
Child/Self	119	1.7%
Daycare	62	0.9%
Unknown	132	1.9%
<b>Agency Total</b>	<b>7069</b>	<b>100.00%</b>



## Service Statistics 2011-2012

### Children & Families Served

Total Families Served in The Community: 9,225

Children Served in the Community at Protection: 13,142

Children Served in the Community at Non-Protection: 9,223

In Care: 1,441

On Extended Care & Maintenance: 317

Total Days of Children in Care: 376,248

Total Families Served: 9,703

### Adoption & Foster Care Services

Adoptions Completed: 38

Adoption Disclosures Completed: 121

Other Disclosure Services: 1,766

CCAS Foster Homes: 157

CCAS Group Homes: 10

### Other

Families Served at Investigation: 3,602

Total Investigations Completed: 3,106

## CCAS Financial Statement\* (in thousands of dollars)

Revenue	Year Ended March 31, 2012	Year Ended March 31, 2011
Province of Ontario	\$99,369	\$99,177
Government of Canada	2,598	2,636
Hope for Children Foundation	285	303
Other	3,735	2,040
<b>Total</b>	<b>105,987</b>	<b>104,156</b>
<b>Child and Family Services</b>		
Boarding Rate Payments	\$40,560	\$38,805
Salaries and Benefits	44,045	43,541
Travel	2,898	2,812
Children's Personal Needs	3,163	2,835
Health and Related Services	1,341	1,119
Purchased Services	694	751
Financial Assistance and Special Programs	664	648
<b>Total</b>	<b>\$93,365</b>	<b>\$90,511</b>
<b>Administrative Expenses</b>		
Salaries and Benefits	\$6,479	\$6,637
Building Occupancy	2,711	3,188
Office Administration and other	2,301	2,116
Technology and Purchased Goods and Services	1,126	1,493
Training and Recruitment	229	231
<b>Total</b>	<b>\$12,846</b>	<b>\$13,665</b>
<b>Total Costs</b>	<b>\$106,211</b>	<b>\$104,176</b>
Deficiency of revenue over expenses for the year	(224)	(20)
Accumulated deficit, beginning of year	(544)	(524)
Funding for prior year deficit	20	-
<b>Accumulated deficit, end of year</b>	<b>(748)</b>	<b>(544)</b>

\* This is a condensed statement. Full financial statements, audited by Ernst and Young LLP, are available from the Society upon request.

## CCAS Board of Directors

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His Grace, Cardinal Thomas Collins

### President

Joseph Fanutti

### 1st Vice President

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Erin O'Brien

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#### Child Protection Services - North West

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#### Child Protection Services - South Intake Services

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Toronto, Ontario M6H 4B1