

# 120 YEARS

A PROUD COMMITMENT TO OUR COMMUNITY

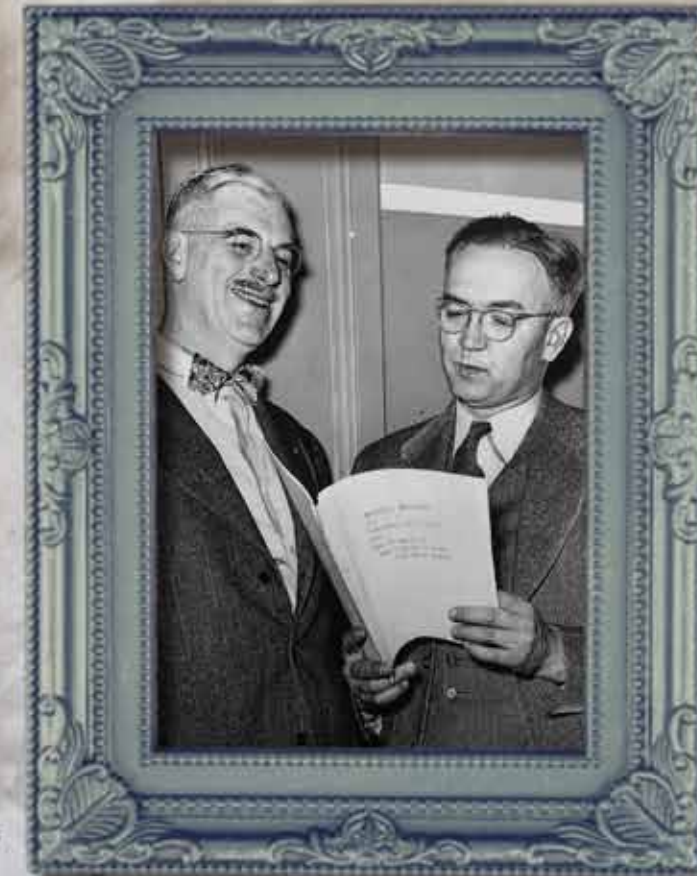


To find out how you can join us in supporting  
and strengthening children, youth and families  
for today and tomorrow,

contact [www.wecas.on.ca](http://www.wecas.on.ca) , 519-252-1171

1671 Riverside Drive East, Windsor, ON N8Y 5B5

REFLECTING ON YESTERDAY



SUPPORTING FAMILIES  
TODAY AND TOMORROW



# 120 YEARS



WINDSOR-ESSEX CHILDREN'S AID SOCIETY  
120TH ANNUAL REPORT, 2019-2020



# A MESSAGE FROM THE BOARD CHAIR AND EXECUTIVE DIRECTOR

Since 1899, the Children’s Aid Society has been at the forefront in terms of assuring the safety of children and strengthening families of Windsor-Essex. As we recognize 120 years of community service, we acknowledge that over the period of twelve decades, perceptions, values and philosophies have changed and evolved. The Children’s Aid Society in our area has been a leader, shaping public policy, and formulating forward thinking. The amalgamation of 1998, resulting in the formation of the Windsor-Essex Children’s Aid Society (WECAS), was the beginning of a new era as the Society has since seized opportunities to cultivate community partnerships and address such current issues as diversity, equity and inclusion. As well, we have fast forwarded to a new approach to service delivery, with an emphasis on prevention and providing families with the tools and resources that will encourage them to overcome challenges and in turn build healthy relationships.

WECAS has continued to create a guiding framework to support and shape the culture of equity, inclusion, anti-racism and anti-oppression in which Board members and staff at all levels of the organization have a clear sense of their roles and responsibilities. Throughout 2019-2020, an emphasis was placed on providing training for Board members, Senior level staff and Human Resources staff. An Equity, Inclusion and Diversity Policy was developed and approved by the Board of Directors. Committee members of a Diversity, Equity and Inclusion Committee (DEI) have taken on initiatives such as the PRIDE parade and newcomer youth committee to be empowered as DEI champions. Relationship building with community organizations that serve marginalized groups continues be a priority. Islamic, LGBTQ2S+, Indigenous, persons with disabilities, language groups, Black/African/Canadian/Caribbean (BACC) are examples of these positive and productive working relationships.

In terms of Administration, the Society continues to set the example as good stewards of public funds (Ministry of Children, Community & Social Services). For the second consecutive year, we have maintained financial consistency and reported a financial surplus at the end of the fiscal year. The Society responded proactively to the new provincial privacy legislation, Part X of the Child, Family and Youth Services Act (CYFSA), 2017 by hiring a Compliance & Privacy Officer as well as providing all staff training and the development of policies and procedures. A new comprehensive campaign focusing on the recruitment of foster parents was launched in early 2020. The “refreshed” look calls out for the need for nurturing homes that reflect the diversity and particular needs of children that come into care. As well, an emphasis has been placed on the importance of Kinship homes. This is where a child may be placed with a family member or the close friend of the family. Kinship Services, in many cases, allows a child to remain in their own neighbourhood, continue to attend the same school and be able to maintain positive relationships with family and friends. Under the auspices of the Windsor-Essex Children’s Aid Foundation (WECAF), the ‘John & Sophia Chisholm Embracing Family Fund’ was created, which supports the particular needs of Kinship homes. Throughout 2019-2020, twenty adoption homes were finalized, some of which were initially kin-in-care homes.

In last year’s annual report, we asked you to re-imagine child welfare. Throughout this past fiscal year, WECAS has



Ms. Dana D’Andrea,  
BEd, MSW, RSW  
Board Chair

## MISSION STATEMENT

The Windsor-Essex Children’s Aid Society is dedicated to the well-being and safety of every child by advocating for, and partnering with, our children, families and communities.



Mr. Derrick Drouillard,  
BSW, MSW, RSW  
Executive Director

addressed through consultation and dialogue what this may look like. We are not alone. The Ministry as well as the Ontario Association of Children’s Aid Societies (OACAS) and the Children’s Aid Foundation, Canada (CAFC) are all looking towards a strength based approach to service delivery. This model would re-inforce supporting the solidity of a family unit and striving to assure that the placement of a child is a one placement model. To further describe this, is where the child will not be moved to multiple homes, and true service integration where families can access resources via a one stop means of access. A newly created service model based on these premises was developed by the Ministry during 2019-2020 and is now being delivered to the child welfare sector as a whole. WECAS had an opportunity to contribute directly to the discussion through two visits in October, 2019 and March, 2020 by Jill Dunlop, Associate Minister of Children and Women’s Issues. We were able to share with Minister Dunlop some examples of prevention and early intervention that WECAS has implemented. This includes the modules contained within our Family Well-Being Program, our many community collaborations, protocols and projects and the amazing work of the Windsor-Essex Children’s Aid Foundation that has raised over \$2 million in four years for programs that nurture children, empower youth and strengthen families.

It cannot go unnoted, that as the 2019-2020 fiscal year was drawing to an end, the World Health Organization had just declared a global pandemic. Covid-19 has impacted every aspect of our lives. Here at WECAS, we give thanks to our staff, the essential workers who seized the moment and have found creative ways to connect with families and youth. The issues of poverty, unemployment, addictions and mental health have all been compounded by this virus. More than ever, our staff have been here to support and assist. Our volunteers, foster parents, kin providers, WECAS and WECAF Board members continue to offer skills and compassion that empower the true spirit of this organization. We were fortunate enough to have the opportunity to celebrate Terry Johnson’s 37 year career in child welfare and wish her well in her retirement at a March 6th event. Terry served as a Family Services Worker, Intake Worker, Children’s Services Supervisor, Intake Supervisor, Family Services Director, Chief Operating Officer and Interim Executive Director. It is fair to say that Terry’s contributions to the Windsor-Essex Children’s Aid Society, particularly in the areas of youth advocacy and formulation of community partnerships, have been instrumental in shaping the viable and progressive organization that WECAS is today.

As we reflect on the past 120 years, we move towards a future that will enlist the tools to make sustainable positive transformation for the families that we serve and support. In the words of Barack Obama, “Change will not come if we wait for some other person. We are the ones we have been waiting for. We are the change that we seek.”

Ms. Dana D’Andrea, BEd, MSW, RSW  
Board Chair

Mr. Derrick Drouillard, BSW, MSW, RSW  
Executive Director

## TERRITORIAL ACKNOWLEDGEMENT

The Windsor-Essex Children’s Aid Society acknowledges the sacred land upon which we are located. We recognize that this land has been inhabited by Indigenous peoples from the beginning. This is the Traditional territory of the Three Fires Confederacy of First Nations, comprised of the Ojibway, the Odawa, and the Potawatomie people. We are grateful to have the opportunity to live and work on this land. We are especially mindful of our commitment to Truth and Reconciliation, and acknowledge that we walk upon territories and original nations of the first peoples of this land.





## MOMENTS IN TIME



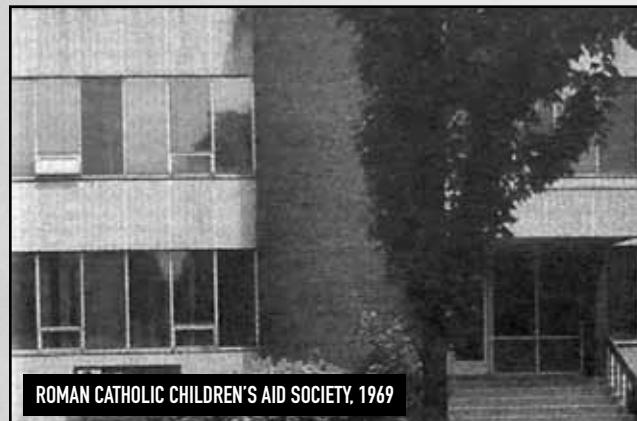
CARON HOUSE SHELTER, 1913



ST. JOSEPH'S MANOR, 1936



ESSEX COUNTY CHILDREN'S AID SOCIETY, 1962



ROMAN CATHOLIC CHILDREN'S AID SOCIETY, 1969



CURRENT HOME - WINDSOR-ESSEX CHILDREN'S AID SOCIETY, 2003

## IT HAPPENED THIS YEAR



A VISIT FROM JILL DUNLOP, MPP



CELEBRATING WINDSOR PRIDE



LAUNCH OF #1MOREHOME FOSTERING CAMPAIGN



PHOTO FUN AT THE HOLIDAY PROGRAM

## THINKING FORWARD

### Charting the Course for the Future Our Priorities as we Look to the Year Ahead

#### SUPPORTING HEALTHY RELATIONSHIPS FOR CHILDREN, YOUTH & FAMILIES

Strengthening family-based care and continuing to focus on decreasing over-representation of Indigenous and Black children and youth.

#### RAISING STANDARDS IN TERMS OF CALIBRE OF CARE

Assuring that the majority of children and youth who are in care have the availability of a family based setting.

#### RECOGNIZING THE FULL POTENTIAL OF YOUTH

Providing opportunities for youth to excel through education and training opportunities.

#### SEEKING PERMANENT SOLUTIONS THAT ARE VIABLE AND ENRICHING

Promoting and dedicating resources to quality permanency solutions.

#### FISCAL RESPONSIBILITY

Maintain financial accountability and transparency with the goal of maintaining a balanced budget.





# STATISTICAL AND FINANCIAL REVIEW

## CHILD WELFARE DATA

TOTAL FAMILIES SERVED .....	4,304
AVERAGE CHILDREN IN CARE .....	450
CHILD PROTECTION INVESTIGATIONS .....	3,269
AVERAGE OPEN ONGOING PROTECTION CASES ...	1,035
VOLUNTEER HOURS .....	49,811

## FAMILY BASED CARE

FOSTER AND KINSHIP IN CARE HOMES .....	155
CHILDREN IN FOSTER AND KINSHIP IN CARE HOMES ...	213
KINSHIP SERVICE FAMILIES .....	103
CHILDREN IN KINSHIP SERVICES .....	146

## TOP 3 REFERRAL SOURCES

PROFESSIONAL COMMUNITY ....	36.6%
POLICE .....	22.7%
SCHOOLS .....	13.1%

## HOW THE DOLLAR WAS SPENT \$58.7M

PROTECTION & CHILDREN'S SERVICES .....	58.0%
PURCHASED FOSTER & GROUP CARE .....	13.1%
INFRASTRUCTURE & ADMINISTRATIVE SUPPORT SERVICES .....	9.2%
SOCIETY FOSTER, KINSHIP & OTHER CARE .....	8.0%
LEGAL SERVICES .....	4.7%
ADOPTION SERVICES .....	4.2%
TECHNOLOGY .....	2.8%

# BOARD OF DIRECTORS 2019-2020

- Ms. Dana D'Andrea, Chair
- Mr. Kulveer Virk, Vice Chair
- Ms. Rana Olwan, Treasurer
- Dr. Dena Nazer, Secretary
- Ms. Karen Connor, Services Planning Committee Chair
- Mr. Carlos A. Delgado
- Ms. Susan Easterbrook
- Dr. Mohammed Hussain
- Cst. Shane Renaud
- Ms. Stephanie Williams
- Mr. Jordan Baxter
- Ms. Vicki Houston
- Ms. Brooklyn Dillon, Youth Representative
- Mr. Gabriel Patsouris, Youth Representative

# SENIOR LEADERSHIP 2019-2020

- Mr. Derrick Drouillard, Executive Director
- Ms. Terry Johnson, Chief Operating Officer
- Ms. Olivia Carlini, Director of Finance and Administration
- Ms. Jaclyn Beaudoin, Director of Human Resources
- Dr. Kim Brisebois, Director of Intake and After Hours
- Ms. Donna Dordevski, Director of Family Services
- Mr. Bill Morris, Director of Family Services
- Ms. Loran Dutka, Director of Family Services
- Mr. Lyle Ward, Director of Permanency and Children Services

