

ANNUAL REPORT

Sarnia Lambton Children's Aid Society



2010/11

REPORT OF THE PRESIDENT, MARY CHURCHILL AND EXECUTIVE DIRECTOR, RICHARD NEWTON-SMITH

There were many achievements in 2010/2011 and we are pleased to highlight a few. They include:

- Provided the Ontario Child Protection Training Program (Foundations of Child Welfare) on site in Sarnia for all our new protection workers. This program which consists of eight courses and encompasses twenty classroom training days is designed to assist staff with gaining the skills necessary to fulfill their child protection responsibilities.
- Achieved an 82.9 percent compliance rating on our 2010 Crown Ward Review Audit. These annual reviews are conducted by the Ministry utilizing external reviewers. The objectives of the review include monitoring our compliance with the legislation, regulations and directives in relation to the services provided to each Crown Ward and providing each Crown Ward with an opportunity to assess and provide feedback on the care they are receiving.
- Negotiated a new four year collective agreement with our Staff Association, consistent with the mandatory conditions established by the Ministry as per the Public Sector Compensation Restraint to Protect Public Services Act, 2010.
- Expanded our partnerships with St. Clair Child and Youth Services. Family Solutions which is an in-home family preservation program for youth age twelve to sixteen and their family will now be provided to sixty families a year when fully implemented.
- Enlisted the services of Dean Darnell to assist St. Clair Child and Youth Services and ourselves with the development of a residential treatment foster care program. Staff from both organizations are now actively engaged in recruiting prospective families to provide therapeutic family care to adolescents between the ages of twelve and sixteen.

The primary objectives of this program are to prepare youth for successful reunification to their family or alternate less intrusive placement; or should a return home not be possible, prepare youth for independent living

- Increased the number of resource families available (foster and kin-in-care) to 101; provided protective services to 2026 families (up from 1753 families the previous year) and provided permanency to 13 children by finalizing their adoptions.

We reported to you last year on the creation of the Commission to Promote Sustainable Child Welfare. The important work of the Commission continues and the working papers and backgrounders released to date include:

- Reducing Administrative Burden in Child Welfare

- In-Care Services Working Paper
- Modernizing the Tracking of High Risk Child Protection Cases
- Serious Occurrence Reporting
- Aboriginal Child Welfare in Ontario
- A New Approach to Funding Child Welfare in Ontario

The Commission has one full year remaining of its three year appointment. Everyone involved in the provision of child protection services remains hopeful that the work of the Commission will be successful in the timely development of a child welfare system that is not only sustainable but, most importantly, ensures positive outcomes for each child and youth it serves.

We would like to conclude our report with a heartfelt thank you to everyone. Your commitment and dedication to the work we do on behalf of children and families throughout Lambton County are invaluable. Protecting children and enhancing their lives are our responsibility and the only way to succeed is by continuing to work together both within the agency and with the broader community.

Executive Director Postscript:

As you know I am retiring this year and as a result this is the last in a long series of annual reports that I have written. My first annual report to a Society was in 1979 for the Timiskaming Family and Children's Services and this was followed five years later by my first annual report for the Sarnia Lambton Children's Aid Society.

I will definitely follow with great interest how the Sarnia Lambton Children's Aid Society meets the challenges of the future. I am sure that, just as we have done for the past twenty-seven years, innovative solutions will be found.

I have very much enjoyed my many years in child welfare beginning at Windsor Group Therapy; then Metro Toronto CAS; then Elgin St. Thomas CAS; then Timiskaming Family and Children's Services and last but definitely not least, at Sarnia Lambton for the past twenty-seven years.

I have always believed that the recipe for success as an Executive Director requires several ingredients but the three most important ingredients are: support from Ministry staff, support from Board members and of course the support of my spouse and family. I have been truly blessed to have always had all three ingredients while serving as your Executive Director. To all of you, and especially the above-mentioned, I would like to express my sincere appreciation.

As I pass the torch I wish you every success as you continue to work together to fulfill our primary purpose, that of ensuring the safety and well-being of the children and youth in Lambton County.

Mary Churchill,
Board President.

Richard Newton-Smith
Executive Director

REPORT OF THE PUBLIC RELATIONS/SERVICES COMMITTEE

The goal of the Public Relations Committee is to enhance the community's understanding of the Society's programs and services and to recommend action to the Board to facilitate this understanding.

Some of the Committee's activities this past year included increasing our participation in the provincial campaign, "I Am Your Children's Aid"; developing radio advertising for Adoption Awareness month (November); placing a series of ads in the local print media during Child Abuse Prevention month (October) and increasing our foster parent recruitment activities.

The Services Committee is responsible for reviewing agency programs and community needs in order to develop and to recommend to the Board of Directors policies that will enhance the services provided to the families and children who are involved with the agency. Services include protection, adoption, foster care, family visit centre, children in care and our in-home family support program.

Committee activities this past year included the complete revision of our policies regarding volunteer services; enhancements to our foster care per diems and reimburseables; revised child protection policies and an extension of the current freeze on new applications for infant adoptions.

Special thanks to Committee members: Pat Foster (Chairperson), Marion Clouse, Carolyn Kindrachuk, Lynn Cook, Ken Mielkie, staff representative Laura Carter and ex-officio members Mary Churchill and Richard Newton-Smith.

REPORT OF THE NOMINATING/PERSONNEL COMMITTEE

The Nominating Committee is responsible for the recruitment of prospective Board members and the orientation and ongoing education of Board members. Orientation sessions precede each regular Board meeting.

Orientation sessions this past year included overviews of the Lambton-Kent Best Start Initiative; Crown Ward Review Results for 2010/2011; roles and responsibilities of the Ministry of Children and Youth Services; P.A.R.T. (Practice and Research Together) and our adoption services.

The Personnel Committee is responsible for the provision of overall policy guidance on personnel matters. The primary purpose of the Committee is to develop policies that facilitate the development of a working environment that is conducive to attracting and retaining qualified staff in accordance with the requirements of the Child and Family Services Act and other relevant statutes and regulations. The Committee reviewed a number of issues this past year and made recommendations to the Board of Directors.

Policy recommendations made to the Board this past year addressed such matters as occupational health and safety requirements; workplace violence prevention; provision of new cell phones to all front line staff and the renewal of our Health Benefits Insurance.

Special thanks to Committee members for their assistance: Iris Murtha (Chairperson), Chris Oram, Janice Rising, Pat Foster and staff representative Danielle Stroop and ex-officio members, Mary Churchill and Richard Newton-Smith.

REPORT OF THE FINANCE/SERVICE PLAN/PROPERTY COMMITTEE

The Finance/Service Plan Committee is responsible for monitoring the finances of the Society, establishing and recommending to the Board of Directors actions necessary in response to financial variances and/or changing service trends. This year the agency was again in full compliance with Ministry Funding Formula regulations but ended the year with a small deficit of 21,247 dollars. The total combined deficit for the past four years, beginning in 2007/2008 is now 855,795 dollars. The agency is continuing its advocacy efforts with the Ministry of Children and Youth Services to have this deficit fully covered.

Recommendations to the Board this past year included: approval of our 2010/2011 budget; renewal of our contract with START Boys and START Girls for another two years; request for proposals for the provision of our audit services and the renewal of our banking agreement with CIBC, a benefit of our membership in CKLAG.

The majority of the recommendations from the Property Committee this past year were in response to the Building Security Review completed by the Lambton O.P.P. Recommendations included changes to our reception area at 161; clearing of the brush on the grounds around both buildings; enhanced after hours security at 167 and increased lighting in our parking areas.

Many thanks to Committee members: John Manton (Chairperson), Don McGugan, Tom Kelly, Jim Brady, Chris Oram, staff representative Kelly Lane, management representatives John Beer and Stacey Copp, and ex-officio members Mary Churchill and Richard Newton-Smith.

SARNIA LAMBTON CHILDREN'S AID SOCIETY FOR THE YEAR ENDED MARCH 31, 2011

EXPENDITURES

Salaries & Benefits	7,602,073
Travel	728,862
Training and Recruitment, Promotion, & Miscellaneous	255,682
Building Occupancy & Capital	274,542
Professional Services - Clients	259,873
Board Care	6,601,925
Personal Needs - Clients	544,944
Health & Other Related - Clients	431,831
Office Administration Supplies & Professional Services	328,048
Technology	259,202

TOTAL EXPENDITURES 17,286,982

REVENUES

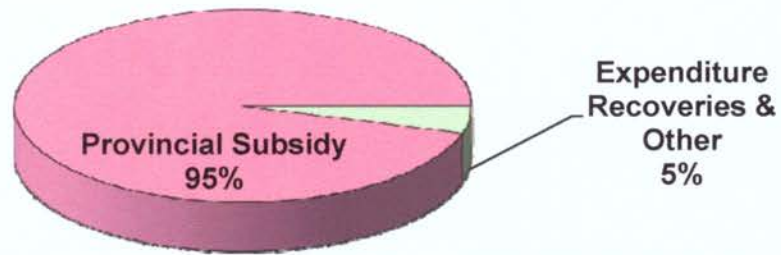
Expenditure Recoveries & Other	800,914
Provincial Subsidy	16,464,821

TOTAL REVENUES 17,265,735

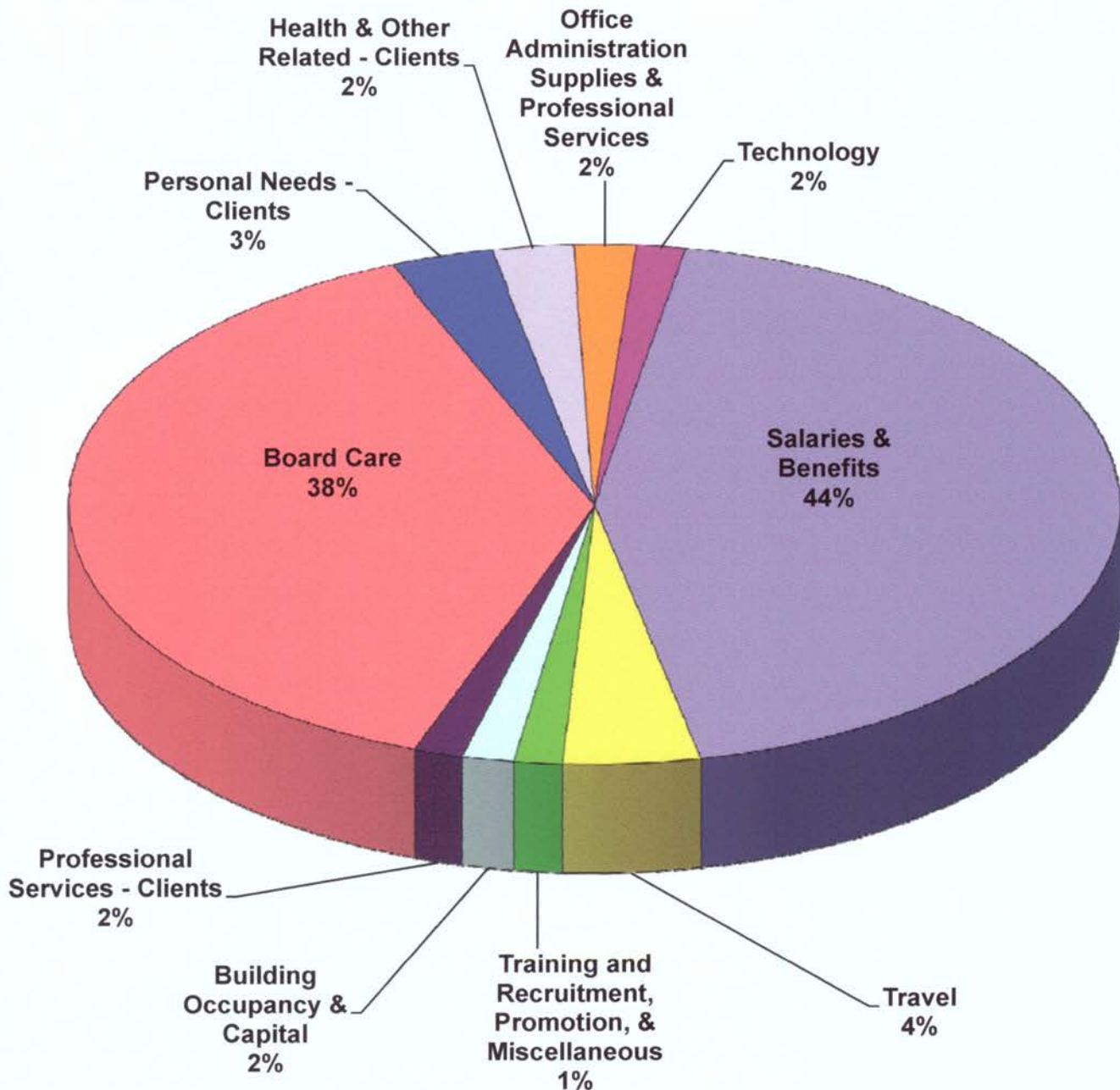
YEAR END SURPLUS (DEFICIT) (21,247)

SARNIA-LAMBTON CAS MARCH 31, 2011 FINANCIAL REPORT

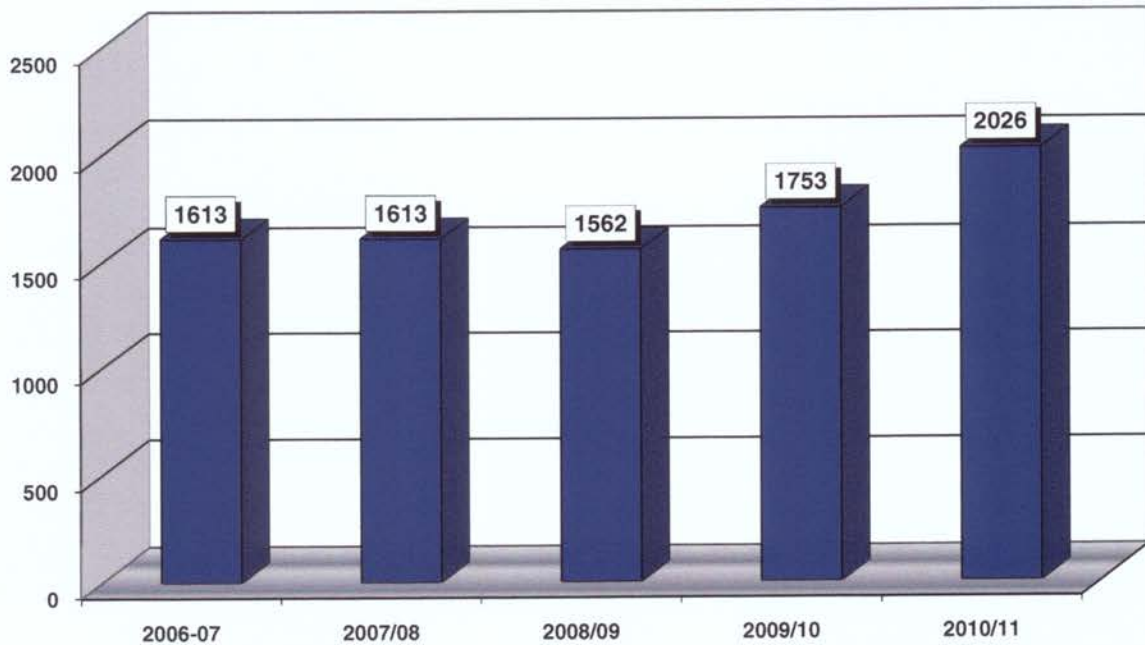
REVENUE



EXPENDITURES



Total Families Served During the Year



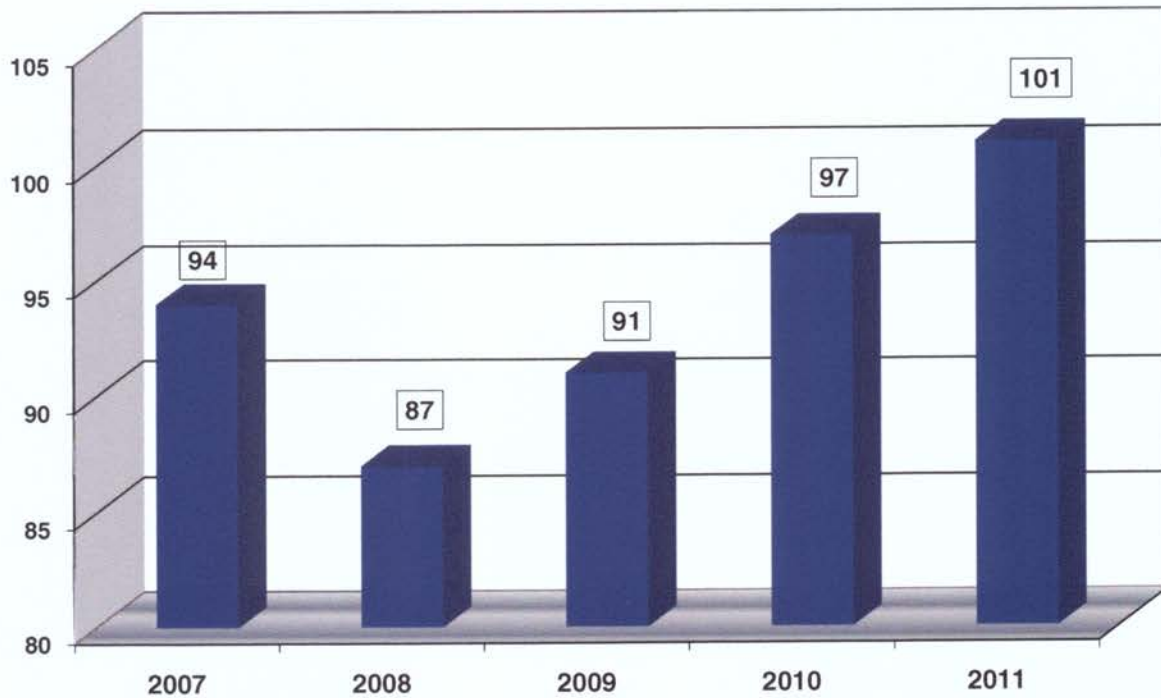
What happens when you call CAS?

When you call your local CAS, you will speak to a telephone intake worker who is trained to listen to your concerns and ask questions before deciding how urgent the situation is and what type of intervention is needed. If a child is in imminent danger, a worker will respond immediately.

Most calls that require further investigation fall into two categories -- those that must be responded to within 12 hours, and those that must be followed up within 7 days. Individual circumstances and level of risk for the children involved determine the response times.

Children's Aid Societies provide child welfare services and parenting supports to families to help them deal with many different pressures including stress, poverty, addiction or mental health problems.

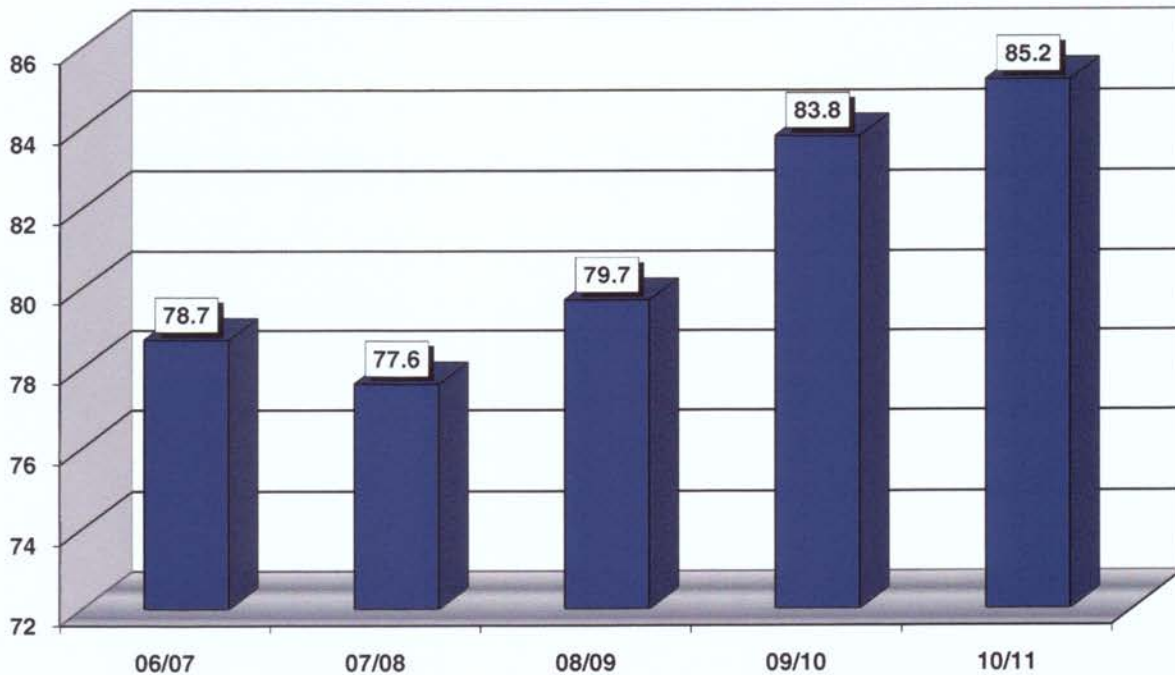
Sarnia Lambton CAS Resource Homes Open at March 31



Ontario's Children's Aid Societies work very hard to help children remain in their families. However when children cannot remain at home because of serious concerns about their safety and protection, they come into the care of a child welfare agency that makes every effort to give a child a family and a home. Where possible, the preferred option is to place the child with a member of the immediate or extended family or a member of the community. If that is not possible, foster care, if appropriate, will be the best alternative.

Foster care is the first choice because most children's needs are best met in a family environment. Foster parents provide a temporary home for children who are in the care of a Children's Aid Society. Children may need foster care for just a few days, a week, several months or possibly years. Foster parents provide stability and a caring home that encourages a child's growth and development.

Total Days Care (Thousands)

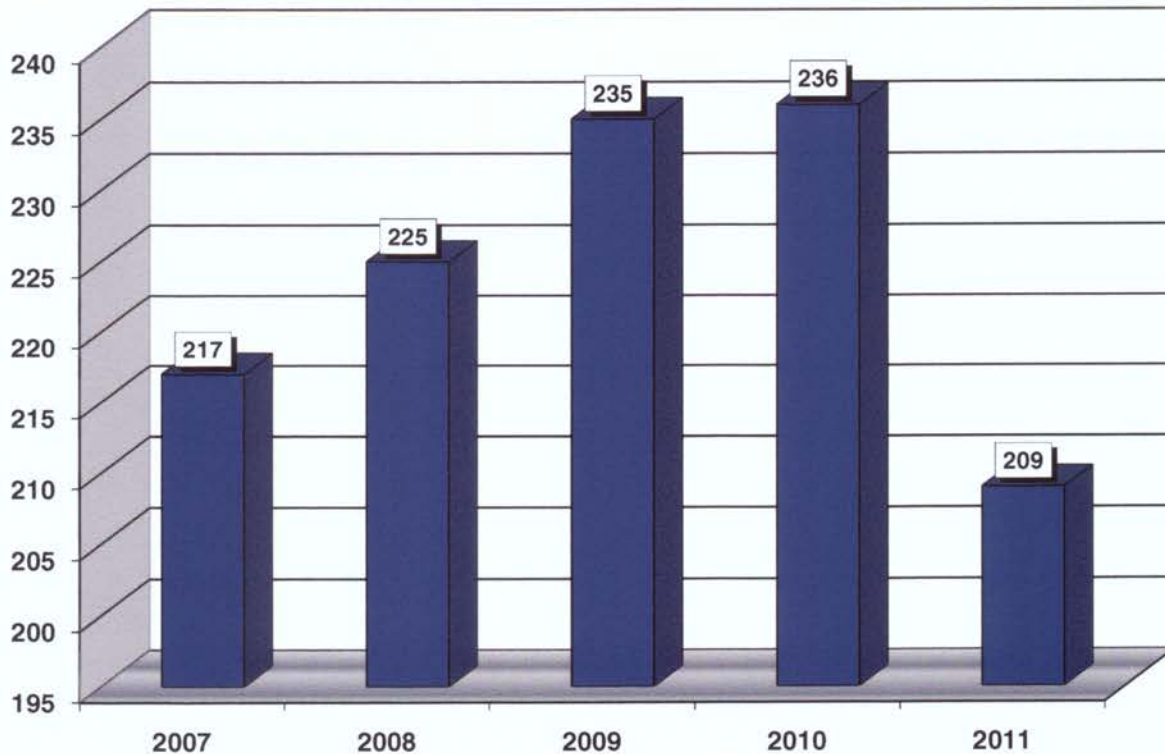


What if parents are unable to provide care for their children?

Children may be admitted to CAS care with the consent of the parents or by court order. The CAS might seek out relatives or other significant persons to provide short-term care. Other options include foster care or a variety of community residences including group homes and residential treatment centres.

The CAS will continue to provide help to the family, encourage visits and ultimately reunite the child and family unless the child is made a Crown ward. Every effort is made to reunite child and family and regular visits are encouraged. Parents may be requested to contribute to the child's support.

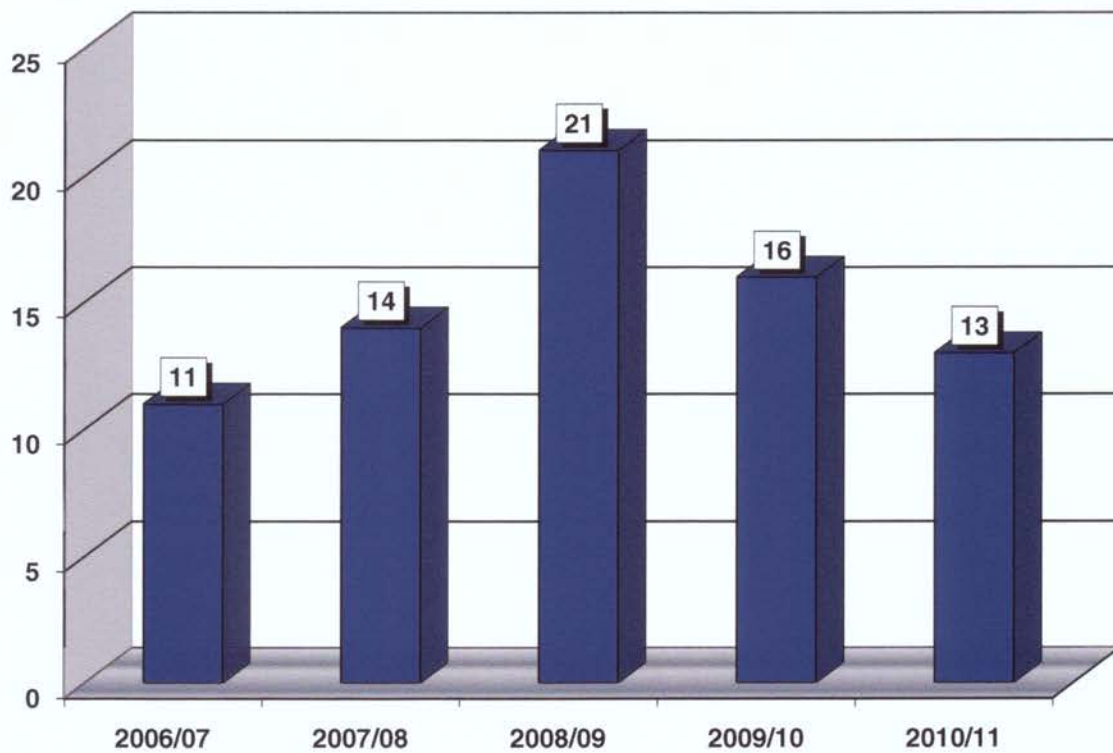
Children in Care at March 31



Who Are Foster Children?

- Each foster child is unique. There is no typical foster child.
- Children come into care because there is a conflict within the family, because of a parent's illness or incapacity to take care of their child/children. Some children may come into care because the family cannot provide adequate care or the necessities of life. Other children may have been neglected, abused or abandoned.
- Foster children range in age from infancy to 18 years and come from diverse cultural, religious and family backgrounds. Many foster children are teenagers; some are brothers and sisters. Some foster children face physical, emotional and mental challenges.
- Each foster child is going through a troubled period in his family life and needs the care offered by foster parents. Many require not only warmth and acceptance but consistency, structure and guidance.

Sarnia Lambton Adoption Finalizations



Adoption is the legal process that gives children a new family when their birth families are unable to care for them. It is intended to provide children with the stability and lifelong security that comes from a permanent home. In Ontario, there are several ways in which you can adopt, and people often explore options in all three systems:

- The public child welfare system, or Children's Aid Society
- A private adoption agency
- An inter-country adoption agency

Children who are in the care of a Children's Aid Society and become "wards of the Crown" are ready and available to be adopted into a permanent family. Children's Aid Societies help children to make successful transitions into their adoptive families.

To find out if adoption is right for you, contact the Sarnia Lambton Children's Aid Society. By working together, a decision can be made about whether adoption is the right plan for you as well as the kind of child or children you could parent.

Parents will undergo a homestudy that involves several visits to their home. During the homestudy period, parents will be encouraged to assess their own attitudes and abilities. Training and education will be offered to parents to make sure the adoption process is smooth and successful.

Help Us Make a Difference



Every year in Lambton County youth are placed outside our community because we do not have the resources to treat and support our own youth who have special needs. **Until now. . .**

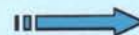
The Sarnia Lambton Children's Aid Society and St. Clair Child and Youth Services have joined together to develop an exciting new program to help keep our youth close to home.

The Therapeutic Family Program is a special program designed for youth to give them every opportunity to become confident successful adults.

We need your help.

To make the program successful we need the dedication and support of professional foster parents who want a career in fostering.

Call us at: **519 336-0623 Extension 518** to start a discussion on how you can help.



If you have a career and/or training in social services, child and youth care, health care, or previous experience in fostering, we are interested in you.

We will provide you with extensive training in child and youth development, behaviour management, the power of the relationship, dealing with trauma, the ABC model of behavioural assessment, cultural awareness and how to work effectively with youth to encourage them on the path to success in their lives.

We provide a generous per diem payment and 24/7 support to you.

Please contact us today to discuss what you have to offer a youth in our care.



To find out more please visit our websites:

Sarnia Lambton Children's Aid Society
www.slcas.on.ca

St. Clair Child and Youth Services
www.stclairchild.ca

519 336-0623 Extension 518

We Can Make a Difference
