

Annual Report

2022 – 2023



CELEBRATING
120 Years



Children's Aid Society of Algoma
Société de l'aide à l'enfance d'Algoma

2022–2024

Strategic Directions and Priorities

Mission

The Children's Aid Society of Algoma is committed to protecting children and promoting their well-being by working collaboratively with children, families and communities through service excellence

Vision

Protecting Children and Strengthening Families throughout the District of Algoma

Values

INTEGRITY

We will be open, transparent, reliable, trustworthy, sincere and honest.

EXCELLENCE

Children have the right to grow up safely in loving families and supportive communities with everything they need to flourish with connection to their culture, ethnicity, race and language.

COLLABORATION

We work together with children, youth and families, their communities and community partners in strengthening family connections.

INNOVATION

We approach every challenge and opportunity with openness and creativity while maximizing the strengths, resilience and resources of children, youth and families.

RESPECT

We foster a culture of equity, inclusiveness and diversity that respects each individual's unique worth and inherent dignity.

ACCOUNTABILITY

We take responsibility for our work, our decisions and our results.

KATELYNN'S PRINCIPLE

The voice of the child is at the heart of everything we do.



A Message From Our Board President and Executive Director

On behalf of the Children's Aid Society of Algoma, we are pleased to present the 2022/2023 Annual Report that represents a year when our community began emerging from the restrictions imposed due to COVID 19. Staff have returned to the office with the ability to work in a hybrid model allowing flexibility in their work week. It has been uplifting to hear staff interacting and supporting each other as they focus on the challenging work they do with the children, youth, and families we serve. We have embraced many of the practices imposed on the organization at the beginning of COVID, making us more efficient and often delivering better outcomes for families. On behalf of our organization, we want to acknowledge the work of our frontline and administrative staff during the past couple of years. We cannot thank them enough for all they have done.

The Ministry of Children Community and Social Services (MCCSS) rolled out two large initiatives Ready Set Go and Quality Standards Framework to the child welfare sector this year. Each of these initiatives has required a significant amount of work to ensure smooth implementation. In March, MCCSS invested \$170 million over a three-year period toward the new program for youth transitioning from care. Ready Set Go (RSG) replaced the Continued Care and Support for Youth (CCSY) and launched April 1, 2023. RSG seeks to strengthen support for youth and improve outcomes as part of the government's child welfare redesign strategy. For the youth in Algoma, it has increased the monetary amount they receive each month and has also extended the transition to leave care to the age of twenty-three. The emphasis will be on supporting our youth with educational or workplace training programs. The development of this program will continue into the next year and will be supplemented with the new Youth Hub and Resource Center that will open in our community.

The Quality Standards Framework (QSF) has been the second initiative staff have been working on to ensure the new regulations are in place by the July 1, 2023, implementation deadline. Through feedback from the residential services panel, residential services youth panel and the recommendations from the report "Safe with Intervention" from the Chief Coroner's office, the Ministry developed the new regulations. The standards framework is a key step towards enhancing the quality of care provided in licensed residential settings in Ontario. Implementation has come with challenges; however, our resources team has been innovative when working around challenges and barriers to ensure foster parents are able to meet the requirements and to ensure we do not lose any foster families due to the added requirements placed on them.

Community collaboration continues to be an agency priority, over this past year our community partners have come together to pool resources to support four high-risk youths that allowed them to remain in their community. Participation in local planning tables has also sparked three community initiatives the Resource Community Center, The Youth Hub, and the Assessment Center, recently all to open in the coming months.

During the 2022/2023 fiscal year, the Society continued to work closely with the Ministry on the expenditure management plan to address the agency's deficit. Placements of high-risk youth in outside paid resources and the Ministry's funding formula remain to be driving factors of the deficit. To highlight this issue the cost associated with the care of eleven youth exceeds the agency's deficit. Work will continue with the Ministry with the expectation of achieving financial sustainability.

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We will continue our path to address diversity, equity, and inclusion in guiding our practice to address overrepresentation of Indigenous and Black children and youth in our care. Other priorities include reconciliation, reducing the number of youths coming into care, reducing court involvement with families, and ensuring every child and youth has a family connection. We will also continue to have an active voice at community tables to ensure appropriate services are in place to support families.

As part of a community that serves children, youth, and families we cannot work in isolation. We extend our sincere thanks and appreciation to all our community partners for their collaboration and support provided to children, youth, and families when they need it the most. We also want to take this opportunity to highlight and give thanks to those sitting on the Board of Directors this past year. Their leadership, advocacy, and the commitment that they have demonstrated has strengthened the organization. On behalf of the leadership team, staff, and community, we thank you. The Board also wants to acknowledge Rose Cameron who has been a board member for the past nine years. Rose will be ending her term in September. Lastly, to all the staff, foster parents, kin service caregivers we want to acknowledge the work you have contributed and thank you for being a source of strength and stability for children, youth, and families in our community.



SEAN SPARLING

Board President

TRACY WILLOUGHBY

Interim Executive Director



Board of Directors

For the period of April 1, 2022 to March 31, 2023

Sean Sparling

Board President

Sherri Cleaves

First Vice President

Michelle Sayers

Second Vice President

Angela Davey

Treasurer

Ann Cuzzolino

Secretary

Rose Cameron, Nuala Kenny,

Mark Coletti, Peter Niro

Directors

Michelle Sayers

Indigenous Representative(s)

Senior Management

Tracy Willoughby

Executive Director

Krista Budau and Mary Jean Chartrand

Directors of Service

Dirinda Evans

Finance Manager

Dawn Dubois

Legal Manager

Karen Sartoretto

Human Resources Manager

Working Together:

Community Engagement

Over the past year, we have seen a welcome return to the kinds of in-person, pre-pandemic events and activities that strengthen communities and build connections. In response, the Children's Aid Society of Algoma has taken steps to visibly increase its organizational presence across the district. A community engagement committee was formed to plan and implement a series of positive community interactions throughout Algoma. Its goals are to reduce stigma, build trust and encourage partnerships by being present, supportive and approachable in a wide range of community settings.

Increased outreach to communities in the district of Algoma will include setting up booths on St. Joseph Island at various events (community days, car shows, Arts in the Park etc.) and in other communities in the East and North of Algoma. Possible events include the Bruce Mines Fall Festival, Uranium Heritage Days and the North Shore Challenge Drag Race in Elliot Lake, Community Days in Goulais River and the Wawa Fall Festival.

ANNUAL EVENTS WE PARTICIPATE IN INCLUDE:

- Coldest Night of the Year (Feb) – fundraiser for St. Vincent Place and supports programs and services for some of the most vulnerable sectors of our community
- Mental Health Week (May)
- Social Services Awareness Week (June)
- Illuminate the Season/Festival of Trees (Nov) – fundraiser for ARCH

The contributions of staff to these initiatives have been invaluable. Their enthusiasm and commitment are a demonstration of the many ways in which our agency promotes strong communities, works effectively with partners, and strives to ensure the safety and well-being of children, youth and families across Algoma.

Donation Acknowledgment

We would like to thank the community partners and individuals who have donated to the Children's Aid Society of Algoma this past year.

SOME OF OUR GENEROUS DONATORS INCLUDE:

- USW Local 2724 – Donation to support Baby Cuddling program
- Velorution – Annual donation of bikes for children in care
- Quilting groups – Donation of knitted hats and mittens for children in care
- Christmas sponsors – Donation of gifts for families and children in care for the holiday season



Celebrating Staff

Our staff recognition program acknowledges and honours our employees who have given many years of dedicated service. The program is our way of saying thank you for their devotion, dedication and commitment to helping children and families in our community.

Congratulations and thank you to our employees who have achieved the following years of service!

April 1, 2022 – March 31, 2023

Retirements

Lisa Davis
Lillian Fronzi
Laurie Carscadden
Renee Connolly

Anniversaries

1 YEAR

Dawn Dubois
Jenna MacGillivray
Ryan Lindenbach

5 YEARS

Hillary Pearse
Maija James

10 YEARS

Melissa Putton
Wayne Palmer
Shelley Fuselli

15 YEARS

Todd Yates
Anna Duguay
Lillian Fronzi
Lara Hukezalie
Sharon DelBosco

20 YEARS

Patti Delavalle

25 YEARS

Krista Budau
Mary Jean
Chartrand
Patti Stefanizzi
Andrea Hooey
Lori Mason
Craig McKinnon

35 YEARS

Tracy Willoughby

Celebrating Youth and Building Resilience

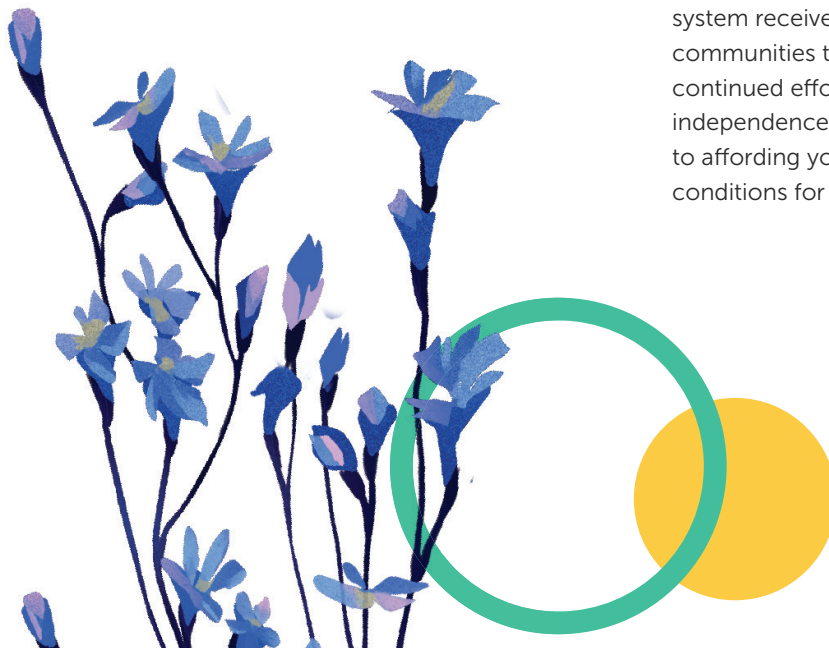
On May 14, 2012, Children and Youth in Care Day was proclaimed into law, by the government of Ontario. This past year, marked the 10th anniversary of Children and Youth in Care Day, and the Children's Aid Society of Algoma embraced this special opportunity to bring renewed attention to the accomplishments and challenges faced by young people in care. The Agency actively participated in the #ForgetMeNot campaign led by the Ontario Association of Children's Aid Societies (OACAS). Through outreach and engagement with community, local government, service partners, and youth themselves, the Agency aimed to:

- recognize the strength, bravery and resilience shown by young people in and from care
- acknowledge and celebrate the enormous contributions that current and former youth in care make to our communities and beyond
- amplify the voices of youth with lived experience in care
- highlight the key message; that young people continue to need critical supports – they cannot be forgotten

With a focus on expanding youths' social and community support networks, some of the supports provided by the Agency included:

- Opportunities for youth to participate in Provincial "Communication, Advocacy and Networking" initiatives (OACAS YouthCAN)
- Access to community resources that enhance personal and cultural identity
- Educational mentorship, school re-engagement, tutoring and supports to help youth navigate the path to post-secondary and/or employment
- Technology for schooling, and for maintaining vital connections with support networks
- Employment training and support
- Volunteer and leadership experience in the community
- Financial and wellness supports

As the #ForgetMeNot campaign reminded us all; youth in care are resilient and adaptable, but despite that strength, they still need the same ongoing and unconditional love, support and encouragement, that their peers, who are not in the child welfare system receive, from their parents, friends and communities throughout their entire lives. Through continued effort to promote interdependence over independence, the Agency has remained committed to affording youth in care equitable supports and conditions for future success.



Reconciliation

Land Acknowledgment

In the Spirit of Truth and Reconciliation, Children's Aid Society of Algoma acknowledges that we are gathered today on the customary and traditional lands of the Anishinaabe and Cree First Nations throughout Algoma.

We acknowledge the land, the first nation, metis and Inuit peoples and recognize and respect Indigenous Peoples as traditional stewards of this land and the lands of Canada. We acknowledge and respect the enduring relationship that exists between Indigenous Peoples and their traditional territories from time immemorial.



In April 2023, the Society created an Indigenous Service team specifically to further our reconciliation journey. This team will focus on building relationships with the communities whose members have found themselves residing within our jurisdiction. The team's journey will include a training program to ensure culturally appropriate practice and the availability to consultation with First Nations to inform programing decisions.

The Society has been actively analyzing our legal files with Indigenous children, youth and families. With respect to FNIM court files, we continue to have 16 active files. We are anticipating a resolution of 3–4 files in the near future. Over the past year, we have reduced our FNIM files by 20%. Currently, 18% of our open court files involve families who have FNIM heritage.

of Indigenous Youth in Care

2020/2021 — 37
2021/2022 — 38
2022/2023 — 39

of formal customary care (FCC)

2020/2021 — 2
2021/2022 — 1
2022/2023 — 3

of legal files involving Indigenous children and families

2020/2021 — 36
2021/2022 — 20
2022/2023 — 16

of FCC supervising for another agency

2020/2021 — 1
2021/2022 — 2
2022/2023 — 4

WE ARE COMMITTED TO:

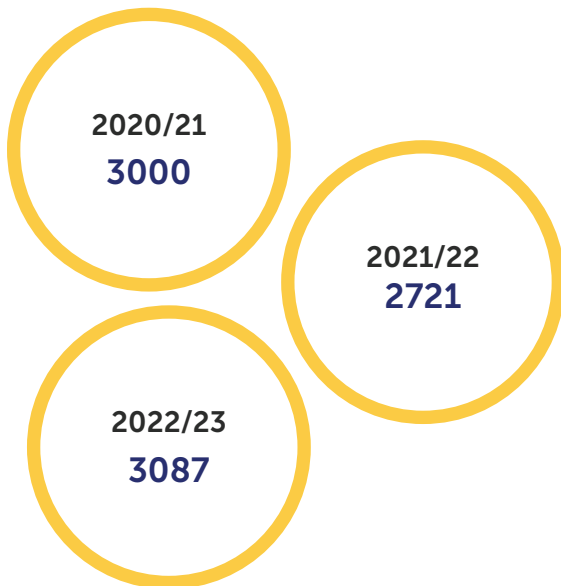
- Cultural training
- Increasing Use of Customary Care, when an indigenous child or youth requires an out of home placement
- Reducing the number of legal files involving indigenous families
- Reporting our outcomes



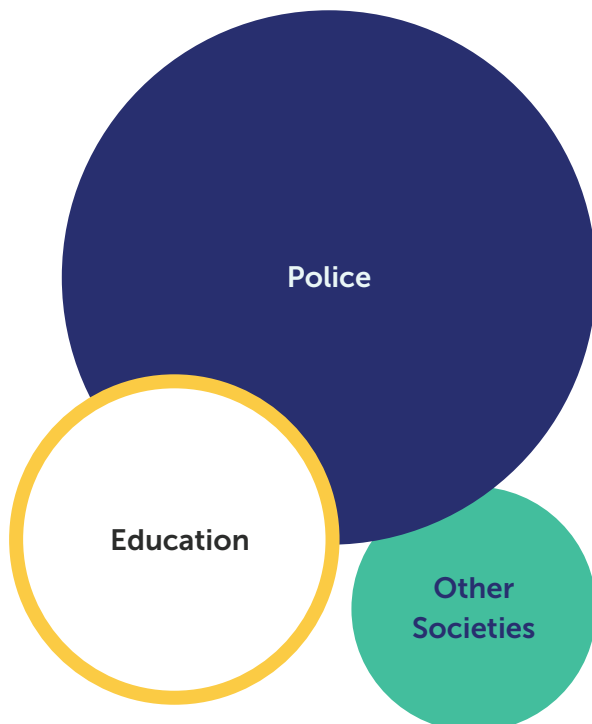
Service

Statistics

New calls received from people worried about a child



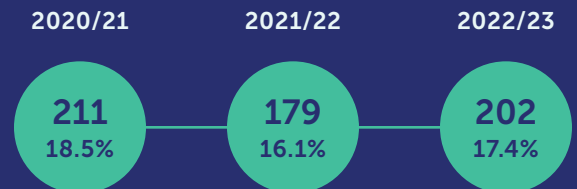
Top three callers



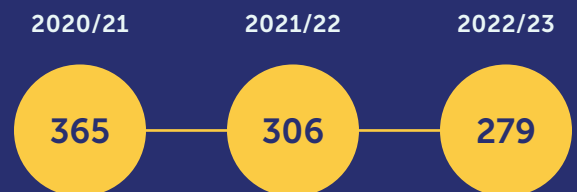
Families receiving initial assessment



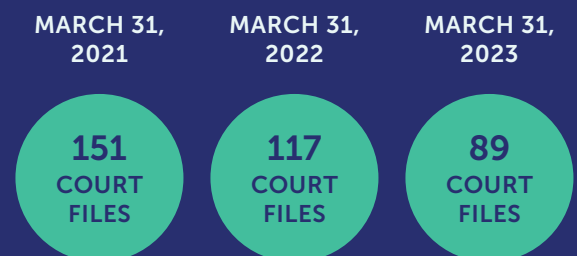
Investigations transferred to ongoing



Families receiving ongoing service



Matters before the court

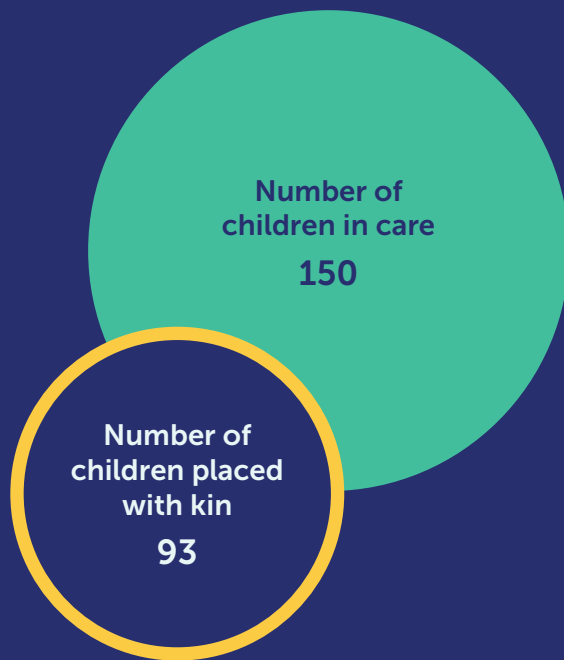


Average length of ongoing service

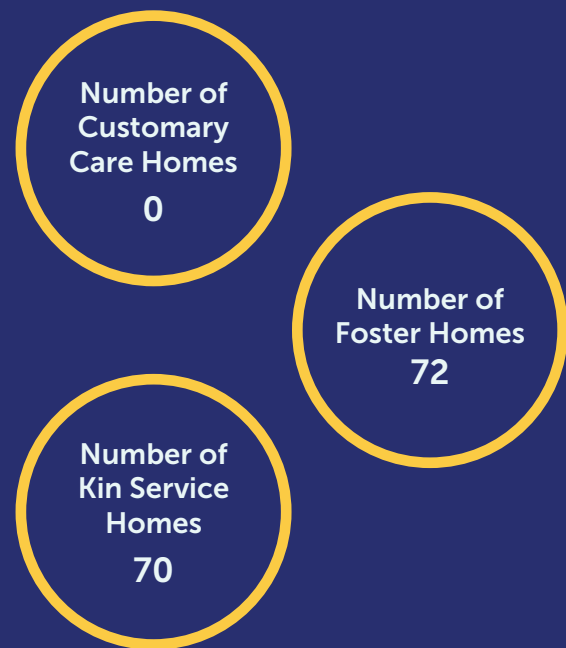


Statistics

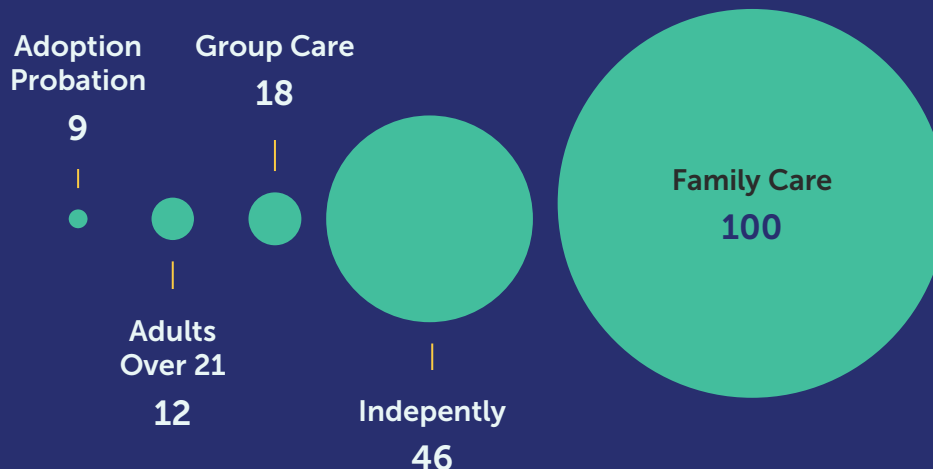
Children and Youth Needing Out of Home Care



Caregivers Providing Out of Home Care



Where Do Children and Youth in Our Care Reside?



Adoptions



Agency Financials*

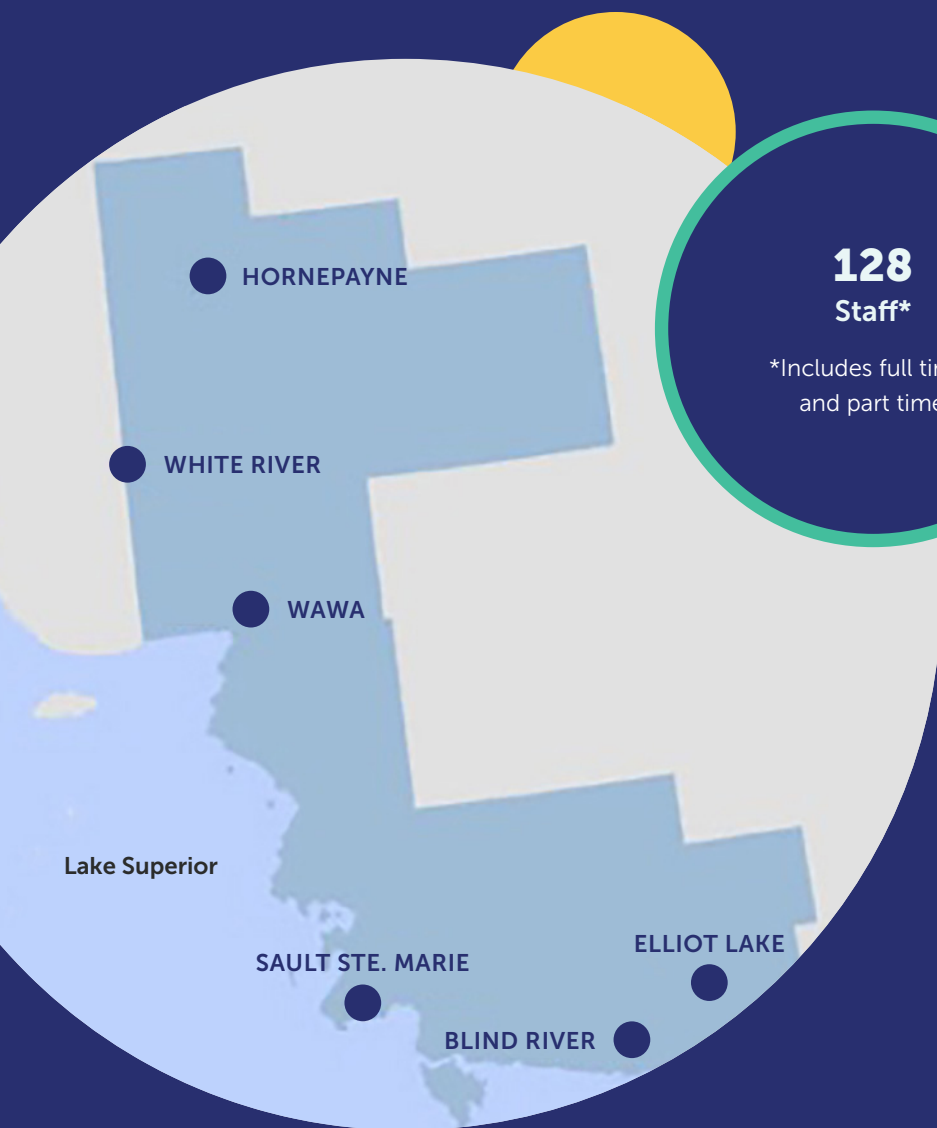
	2023	2022
Revenue		
Province of Ontario	\$18,279,968	\$17,943,294
Other	\$1,461,834	\$1,376,263
Government of Canada	\$132,170	\$144,760
Donations	\$7,773	\$5,976
Amortization of deferred capital contributions	\$30,814	\$32,436
TOTAL REVENUE	\$ 19,912,559	\$ 19,502,729

Expenses

Salaries	\$9,455,071	\$9,386,681
Boarding rate payments	\$4,289,225	\$4,432,846
Employee benefits	\$2,743,183	\$2,792,551
Client's personal needs	\$652,092	\$607,527
Building occupancy	\$812,038	\$714,969
Transportation	\$432,769	\$401,149
Emergency assistance	\$557,603	\$512,886
Purchased services – case related	\$266,909	\$301,522
Technology	\$198,465	\$219,678
Office	\$186,336	\$175,972
Program	\$742,015	\$494,887
Miscellaneous	\$80,670	\$48,901
Health services	\$247,233	\$199,235
Amortization of capital assets	\$80,249	\$81,773
Training and recruiting	\$71,280	\$67,271
Scholarships and RESP's	\$73,899	\$42,932
Purchased services – non-case related	\$201,471	\$99,507
Interest on long-term debt	–	\$7,101
Promotion and publicity	\$7,643	\$450
TOTAL EXPENSES	\$ 21,098,151	\$ 20,587,838
Deficiency of revenue over expenses before undernoted	\$(1,185,592)	\$(1,085,109)
Prior year's funding adjustments	–	\$90,625
Deficit relief funding	\$1,368,760	\$513,411
Excess (deficiency) of revenue over expenses	\$183,168	\$(481,073)

* Complete audited financial statements available upon request through the Children's Aid Society of Algoma's finance department at 191 Northern Ave, Sault Ste. Marie, ON P6B 4H8

Agency Snapshot



128

Staff*

*Includes full time
and part time.



SAULT STE. MARIE– HEAD OFFICE

191 Northern Ave. East
Sault Ste. Marie, ON P6B 4H8



FAMILY CONNECTIONS

93 Pilgrim Street
Sault Ste. Marie, ON P6A 3E6



NORTH ALGOMA – WAWA

31 Algoma Street
Wawa, ON P0S 1K0



BLIND RIVER

9 Lawton Avenue
Blind River, ON P0R 1B0



EAST ALGOMA – ELLIOT LAKE

29 Manitoba Road
Elliot Lake, ON P5A 2A7

Service Area **Algoma District**

GEOGRAPHIC AREA 48,281.36 KM

POPULATION 118,103

0–17 YRS OF AGE 19,420

POPULATION DENSITY 2.419 PER SQ. KM

Contact us by calling 705-949-0162, or toll-free 1-888-414-3571