



INNOVATING TOGETHER

2024/2025 ANNUAL REPORT





A message from our Acting CEO & Board Chair



*Saira Salman,
Board Chair*

We'd like to acknowledge former Chief Executive Officer, Ginelle Skerritt, for her accomplishments over the last three years and introduce Laura Davidson as the Acting Chief Executive Officer at York Region Children's Aid Society.

Our Board of Directors is actively engaged in an inclusive recruitment strategy for a new Chief Executive Officer and for Board Directors. These leadership positions will continue to advance the Agency's strategic goals and priorities of ensuring equitable outcomes for those we serve.

By partnering with community organizations to build respectful and responsive relationships with equity-deserving communities, we strive to support children, youth and families, and our staff to flourish in their roles.

Our Board values continual learning and regularly engages in sessions provided by Agency staff on pertinent areas including but not limited to:

- Privacy Regulations and Practices
- New Legislation and Regulations
- Foster Care Models and Placement Challenges
- Quality Improvement Plans
- Objective Risk Management Approaches
- Signs of Safety Model

We also actively engage with the Agency's Youth Advisory Council for their valuable insights and knowledge by ensuring that their voice is present and heard.

Our committee structure allows us to focus on priority areas of inclusivity, diversity, equity, anti-racism, accessibility (IDEAA), governance, risk oversight, and finance, each with associated key performance indicators to monitor Agency progress.

As part of our engagement strategy, the Board led a robust staff engagement initiative where we worked collaboratively with a cross section of diverse staff in creating a feedback survey in which over 75% of staff participated. Following the presentation of the survey results, staff were invited to participate in facilitated IDEAs forums to provide recommended actions that will enhance and improve communication, staff recognition, and build trust in Agency leadership.

S. Salman

**Saira Salman,
Board Chair**

Board of Directors 2024-2025

Saira Salman, Chair

Feria Bacchus, Vice Chair

Jill Moore, Secretary

Rod Engeland, Treasurer

Francesca Loffreda,
Officer at Large

Jenany Rameswaran

Jennifer Shelton

Lauren Lé Blanc

Melissa Froio

Susan Bird

Riyaz Abdulrasul

Tim Flemming

Outgoing Members

Chanice McAnuff

Jessica Badia

Justin Rangooni

Michael Gauthey

Shannon Speirs

Message from Laura Davidson, York Region CAS Acting CEO

Over the past year we have continued the focus on child, youth and family-centred service.



Laura Davidson,
Acting CEO

Our implementation of the Signs of Safety Model provides the foundation for holistic practice that encourages youth and families to develop their own solutions within their support networks and communities.

We have also expanded our Youth Support programming to include Court Diversion to support youth facing systemic barriers associated with being in care. Our Youth Advisory Council continues to provide valuable consultation and advice to our Agency planning and initiatives. Our staff have also been integrating the new regulations from the Supporting Children's Futures Act to strengthen out-of-home care while continuing to walk alongside children, youth, and families toward positive outcomes.

We continue to collaborate with community partners to support children, youth and families. To provide wrap-around support to families with children and youth with complex needs, we began shared service models with **Your Support Services Network, Mackenzie Health Centre for Behavioural Sciences, and York Hills**. Intimate Partner and Family Violence Team (IPV) also continues to be a prevalent factor with families that we serve, and the formation of our Agency's Intimate Partner and Family Violence Team (IPV) and shared service with **Yellow**

Brick House help to provide responsive service to families. Supporting readiness for youth to transition to adulthood is a critical component of care and our partnership with **360°kids** offers concrete transitional housing supports. Education sessions and dialogue with referral sources about Duty to Report, disproportionalities and disparities that arise from bias, and ways of working together for children, youth and families have been continuous throughout the year, with concerted collaborations with **York Region District School Board** and **EarlyON Centres**.

To honour wellness and express appreciation, the following staff and youth events were held throughout the year including but not limited to:

- Stay in School Award Ceremonies
- Youth Holiday Events (Organized by our Youth Advisory Council and BLACC Committee)
- Staff, Volunteer, and Foster Parent Appreciation Event
- Staff Wellness Event

Continuous learning and development are pivotal to ensuring quality service provision and inclusive workplace culture. Opportunities over the past year have included safety training, Schulich Leadership Training, Signs of Safety (SofS) learning sessions,

Intimate Partner Violence, Accessibility for Ontarians with Disabilities Act, Privacy clinics and as well as a Privacy Symposium co-hosted by York Region CAS and Durham CAS.

Another achievement was marked in April 2024 by the Ministry of Children Community and Social Services acknowledging the completion of our Agency's workplan that was developed and implemented in response to a Ministry Operational Review conducted in the fall of 2020 to support transformative change within our Agency. We are grateful for the efforts and commitment of our staff members in making these positive changes.

A special thank you and congratulations to Robert Rupnik, our Chief Financial Officer, who retired after a remarkable career in social services and child welfare. Robert provided strategic leadership and made numerous contributions to York Region CAS and the community we serve. We welcome our new CFO Constance (Connie) Ennis to our team.

L. Davidson

Laura Davidson,
Acting CEO





Joint message from Saira Salman (on behalf of Board of Directors) and Laura Davidson (Acting CEO at York Region CAS)

*We acknowledge the accomplishments over the past year
and extend our heartfelt thanks to our staff, foster parents,
volunteers, and community partners for their dedication and
contributions to the children, youth and families we serve.*

*We look forward to the coming year and opportunity
to continue learning and evolving our service
approaches to support our diverse community.*

OUR MISSION:

York Region CAS collaborates with communities to provide and advance equitable and accessible supports to ensure the wellbeing of the diverse children, youth and families of York Region.

OUR VISION:

Every child and youth has a healthy future in a caring family, in supportive communities.



Strategic Priorities

Introduced in June 2023, the York Region CAS Strategic Plan is driven by the guiding values of accountability, collaboration, compassion, equity, innovation, and proactive action.

The three-year strategic plan articulates key directions and priorities aimed at advancing the well-being of children, youth, and families; promoting equitable service delivery and outcomes for all individuals served; and cultivating a diverse, inclusive, and respectful workplace culture.

Over the past year, York Region CAS has continued to strengthen partnerships with community service providers to build a coordinated circle of care to improve accessibility and integration of services. Collaboration with Indigenous partners is critical in recognizing and affirming Indigenous inherent rights of self-governance in child and family services. Ensuring our Signs of Safety service model is grounded in equity enhances our ability to support the needs of the region's diverse populations.

Recruitment and retention strategies have evolved to enhance the organization's ability to reflect and understand the communities it serves. Efforts to build staff capacity around data use and evidence-informed practice have also been key in shaping more responsive and effective decision-making.

Over the past year, York Region CAS has continued to strengthen partnerships with community service providers...



STRATEGIC PLAN 2023 - 2026

VISION


Every child and youth has a healthy future in a caring family, in supportive communities.

MISSION


York Region CAS collaborates with communities to provide and advance equitable and accessible supports to ensure the well-being of the diverse children, youth, and families of York Region.

STRATEGIC DIRECTIONS AND GOALS

The York Region Children's Aid Society strives to ensure the well-being of children, youth, and families by providing and advocating for equitable service delivery and outcomes for all in the region of York, while fostering an inclusive workplace culture. Our strategic plan is built upon a foundation of the principles of Inclusion, Diversity, Equity, and Accessibility/Anti-Racism, and is aligned with the Truth and Reconciliation commitments to restore jurisdiction to First Nations, Métis, and Inuit communities. These tenets are embedded in the entire strategic plan, while also appearing in specific goals. Progress in our strategic plan will be marked by increased well-being of all and a reduction in disproportionality and disparity experienced by First Nations, Métis, Inuit people, African Canadian people, and equity deserving communities.



York Region
Children's Aid Society
Société d'aide à l'enfance
de la région de York



GUIDING VALUES

- Accountable
- Equitable
- Collaborative
- Innovative
- Compassionate
- Proactive

CHILDREN, YOUTH, FAMILIES AND COMMUNITIES

- Ensure equitable outcomes for the children, youth, and families we serve.
- Build connections and pathways to ensure a circle of care for children, youth, and families.
- Update our service models and programs to be culturally relevant to the diverse communities we serve, while working alongside community organizations to integrate services and programs directly into communities.

PARTNERSHIPS AND THE SERVICE SYSTEM

- Leading change for equitable community resources.
- Partner with community organizations and service providers to address common goals to support families.
- Collaborate with Indigenous service providers and Indigenous communities for guidance on the best way to serve Indigenous children, youth and families.
- Build respectful and effective relationships with equity deserving communities.
- Increase community awareness of the CAS role and programs and increase confidence and trust of CAS.

AGENCY DEVELOPMENT

- Ensure that staff have supports, knowledge, skills and tools to flourish in their roles and to provide equitable service to diverse communities.
- Diversify hiring and include lived experience.
- Strengthen and support data capacity and value for evidence-informed decision making.

A Year in Photos

This collage celebrates a year of meaningful impact, connection, and community at York Region Children's Aid Society.

From spring outreach initiatives and summer youth engagement programs to fall appreciation events and holiday drives, our dedicated staff, volunteers, foster parents and partners came together to support children, youth, and families across York region.

Thanks to the incredible generosity of our donors and the unwavering support of our community partners, we delivered essential resources, hosted cultural and wellness events, and fostered stronger, safer environments for all.



*Together, we are building
a brighter future —
one event, one family,
one moment at a time.*



Thanks to the incredible generosity of our donors and the unwavering support of our community partners.



Child, Youth, and Family Wellbeing Department



In 2024–25, the Child, Youth, and Family Wellbeing department focused on enhancing services and outcomes through strong collaboration with community partners.

Guided by prevention, early support, protection, and care, service delivery was aligned to prioritize the wellbeing of children, youth, families, and communities across York Region and beyond.

Intimate Partner and Family Violence (IPV)

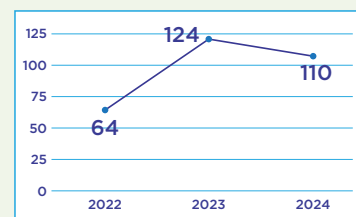
York Region Children's Aid Society's IPV team continues to support children, youth, and families experiencing IPV and the risks of sex trafficking. In collaboration with community partners, the team provides services that are trauma-informed, anti-oppressive, gender-sensitive, and culturally specific. In total, the team helped serve **over 400 families**, which accounts for approximately 20% of the IPV cases handled by the Agency. Among these cases, **four** were related to human trafficking.

Throughout the year, the IPV Team participated in several training sessions, including:

- Danger Assessment Certification
- Safe and Together Training
- Violence Against Women (VAW) Protocol
- Strangulation Training
- Stalking Training
- Various OACAS Trainings
- Various Centre for Research on VAW and Children Trainings
- Coercive Control Training

The IPV team also work alongside the York Region Centre for Community Safety (YRCCS) on a weekly basis. Since the launch of the IPV team and its partnership with YRCCS, referrals to YRCCS services have significantly increased.

YRCCS Referrals



Family Intervention Team (FIT)

York Region Children's Aid Society's FIT team was thrilled to announce that beginning in May 2025, they would be hosting an eight-week early intervention prevention program called **Circle of Security Parenting (COSP)**. Grounded in decades of research, the program's focus was to develop an understanding of how secure parent-child relationships could be nurtured and strengthened.

Learning objectives of the program included:

- Understanding your child's emotional world by learning to read emotional needs.
- Supporting your child's ability to successfully manage emotions.
- Enhancing the development of your child's self-esteem.
- Honouring your innate wisdom and desire for your child to be secure.

Signs of Safety (SofS) Model

Signs of Safety is a relationship grounded safety organized assessment model that encourages the full involvement of children, youth, families and their support systems throughout children's services involvement. The model also encourages practitioners to reflect on their biases and barriers, tailoring their approach to the unique experiences and voices of those they serve.

York Region Children's Aid Society's service teams have had the opportunity to refine and expand their skills through continuous training and practice intensives aimed at practicing the skills and application of the model.

Development of the two-year Integrated Service Team (IST) pilot began in May 2025 and aims to lead the IST in achieving the following goals:

- Deliver a holistic response to service delivery, grounded in service standards, and utilize Signs of Safety and equity approaches.
- Support the implementation and integration of Signs of Safety and equity practices at York Region CAS by enhancing knowledge, skills, and processes that align the organization with these practices.
- Create a dedicated learning environment for service staff during their pre-authorization period, fostering competency in applying service standards using Signs of Safety and equity approaches.

Child, Youth, and Family Wellbeing Department - continued

Your Support Services Network (YSSN)

Recognizing the unique challenges faced by children and youth with complex special needs and their families, the York Region CAS partnered with YSSN to enhance support and streamline services. Through a collaborative, wraparound approach that empowers caregivers, YSSN Bridge Coordinator Kyla Wells worked closely with staff and families to improve access to resources.

Key outcomes of this partnership over the past year include 84 consultations, 10 resource meetings with families, 23 referrals to YSSN and 12 families receiving services. In addition, Society staff benefited from inhouse learning sessions led by YSSN, which enriched their understanding of the community service systems and strengthened their ability to support families more effectively.

York Region CAS appreciates our ongoing partnership with YSSN, and we look forward to continuing to support families collaboratively.

Key outcomes of this partnership over the past year include 84 consultations, 10 resource meetings with families, 23 referrals to YSSN and 12 families receiving services.

Mobile Behavioural Treatment Team (MBTT)

Families with children who have complex needs struggle to find support, risking breakdown and child welfare involvement. York Region CAS is currently partnering with Mackenzie Health's Centre for Behavioural Sciences MBTT. MBTT service provides support for the most complex cases, aiming to keep children in their homes and communities, reduce their need for care, and improve outcomes for those in care.

The service offers two tracks: intensive support for children in care and front-end support to prevent the need for care. It includes biopsychological assessments, Applied Behavioural Analysis (ABA) interventions, caregiver training, and access to a consulting psychologist, along with connections to community support. The service is tailored for children and youth at high risk of being displaced from their current living situation due to complex behaviours.



ANTI-HUMAN TRAFFICKING

We recognize that youth, especially those who come to the attention of a child welfare agency, are at increased risk of being sex trafficked.

York Region CAS actively works alongside community partners to raise awareness and strengthen our collaborative response to the issue of human trafficking in our region.

Current initiatives include:

- In collaboration with *York University and Simcoe Muskoka Family Connexions (SMFC)*, a Screening Tool to identify youth at elevated risk or entrenched in sex trafficking is in its final stages of development.
- Planning partners in *Third Annual York Region Anti-Human Trafficking Conference* for youth and caregivers hosted in May at Seneca College, King Campus.
- *Anti-Human Trafficking Practice Integration Lead* (shared position with SMFC) hired in September 2024 to provide consultation to staff and support at risk and entrenched youth and those seeking to exit trafficking.
- The Internal *Anti-Human Trafficking Leads Group* focused on building internal capacity, processes, and procedures to support at risk and entrenched youth and those seeking to exit trafficking.
- Active member of *Community Partner Alliance to Stop Trafficking (CPAST)*, a community collaborative available to respond and advocate for those at risk of, or victims of, any form of human trafficking.

Diversity, Equity, and Inclusion (DEI)



Developed by
York Region CAS DEI

The York Region CAS DEI Team promotes and fosters an organizational culture and service framework that advances inclusion and equitable outcomes for the wellbeing and protection of children, youth, and families through:

- Strategic leadership and direction
- Operational oversight
- Clinical consultation
- Training
- Advocacy
- Policy development, implementation, and review
- Community outreach, engagement and partnerships
- Embedding equity in human resources policies and practices

Prioritizing Equitable Service Delivery and Outcomes

KEY ACHIEVEMENTS (IMPACT METRICS):

York Region CAS remains committed to advancing equity in service delivery by developing strategies and policies, conducting service file reviews, DEI consultations, active participation on Agency and regional case conferences, development of cultural programming, and engaging with diverse communities.

These efforts aim to address disproportionality and disparities affecting overrepresented and marginalized communities in the child welfare system. Over the past year, the following equity initiatives have been implemented:



Equitable Service Delivery

Active participation on 102 York Region Situation Tables.

18 Policy Reviews completed to integrate DEI.

21 Keeping Children and Youth Family (KCYF) Conferences supported.

COMMUNITY OUTREACH, ENGAGEMENT, AND PARTNERSHIPS

African Canadian Child Welfare Ushauri
(ACCWU)

Hong Fook

McMaster University
(User Centred Policy Design)

Newmarket African Caribbean
Canadian Association

OACAS Provincial 2SLGBTQ+ Committee

OACAS Provincial Anti-Colonial
& Equity Roundtable

Odeiwin

Town of Newmarket Dismantling Anti-Black
Racism Advisory Committee

York Region 2SLGBTQ+ Rainbow Network

York Region District School Board,
Equity, and Inclusivity Advisory
Steering Committee (EIAC)

York Region Immigration Partnership Social
Inclusion Workgroup for Newcomers

York Region Municipal Diversity
and Inclusion Group (MDIG)

York Region Situation Tables

York Region Welcome Centre

YRAACC (York Region Alliance of African
Canadian Communities)

Equitable Service Delivery - continued

- **158 DEI consults** conducted, 55% increase from 2023, advancing equity integration in admissions, assessments, planning, discharges, & adoption.
- **Participation on Internal Complaints Review Panel** for service users' (discrimination and harassment) complaints.
- Ongoing **monthly service file reviews** to address disparity and disproportionality for Black and Indigenous communities.
- **Joint OVOV Screening Anti-Black Racism Pilot** launched with Child, Youth and Family Wellbeing Department.
- Developed key tools and implementation: **Trite Reporting Policy, Tipsheet for Working with South Asian Families, Community Events and Training tool.**

Responded to 10 First Nations Data requests using formalized processes.

Inclusive Leadership and Accountability

- Expanded **10+ Employee Resource Groups (ERG)** including a new Muslim ERG.
- **Diverse Heritage Month Celebrations:** Truth and Reconciliation Week and Day, Recognition of the International Holocaust Remembrance Day, Asian Heritage Month, Black History Month, etc.
- **Launched Equity Hiring Special Program Policy.**
- **Led workplace investigations and consultations** on discrimination and harassment cases.
- **Participation on recruitment and selection panels** to ensure equitable hiring processes.

Diverse Community Engagement and Collaboration

- **African Canadian Child Welfare Ushauri (ACCWU)** co-created with York Region Alliance of African Canadian Communities (YRAACC), involving 17+ organizations to support, advocate, and improve outcomes for Black families in York Region that intersect with child welfare.
- **One Vision One Voice (OVOV)** Cultural Holiday Celebration including Kwanza for Black Children and Youth.
- **2SLGBTQ+ youth programming**, including Drag Brunch in collaboration with Youth Support Program.
- **Ongoing engagement and service consultations** with Dnaagdawenmag Binnoojiiyag Child & Family Services.
- **23 Chai and Chats** hosted (13 with community partners), focusing on diverse DEI topics.

Delivered 10+ community presentations on Equity, Trite Reporting, Child Welfare Redesign, and Duty to Report/Support.

People Wellness and Inclusive Workplace Culture

- **Ongoing DEI Training:** topics included two-part sessions with Tungasuvvingat Inuit, Ageism, Antisemitism, Anti-Islamophobia 101 Training, Mental Health, Disabilities, Intimate Partner Violence, South Asian Training Series, etc.
- **Joint Training collaboration** with Violence Against Women (VAW) partners on Woman Abuse Protocol.



Community Engagement

York Region CAS engages the community through education, outreach, and awareness to promote child safety and well-being. In partnership with local organizations, the Agency provides wrap-around supports to ensure children, youth, and families receive comprehensive care.



Duty to Report/Support

The Duty to Report/Support presentation aims to raise awareness, build knowledge, and strengthen our collective responsibility to identify and address the needs of vulnerable children, while fostering stronger partnerships and creating a safer, wellbeing-focused community for all children and youth. The presentation underscores the critical role of equity in ensuring all children and youth are supported and

protected. By promoting shared responsibility, the presentation aims to dismantle systemic barriers, foster inclusive partnerships, and create a safer, more equitable community where every child's wellbeing is prioritized. Presentations have been facilitated by staff across departments who can speak to the strengths, needs, and recommendations received by children, youth, and caregivers as to why collaborative community support is essential in building a strong family structure.

The presentation underscores the critical role of equity in ensuring all children and youth are supported and protected.



Amplifying Voices

As we continued to prioritize the well-being of children, youth, and families in York Region, we used our voice to challenge misconceptions, elevate diverse lived experiences, and foster safer, more inclusive communities—made possible through strong collaboration with our dedicated community partners.

Greater Toronto Area (GTA) - There to Care Campaign

The GTA - **There to Care** campaign is a collaborative initiative that was launched by Children's Aid Societies and Indigenous Well-Being Agencies across the GTA in January 2025. This partnership aimed to recruit new foster caregivers who could provide temporary, supportive homes for children and youth with diverse identities and needs.

With a growing number of longtime caregivers retiring, the need for new, committed foster families is more important than ever. The campaign highlighted the need for caregivers who could:

- Care for sibling groups, older children, and teens.
- Support children and youth with complex needs, including those who are neurodivergent or have medical conditions.
- Reflect, share, and nurture cultural and community connections with children in care across race, culture, religion, creed, gender, sexual orientation, and gender identity.

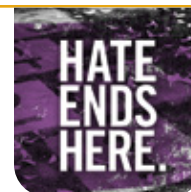
*For more information about the GTA –
There to Care campaign, please visit:
<https://gta.theretocare.ca/>*

In addition to the focus on recruitment for foster caregivers, the campaign also addressed misconceptions about who can be a foster caregiver. Contrary to outdated beliefs, foster caregivers can be single, partnered, or married, with or without children, and of any gender or sexual orientation, living in various types of housing. Foster care is also not permanent—its purpose is to provide temporary support with the goal of reuniting children with their families.

York Region CAS remain committed to child safety, family support, and community well-being through advocacy, education, and partnerships, ensuring every child has the chance to grow up in a safe, nurturing environment.



Hate Has No Home in York Region



The **#EndHateYR** campaign is a collaborative initiative led by the Municipal Diversity and Inclusion Group (MDIG) in York Region, which includes the York Region CAS as a committed partner. Launched at the beginning of 2025, the campaign aims to raise awareness about hate crimes, educate the public on how to recognize and report them, and foster a culture of inclusion and respect across the region.

As an active member of the MDIG and an endorser of the Inclusion Charter for York Region, York Region CAS played a vital role in supporting the campaign by sharing key messages and collaborating with MDIG members to promote safe, welcoming, and inclusive communities for all residents.

The Agency's involvement underscores our commitment to the well-being and protection of children and youth, ensuring that they grow up in environments free from discrimination and hate.

Through the **#EndHateYR** campaign, York Region CAS, alongside our dedicated partners, continue to work together to create communities where diversity is celebrated, and everyone feels safe, respected, and valued.

For more information or to get involved, please visit:
<https://www.york.ca/newsroom/campaigns-projects/hate-has-no-home-york-region>



Kathleen (Kathy) Joy Williams, Volunteer



Volunteer Spotlight: Kathleen (Kathy) Joy Williams

Meet Kathy Williams — a devoted volunteer driver whose commitment has been vital in helping the children, youth, and families we serve reach their destinations safely and on time.

What inspired you to start volunteering with York Region CAS?

I love driving; it gives me a sense of freedom and peace when I get behind the wheel. So, when I learned that I could use that passion to help children and families in need, becoming a volunteer driver for York Region CAS felt like the perfect fit. Being able to provide safe and reliable transportation for high-risk children and youth, who are going through challenging times, gives me a sense of purpose and fulfillment. It's a simple act, but it inspires me knowing that it can make a big difference in someone's day. It's not just about the destination - it's about being a steady, caring, familiar presence along the way.

Can you share one memorable moment or experience you've had while volunteering?

One experience that has stayed with me is of a little girl I regularly drove from the age of four to seven, three days a week. On days when her mother didn't show up for visits, I could see how deeply it affected her. Not only was she saddened that she didn't get to see her mom, but she was also hungry. Those visits were meant to include a meal brought by her mom, but when that didn't happen, I'd stop and get her something to eat. The way her face lit up over something so small reminded me how a single thoughtful gesture can bring comfort and joy. It's a chance to show every child and youth that they are seen, cared for, and that they truly matter.

How has volunteering impacted your personal growth?

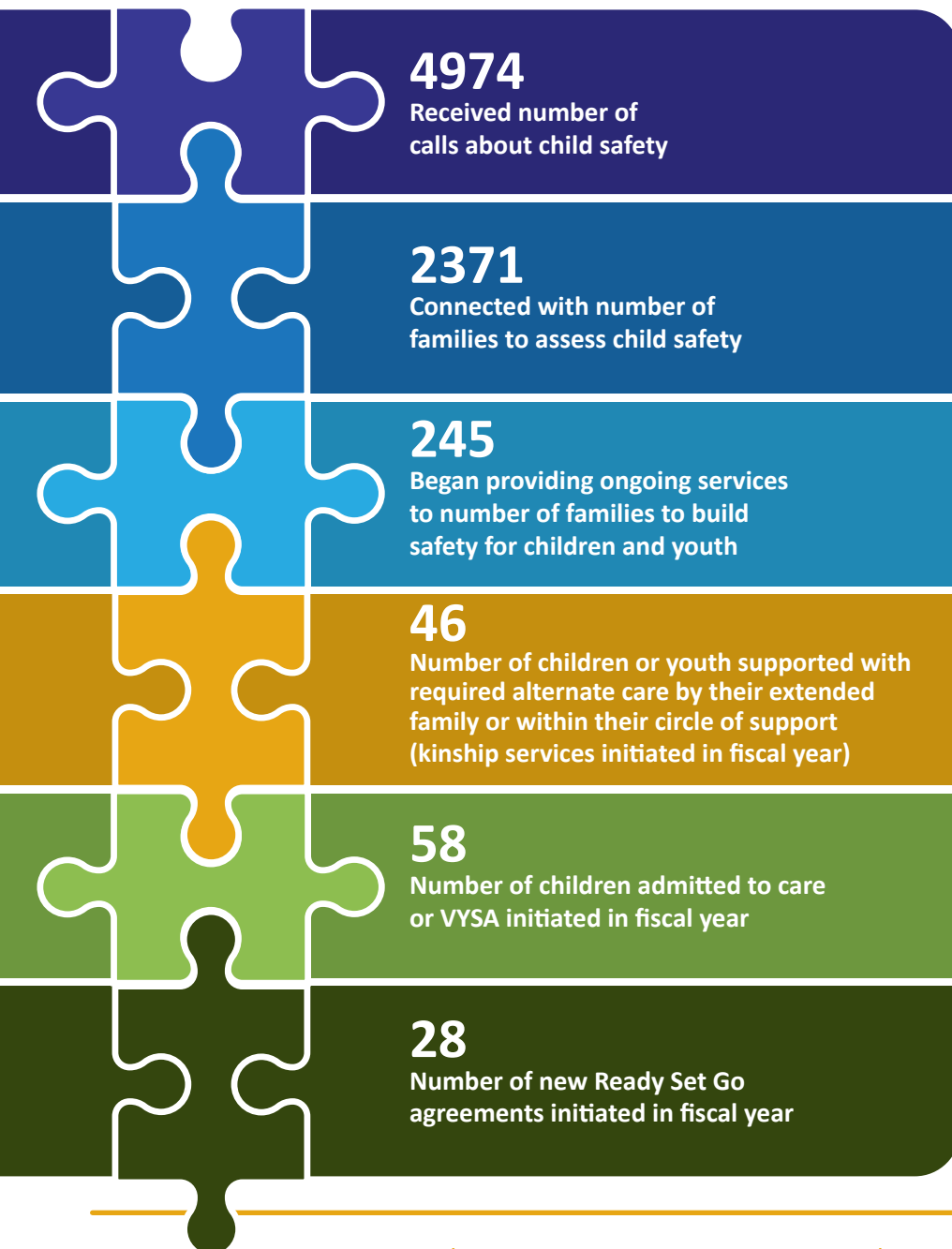
Volunteering has profoundly shaped me—emotionally, mentally, and spiritually. It has taught me patience, deeper empathy and compassion, and how important consistency and kindness are in a child's life. Over the years, my car has often become a safe space where moments of vulnerability unfold between stops. Children have felt comfortable sharing their thoughts and feelings about various happenings in their lives. These moments have shown me that having an open heart, a listening ear, and the willingness to just be present, without judgment, can provide comfort and support. Through these experiences, I've realized that personal growth isn't always about grand gestures. Sometimes, it's about the quiet moments, the shared stories, and the understanding that being there for someone can make all the difference.

Volunteering has profoundly shaped me—emotionally, mentally, and spiritually. It has taught me patience, deeper empathy and compassion, and how important consistency and kindness are in a child's life.

At York Region CAS, we are proud to recognize and celebrate the incredible individuals who generously contribute their time, energy, and passion to help us fulfill our mission of supporting children, youth, and families across York Region.

We are truly thankful for our dedicated volunteers—whether they're a board member, driver, mentor, or a staff member giving their time above their role. Their commitment and compassion leave a meaningful, lasting impact on the children, youth, and families our Agency supports.

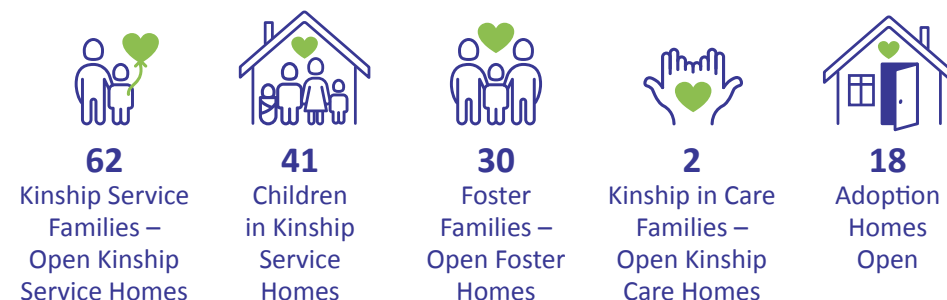
During the Reporting year, the following services were provided:



Service Statistics

Fiscal year April 1, 2024, to March 31, 2025

Agency Resource Families in York Region (Year End)



CHILDREN IN OUT OF HOME CARE:
Children in Care (CIC), Ready Set Go (RSG), Adoption, Formal Customary Care (FCC), Voluntary Youth Services Agreement (VYSA)

Year Beginning

188



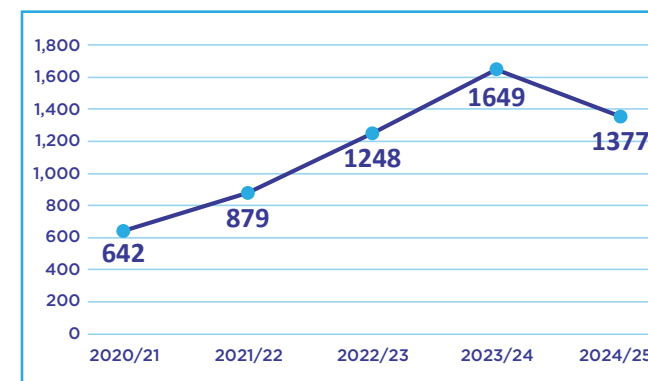
Year End

199

128
Youth received voluntary ongoing support (RSG + VYS)

1
Adoption Completed 2024/25

Community Link Services: Fiscal Year

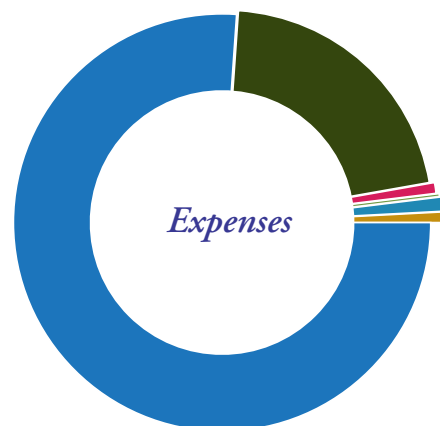
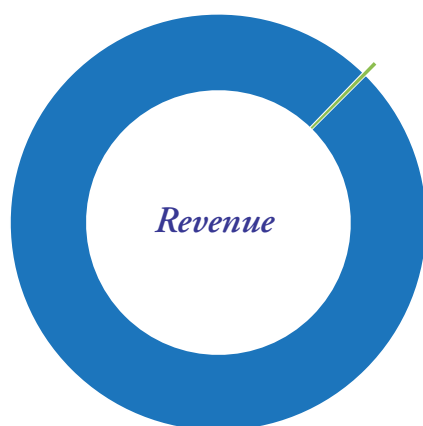


Agency Financials

For the fiscal year April 1, 2024 to March 31, 2025

Revenue

Provincial Grant	\$54,410,812
Income & Recoveries	\$1,042,228
TOTAL REVENUES	\$55,453,040



Expenses

Salaries & Wages	\$28,279,535
Benefits	\$9,918,727
Travel	\$684,593
Training & Recruitment	\$313,833
Building Occupancy	\$1,177,174
Professional Services -Non Client	\$798,038
Boarding Rate Payments	\$8,325,933
Professional Services -Client	\$913,881
Client Personal Needs	\$1,271,723
Financial Assistance	\$529,630
Medical & Related	\$345,216
Promotion & Publicity	\$117,094
Office Administration	\$293,841
Miscellaneous	\$128,795
Mortgage Interest	\$40,764
Information and Technology	\$517,711
Net Amortization of Capital Assets	\$401,962
TOTAL EXPENDITURES	\$54,058,450
Excess of (expenses over revenues)/revenue over expenses	\$1,394,591



The York Region Children's Fund (YRCF) has a mission to help improve the quality of life for children and youth in the care and protection of York Region CAS through support for vital childhood enrichment, educational support, and compassionate aid. With our community's help, we can enrich the lives of some of our most vulnerable children and youth, and ensure they have the opportunities needed to help them reach their full potential. Together, we can make a difference in the lives of deserving children and youth.

LIST OF BOARD MEMBERS

As of March 31, 2025:

- Susan Bird, YRCF Board Chair
- Saira Salman, YRCAS Board Chair (Ex-Officio Member)
- Tim Flemming, YRCF Board member (Secretary)
- Richard Kinch, YRCF Board member (Treasurer)
- Melissa Froio, YRCF Board Member
- Laura Davidson, Acting YRCAS CEO



Total Donations	Staff Donations
\$ 77,664.31*	\$13,530

(*ALL donations – online donations, cheques, restricted funds, bursaries, gift in kind, etc.)

Donations of post-secondary bursaries awarded to young adults supported through the Continued Care and Services for Youth (CCSY) program. These awards support youth who continue their education through college, trade apprenticeship programs, and university.

- Aurora Mayor's Charity Golf Classic \$5,000
- Rotary Club of Newmarket \$3,000
- Optimist Club of Aurora \$1,000
- Maplerock Kennedy Advisors Incorp. \$5,500
- Newmarket Lions Club \$1,500
- CFUW Aurora/Newmarket \$1,000
- Town of Aurora – Mayors Charity Golf \$5,000
- Undisclosed donor \$100

With these donations, **28 post-secondary awards** were provided to youth enrolled in college, trade apprenticeship programs, and university.

Donations of monetary awards \$300+ to youth continuing their secondary school education

- First Roots Early Education Academy Ltd \$650
- Optimist Club of Newmarket \$1,000

A total of **60 gift card awards** were provided to youth continuing secondary school.

Thank you to all our donors and a special thank you to those who gave \$1,500+

- All Languages \$2,500
- Maplerock-Kennedy Advisors Inc. \$1,550
- Anonymous Donor \$2,000

HOW DONATIONS WERE USED

- Stay in School Awards: \$17,910
- Bright futures: educational support fund: \$11,869.35
- Possibilities fund: \$16,601.94
- Urgent infant care: \$2,128.87
- Camp for kids: \$12,560.73

Be a part of the community that generously donates:

www.yorkregionchildrensfund.org

Charitable Registration Number 83174 0634 RR0001

Currency For Kids

YRCF participates in the Currency for Kids Program and welcome all York Region residents to participate. You can drop off your foreign currency at the Continental Currency Exchange locations at Upper Canada Mall and Markville Mall as well as our offices.



NO COINS? NO PROBLEM!
Scan the QR code to make a donation online and receive an instant tax receipt!

Youth Support Services

York Region CAS' Youth Support Team and Education Liaisons work collaboratively to ensure that children and youth in our Agency's care have the tools that they need to excel both academically and into adulthood by providing them with key life-skills.

EDUCATION LIAISON

44

Students Attending Post-Secondary

3

Scholarship Writing Workshops Were Offered

8

Employment Workshops Were Offered

58

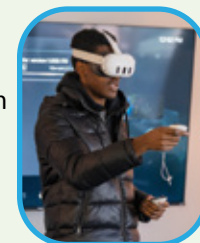
Children And Youth Being Supported With Tutoring From An Ongoing Partnership With Black Tutors Of Canada And Tutor Bright



Partnership with the Bookworm Club (monthly subscription) to support all children in care in elementary school with literacy. The Bookworm Club also donates books and swag items to key Agency events such as Youth in Care Day.

Youth Support Team

To promote better outcomes for our youth, York Region CAS hired a second Youth Support Worker in 2025 to focus on youth justice and supporting youth involvement in the system while building relationships with our Agency's community partners. This also has allowed us to begin offering programs for youth involved in other areas of the Agency with York Region CAS.



10 Community Partners

have assisted in hosting various workshops to help promote life skills and enhance the outcomes for youth in and from care.

Between April 1, 2024, and March 31, 2025,

Youth In And From Care Participated In Programs

including youth on RSG, VYSA, and CIC who live independently, in group care, kinship in care or foster care. As of February 2025, Youth support programs opened to youth residing in family homes with open services to York Region CAS.

53 Youth Workshops And Events Were Held, 25 Youth Advisory Meetings And, 5 OACAS Youthcan Lead Events Were Attended

The youth space designed in 2023 continues to be a safe, comfortable place identified by youth within the office to host programs and meetings.

Youth Advisory Council

York Region CAS is honoured to work alongside the Agency's Youth Advisory Council (YAC) comprised of youth (16+) that are currently in or have previously been in care.



The York Region CAS Youth Support team works collaboratively with the Council in providing consultation for children and youth in the child welfare system, internal staff, board members, and community partners.

Through attending youth events and providing diverse consultation, the Council helps ensure the voices of youth are included in all aspects of decision-making at the Agency and beyond.

The YAC accomplished several important initiatives in 2024/2025 including but not limited to:

- Creation of the Accessing Services for Post Secondary Education Booklet
- 9 consultations with staff groups, including management, front line workers and foster parents.
- Attended the Global Student Leadership Summit hosted at Blue Mountain in April 2024.

The collaborative efforts and willingness to work as a team from all members of the Council has allowed for positive outcomes and outstanding achievements throughout the year.

“We are like-minded and come together to make magic, helping other youth in care experience the system in a more positive way than we did.”

– YAC Group Thoughts, April 2025



Bicycle and Helmet Donation

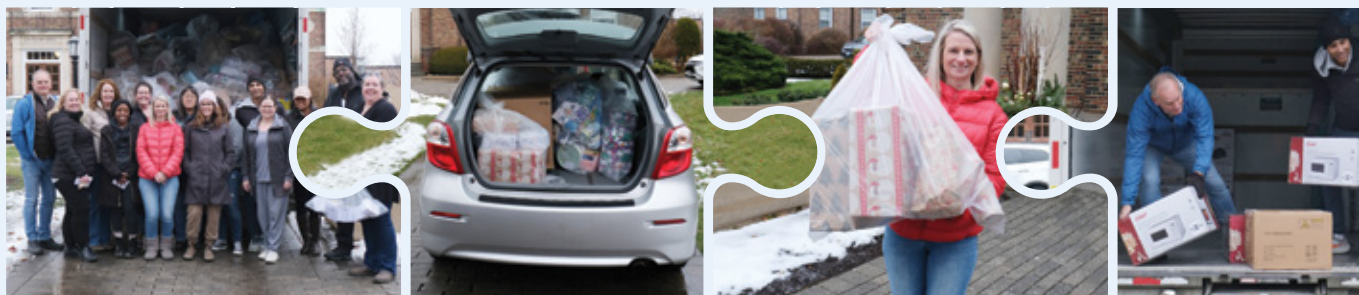
Waste Connections of Canada (Toronto Waste Connections) generously donated a total of 34 bicycles along with helmets to our Agency for the second consecutive year.

The employees at Waste Connections of Canada raise money throughout the year to purchase the bicycles directly from the manufacturer. Their goal is to deliver bicycles to those who need them the most and to those who may have never had the opportunity to ride one.

The bicycles and helmets will be distributed to the deserving children, youth, and families that our Agency serves.



Impactful Stories (Donor Spotlight)



Holiday Heroes Gift Program

ST. ANDREW'S COLLEGE (SAC) AND ST. ANNE'S SCHOOL (SAS)

For 18 consecutive years, the students, families, and staff of St. Andrew's College (SAC) and St. Anne's School (SAS) have been donating to York Region CAS youth through the Holiday Heroes Gift program.

This year, a total of 116 youths were sponsored, and the donations went to deserving young men and women who either live on their own or are away at school. Donations included items such as: laptops, housewares, toiletries, winter coats and boots, beds and linens, school supplies, and grocery gift cards.

To date, the program has produced over \$2 million in donations.

A sincere thank you to St. Andrew's College and St. Anne's School along with all those involved for their generous donations. We are extremely grateful for all that you do and for your ongoing commitment to support the children, youth, and families in our community.

CGI DONATION

A HUGE thank you goes out to the employees at CGI who generously donated in-kind gifts and gift cards to a total of 20 families that our Agency currently serves!

An additional 28 gift card packages were also donated and distributed throughout the holiday season.

Thank you for your generosity and continued support for the wellbeing of the children, youth, and families in our community. Total donations over **\$8,843**.

To date, the Holiday Heroes Gift Program has produced over \$2 million in donations.

Impactful Stories (Donor Spotlight) - continued

Car Wash Fundraiser in Support of the York Region Children's Fund

York Region CAS welcomed the community through a car wash fundraiser at our Head Office in Newmarket in support of the York Region Children's Fund (YRCF).

Community members who brought their vehicles in were given a full-service carwash that included a rinse, a scrub with soap, and a hand dry with towels, leaving their vehicles squeaky clean!

The fundraiser was a great success and raised a grand total of \$1,774.65!

Funds raised from the event were used in support of the YRCF, who works to enhance the lives of children and youth in the care and protection of York Region CAS.

In addition, donations to the YRCF support various child and youth centered programming, including stay in school awards and educational support for post-secondary studies, funding for various enrichment activities (such as sports enrollment and lessons, artistic classes, and other meaningful experiences), funding for children and youth camp experiences, and much more.

On behalf of York Region CAS, we would like to thank all our incredible donors, volunteers, staff, and community sponsors – particularly the Newmarket Home Depot and York Regional Police for all their hard work in making the car wash such a successful event.



The York Region Children's Fund helps provide vital childhood enrichment, educational support, and compassionate aid that improves the quality of life for children and youth in our community who have faced abuse, neglect, or other threats to their wellbeing.

If you would like to join our caring family of donors or learn more about our programs, visit www.yorkregionchildrensfund.org.

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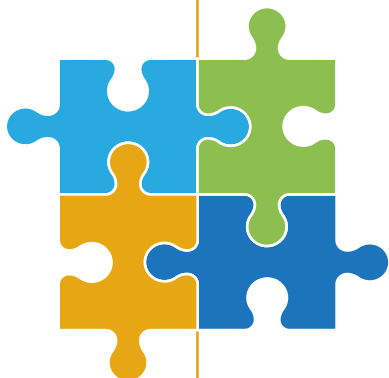


A Year in Photos - continued



A Year in Photos - continued





Stay Connected

Want to stay informed with all things York Region CAS?

Follow us on social media to stay up to date with all our upcoming initiatives and events! Feel free to share the information below with your friends and family who may be interested in our updates.

You can also scan the QR code to subscribe to our community newsletter!



Website: www.yorkcas.org

E-Mail: communications@yorkcas.org

[@yorkregionchildrensaidsociety](https://www.instagram.com/yorkregionchildrensaidsociety) 

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[York Region Children's Aid Society](https://www.linkedin.com/company/yorkregionchildrensaidsociety) 

Charitable Registration Number: 83174 0634 RR0001

Concerned about a child or youth?

Call us 24/7 at 905-895-2318 or 1-800-718-3850



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16915 Leslie Street (Kennedy Place)
Newmarket, ON, L3Y 9A1



South Office

1725 16th Avenue, Suite 103
Richmond Hill, ON L4B 4N4



York Region
Children's Aid Society