

*Faith Inspired Care, Compassion & Community*

Catholic  
Children's Aid Society  
of Hamilton



Société d'aide à l'enfance  
catholique  
de Hamilton

# ANNUAL REPORT TO THE COMMUNITY

**2020-2021**

## OUR SHARED VISION

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



## MESSAGE FROM THE EXECUTIVE DIRECTOR & CHAIR

This past year we have made progress, changes, and achieved many goals previously set; to ensure the success of those we serve at the Catholic Children's Aid Society of Hamilton. It is through compassion and caring for one another and the people we serve that we work to help parents, families, and communities feel supported to safely care for their children. Our mission is to help build a world in which children and youth can live safely and thrive; families are empowered to flourish; and the bonds of community are strengthened through compassion and justice.

Our agency is filled with heroes. Staff at the Catholic Children's Aid Society of Hamilton have persevered through the challenges caused by the unrelenting global pandemic (Covid-19). Despite the many obstacles, we have seen tremendous growth in our service delivery thanks to our dedicated staff who have worked tirelessly to make sure that the children, youth and families we serve are supported through these trying times.

### **Making Strides Towards Modernized Child Welfare Services**

The child welfare sector has seen significant changes this past year. The government made the announcement of child welfare redesign along with key pillars to guide the sector. The government's strategy is to redesign the child welfare system by directly focusing on the children and youth, creating solid foundations to support strong families. With the modernization of child welfare, our agency has implemented several measures that will work towards eliminating disproportionalities that so many of our families are negatively affected by. Redesigning the child welfare system will focus on enhancing community-based prevention services so that they are high quality, culturally appropriate and truly responsive to the needs of children, youth and families. More emphasis will be placed on the importance of all sectors that support families to work together to address the challenges that families are facing, that can lead to child welfare involvement. Redesigning the child welfare system is a significant undertaking and will take time. However, we are committed to the long-term work that is needed to get this right and keep children, youth and families at the heart of everything we do. The safety and success of all children and youth is a top priority.

Aligning with a modernized approach to child welfare, the Catholic Children's Aid Society of Hamilton has partnered with community resources to assist in activating a collaborative and inclusive approach to keeping families together. Our work with Shalem Mental Health Network through the WrapAround Program will help to ensure that the voices of children and families are heard, and that they are involved in the decisions that direct their path to resolution and success.

## **Commitment to Diversity, Equity, Inclusion and Empowerment**

As an organization we honour the differences that make each person unique, and are committed to equity, inclusion and empowerment for all of our staff and service recipients, and thereby empowering them to participate fully in decisions that impact their lives.

Our agency achieved a very important milestone this past year. We enhanced service delivery and took steps to strengthen our relationship with the Francophone community by achieving Partial French Language Services Designation. We are very proud to house a team of bilingual staff equipped with resources dedicated to being proactive when serving French speaking clients. We will continue to work with our community partners to advocate and develop innovative programming focused on positive outcomes.

Anti-Oppressive practices continue to be an integral part of our mission and values. They are integrated in our service delivery and approach to working with children, youth and families. This year, our agency conducted an Equity Audit to critically analyze areas of opportunity for growth and change. This process aided in the development of our board endorsed Equity Statement that will guide the agency in making changes moving forward. We acknowledge and address systemic oppression in our service delivery, and will continue to strive for excellence in all we do.

Often times, Children's Aid Societies are faced with fiscal challenges, and we are inspired by the kindness shown by our community. It is with sincere gratitude that we thank every donor, sponsor, and community member that has shown support to our organization this year. Thank you for emulating the essence of Care, Compassion and Community.

Now, more than ever, we feel determined and hopeful to achieve the best possible outcomes for the children, youth and families we are here to support. With caring hearts, and listening ears, we will continue to work hard to foster relationships and healing within those who need it most. We look forward to the year ahead, and all the positive outcomes that will transpire.



David Hennick  
Chair, Board of Directors



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.

**Thank  
You**



This year Deborah Lancaster completes her board term after 9 years with the Catholic Children's Aid Society of Hamilton Board of Directors.

Deborah Lancaster has been a long-time supporter of the agency and has played a key role in supporting the work of the organization. Deborah Lancaster brought expertise in key governance areas of Catholic leadership, special events, human resources, fundraising and governance. Deborah Lancaster has served on the governance, nomination, quality assurance and executive committees of the board. Deborah has been an inspirational leader assisting the agency in transformative change.

On behalf of the agency and Board colleagues – thank you for advancing the mission of the agency.

## Committed to Diversity, Equity and Inclusion



## Welcome!

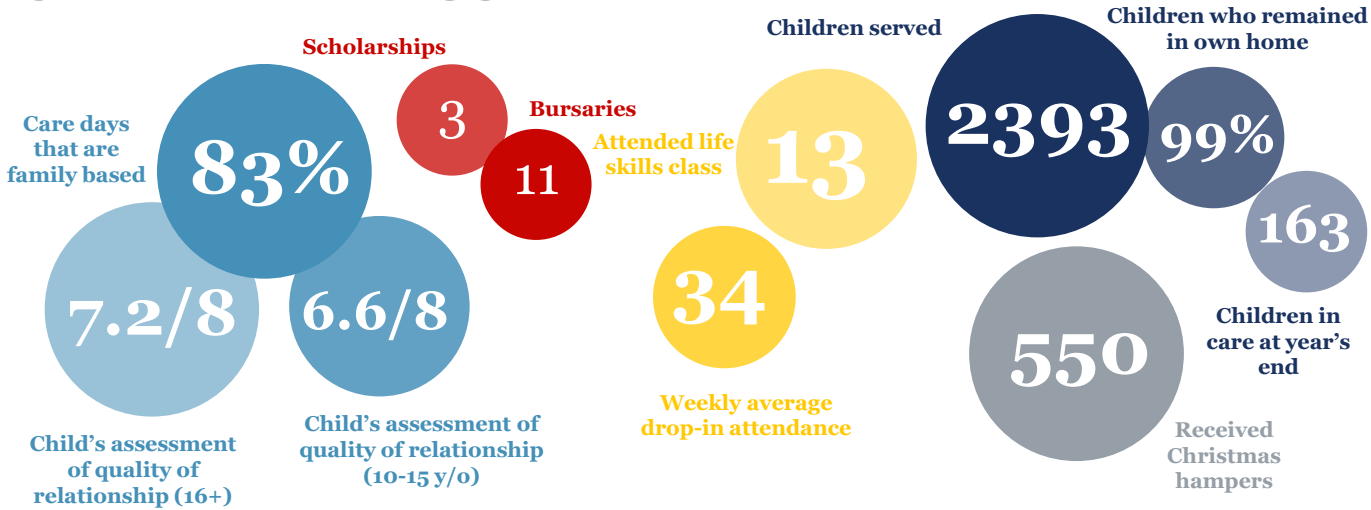
**Our organization is excited to welcome three new board members to the Board of Directors this year.**

**Michelle Rodney:** has had a range of professional experiences with culturally and socioeconomically diverse communities. She believes in using transparent communication and collaboration to help students and families build capacity and foster successful relations.

**Nora Melara-Lopez:** brings many years of experience working with culturally, economically, and socially diverse populations. As an incoming Board Director for the Society, Nora's goals are to bring a diverse voice, and to contribute the knowledge she has acquired through many years of working with racialized and marginalized populations.

**Anthony Frisna:** has a passion for accessibility and inclusion. As an incoming Board Director for the Society, Anthony's passion for accessibility awareness will drive his goals to ensure all children of all abilities have an equitable place to enjoy.

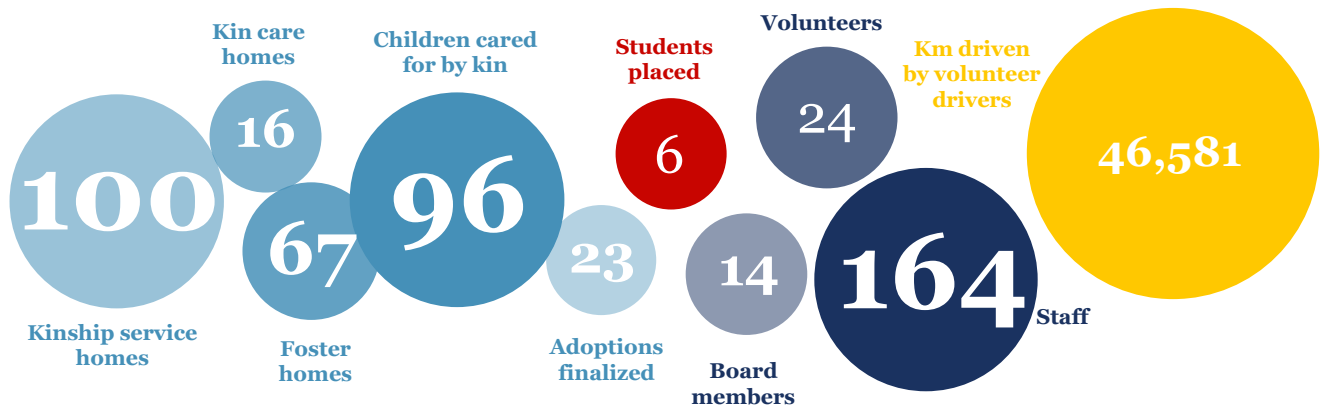
## OUR MISSION: CHILDREN AND YOUTH



## PROTECTION AND FAMILY SUPPORT SERVICES



## HUMAN RESOURCES



## OUR INSPIRING PEOPLE

### Volunteers

Our organization is filled with endless gratitude for the volunteers that give their time so selflessly. Whether it be volunteering at our fundraising events, or volunteer drivers and program coordinators, the impact of their generosity is felt by our staff and the children, youth and families we serve. Volunteers are part of the soul of the Catholic Children's Aid Society of

Hamilton. Throughout trying times, these individuals have continued to show up for the children, youth, and families in our community who need them the most. Scott is one of the volunteer drivers who dedicates his time to providing safe transportation to those we serve. As Scott shared what motivates him to volunteer, he says "when you have everyone as a community taking care of one another, we get stronger. It's about giving back, and the spiritual aspect; knowing that there's something above what happens in life."



*Scott,  
Volunteer Driver*

### Youth Story

The staff at the Catholic Children's Aid Society of Hamilton finds inspiration from the many individuals that come through the doors of our organization. The perseverance and determination that we see displayed by youth to achieve brighter futures reminds us all of the strength that can be found in community and by believing in oneself. Paige is a youth that we've seen grow up in care, and we are proud of the young woman she is becoming. She has encouraged other youth and young mothers to reach out to our agency when in need of support. We are grateful that we are able to help support youth like Paige, so that they may be able to find independence and care for their children. Paige expresses her gratitude, "Thank you to the donors, supporters, and the people who give so many kids so many things and options in life. Thank you so much from the bottom of my heart because you have helped put me through my schooling as a PSW and help many people, including myself, with supplies they need to help their family."



*Paige,  
Youth*

### Adoption Story

While we strive to keep families together, we are grateful to adoptive families for opening their hearts and homes to children in need. Every child deserves to feel the warmth, comfort and stability that can be found within a safe family unit. In the featured adoption story, a family began with fostering a young boy and as time passed, their bonds strengthened and Anthony began to feel right at home. With the support of his adoptive parents and staff at our organization, Anthony is able to keep in contact with his birth family. Stories such as these are examples of how today's modernized approach to child welfare can blend with traditional practices to provide and safe and stable environment for a child to thrive and grow with happiness.



*Anthony & Family*

## HIGHLIGHTS FROM THE YEAR



### **Building on Our Faith**

Message from our Spiritual Care Advisor, Michael Hryniuk

Despite the COVID 19 restrictions, the past year has been a momentous one in the area of spiritual care. With the help of Ex Corde funding, we developed and released the first of our Leadership Development Modules on clinical practice; and have continued developing additional learning modules on the moral, social, and vocational aspects of Catholic faith-based leadership. These modules have also been adapted for training with present and incoming frontline workers who will use them to gain orientation to our distinctive vision, mission, values and practices as a Catholic agency.

With the addition of a new team member, Cathie Pead, in January, we also began a pilot initiative to introduce spiritual care in frontline protection teams. I believe this pilot program is the first of its kind in the mainstream child welfare sector in Canada and has the potential for contributing to research in the fields of spiritual care and child welfare and dissemination to other agencies in the province. We are also partnering with Care Impact, a local family-serving organization, to enrich our outreach to local churches and tap them as resources in supporting our children, youth and families. I am delighted to report that the Spirit has definitely been moving in our department this past year.



## HIGHLIGHTS FROM THE YEAR

This past year marked significant achievements for our agency in fundraising initiatives and service delivery.

Amidst the challenges presented by the ongoing pandemic, we are grateful for the outpouring of support at our annual Peder Larsen Golf Tournament. We saw it to be another sold out year for the event, and were able to raise funds that can be reinvested back into our community. Thank you to all of the sponsors and guests who have continued to attend the tournament each year, making a lasting impact on the children, youth and families we serve. A sincerest thank you to Carol Larsen and her family for their continued support over the years.

The Serendipity Auction, supported graciously by the Diocese of Hamilton, took the virtual stage this past year as we adapted to the Covid-19 guidelines. We were deeply moved by the support of all who registered and participated in the live auction. Over the course of 2 days over 100 auction items were bid on and purchased. Through a year of such uncertainty, we have found strength in our community, and find hope and comfort in the generosity of those that continue to give towards bettering the futures of children, youth and families we serve.

This past year, the Catholic Children's Aid Society of Hamilton received partial designation to provide the active offer of French Language Services. In accordance with regulations under the French Language Services Act, passed in 1986, we made the commitment to build a stronger relationship with our Francophone community, and enhance service delivery by housing a team of staff dedicated to being proactive when serving French speaking clients.

We recognize the important role that the Francophone community has played in building this province; and that there was a need for special attention in our vulnerable communities. In collaboration with the Children's Aid Society of Hamilton and Family and Children's Services Niagara, we have explored how to build trust, objectives, and to develop a service agreement that ultimately would equip us with the necessary tools to build relationships with the Francophone community, and create access to services.

The Catholic Children's Aid Society of Hamilton, in collaboration with the Board of Directors, has developed an Equity Statement. Our goal is to have the words that are written transform into accountable action and not be performative. No matter the race, colour, religion, place of origin, ancestry, creed, family status, marital status, citizenship, disability/differently abled, ethnicity, sex, gender identity, gender expression, sexual orientation, socioeconomic status and/or age – each person deserves compassion, respect and support. Discrimination is not tolerated. We continue to work towards making meaningful change both within the walls of our agency and out in the community. There is still much work to do, and look forward to the strides we have yet to make to ensure that each individual we serve feels empowered, respected and safe.

To read the full Equity Statement, [please visit our website.](#)



## COLLABORATIVE WORK

The Catholic Children's Aid Society of Hamilton is focused on collaborative work, in partnership with community service providers to maximize opportunities and achieve good outcomes for our children, youth, and families.

This past year, we have proactively fostered and encouraged building community connections and sought opportunities for funding that will support new joint initiatives. Examples of new initiatives that include our work with the community in order to enhance service delivery and to strengthening partnerships were held with:

Catholic Family Services  
Child Welfare League of Canada  
Hamilton Urban Core Health Centre  
Lynwood-Charlton Children's Mental Health Centre  
Shalem Mental Health Network  
Women's Mental Health Clinic

### **Enhancing Service Delivery**

The Catholic Children's Aid Society of Hamilton has partnered with the Shalem Mental Health Network WrapAround Program in an active effort to prevent children and youth from entering care. At the Catholic Children's Aid Society of Hamilton, one of our core values in creating brighter futures is transparent communication and collaboration to ensure the voices of the children and families are listened to. We deliver strength-based and anti-oppressive services that, by partnering with WrapAround, there is an opportunity for us to strengthen our approach, and involve children, youth, and families in decision-making.

As the year progressed, and more families were faced with increasing challenges, the Ontario government provided a one-time funding allocation to support the mental health needs of families serviced by our agency. All the funding was used by the deadline of March 31, 2021.

Our organization was able to secure funds from Lynwood Charlton, Lead Mental Health agency to support child welfare clients with mental health, cultural supports, crisis management and short-term therapeutic services to support children in care and families serviced by the agency.

This year we applied and were granted grants from the Hamilton Community Foundation to support our service recipients during the pandemic. The total of the grant was used to support our Kinship families and youth.

Our work is guided by our respect for the rights of all children and by our commitment to honouring the uniqueness of each child and youth we serve. We recognize the uniqueness of each child, youth, family, and community and provide services that respect their cultures, traditions, race and social identities. We are committed to involving and engaging parents to improve outcomes for children, youth and families and ensuring children, youth, families and their community participate in the decision-making processes that impact them.

## THANK YOU TO OUR MAJOR SUPPORTERS

- A. Joseph Mechanical
- ACI Brands
- Anne Arajs
- BAASS Business Services Inc.
- Barry Herring
- Beatrice Kemp
- Bergmanis Preyra LLP
- Brownlow Family
- Brownlow Partners Management
- Carmen's
- Carol Larsen
- CHML Children's Fund
- Climb Consulting
- Collective Arts Brewing
- Combined Insurance
- CYO
- Deb & Ken Lancaster
- Deborah Barfknecht Family Law
- Deville Electric
- DiNardo Family
- Diocese of Hamilton
- Dixon Family Chiropractic
- Dr. Natalie Gaik
- Dr. Valerie Nicholson
- Electrical Materials Company
- Festitalia
- Gallagher
- Gatto CPA
- Good Shepherd
- GW Thompson Pawnbroker & Jewellers
- Hamilton Community Foundation
- Hamilton Golf & Country Club Foundation
- Hamilton Police Services – Project Concern
- Hamilton Tiger-Cats
- Harrison & Diane Arrell
- Heather Steigvilas
- Heather York
- Herring-Stewart Holdings
- Hoecht Galvin Kai
- HTD Canada
- HydroPool Hot Tubs
- Immaculate Conception Catholic Elementary
- Imran Kamal
- Jackie Bajus
- Johnson & Johnson
- Johnston Motor Sales
- Knights of Columbus Council 6579
- Laura Bielak
- Leland Industries, Inc.
- Lintack Architects
- Lise Bazoian
- LiUNA Local 837
- Liza Sheard and Mark Sazio
- Marlene Dei-Amoah
- McFeeters Enterprises
- Minuteman Press
- MNP
- Morley Air Systems
- Ms. Frances Roesch & Dr. William Pyle
- Paulo Fragata & Family
- PJKJ Law
- Queenston Group Insurance
- Rankin Construction
- RBC
- Rocco Gizzarelli & Ken Coit
- Roque Roofing
- Rotary Club of Ancaster AM
- Ruth Larsen
- San Remo Lighting
- Sarah Goulet
- Scarfone Hawkins LLP
- Sheila Mahony
- Sisters of St. Joseph
- Smith's Funeral Home
- Spallacci Group
- Stacey Leger
- Stephen J. Dunn Insurance Agency
- Sts. Peter & Paul Catholic Elementary
- Susan Goulet
- Theresa Mahony
- Thomas Moriarty
- Tia Mahon
- Urban Solutions Planning & Land Development Consultants, Inc.
- Ylan Nguyen & Family

## FINANCIALS, SPECIAL THANKS & CONTACT

Catholic Children's Aid Society of Hamilton	
Financial Report	
For the year ended March 31, 2021	
	2020/2021
Amounts Received from the Province of Ontario	23,317,606
Other Revenue	2,273,755
<b>Total Revenue</b>	<b>25,591,361</b>
Salaries & Wages	11,526,387
Benefits	3,443,290
Travel	167,942
Training & Recruitment	130,800
Building Occupancy	480,470
Professional Services - Non Client Related	251,687
Program Expenses	557,335
Boarding Rate Payments	4,949,515
Professional Services - Client Related	528,160
Client Personal Needs	1,093,907
Health and Related	209,094
Promotion/Publicity	42,638
Office Administration	240,426
Targeted Subsidy	757,620
Other	402,782
Technology	147,869
<b>Total Expenditures</b>	<b>24,929,922</b>
Excess Revenue over Expenditures before Amort.	661,439
Amortization	102,044
<b>Excess (Deficiency) of Revenue over Expense</b>	<b>559,395</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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