

Catholic  
Children's Aid Society  
of Hamilton



Société d'aide à l'enfance  
catholique  
de Hamilton

# ANNUAL REPORT TO THE COMMUNITY

2019-2020

## OUR SHARED VISION

- SAFE AND THRIVING CHILDREN AND YOUTH
- EMPOWERED FAMILIES
- STRONGER COMMUNITIES

FAITH INSPIRED CARE,  
COMPASSION & COMMUNITY



## MESSAGE FROM THE EXECUTIVE DIRECTOR & CHAIR

This year has seen significant accomplishments at the Catholic Children's Aid Society of Hamilton as we continue to advance our vision of building hope and opportunities with children, youth and families. It is the passion and commitment of our exceptional staff, caregivers, volunteers and Board of Directors who make this possible. We are pleased to present this year's annual report, highlighting some of the accomplishments of 2019-2020. Catholic Children's Aid Society of Hamilton is proud of the continued work we have achieved to provide the best possible experience to all that we serve.

As these lines are written, the world is experiencing a pandemic (COVID-19) and the health crisis is not yet past in Canada. In addition, the lasting impacts on the economy, and to each and every one of us, have yet to be seen. Despite our new reality, we continue to provide services. We are working alongside the Ontario government to help children and youth across the province reach their full potential by strengthening and modernizing children and youth services. We recognize the need to work closely together to reduce barriers and build a system that is better coordinated and focused on prevention. We can continue to improve services so they are culturally appropriate, sustainable, and responsive to the needs of children, youth and families.

It is remarkable to reflect on the last year and see how much has been accomplished to strengthen our resources and enhance our service. It has truly been a year of change as we strive towards achieving service excellence. Some of the key highlights include:

- The Agency has a strong focus on equity practices; we made a commitment to serve all families in need, including children and youth, in a manner that respects race, class, gender, culture, sexual orientation and creed. We also delivered training to employees, foster parents, and board members around supporting LGBTQ2S+ identities and working with First Nation, Metis and Inuit families.
- We continue to learn about the impact of colonialism, residential schools, and the Sixties Scoop. We are committed to engaging in activities that align with the Truth and Reconciliation Commission's Calls to Action.
- We will continue working actively with Black Canadian and Indigenous communities and partners to address disproportionality in service. It is our goal to ensure that children and youth are cared for by their family and in their communities, where permanency and culture are at the forefront of their care.
- Through our Youth Advisory Committee, we will continue to develop strategies that embrace and respect the voice of youth and their unique needs.
- Despite a provincial climate of change and challenge, we are focused on a practice framework that puts support to families and a focus on child safety at the forefront of our work. We are

proud to adopt 'Signs of Safety' as our approach to struggling families and vulnerable children.

- We believe that children belong in families and in their community. We are especially grateful to Kin and Resource families for their care of children and youth. The year culminated in the preliminary engagement of a service delivery model entitled "360 Family Engagement" which supports the fusion of signs of safety, family finding, trauma and attachment, embedded in an equity framework, whilst strengthening lifelong family connections and increases permanency for children, youth and families we serve.
- We have partnered with the Ministry by participating in the new French Language Designation process and very much look forward to achieving French Language Services Partial Designation in 2020-21.
- The agency hosted Jill Dunlop, Assistant Deputy Ministers, who visited the agency this past year to learn more about our work with children, youth and families.
- This past year, the Agency's equity journey focused on the intersectionality of the Seven Catholic Social Teachings and the Social Work Code of Ethics. The Catholic Social Teachings beckons that we pay attention to the most vulnerable, marginalized and oppressed amongst us.



Children's Aid Societies are facing increasing fiscal pressures and mounting uncertainty about the structure and scope of child welfare in this province. The current fiscal situation is challenging, and we continue to evaluate all areas of our work to ensure our expertise and resources are in the right places to serve children and families in these changing times.

We extend our sincere thanks and deep appreciation to our valued board members, employees, foster parents, and volunteers who step up every day and work diligently to create opportunities for children to thrive and achieve their full potential. We thank our dedicated senior leadership team for their continued focus and commitment to fulfilling the mission, vision, and values of our organization.

Thank you to all our donors who support our organization in serving our community – without your support we could not do what we do. Thanks for faith inspiring care, compassion and community.

We look forward to continuing to serve our community with excellence, integrity, and accountability. With gratitude,

A handwritten signature in black ink, appearing to read "Larry DiIanni".

Larry DiIanni  
Chair, Board of Directors

A handwritten signature in black ink, appearing to read "Rocco Gizzarelli".

Rocco Gizzarelli  
Executive Director

# BOARD OF DIRECTORS

The Board of Directors is committed to diversity, equity and inclusion. When issues are discussed at the Board, members bring their diverse perspectives into the conversation. One tool used to review the composition of our Board is a matrix that is reviewed during board member recruitment. It includes a wide variety of information including representation by sector; geography; gender; ethnicity; First Nations, Métis, Inuit; French Language; and youth as well as skills & experience.

Other ways the Board is committed to this work include:

- Board procedures related to recruitment, nomination and orientation that helps achieve diversity, equity and inclusion
- Board participation in training related to equity and anti-oppression
- The development of a board policy to address diversity equity and inclusion.

## Committed to Diversity, Equity and Inclusion



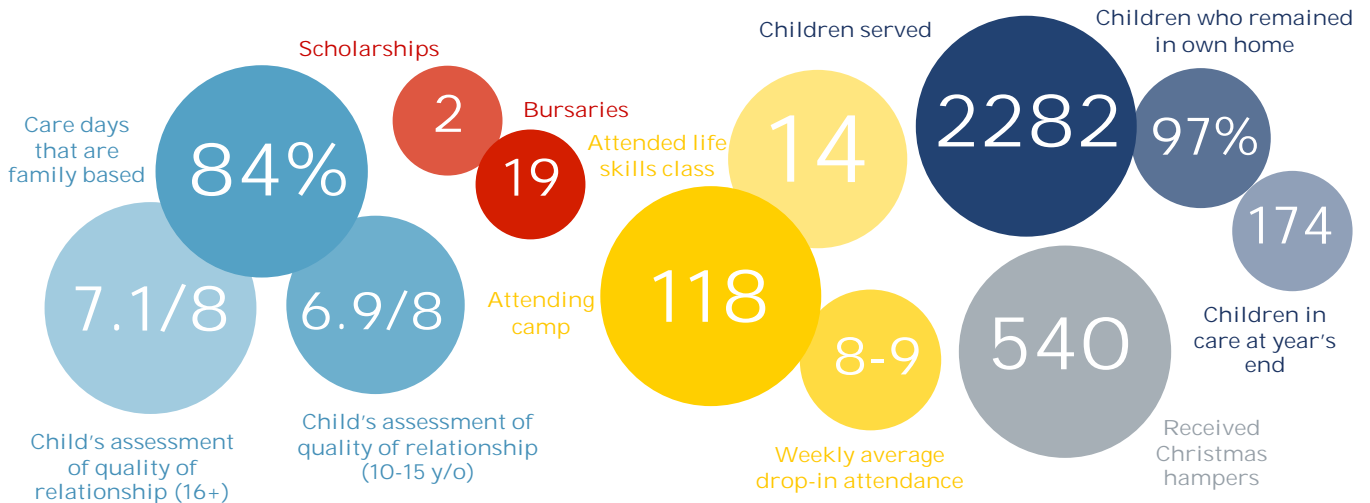
There is a lot of information on our website about our organizational plans and results. We invite you to visit [www.HamiltonCCAS.on.ca](http://www.HamiltonCCAS.on.ca) and view the About Us section!

## It does take a community!

There are many ways to help young people thrive through involvement with CCASH. It can be as simple as attending one of our events, or as involved as adopting a child – and everything in between. Here are a few suggestions:

Make a financial contribution, sponsor, donate prizes, attend, or volunteer at one of our fundraising events, create a Christmas hamper, volunteer as a driver, join our Board of Directors, or help raise young people in your family. With our assistance, when their parents are unable to do so, foster a child who needs a temporary home, or adopt a child who needs a permanent home.

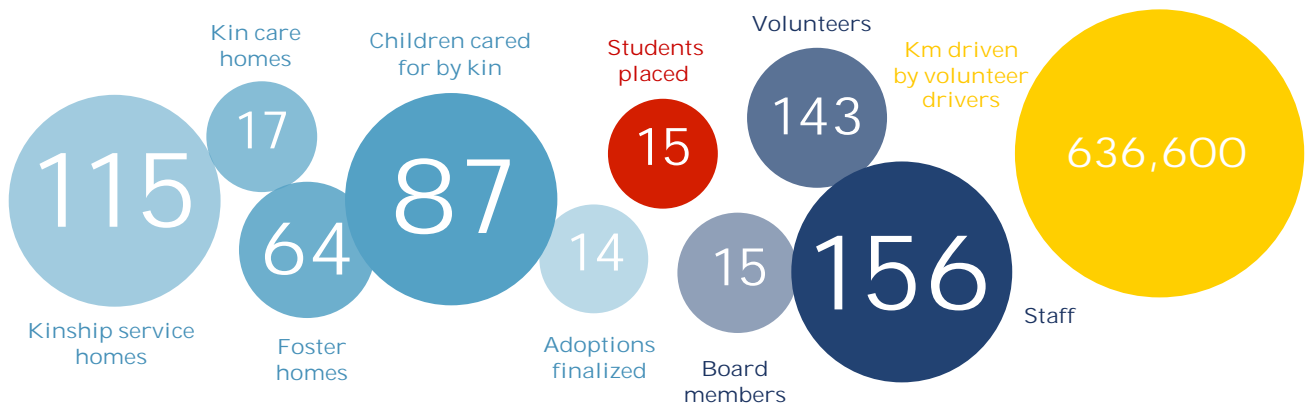
## OUR MISSION: CHILDREN AND YOUTH



## PROTECTION AND FAMILY SUPPORT SERVICES



## HUMAN RESOURCES



# OUR INSPIRING PEOPLE

## Our Volunteers

Words are unable to convey the gratitude our organization has for the numerous and diverse volunteers who give so generously of their time and energy for our children. In turn, these children have been touched by the compassion and love of caring individuals who become a special part of their life circle.

Eleven years ago, friends who were already volunteering at CCASH suggested that because of my love of children, this would be a perfect match for me. "It is the most fulfilling thing that you could possibly do in your life. To have a child look at you and smile and call your name or run towards you – that's all you need. Your heart melts. It's just amazing".

## Our Youth

As our youth age out of care, the focus is to ensure they have all resources available to them to become confident, strong, and contributing citizens of their community. Here is just one example of the numerous successes.

Jackson states that CCASH was always there for him beginning with removing him from a violent home life to graduating with a Paralegal degree from Mohawk College during the COVID19 year of 2020. Three weeks away from his final examinations for his Paralegal Law Degree at Mohawk College, everything shut down because of the world wide virus. All resources worked together to allow these students to complete their degrees online. Congratulations Jackson!

Jackson shares messages of hope regarding COVID19: "Everything may not seem alright right now but they will eventually. And that eventually will come; you just have to hang in there." And to youth in care: "Crown Wards, young people, we've been through a lot, right? And we're still here. The fact that we're still here after everything we've been through in our lives, just shows the amazing talent we have to be resilient."

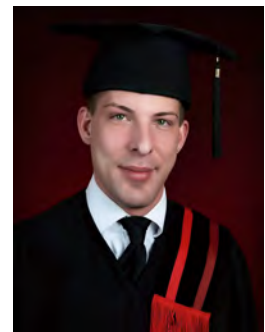
## Kinship

Terry received a phone call one evening from her son. The Police and CCAS were at their home and he asked her if she would come and get the kids. Of course his mom said "Absolutely". Later that evening the worker came and asked if she would be willing to take the children on a continuing basis. Terry said yes and her three grandchildren, Ayvah, 9; William 8; and Jakob, 4 began their residency with Nana. They sat down as a family and discussed the details: short term; long term; goals; what are they working towards? They also found that they had a wonderful caseworker who was just a phone call away. If something was needed, or a question answered, she was always there.

After 1-1/2 years, the children began the slow transition to life with dad. It began with after school visits, then an overnight, a weekend, followed by a week at a time. Terry is happy to simply wear her Nana hat now. "We all look forward to Sunday Fundays at Nana's. This weekly event is a highlight for me and for them." If there are any grandparents considering this, go with your heart. If you don't, it will be your heart, not theirs, that will hurt the most.



Angela,  
Volunteer Driver



Jackson,  
Past Crown Ward  
now a Paralegal



Terry &  
Grandchildren



## HIGHLIGHTS FROM THE YEAR



*Michael Hryniuk, Spiritual Advisor*

### Building on Our Faith

Message from our Spiritual Advisor, Michael Hryniuk

This past year has been one of evolution and growth in terms of what it means to be a Faith Based Organization inspired by the Catholic tradition, and what this means to us concerning our Identity and Service Delivery. During the past year, CCASH received generous support from the Excorde Foundation, which blessed us with a grant to do some Leadership Development and Staff Training over the next two years.

Core Values: "We shall continue to focus on developing an Organizational Culture that is focused on Care, Compassion and Community here in the building; and also in the larger community. Those three Core Values are probably the most important things that we want our service recipients to experience in the work that we do here"

"Going forward ...we are also going to be continuing a more practical focus on implementing and integrating the principles of Faith Based Service Delivery and looking at how exactly we do that in all aspects of the work we do ... I am looking forward to another year of learning, and conversation and growth as we continue our journey together."

# HIGHLIGHTS FROM THE YEAR

## Highlights

In July of 2019, the agency was delighted to welcome Jill Dunlop, MPP, and Associate Minister of Children and Women's Issues, working directly with Todd Smith, Minister of Children, Community and Social Services. The visit was one of many visits to children's aid societies to learn more about the child welfare sector and the work we do to support the safety and well-being of children and youth while strengthening families and nurturing lifelong relationships.

This past year marked significant milestones for our agency's two annual fundraising events. We said "Cheers to 30 Years" at our Serendipity Auction. Since its inception, this major fundraising event has allowed the agency to provide support to hundreds of children, youth and families in our community. Not only does the event provide much needed funding, it also serves to raise awareness of our services to the greater community, and a grand display of support for those in need. We are all part of a broader child welfare community and the number of individuals, organizations and businesses who support this event offer a real-life display.

Our Dr. Peder Larson Golf Tournament celebrated the 10 year mark. Over the years, these events have raised over \$2 million that has been reinvested back into our community by providing much needed support to hundreds of children, youth and families in Hamilton. A sincerest thank you to Carol Larsen and her family for their continued support over the years. Thank you also to all of our sponsors and guests who have remained loyal to our tournament for over a decade.

Every October, in recognition of child abuse prevention month, and in particular Dress Purple Day, the agency engages with the community to raise awareness about the work we do and the role the community plays in helping keep kids safe. The HWCDSD has been a staunch supporter of this initiative and helping share the message to kids that they are not alone. We are grateful to the broad children's service community that continues to strengthen its ties and collaborate to best serve our community. This past year, we had an extra special event coincide with Dress Purple Day when we hosted the launch of a new book published by the Children in Limbo Task Force called Children at the Centre: Their right to truth and voice.

Presenting Sponsor for Serendipity



**DIocese of HAMILTON**



Presenting Sponsor for Golf





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- Sacred Heart of Jesus Catholic Elementary School
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- United Trophy Manufacturing Ltd.
- Urbansolutions Planning & Land Development Consultants Inc
- Vineland Estates Winery
- Waste Connections of Canada
- White Rabbit Treatment Homes
- Youth Connections Inc.

# FINANCIALS, SPECIAL THANKS & CONTACT

## Catholic Children's Aid Society of Hamilton Financial Report

For the year ended March 31, 2020 2019/2020

Amounts Received from the Province of Ontario	24,346,148
Other Revenue	1,400,276
<b>Total Revenue</b>	<b>25,746,424</b>
Salaries & Wages	11,899,172
Benefits	3,728,925
Travel	566,571
Training & Recruitment	90,250
Building Occupancy	455,534
Professional Services - Non Client Related	101,200
Program Expenses	764,803
Boarding Rate Payments	4,851,000
Professional Services - Client Related	427,517
Client Personal Needs	941,361
Health and Related	227,914
Promotion/Publicity	41,892
Office Administration	196,373
Targeted Subsidy	661,365
Other	403,680
Technology	145,387
<b>Total Expenditures</b>	<b>25,502,944</b>
Excess Revenue over Expenditures before Amort.	243,480
Amortization	89,600
<b>Excess (Deficiency) of Revenue over Expense</b>	<b>153,880</b>



## Our appreciation to Bishop Douglas Crosby

We are so grateful for the support and guidance of Bishop Douglas Crosby, OMI, Bishop of Hamilton.

He provides financial, spiritual and moral support to our organization.

He's always there for us when we need him. Thank you so much!

## Contact Us

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