



BRUCE GREY
**CHILD &
FAMILY
SERVICES**



ANNUAL REPORT 2013-2014

OUR VALUES

Caring

Respect

Integrity

Collaboration

Accountability



BRUCE GREY
**CHILD &
FAMILY
SERVICES**

OUR MISSION

We are dedicated to the quality of life, safety and well-being of vulnerable children and youth, honouring diversity, culture and heritage.

OUR VISION

Engaged and caring communities where children thrive in strong families.



Gary Harron
Board Chair

Executive Message



Phyllis Lovell, BSW, MSW, RSW
Executive Director

It has been a period of stabilization and consolidation for staff at Bruce Grey Child and Family Services as we celebrated our second anniversary on April 1st. Our focus has been on service development and we hope that the result of our work is evident in a new model of care for children and youth. We have also finalized new community protocols with both service providers and specific populations in our region, returned to community tables, and have developed service partnerships that enhance opportunities for families. We have renewed a commitment to the development of kin care and provided staff with training opportunities that remind us of the promise that kin care has for children who need out of home care.

We acquired a site in downtown Owen Sound, and through a great partnership with Amico Design Build, repurposed it into a light-filled and spacious office. We relocated to this new building on January 2, 2014, and the Board and staff are extremely proud of it. We hosted a 'Doors Open' event in February with over 500 people dropping by to see what we had done to the former Family Y. The building received a resounding thumbs up from everyone who toured the site.

This past year, much of our organizational capacity has been devoted to the preparations required to 'Go-Live' with the Child Protection Information Network (CPIN). This provincial data base will result in much improved child safety as we share information about child protection services across the province. All of our staff are trained and ready to use the new network. We have participated in the design, testing and governance of the development of CPIN and were pleased to have staff seconded to the provincial project, in addition to a talented team of service staff who led our training. We have begun our data migration process and will likely begin our use of CPIN sometime this summer.

We also conducted formal reviews for two of our non-mandated programs. This resulted in revamping the Adult Protective Services Program (for adults with developmental disabilities) to deal with provincial changes and budget challenges. The Men's Program (Grey-Bruce) review consisted of community consultations to deal with provincial service changes and significant budget challenges. Upon the advice of our service partners, the Board of Directors gave formal notice to the Ministry of the Attorney General to divest of the program. We supported an application by the Canadian Mental Health Association to assume responsibility and are pleased to say that the Men's Program now has a new home there. Our organization has a long and proud history of developing and supporting services that respond to adults and children who experience family violence and it was with great sadness that we said farewell to this program. We will continue to be strong advocates for, and supporters of, Partner Assault Response services.

Bruce Grey Child and Family Services would like to thank the Our Kids Bruce Grey Foundation for their continued support. With their financial assistance, we assisted families with children's winter clothing, safe infant and toddler equipment, groceries vouchers during the holiday season, and summer camping experiences for children in the community. We are grateful for the work of the Foundation and appreciate this important partnership.

We also want to offer a big thank you to our care giving families. They extend themselves every day to look after children who need a safe out-of-home experience and assisted us in developing our Family Based Care model. They are a committed and dedicated group of adults who make an enormous contribution to children and youth. Many of them are able to turn their care for children into a life-long commitment through adoption, custody and kin placements. Our belief is that children need to be raised in family based care within their own community and we are grateful to those who make this happen every day.



48

**Active Adoptive
Homes**

27

**Completed
Adoptions**

128

Volunteers

169

**Active Foster
Homes**

1,119

**New investigations
completed**

213

**Children
in Care**

61

**New admissions of
children into care**

110

**Children discharged
from care**

145

Full-time Staff

3

Office Locations

The Year in Review

FAMILY BASED CARE

At the time of merger in 2012, Bruce Grey Child and Family Services adopted the traditional model for Children's Services, Resources and Adoption. The following year, the organization began examining how we provided alternative care for children, and embarked on a process to change our system so that roles were more integrated. We focused primarily on the family to allow substitute parents to use their family environment as a means of support for children. This new model is known as Family Based Care and was officially implemented on April 1, 2014.

This has meant significant changes within the department. Child Protection Workers are now responsible for homes and for children placed in those homes, eliminating the separation of the two. A most visible change is the placement of only ONE child or ONE sibling group per home to allow the family to function as a family instead of being pulled in multiple directions by unrelated children. The philosophy of working within the family, giving support to a home rather than giving direction, and changing the basis of the relationships are the intangibles that become the essence of the model.

This model change is intended to create more permanent solutions for children and youth, build lifelong connections and establish better outcomes for our kids. We are still in the beginning stages and know that the model will continue to evolve. We are very pleased with the changes thus far and believe that this will ultimately improve our system of care.

PROTECTION SERVICES

Since child safety and well-being is our first priority, it was only natural that Bruce Grey Child and Family Services become involved in the Grey Bruce Crystal Meth Task Force formed in 2009. This small ad-hoc committee came together in response to an increase in drug-related offences and activities in our community.

The mandate of the Task Force is primarily to advocate for resources; offer stakeholder support and effective strategies to prevent and address methamphetamine use in Grey and Bruce Counties; ensure participation of all key stakeholders in the development of a comprehensive community response; and network with provincial, federal, and community groups that are addressing methamphetamine-related issues.

The Task Force has taken a four pillar approach to this issue including Enforcement, Harm Reduction, Prevention and Education, and Treatment, and has expanded its focus to include other substances of misuse, while recognizing the growing impact of other illicit drugs and the abuse of prescription medications as well.

In 2011, the Task Force was asked to consider Drug Endangered Children (DEC) programming to address intervention and protection of children affected by methamphetamine laboratory production or marijuana grow operations in their home. A "Best Practices" document was developed outlining a community approach to protecting children from the negative consequences of substance misuse. We hope this useful tool will help the community develop or enhance their programming and address the needs of children affected by substance misuse, production and/or purchase and sale.

CORPORATE SERVICES

The Ministry of Children and Youth Services designed an Accountability Agreement for each child welfare organization across the province seeking balanced budgets. The Board of Directors signed this agreement knowing that we will experience a significant funding reduction over the next five years. Staff have been diligent in finding creative solutions to deal with this challenge, while ensuring that we offer the best possible service to families and children. The development of a Five Year Restructuring Plan will guide the following years of financial reduction. The admission to care of one single high needs child or youth could impede the best budget plans for a small organization like BGCFS, and the current funding approach does not make provisions at this time in the event of any unexpected expenditure.

A significant component of the plan was the reunification of four (4) Owen Sound office sites into one re-furbished office building (the former Family Y). The move into our new main office space occurred over the holiday season providing the least disruption to services. Our new site provides us with efficiencies that will carry us into the future. Capital funding will be critical as we continue building equitable work space across all sites in this large geographic region.

Several human resource processes began in the last year, including the development of competency-based job descriptions and job evaluations. We have also refreshed our Pay Equity plan for the new organization to comply with legislation, and are moving forward to meet the requirements of the Accessibility for Ontarians with Disabilities Act, 2005.

What's Next?

CHILD PROTECTION INFORMATION NETWORK (CPIN)

Bruce Grey Child and Family Services is pleased to announce that it will be an early adopter later this year of the Child Protection Information Network (CPIN). This provincial database will connect all Children's Aid Societies across the province, allowing caseworkers across all jurisdictions to share critical information in real time.

The Child Protection Information Network will intersect with our day to day processes by allowing us to access service records of children and families provincially. The ultimate goal of CPIN is to provide better services to children and families. Some anticipated improvements include:

- Less time spent on report writing, managing file transfers and other paperwork which may result in more time to work directly with families and children;
- If a family moves to another jurisdiction, we can readily share all the case notes and reports with the new agency;
- If the child's family status changes, it will be simpler to make that change while maintaining all the related information;
- Supervisors will be able to more easily gather data on issues that influence service and resource planning;
- With resource management linked to financial software, payments to foster parents and other providers will be simplified.

CPIN will support child welfare workers and Ministry staff who deliver services to over 300,000 children and to 109,000 families provincially.



Kim Burns
Board Chair



The Foundation was established to support the work of BGCFS. Some of these include summer camp experiences, bursaries for post secondary education and a winter wear program.

This past year, our Board embarked on a rebranding of the name of our foundation to better reflect our purpose. Led by one of our Board Members, the Foundation reflected on what it does and for whom. Our Board was pleased to announce the renaming of the Foundation to *Our Kids Bruce Grey*. We have received many positive comments since this change and look forward to educating the region about our work.

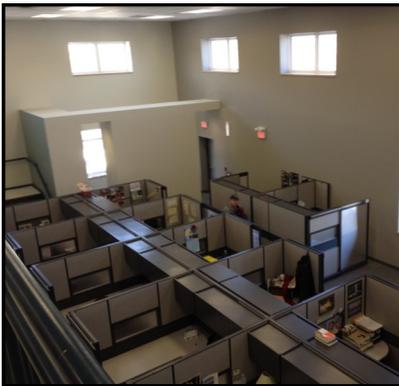
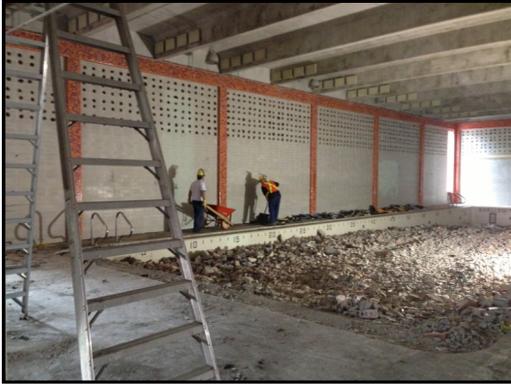
We hosted three major events this past year. The Annual "Fore the Children" Golf Tournament, A Night with Theo Fleury, and the 26th Gourmet Dinner. Through the generosity of donors and participants at our events, both big and small, the Foundation was delighted to gift \$100,000 to Bruce Grey Child and Family Services in its second year of operation.

One of the major highlights of the year was the introduction of our newest fundraising initiative, "Hope for a Child's Future" which was kicked off during the very busy holiday season. Our Board was astounded that in a few short weeks, we were able to raise a significant amount of money that will directly impact children in care. We will be building on the success of that initiative throughout the coming year.

While we know that the services provided by Bruce Grey Child and Family Services are crucial to keeping children safe, we also know from experience that those "extras" can mean a world of difference to a child or youth.

We believe that an investment in our children and youth is an investment in our community. Along with our donors and supporters, we look forward to continuing our alliance with the Board and staff of Bruce Grey Child & Family Services.

Welcome to our new home!



Financial Statements

	For the year ended March 31/13	For the year ended March 31/14
<u>REVENUE</u>		
Province of Ontario	\$22,204,782	\$21,636,800
Other	1,131,972	840,533
	<u>\$23,336,754</u>	<u>\$22,477,333</u>
<u>EXPENSES</u>		
Assessment & Investigation Services	2,156,947	2,148,032
On-Going Services	3,882,359	4,142,818
Non Residential Client Services	359,014	318,074
Children in Care Services	2,787,831	2,640,689
Foster Care Services	1,419,221	1,521,759
Residential Client Services	1,108,205	940,640
Adoption Subsidy	270,945	313,358
Kinship Service	154,457	228,200
Boarding Rates - Foster and Other	3,785,182	3,335,834
Group Care - Outside Paid Resources	1,569,894	366,229
Legal Services	671,638	750,244
Direct Service Travel	1,496,476	1,250,606
Infrastructure and Administration	3,503,875	3,931,159
Technology	170,465	580,680
	<u>\$23,336,509</u>	<u>\$22,468,322</u>
Excess of revenue over expenses for the year	<u>\$ 245</u>	<u>\$ 9,011</u>

Board of Directors

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