



TorontoCAS.ca

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AT CAS OF TORONTO, WE BELIEVE IN:

Placing the needs of children and youth first; Creating an environment that promotes trust, equality, respect, diversity, openness, and honesty; Affirming and valuing our staff, care providers, clients, and volunteers; Promoting enduring relationships for children, and youth; Being accountable and transparent; Demonstrating excellence, leadership, teamwork, and innovation.

MESSAGE FROM THE CEO

2019/20 has proved to be a year of transition, growth and new ideas for the Children's Aid Society of Toronto. The theme of this year's annual report is "Building Bridges, Brightening Lives" and I can say it has been a personally fulfilling year, having joined an extraordinary team and working with them to improve the lives of children, youth and families.

Looking back, my orientation to the organization was very successful because I was provided with a highly experienced and talented team of senior leaders to work with, as well as a knowledgeable and well-respected Board Chair to provide me with excellent guidance and support as I integrated myself into the agency.

This past year our expert team led a number of new initiatives to demonstrate our desire to work collaboratively with our sector and cross-sector partners to advance programs and services that will be of benefit to children, youth and families. For example, Toronto CAS took on an innovative leadership role in helping to set up "After-Hours," a multi-agency call answering and screening service staffed by professional social workers. Toronto CAS also developed a comprehensive Privacy Framework that was shared with our sector partners across the province to demonstrate our commitment to sharing best practices and resources with them.

Our agency is also working proactively to support the Ministry as it develops new directions for the child welfare sector. I have found our Ministry counterparts to be excellent advocates for children, youth and families. I look forward to working with them in the future to ensure that we have a child welfare and protection system that is solidly centred on the needs and interests of children, youth and families.

The CAS of Toronto also made huge gains advancing our "Journey to Zero" initiative that is intended to provide intensive early intervention and prevention services that will reduce the need to bring a child or youth into care. This program truly represents an opportunity to serve families better and we hope to launch the program before the current year is out.

Our work on "Journey to Zero" would not be possible without the enthusiastic support of our Foundation who have raised the bulk of the funds necessary to roll out this program. Their commitment to children and youth is evident through their ongoing and generous support of many of our key programs, which add real value to the lives of the children and youth that we serve. The Children's Aid Foundation of Canada are true partners in every sense of the word and we are immensely grateful for their support.

Our Board will proudly be launching a new and inspiring Strategic Plan this year that will focus our efforts over the course of the next three years. I know that our entire team will rally around the new directions as the plan emphasizes client-centred services, advancing partnerships, and championing diversity, equity and inclusion. With our new plan in mind we hope you will continue to support our work here at the CAS of Toronto as we move forward with our commitment to improving the services and supports that we provide for children, youth and families.

Thank you,

Paul Rosebush Chief Executive Officer

Paul Rosebush

MESSAGE FROM THE BOARD CHAIR

The Children's Aid Society of Toronto places children at the heart of our work. We strive to be bold in our approach to the work we do, because we cannot afford to be anything less, just as the thousands of children and families that work with us are bold in advocating for their needs. As you'll see in these pages, the impact of our work is tremendous in terms of results and the number of children we serve.

After David Rivard's retirement, the board was tasked with recruiting the best possible candidate to succeed David, work with the community and develop strong partnerships.

We kept these goals in mind during our search for a new CEO. With his leadership skills, partnership track record, Paul Rosebush stood out as the best candidate out of an outstanding field. I was delighted to welcome him to the Toronto CAS team this past September.

Already, Paul has been out in the community interacting with children, youth and developing new and exciting partnerships. Paul is committed to working closely with our staff at our various locations, the community, partners, Valerie McMurtry and Gordon Raman at the Children's Aid Foundation of Canada and continuing to build a fruitful relationship with the Ministry of Children, Community and Social Services, so we can do more for child welfare in Ontario.

One of the board's main goals this past year has been to develop a new Strategic Plan for the organization. After external community and staff consultation, we arrived at a plan that has three inspiring pillars:

- 1. Strengthening client-centred services and supports;
- 2. Working together collaboratively with partners to better serve our clientele, and
- 3. Taking a leadership role in championing diversity, equity and inclusion. With this plan we have set an ambitious agenda for the next three years to transform how we provide services and how we look and act as an organization.

After 9 years on the board and 3 of those years as Chair, I am stepping down as Co-Chair of this great organization. As I reflect on my time serving the board, I am proud of the creation of a second Vice-Chair position with responsibilities around diversity, equity and inclusion. All our policies are now screened with a diversity and inclusion lens. The make-up of the board is different then what it was when I began, we are building a diverse team that reflects those that we serve. I am incredibly proud to have played a leadership role in the creation of a brand new quality and outcomes committee. I had the honour of chairing the committee and setting up the outcomes and measures that measured impact of services and identify ways to improve. Lastly, I am proud that since November 2017, our Child Welfare Institute has 70 students from 7 different learning institutions, and has had 5 of its staff (most who have been front-line workers) go on to do a PhD—they are Canada's next leaders in child welfare knowledge development.

As I leave, I am confident we will continue to board this team to continue to represent the Toronto we want to see. With a stellar team and leadership in place, the organization will continue to increase the impact of its work, resulting in a better future for children, youth and families across this great city.

Thank you,

Sheila Jarvis

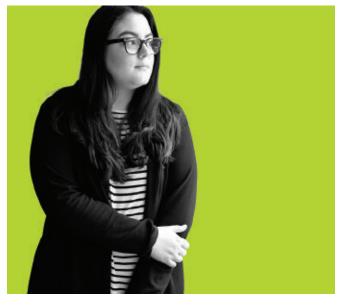
Chair, Board of Directors

Sheica Tariri

OUR STAFF

"Our diverse teams work together toward a common vision. Their ability to connect to people is the fuel that allows our organization to do what it does."





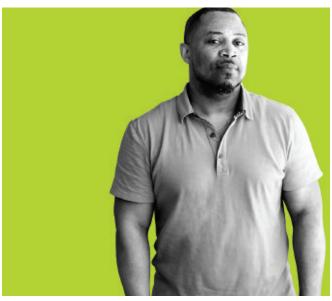


"We do
very difficult
work, but
our teams
find ways to
connect, be
vulnerable
and supportive
of each other."

 $Mahesh \ Prajapat$







Staff
operate
with
the same
common
goal
in mind,
the
wellbeing
of
children.





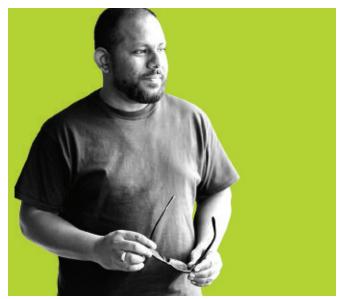


"I truly did not realize how much CAS Toronto does in partnership with children and the community it's vital to changing perspectives."

Alicia Pereira







Q&A WITH CEO PAUL ROSEBUSH

Q What is your vision for Toronto CAS?

Our organization does so many things really well but we need to begin thinking more about how we can grow into an organization that can provide better front-end support to families so that they can get the guidance they need to remain intact and be able to provide a safe nurturing environment to raise their children in.

While we will always have an important role to play protecting children from terrible instances of abuse and neglect, our sector has come to realize through solid empirical evidence that we can help children and youth more by keeping them connected to their families, community and culture. My vision for the CAS of Toronto is for it to play a more positive role in family life in the future and be recognized as a supportive organization that can help children, youth and families to thrive.

Read more about our Vision:

http://torontocas.ca/vision-mission-and-values

Q As you approach one year at the Toronto CAS, what is one moment in the past year that stands out to you and why?

Every day since my arrival at CAS of Toronto I have witnessed incredible acts of compassion and dedication by our team members across the organization but two occasions stand out for me.

The first was when I went to visit two group homes with one of our stellar frontline workers. When I arrived at the first home I was immediately struck by how well cared for and supported the children were. This was a home for the most vulnerable of children who had extremely high needs due to significant health and behavioural disabilities. I could tell that the children felt loved and cared for and it was a privilege for me to meet the children and to meet with the staff who had clearly dedicated their lives to the well-being of these children.

I found the same kind of situation in the next home that I visited that cared for older youths who also lived with health and behavioural challenges.

The staff there were dedicated to the young people under their care and I was quite overwhelmed to see how the one youth I met there was thriving in his environment, largely because of personal investments that the workers made to ensure his well-being. It was truly an uplifting day for me to discover that the continuum of care from our agency to the community based supports we partner with was working for these children.

The next occasion was our annual Youth Recognition Night, which is an event our agency hosts for our youths who are in the process of transitioning from the care of the society into independent living. For lack of a better word people describe it as a "graduation" from being in care. That evening many youth there took to the podium, to talk about their positive experiences in care and the strong bonds they formed with their workers who in many cases had known them since they were children. Despite growing up in care settings they saw their relationships

"I want people to know CAS of Toronto cares and wants to help children, youth and families thrive."

with their CAS workers and their foster families as extremely positive influences on their lives. That night I learned that one of the youths became a national champion in his chosen sport. I also learned that others were already studying for advanced degrees. I further learned that many others were going on to "helping" careers in social work and child advocacy. I was humbled by their personal stories and with how they overcame such huge odds to become extraordinary young people who will definitely make our country a better place in the future.

Read about the Chief Executive's Officer Paul Rosebush's Mandate letter:

http://torontocas.ca/sites/torontocas/files/ MandateLetter-PaulRosebush-Sep4_2018.pdf

Q What do you want people to know about the Toronto CAS?

I want people to know the CAS of Toronto cares deeply about the well-being of the children, youth and families that we have involvement with. We are looking at all of our processes to ensure that the voices of children and youth are heard when decisions about their lives are being made and that we are partnering

with families to work with them to find solutions together about how to best manage the challenges they face.

I also want people to know that we have an active and influential Community Advisory Committee that was formed to help us address the disproportionality of the number of black children and youth in care. We will continue to partner with them as we implement new initiatives within the organization and with other community service provider to address this challenge.

Read about Volunteering with the Toronto CAS:

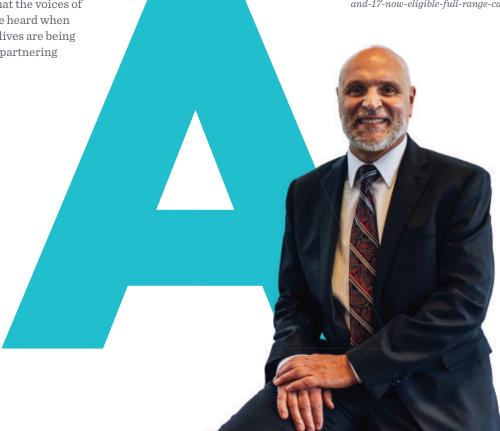
http://torontocas.ca/index.php/volunteering

Q Toronto CAS is a leader in the child welfare sector, can you tell us about one of its recent innovation programs?

With the funding support of our outstanding Foundation, we have started providing a program to support the mental health needs of youth and young adults that have exited the child welfare support system. All too often young people find themselves under-supported and under-resourced to effectively cope with the challenges of building independent lives for themselves. It is not uncommon to learn about sad outcomes involving "graduates" from the child welfare system. As such we knew we had to do more for transitional age youth to help them succeed, and our Foundation partners agreed with us about this pressing need. So we have started a program called "Connections" that was co-designed with our Foundation and is provided out of our PARC program site that connects young people with mental health supports to help them successfully transition through the challenges of building independent lives.

Read about the Child and Family Services Act that mandates the Children's Aid Societies

http://www.torontocas.ca/news/youth-aged-16-and-17-now-eligible-full-range-cas-services



SITTING DOWN WITH OUR EXECUTIVE TEAM

Q The vision of Children's Aid Society of Toronto is, "A city where children are safe, families are strong and communities are supported." What steps is CAS of Toronto taking to enable and inspire staff to do this?

Mahesh: We have created clear service priorities and a service framework that is rooted in Equity and Signs of Safety. This service approach focuses on partnering with families so that together we are able to find solutions to complex problems. This includes ensuring children are able to remain at home and in their communities whenever possible and ensuring our work is less about investigating families and more about helping families build networks of supports so that, in partnership with families, we are able to create comprehensive safety plans that ensure children are safe and families are strong.

Anthony: The dedication of everyone in our organization towards the well-being of children, youth and families is unwavering and as an organization we do our best. I also believe that our organization has shown the humility to acknowledge

and begin to address any of our shortcomings so that we can deliver better outcomes to the children and youth we serve.

Q The Toronto CAS recently won the Greater Toronto's Top 2019 Employers. As the Chief Human Resources Officer, what does this award mean to you?

Marnie: Being recognized as one of Greater Toronto's Top 2019 Employers is a great key opportunity for all of us at Toronto CAS to reflect on some of the noteworthy workplace practices that we have in place. This time of recognition offers us a chance to come together, celebrate and highlight some of the outstanding benefits CAS of Toronto offers to its employees.

It is really important for me to work on a team which values and promotes the wellbeing of employees who are so dedicated and engaged in the work they do keeping children, youth and families safe.

Q What do you think was the CAS of Toronto's biggest success?

Mahesh: We know that children do best when they are supported in their own homes and communities. We have significant data and research that tells us that children and youth who

grow up in the care of Children's Aid Societies have poorer educational and employment outcomes and are at greater risk of experiencing mental health problems, and homelessness. We are proud to say that in the past 4 years we have safely reduced the number of children in the care of Toronto CAS by over 30 percent as we continue to focus on permanency for all children and youth.

Q How is the CAS of Toronto working to meet rising public demands in an era of tight budgets and growing accountability expectations?

Anthony: Given the magnitude of the provincial deficit, our organization is not surprised with an expectation to do more with less. As an organization we want to make sure that we are investing our resources in areas that will provide high quality and effective services for children, youth and families. This extends beyond front-line services and includes investments in making our support systems more efficient and enhancing our ability to make make data-informed decisions.

 ${\it Mahesh Prajapat} \\ {\it Chief Operating Officer}$

Marnie Lynn Chief Human Resource Officer

Anthony Battista Chief Financial Officer









"CWI has led or partnered in grants all aimed at advancing evidence-informed practice and the best outcomes with vulnerable children, youth, families and communities."

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CHILD WELFARE INSTITUTE

Deborah Goodman

The Child Welfare Institute (CWI) is one of CAS Toronto's Branches. CWI has the lead at CAS Toronto in the following areas: Training & Development; Research and Evaluation; and Quality Assurance.

Training & Development

The CWI training staff support CAS Toronto's over 800 staff in embracing change, advancing their knowledge and skills, and growing within the organization. Trained, competent staff are critical to ensuring service excellence and moving CAS Toronto forward in achieving its strategic goals. CAS of Toronto's centralized training model uses a blended approach of online and classroom delivery.

In 2018/19, CWI delivered over 280 face-to-face sessions and 34 customized, online asynchronous offerings which yielded over 4,000 completions; 8-in-10 trainings were either Equity-Focused [31%] (i.e., Anti-Oppressive Practice, Anti-Black Racism, Indigenous trainings), were related to meeting Legislative Requirements [30%] (e.g., Child Youth and Family Services Act, 2017), ${\it addressed}\, Recommendations\, informed$ by Inquests/Child Death Reviews [10%] (e.g., Katelynn Sampson) or related to CPIN [8%], the province's single-information system. Customer's service excellence is a cornerstone of CWI service.

The organizational level evaluation data across all training offerings consistently finds over 90% of trainees' rate the sessions on content, relevance and applicability, as either "very good" or "excellent". Going forward, will CAS of Toronto continues

to strengthen its training program through robust needs analysis that informs the development of applicable training solutions that are aligned with CAS Toronto's strategies.

Research & Evaluation

The CWI research and evaluation staff actively partner with CAS Toronto staff and/or departments as well as collaborate with other child welfare agencies, community partners and academics to help them meet their evaluation and study needs aimed at advancing practice and organizational excellence.

At any point in time CWI is actively involved in 30 to 40 studies/projects. Since 2007, CWI has completed over 250 evaluation/studies. Some are a cross-sectional, point in time evaluation and some are multi-site, multi-year, multi-funder studies. Depending on the partner, the evaluation may be local to Toronto or it may be provincial or national in scope.

CWI has provided evaluation services to many sectors (e.g., child welfare, child/youth mental health, youth justice, health, adult mental health, criminal justice) and include a broad range of service and organizational topics. To date, CWI has led or partnered in grants totalling over \$10M, all aimed at advancing evidence-informed practice and the best outcomes with vulnerable children, youth, families and communities.



"The collective responsibility of child welfare and community agencies to respond to the needs of the Black community is paramount and through this proposal the relationship between the two systems will be enhanced and strengthened. leading to stronger communities."

Quality Assurance

The focus of the CWI QA staff is on ensuring the child welfare services provided meet or exceed Standards combined with high service quality. QA activities include evaluating the strategic and operational activities focused on accountability and quality improvement. Activities can include: reporting on service performance indicators, quantitative and qualitative audits, file reviews, conducting reviews of programs, along with stakeholder and client feedback feedback.

THE KUPONYA PROJECT

Ramona Chereches

The Kuponya project is a collaboration between the Children's Aid Society of Toronto's NorthWest Branch, Caribbean African Canadian Social Services (CAFCAN) and the Jean Tweed Centre to offer a twofold approach to working with Black families from a trauma informed perspective. The project entails:

1) The delivery of two groups for parents entitled, *Trauma 101* and *Parenting Through Trauma*. Each of these groups are offered at least twice in a 12-month period and are designed to support parents to better understand how trauma and trauma reactions can impact on parenting with a view to developing effective coping strategies.

Trauma 101 is a short, 6-week group that works with clients to begin to connect with trauma and trauma responses.

Parenting Through Trauma groups then connect trauma with impact on children having a particular view to developing strategies and supports. These groups are be co-led by child welfare staff and CAFCAN staff, they are delivered in the community.

2) A Community Resource Liaison position to assist in connecting families with culturally appropriate and relevant clinical and support services in a timely and practical way. This is a co-located model which will enhance capacity building opportunities between CAS of Toronto and CAFCAN, as well as with the larger Black community.

This proposal is intended to help build strong partnerships with community agencies with an emphasis on prevention and early trauma focused intervention that will lead to healthier, stronger and empowered families.

The collective responsibility of child welfare and community agencies to respond to the needs of the Black community is paramount and through this proposal the relationship between the two systems will be enhanced and strengthened leading to stronger communities.

MOTHERS IN MIND

Rose McLean & Lisa Sura

Mothers in Mind (MIM): Child Protection Co-Location Model targets infants and toddlers (birth to four) who are involved with The Children's Aid Society of Toronto (CAS of Toronto) and are deemed at risk of maltreatment due to the impact of their mother's experiences of interpersonal trauma. This innovative model embeds MIM programming at CAS of Toronto with groups being co-facilitated by Child Development Institute (CDI) Clinicians and CAS of Toronto staff, blending the expertise of children's mental health and child protective services.



"You are in the right place. When I started showing up every week I noticed that things were changing, there was a slow transition in me. I started seeing things in a new and different way. I started feeling confident and happy again."

This adaptation of Mothers in Mind (MIM) is specifically designed to increase accessibility for mothers and young children across Toronto who may struggle to participate in community-based programs. It ensures that MIM is reaching infants and toddlers whose mothers are working towards managing significant complexities between experiences of trauma, parenting and ongoing child welfare involvement.

MIM is distinctive in its structure as it blends mother-child therapeutic work and places it within a group context. Mothers and young children benefit from time and attention to the unique needs and challenges of their specific mother-child relationship, while at the same time gaining support and building connections with others who shared the experience of parenting through and after abuse.

We have dedicated staff both from CDI and CAS of Toronto who facilitate groups across the agency. The staff are committed in providing service to families from and an Anti-Oppressive and intersectional lens with a strong commitment in honoring and respecting cultural identities of the clients we serve, particularly within the Black community.

The hope is that this will lend to establishing strong relationships with our mothers in the groups and that women and children will feel validated, supported and heard. With the small group composition, MIM is committed to ensuring the women have the space and platform to tell their narrative about their lived experiences and how trauma and violence may have manifested in their parenting and affected their relationship with their child. Some moms have courageously shared their thoughts on how MIM

has helped them, "The program is all about making yourself feel best as a mom, as a wife, as a daughter and most importantly as a WOMAN." Everyone here is so kind, so positive, very encouraging and of extraordinary help."

JOURNEY TO ZERO

Sharon Cabrera

We are working on an initiative called. Journey to Zero. It will be a joint initiative between the Children's Aid Society of Toronto, the Children's Aid Foundation of Canada, and several Canadian philanthropic foundations. It is a 4 year community-based initiative with four demonstration projects. The primary aim of Journey to Zero is to reduce the number of children coming into care and the amount of time children stay in care.

The goals of Journey to Zero include: improved permanency for children and youth, a reduction in the number of children entering care and a return to their families on a timelier basis. In addition, services will strengthen the children/youth and families we work with, help build family networks and focus on prevention not just protection.

Longer term goals include services that will shift the perception of families, children/youth and communities we work with to see us as supportive and partnering with them, to influence changes in policy and funding with provincial governments, demonstrate better outcomes and to provide agencies across Canada with evidence based results and resources to adapt the projects to their community.

BY THE NUMBERS

29

HOSTED MORE THAN 29 EVENTS IN 2018

5 JULY OUR VOLUNTEERS LOGGED

MORE THAN 5,177 HOURS IN 2018

298

WE CURRENTLY HAVE 298 VOLUNTEERS IN 2018

14434

TOTAL NUMBER OF CALLS
REPORTING ABUSE, NEGLECT, SEEKING INFORMATION
AND COMMUNITY LINKS



"Connections aims to assist young people who are transitioning out of child welfare with a link to mental health and addiction supports in the community, as well as transition to adult healthcare services."

"The primary aim of Journey to Zero is to reduce the number of children coming into care and the amount of time children stay in care."

Journey to Zero is grounded in CAS of Toronto's Signs of Safety framework, Anti-Black Racism and Equity practices.

Journey to Zero includes a robust, and long term research and evaluation of outcome component. As such data collection is an integral part of the initiative.

AFTER-HOURS PROGRAM MAKES HISTORY

Lisa Tomlinson

This past March 25th, CAS of Toronto launched the After Hours Call Answering and Screening (AHCAS) Pilot Project in partnership with the Ontario Association of Children's Aid Societies (OACAS) and 7 child welfare agencies across the province.

Our After Hours (AH) Team provide directing answering of all calls coming in after regular business hours for the Catholic Children's Aid Society of Toronto, Bruce Grey Child and Family Services, Durham Children's Aid Society, Kawartha Haliburton Children's Aid Society, Family and Children Services Niagara, Halton Children's Aid Society, Kawartha Haliburton Children's Aid Society, the Children's Aid Society of Oxford County and of course for our own agency.

The goals of the pilot include:

${\bf 1.\,Consistency\,Improvement}$

AHCAS Pilot will introduce harmonization for child welfare staff using CPIN in their work

2. Efficiency

AH Intakes will be screened by Authorized Child Protection Workers, so local AH staff can receive cases and determine their response immediately

3. Improved Service

With direct answering callers speak to an Authorized Child Protection Worker immediately

4. Improved Safety

Collaborative service design, mitigation of risks, seamless case transfer and communication, improve safety for children youth and families

Following an incredible amount of planning and preparing, the full onboarding of the agencies was completed on April 24. The service delivery while led by the Intake Department has been supported by the teams at Finance, Human Resources and IT. The pilot phase is expected to end in October 2019. The pilot is being evaluated by a designated team at the OACAS and MNP Consultants.

CONNECTING THROUGH THE CONNECTIONS PROGRAM

Dimple Bhagat

The Connections Program is a new program that is funded by the Children's Aid Foundation of Canada, and is created in partnership between the Pape Adolescent Resource Centre and Health Services at Children's Aid Society of Toronto. Connections aims to assist young people who are transitioning out of child welfare link to mental health and addiction supports in the community, as well as transition to adult healthcare services. Supports that are offered through the Connections program include; system navigation, transitional primary care with in-house physician, psychiatric assessment, short-term psychotherapy with community



"The goal of a CYAC is to ensure that children and youth who have been abused, along with their families, receive the very best child-focused investigation, treatment, support services, and advocacy in one integrated facility."

therapists, health education, wellnessbased groups, referrals to established community partners, and integrated wraparound services provided in partnership with child and youth workers from the Pape Adolescent Resource Centre.

The system navigation is facilitated by the nurse navigator. The nurse navigator meets with a young person, conducts a wellness assessment, and creates a customized care plan to assist the individual to get the help and support that they need. Through established partnerships, the navigator identifies appropriate mental health experts and services available in the community and helps remove any barriers for young people in accessing these services, ultimately facilitating a smooth transition to adult services.

To be eligible for services through Connections; the young person should be between the age of 18–29 years old, be extended society care or former extended society care, and reside in the Greater Toronto Area.

CHILD & YOUTH ADVOCACY

Nancy Andrews

The Child & Youth Advocacy Centre (CYAC) is an innovative response to child abuse investigations. The goal of a CYAC is to ensure that children and youth who have been abused, along with their families, receive the very best child-focused investigation, treatment, support services, and advocacy in one integrated facility.

The following 11 partner agencies have worked together to make Boost CYAC possible:

Boost Child & Youth Advocacy Centre (Boost CYAC)

Toronto Police Service (TPS)

Hospital for Sick Children's Suspected Child Abuse and Neglect (SCAN) Program

Catholic Children's Aid Society of Toronto (CCAS)

Children's Aid Society of Toronto (CAST)

Native Child and Family Services of Toronto (NC&FS)

Jewish Family and Child (JF & C)

Child Development Institute

Radius Child & Youth Services, Sexual Abuse Family Education & Treatment (SAFE-T) Program

Victim Witness Assistance Program (VWAP)

Office of the Attorney General

The objective of Boost CYAC is to have a collaborative team focused on the investigation, treatment and prosecution of child abuse cases. The result is a seamless response to children and youth who have been abused in a "child-friendly" environment. The Centre has brought together dedicated and specially trained police, child protection workers, advocates and medical and mental health experts.

Children, youth and families can access crisis support, specialized assessment, treatment and court preparation in one integrated facility. This helps minimize the number of interviews the child or youth is subjected to and eliminates the need to attend multiple locations. Toronto's CYAC is one of only a few in Canada to work alongside the Police and community partners.



PAPE ADOLESCENT RESOURCE CENTRE

Cheryl Mangar

Located at 469 Pape Avenue in
Toronto, The Pape Adolescent Resource
Centre (PARC) is a preparation for
independence program that assists
youth leaving the child welfare
system to navigate the transition to
independence and community.
PARC supports youth ages 16-29 years
old. PARC is a joint program operated
by the Children's Aid Society of
Toronto (CAS of Toronto) in partnership with the Catholic Children's
Aid Society (CCAS) and Jewish
Family & Child (JF&CS). In 2018,
PARC serviced 446 youth.

PARC provides a point of connection, support and access to resources through individual case management, group support life skills development and specialized programs. Staff utilize harm reduction practices and work within a strength based framework to support youth in meeting their individual needs. PARC works with young people at their pace to develop goals to improve their outcomes as they transition into adulthood. PARC offers individual case management, group programming, specialized supports & programming as well as special events and celebrations.

PARC offers life skills groups Monday to Thursday to youth interested in developing and improving their life skills, connecting to other youth and staff and learning to access resources. PARC staff and Peer Mentors co-facilitate 4 evening programs and summer programs. Dinner and tokens are provided in each group.

PARC attempts to support in the following areas: health and mental health, education, employment, immigration, nutrition and wellness, financial literacy, housing, legal, life skill development, resources in the community, artistic expression, crisis counselling, and accessing Children's Aid Foundation of Canada supports.

PARC also offers the Pinball Clemons Foundation Ambassador School Program that assists youth aged 16-26 years old complete high school credits, progress to transitional year programs, bridging programs, post-secondary programs and vocational programs.

Additionally, PARC offers housing support through the One Stop Housing Worker, education and employment support through the Youth Works Program and life skills training through Cooking for Independence program and the Financial Literacy Program. PARC has a new Mental Health and Wellness program called Connections in collaboration with CAFC and CAST Health Services.

ADDITIONAL PROGRAMS*

Caring Dads Scarborough site

We co-deliver this program with Aisling Discoveries; families going through the Caring Dads program can also access the counselling services at Aisling—3 year partnership.

Healthy Teens Program

A partnership with Turning Point Youth Services for the past 3 years with a mental health clinician sitting with our Adolescent teams and providing service to at-risk youth; recently secured 3 year funding from United Way, through the Children's Aid Foundation.

Infant Mental Health Promotion (HSC)

Longstanding involvement on this coalition working to promote optimal outcomes for children 0-3.

Jean Tweed Centre

A Longstanding partnership around addictions and mental health services for women providing trauma informed practice groups and Strengthening Families groups particularly for Black families.

Toronto Public Health

An informal partnership lasting more than five years that helps CAS of Toronto staff focus on service to clients with mental health issues and trauma in a monthly case conference with a Public Health Nurse.

Ujima House

A program for young and potential fathers focused on a culturally based parenting intervention for fathers having access with their children; funded by CAFC.

Anti-Black Racism Integration Leads

Currently there are six ABR Integration Leads working at CAS of Toronto. These positions were established to enhance and move the work of improving outcomes for Black youth and families. This work is occurring across the agency, through the interrogation of core processes within frontline service delivery and child welfare infrastructure. The work has focused on identifying systemic ABR in practices and processes and working collaboratively to strategize effective responses and evaluate their implementation. The ABR leads form a practice and learning group who have worked together with their Directors, CAS of Toronto Equity Director, and Chief Operating Officer to support the integration of ABR interventions and analysis in services.

 $*Note: List\ is\ not\ all\ inclusive$

Concept & design: HM&E Design Communications

BOARD OF DIRECTORS

STATEMENT OF OPERATIONS

EXECUTIVE COMMITTEE Sheila Jarvis <i>Chair</i>
Margot Trevelyan Vice-Chair
Mark Foerster Treasurer
Yeugenia Kazantseva Secretary

Diversity Lead

Irene Mukasa

BOARD MEMBERS

Marv Bernstein Christine Bradley Randolph Carter Allison Crawford Catharine Dutt Audrey Lee Steve Malone Harmy Mendoza Eva Serhal Salim Zulfikar Somani



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TorontoCAS.ca

(In thousands of dollars)	2017-18 \$	2018-19 \$
Revenue By Source		
Government of Ontario	167,277	160,360
Government of Canada	4,544	3,886
Children's Aid Foundation	4,278	4,375
Sundry	1,924	2,183
Total Revenue	178,023	170,804
Government of Ontario		
Revenue By Program		
Child Welfare Program	162,830	157,841
Generic contracts	3,385	2,050
OCBe	1,062	469
Total	167,277	160,360
Expenses		
Salaries & Benefits	94,750	88,902
Boarding	44,511	42,197
Other	34,666	34,280
Total Expense	173,927	165,379
Summary of Operations		
Revenue	178,023	170,804
Expenses	173,927	165,379
Excess of revenue over expenses	4,096	5,425

 $Audited {\it financial statements}\ are\ available\ upon\ request.$

OUR BRANCHES



CENTRAL 30 Isabella Street



NORTHWEST 20 De Boers Drive



SCARBOROUGH 843 Kennedy Road