



FAMILY &
CHILDREN'S SERVICES
OF THE WATERLOO REGION



Help Today for a Better Tomorrow

121ST ANNUAL REPORT
2014-2015

A MESSAGE FROM THE FAMILY & CHILDREN'S SERVICES BOARD PRESIDENT AND EXECUTIVE DIRECTOR

For the Agency, 2014 was quite simply put, a "busy year". The year brought us new endeavours which provided us exhilaration, but also handed us challenges that required our unwavering commitment, strength and dedication. For the greater part of 2014, Karen Spencer carried the torch as the Agency's Interim Executive Director and provided the needed courage and leadership to guide the Agency through all the peaks and valleys of the year. Words alone cannot adequately express the pride and gratitude the Board has for Karen and all staff that stepped up over the past twelve months. With that I offer this simple but heartfelt, THANK YOU!

This has also been a significant year for the Agency as we set the priorities in motion in the first year of our five year Strategic Plan. With anticipation we also set to work on launching our new branding – the pinwheel – a simple, globally recognized toy that signifies our Agency working together with our community to reach our Vision: A Caring Community Where Children and Families Thrive.

Family & Children's Services continues to benefit from the dedication of our staff, volunteers, foster-parents and kin providers. As in past years, we continue to appreciate a number of community partnerships that enhance our ability to meet the needs of vulnerable children and families. We are pleased to share with you key highlights from our work this year.



Anthony Giovinazzo, President

Alison Scott, Executive Director

STRONG FAMILIES CARING SAFELY FOR CHILDREN AND YOUTH

Preventing the Occurrence or Re-occurrence of Harm

One of the key directions of our Strategic Plan is to support families to care safely for their children. We have a strong focus on preventing harm and the reoccurrence of harm to children. We understand that this work cannot be done alone and it is important to continue to work collaboratively with families and their network of supports and other agencies in our community. Recognizing the growing diversity of our Region, our Agency is paying close attention to how to best meet the needs of newcomer and refugee families.

Through the generous support of Mitacs, our Foundation, and Wilfrid Laurier University we have been able to continue our research work on **Partners for Healthy Relationships**. This group was created for couples who have experienced intimate partner violence and is offered in partnership with the John Howard Society. Together, we continue to evaluate the impact of this program on couples and improve the program to better meet their needs. We are also proud of the development work which has continued on **Trusting Loving Connections**, a parenting group designed to

help families break the intergenerational cycle of trauma. In partnership with KW Counselling, this program is offered for families whose children (aged 0- 12 years) are either at risk of coming into care or who have children who are already in care. With the generous support of the Kavelman-Fonn Foundation the continued development of the Agency's trauma and attachment work is having a radical impact on the way parenting programs are delivered for families.

Responding to the needs of Refugee and Immigrant children and families

As the demographics of our community continue to change, we are working with community partners to adapt our services to meet these changing needs. This year we have collaborated with the John Howard Society and Carizon Community Services to offer **Papas Carinosos** and **Elab Elhanoon** adapted versions of Caring Dads in Spanish and Arabic to fathers who are new to Canada and may not have sufficient grasp of the English language to participate in existing groups. The learning from this project will help build capacity in our organizations and also assist other mainstream service providers in adapting programs to meet the needs of newcomer populations. We wish to thank The Kitchener and Waterloo Community Foundation for their generous support of this important project!

Collaboration is not just about developing and delivering programs with our partners. We continue to work with other community services to ensure seamless, effective child welfare services to the children and families in the Waterloo Region. Just one example of this innovation in service delivery is our partnership with Women's Crisis Services of Waterloo Region. Since 2011, we have collaborated to house front line staff in both local women's shelters in order to improve services for victims of family violence. This partnership ensures that mothers and their children receive our services in a timely manner and in a setting that is comfortable for them.

Collaborating with Community Partners

We are pleased to be participating in significant community initiatives aimed at improving the overall service delivery system to children and families in Waterloo Region. We are proud to have participated in the **Lead Agency Work for Children's Mental Health**. Based on input from youth, parents and community partners including: schools, police and local hospitals, three core priorities were set for Children's Mental Health Services in Waterloo Region: improving access to services; increasing public awareness and enhancing family support. The vision for a Children's Mental Health system in our community is: "**Children, youth and families get compassionate, quality, mental health support when and where they need it.**"

We have joined 16 community partners to form the **Waterloo Region Special Needs Strategy Planning Table**. With input from parents, youth, Aboriginal peoples, front line staff, community partners, the Francophone community, a variety of interest groups and the medical community the group aims to improve services for children with exceptional needs through Coordinated Service Planning and Integrated Rehabilitation Services. The Vision of the Special Needs Strategy is "**A Waterloo Region where children and youth with special needs get the timely and effective services they need to participate fully at home, at school, in the community, and as they prepare to achieve their goals for adulthood.**"

Board of Directors: Family & Children's Services of the Waterloo Region 2014-2015 Term

Anthony J. Giovinazzo President	Martin Avevor	Christopher Goss	Lori Ann Palubeski
Christopher MacLean Vice-President	Joe Bell	Santiago Grande	Jenny Rajaballey
Gail Grobe Secretary-Treasurer	Linda Black (part year)	Brian Kelly	Trisha Robinson
	Brian Boileau	Joe-Ann McComb	Kim Schnarr
	Lindsay Day	Jim Olender (part year)	Ela Smith



COLLABORATION WITH ABORIGINAL FAMILIES AND COMMUNITIES

We identified, in our Strategic Directions, the significance of collaboration and dialogue with Aboriginal families and communities. This past year, the Reconciliation Leadership Circle was established with a mandate to strengthen

traditional Aboriginal methods of decision-making, problem-solving, and resolving conflict that are used as a strategy to support families and workers in planning for families. This past year, 15 families from our Agency benefited from this

staff are learning the value of asking questions about a family's heritage

relationships. A vision of **"A child will never have a broken link with family"** is the foundation from which all future work will be based. The ongoing sharing of histories and knowledge is key to moving forward. As an Agency, we are beginning to incorporate the work of the Reconciliation Leadership Circle into our everyday work. Staff are learning the value of asking questions about a family's heritage as one means of ensuring that we achieve what is in the best interests of each child.

In order to enrich our work with First Nations, Metis and Inuit people, our Agency continues to partner with Tall Tree Consulting Services. With consent of the family,

collaboration. Tall Tree Consultants assist in developing plans that address protection concerns in a way that is supported by the family and the Aboriginal community. Talking Circles are used for resolving conflict and are a philosophy of life based upon respect and relationships. Families can be referred to other local Aboriginal Services such as: Healing of the Seven Generations, White Owl Native Ancestry Association and K-W Urban Native Wigwam Project. The goal is to restore balance within the individual, family, and community.

We are very pleased to welcome White Owl Native Ancestry Association and the Grand River Metis Council as tenants in our Family Centre. Both organizations will bring important programs and services to better serve the Indigenous community.

A HEALTHY AND CREATIVE ORGANIZATION

Model of Service

Staff and management have been busy working on a service delivery model that will enhance our work with families. The model, which is still under development, seeks to expand our focus on Family Centred Planning Practice using principles of shared decision-making both internally and with our families and their networks of support. Underlying our model of service, continues to be a focus on: working collaboratively with families in addressing safety worries, providing a customized approach to solutions that build on a family's strengths, including family networks as part of the team, understanding dynamics of intergenerational trauma, loss and anti-oppressive practice.

One of the concrete ways we have worked to ensure collaborative decision making is to create a new position, Alternative Dispute Coordinator (ADR). This past year ADR services have increased by 17% and Protection Applications before the Court have decreased by 16%.

Worker Safety & Staff Well-being

Over the summer months our staff participated in a Worker Safety Survey launched jointly by the Ministry and OACAS. In total 5,800 individuals across the Province completed the survey. In late September the final report was publicly released. As an organization, there were meetings held with our Union representatives to determine how to communicate the report and recommendations to staff. A joint email was issued, with copies of the full report with recommendations. In addition, the report and recommendations were reviewed by our Joint Health and Safety Committee and a Worker Safety sub-committee has been formed. The recommendations support our Agency's wellness initiatives as well as the technology plans currently being developed.

Family Centre Update

At the Family Centre, we continue to strengthen our community partnerships and collaborations. After three years leading the development of our Centre, Cameron Dearlove has moved on to take over the helm at Facile Waterloo, a Family Centre partner. We wish Cameron well in his new challenge and are also thrilled to welcome Fauzia Mazhar as Interim Coordinator. Fauzia comes to us with a wealth of experience in community development and we are grateful she has agreed to work with us while we complete our review. As part of this new direction, we are excited to begin the work of the **Child and Youth Resilience Project** at the Family Centre. This two year grant from the Hallman Foundation will help us provide an array of programs that promote resilience in children, youth and their families.

A Learning Organization

As a learning organization, we continue to look for innovative services and to evaluate those services. In 2011 the Agency began an initiative called Family Finding. This work is focused on a model developed by Kevin Campbell that involves a practice of engaging significant adults for children in care or who are at risk of coming into care. Our Agency goal is to connect all children in care with four significant others that they can rely on for support. From September 2013 to February 2015 our Agency undertook an evaluation of our Family Finding practice and the results are very encouraging. Children involved in finding family connections achieved permanency in an average of 219 days compared to 325 days for children where the model was not used. Of the children referred to Family Finding, 89% were able to remain successfully with family. Our Agency will continue the practice of engaging significant others in planning for children.

Our Vision:

A caring community where children and their families thrive.

Our Mission:

Building relationships with families and communities for the well-being and safety of children and youth.



COMMUNITY CONFIDENCE IN CHILD WELFARE

Performance Indicators and Accountability

In March 2015 the Ministry of Children and Youth Services reported five performance indicators from Children's Aid Societies to the public. These performance indicators focus on safety, permanency, and well-being.

The Performance Indicator project began 18 months ago and its impact will grow as it develops over the next decade. This year's preliminary provincial data on five indicators is the beginning and an indication of our commitment to the process. Next year we anticipate the release of data from individual Children's Aid Societies. For more information on the provincial performance indicators, please visit www4.oacas.org/data-results/.

Auditor General Review

The Auditor General of Ontario initiated an audit of the child welfare sector in 2015. The scope includes local Children's Aid Societies as well as Ministry of Children and Youth Services. Our Agency was one of seven Children's Aid Societies selected by the Auditor General. The audits focused on value-for-money as well as compliance with service standards. Over the summer months, the report will be finalized; it is scheduled for release in the fall.

Board Governance

Our Board of Directors has had the opportunity to participate in the Ontario Association of Children's Aid Societies (OACAS) consultations, webinars and training sessions. This year our Agency expanded the mandate of the Governance Committee and created a Finance and Audit Committee. Both Committees will enhance the oversight and guidance we provide to the Agency. A Board Self-Assessment Tool has also been used to identify areas of growth.

Jeffrey Baldwin Inquest

Jeffrey Baldwin's death was a tragedy and the details of his experience are heart wrenching. We have an obligation as a sector to continue to make improvements in our system to prevent further tragedies.

The Jeffrey Baldwin Inquest concluded at the end of January 2014. Two former youth in care, Meaghan and Brandon, participated in a focus group with the Ontario Provincial Advocates office. The Provincial Advocate had standing at this inquest, and both Brandon and Meaghan attended some of the hearings.

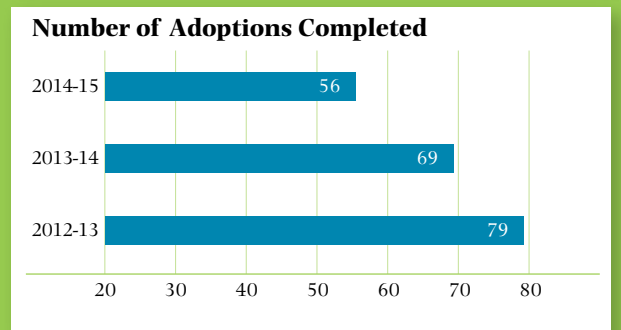
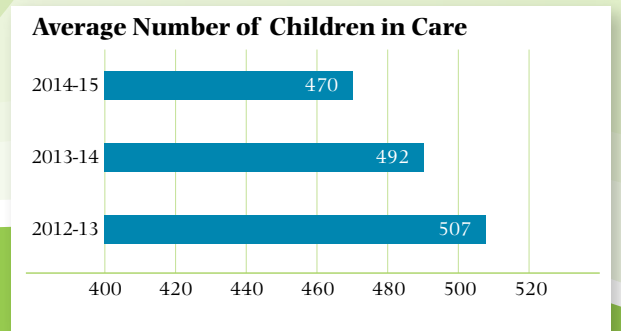
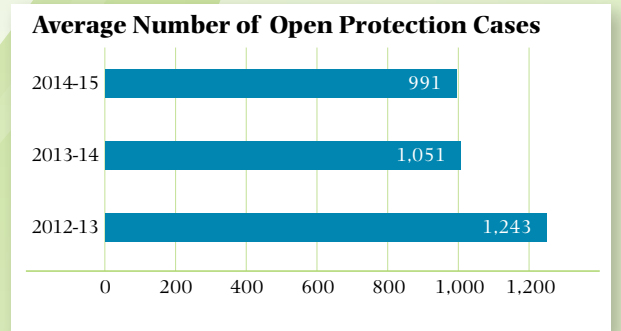
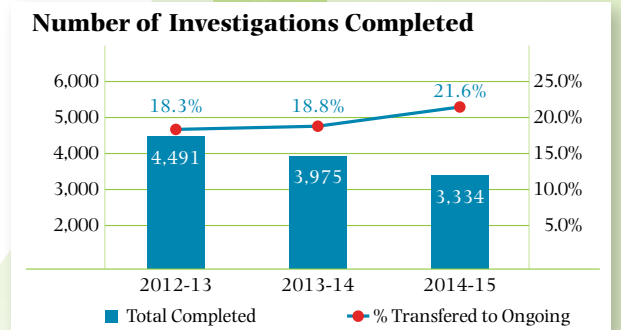
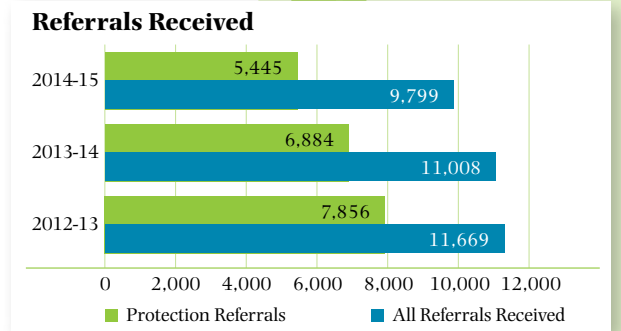
The Office of the Chief Coroner of Ontario delegated the Ontario Association of Children's Aid Societies (OACAS) with the responsibility for addressing 23 out of the 103 recommendations from the Jeffrey Baldwin Inquest. Two of our supervisory staff are involved in Provincial committee work to respond to the field recommendations.

Service and Financial Condition

Referrals to our Agency have been lower this year. We believe this is due to the many community collaborations and improved services to get families the timely help they need. Most of time, when we work with families, children remain at home with their parents. However, there are times when children cannot remain safely at home and it has been a goal for the Agency to reduce the number of children in care. This past year we did experience lower numbers of children in care indicating success in: providing families with help earlier to prevent admission to care and in connecting families to supports to help them care safely for their children. Financially, we have ended the year with a surplus that will go into a Balanced Budget Fund to assist the Agency in future years.

As our permanency options expanded to include legal custody, family finding and kin placements, our adoptions decreased. Our staff, foster-parents, volunteers and community partners have all been working together to provide quality child welfare services for our children and families. On behalf of the Agency and Board we THANK YOU!

Service Indicators:



working together to provide quality child welfare services for our children and families

2014/2015 CONDENSED FINANCIAL REPORT (AGENCY)

CHILD WELFARE

REVENUE BY SOURCE	2014-2015	2013-2014
Province of Ontario	\$ 50,016,514	\$ 48,803,424
Grants from Foundation	388,902	592,381
Family benefit and Child Tax Benefit	1,272,715	1,339,684
Other*	879,025	508,750
TOTAL	\$ 52,557,156	\$ 51,244,239

* Supervision, maintenance from parents, rebates, interest, miscellaneous income

EXPENSES	2014-2015	2013-2014
Salaries and benefits	\$ 29,527,215	\$ 28,396,268
Child in care and client related	17,501,949	18,066,932
Operating expenses	5,109,852	4,517,540
TOTAL	\$ 52,139,016	\$ 50,980,740

SUMMARY OF OPERATIONS	2014-2015	2013-2014
Revenue	\$ 52,557,156	\$ 51,244,239
Expenses	52,139,016	50,980,740
EXCESS OF REVENUE OVER EXPENSES	\$ 418,140	\$ 263,499

SPECIAL PROGRAM FUNDING

PROGRAM	2014-2015	2013-2014
Sexual Abuse Treatment Program	\$ 480,781	\$ 482,781
Special Services Program	\$ 371,170	\$ 371,170

All special programs are 100% expended.

(Extracted from Audited Statements audited by KPMG LLP Chartered Professional Accountants, Licensed Public Accountants.)
Details for other programs are contained in the audited financial statements.

A MESSAGE FROM THE FOUNDATION PRESIDENT AND EXECUTIVE DIRECTOR

This year, the Family and Children's Services Foundation celebrates 24 years of service to children and families of the Waterloo Region. We have been humbled by the outpouring of support from individuals, families, businesses and foundations in our community, all with the focus of providing 'help today' so children and families we serve can have a 'better tomorrow'.

Our caring community made the holiday season brighter for many families by putting presents under the tree; giving children an opportunity to have fun and learn new things at summer camp; making sure children have backpacks and school supplies for their first day of school; providing opportunities like singing lessons and playing on sports teams and so much more.

We are also pleased to provide over 40 post-secondary scholarships to youth in foster care. We want to ensure these amazing young people have every chance to succeed and are so appreciative of the support of our scholarship donors.

Not only are our youth achieving their dreams and goals because of the support of our community; they are also giving back to our community.

Alicia, who received a scholarship to pursue her Bachelor's degree in Social Development Studies at the University of Waterloo, says "so many people have helped me along the way and I want to give others the same opportunities that I was given". Alicia assists other youth in care through our Financial Literacy program and loves the opportunity to help other teens plan for their future. Alicia is just one of our youth who is giving back. Our "Me to We - Going Local" is a group of foster youth and others associated with the Agency who have spent many hours volunteering in our community.

Our Family Centre continues to be a bright and welcoming environment where connections, relationships, and partnerships are made. Over 100 community partners have benefitted from the Family Centre to plan and provide programming that builds on the strengths, wellness, and resiliency of children, youth, and families in our community. In addition to this, we are honoured to receive funds to develop and provide innovative programming that not only makes a positive impact for families in our community, but also within the field of child welfare.

All of these opportunities for children and families would not have been possible without your help. On behalf of the Board and staff, a heartfelt thank you to our community and our youth for the difference you make!

Melissa Howatson, President
Alison Scott, Executive Director



Melissa Howatson, President



Alison Scott, Executive Director

Board of Directors: Family & Children's Services of the Waterloo Region Foundation, 2014-2015 Term

Melissa Howatson, President	Jessica Jaremchuk, Vice-President	Mel D'Souza Andrea Harding	Brian Kelly Bryce McCandless
	Kevin Smith, Treasurer	Peter Izzio	Daniel Strigberger

PROGRAMMING HIGHLIGHTS FROM THIS PAST YEAR

Innovative Programs are Making a Huge Impact!

Trusting Loving Connections, Supported by the Kavelman-Fonn Foundation, builds on parents' skills and strengths to promote attachment and keep their children safe and well. *"Parenting is harder when you can't understand your child's cues. Once you understand, you can change your ways to parent better."* – Parent

Community Hub, Supported by Jim and Sue Hallman and The Kitchener and Waterloo Community Foundation, with project support from Capacity Canada, provides overhead support, networking opportunities and leadership development to small not-for-profit organizations in our community. *"The Community Hub has been an amazing resource and support to us as a young organization."* *"It has been invaluable to us."* – Hub Members

Child and Youth Resilience Project, Supported by the Lyle S. Hallman Foundation, will strengthen and build upon collaborations with community service organizations that lead to resilience in children, youth and their families. Funds for evaluation and research for this exciting new project will help to study, adapt, and improve outcomes for children and families.

A Co-ordinated Response to Support Children and their Foster Caregivers to Effectively Manage Significant Emotional and Behavioural Challenges, Supported by the Lyle S. Hallman Foundation, provides training, coaching and consultation in Dialectical Behavioural Therapy (DBT) *"... I just held him and stated that no matter what [he] does, I am still here and still care about you."* – Caregiver

SMILES Therapeutic Group, Supported by United Way Kitchener Waterloo & Area, provides tools, skills and supports for children who have a parent with mental illness. *"There was a profound effect on the whole family after [my son] attended SMILES. We all learned something it was amazing."* – Parent

Me to We - Going Local, Supported by The Kitchener and Waterloo Community Foundation, helps youth in foster care to experience the positive benefits of youth giving back to our community, all while having fun! *"He is seeing himself less as a victim and a person in need and more as a helper and someone who has something to offer."* – Children's Service Worker

Moving Forward Sexual Abuse Treatment Program, Supported by the Cambridge and North Dumfries Community Foundation, provides specialized assessment and treatment for children and teens that have experienced sexual abuse. *"It made me feel that I wasn't alone and made me see I'm still pretty cool and what [happened] won't have to affect me every day forever."* – Youth Participant

Bookworm Club, Supported by the Cowan Foundation, provides children in foster care with books and games once a month for six months so that they can learn, have fun and build relationships with their caregivers. *"Dear Bookworm, I enjoy the books that you send every month. They help me with my reading and spelling also the stories are great and exciting to read. I can't wait for more books to read."* – Child in Foster Care

Youth Entrepreneurship, Supported by Susan Hallman, will provide youth with the skills, supports and confidence needed for risk-taking as they pursue their entrepreneurial ideas. We are so thrilled to be able to offer this new opportunity to our youth!

Thank you to all of our generous supporters for making such a positive difference in lives of children, youth and families in our community.

Our Caring Community has Helped Families to Heal, Learn and Grow

Child welfare funding is not enough to meet all the needs of the children and families we serve. The Family and Children's Services Foundation relies on the generosity of individuals, families, businesses and other foundations to help children and families in need to heal, learn and grow.



Our supports and programming are grounded in innovative, evidence informed practices that ensure the most effective use of donations, and allow us to share our learnings with our community partners and other child welfare service providers.

ENGAGING OUR CARING COMMUNITY

MAY

9th Annual Hot Shots

500 players and over 1000 attendees enjoyed a day of street hockey and family fun! Proceeds raised provide children supported by the Agency with summer camp experience. Sponsors from all areas of the community contributed to making this beautiful day a success!



9th Annual Hot Shots

AUGUST

Back to School Drive

Over 900 back packs with school supplies were collected and distributed to families in our community that needed a little help. The kids were able to return to school in September with all of the supplies they needed to be ready to learn. It was a great way to kick off the school year! Donations came in from our staff, partners, community members, service clubs and businesses.

SEPTEMBER

Donor Impact Event

100 donors who have made an impact in the lives of children and families in our community came together to hear from three youth who have been directly affected by their generosity. The impact of donations to scholarships, being a volunteer, foster parent and adoptive parent were all highlighted in this upbeat and joyful evening. Special acknowledgement went to the Kavelman-Fonn Foundation for their outstanding support of our Trauma and Attachment work over the last three years.



Donor Impact Event

JUNE

Scholarships for Youth in Foster Care

37 post-secondary scholarships were awarded to youth who grew up in foster care at this magical evening of celebration. Hundreds of community supporters, partners, foster parents, staff and volunteers came out to show their support and pride in the young people receiving scholarships. Thank you to our scholarship donors!

JULY

Extreme Dirty Dash

250 runners got dirty for education! All funds raised went to support our scholarship fund. Thanks to a new partnership with Waterloo Running Series, many community members learned about how we help families care safely for their children.



Extreme Dirty Dash

OCTOBER

Team Hope Run/Child Abuse Prevention month

40 of our dedicated staff fundraised and participated in the Scotiabank Toronto Marathon, helping to raise money for the Foundation and raise awareness for Child Abuse Awareness month.



Team Hope Run

NOVEMBER

Kick off to the Tree of Hope

Hundreds of families and children joined us at Fairview Park Mall to kick off our 22nd annual CHYM Tree of Hope! CHYM's Adele hosted the Tree Lighting ceremony, as we heard from our Board Vice President, Interim Executive Director Karen Spencer and a parent who expressed her gratitude to FACS staff for assisting her family through a very difficult time. The day included crafts for children and families while raising awareness about all the programs that Family & Children's Services provides.

DECEMBER

CHYM Tree of Hope

Our 22nd Annual CHYM Tree of Hope took to the airwaves on December 4th. The 13 hour radiothon involved stories of families and youth who have been helped by Family & Children's Services. Our partners at Rogers Radio Group supported this amazing and emotional day on the air and helped us raise over \$400,000 to fund programs and services not supported by government funding. Our community partners sponsored this important day by answering the phones, taking pledges and sharing in the joy of the day.



CHYM Tree of Hope

DECEMBER

Adopt A Family

We are proud to say that 753 families and 103 youth were helped through our Adopt a Family program this year. That's 2503 people who were shown kindness from generous individuals and businesses in our community! Special thanks to our volunteers who put in over 700 hours of their time to make this happen!

Thank you to all of our donors!

We could not provide the kind of healing, learning and growing opportunities to the children and families we work with without the support of our Caring Community. We would like to thank everyone who has contributed their

time and financial support to make such a positive impact. With your help, together we are a caring community where children and their families thrive.

Thank you to all of our donors –

you have made a positive difference in the lives of children, youth and families in our community!

\$10,000+

Babcock & Wilcox Employee Charitable Fund
The Balsillie Family Foundation
Bank of Montreal
Albert Budding
Yvan Couture
Cowan Foundation
Dryer Moisture Systems Inc.
Filion Wakely Thorup Angeletti
The Lyle S. Hallman Foundation
Susan Hallman
Tom Hallman
The Kitchener and Waterloo Community Foundation
Manulife Financial
Sobey's Ontario
Anonymous – 2

\$5,000 to \$9,999

Albert's Gas Station Maintenance Inc.
G. Robert Blake
Cambridge & North Dumfries Community Foundation
Children's Aid Foundation
Gore Mutual Insurance Company
KPMG
Lions Club of Kitchener
May Court Club of Kitchener-Waterloo
Brian J. Ruby
The Savvas Chamberlain Family Foundation
Stantec Consulting Ltd.
TD Canada Trust
Toyota – North Weld Department (Employees)

United Way
Kitchener Waterloo & Area
Vantage Wealth Management Ltd.

\$2,500 to \$4,999

Cowan Insurance Group Ltd.
Dare Food Employees Charity
The Equitable Life Insurance Company of Canada
Frank Cowan Company Limited
Hutton Forest Products
Peter Izzio
JDI Cleaning Systems
Just Store It
Lackner McLennan Insurance Ltd.
The Rae Lipskie Partnership
Region of Waterloo - Public Health
Roberts Onsite
Scotiabank - Listowel Branch
Alison Scott and Mark Fishburn
Strassburger Windows & Doors
Union Gas Limited
Waterloo Wellington Collision Association
William Knell and Company Ltd.

\$1,000 to \$2,499

BMO Life Assurance
Sharon Boughton
Brock Solutions
Steve Brown
Challenger Motor Freight Charity Committee
Wayne Cheng
Clintar Landscape Management
C.U.P.E. LOCAL #791
Peter Cybulski
DSM Nutritional Products Canada Inc.
Drumbo Transport Limited
Gerdau
Mike Hartman
Margaret Hooper
Conrad Huber
Janice Husted

Larrek Investigation & Research
Steve W. Leis
Nationwide Appraisal Services Inc.
Nationwide Auto Warranty Corporation
Northwest & Ethical Investments L.P.
OECTA - Waterloo Unit
Oiseau Salon
Open Text Corp
Paul Davis Systems
Perfexia Inc.
Piller's Fine Foods, A Division of Premium Brands Operating
Kathryn Pope
Prestige Business Interiors Inc.
Schreiber's Furniture Store Ltd.
Penny Stumpf
Barry J. Triller
Kathryn Troubridge
Anonymous – 8

\$500 to \$999

Airboss Rubber Compounding Division
Anthony T. Keller Professional Corp.
Rui Antunes
Arca Financial Group
Gerald Babetin
Elaine J. Barber
The Beat Goes On
Philip Bell
Victor Bragues
Barbara Bryans
Canadian College of Massage & Hydrotherapy (Students)
Tamra Clark
The Clemmer Group
Linda Dinelle
Benjamin Firmar
Grandling Contractors
G&A Masonry
Brenda Hallman
Diet Huygen Haring
Frances Hatherton

Marlaine Henderson
Melissa Howatson
Judy Howes
Brent Hutzal
Invesco Canada
Jiffy Lube/Suds Express
JKS Industrial Kitchen Services
Sheri Keffer
Kitchener Printing
Mary C. Lamot
Larah Enterprises Inc.
Local 1441 Cambridge Towel Union
David Martin
Tina and Brady Metcalfe
Christina Mills
MMM Group Limited - Kitchener
Municipal Property Assessment Corporation
Phil Olinski
Bonnie Palfrey
Gary Pooley
Andrew Porteous
Victor Rausch
Gary W. Rempel
Andrea Riley
Peter Ringrose
Barbara Robinson
Karen Spencer and John Czako
Bob Strassburger
Sun Life Financial - Matching Gift Program, Location 107D20
Sun Life Financial - Volunteer Program, 107D20
Swanson's Home Building Centre
Jean and Brent Taylor
TD Canada Trust (Private Client Group)
Toyota – South Weld Department (Employees)
Toyota Motor Manufacturing Canada Inc.
Wag QA Services
Waterloo Region Crime Stoppers
Waterloo Running Series (10K Classic)
Anonymous – 2

2014/2015 CONDENSED FINANCIAL REPORT
(FOUNDATION)

STATEMENT OF REVENUE AND EXPENDITURES FOR THE YEAR ENDED MARCH 31, 2015

REVENUE

Donations	\$ 929,975
Investment Income	22,758
Change in Fair Value of Investments	41,844
TOTAL	\$ 994,577

EXPENDITURES

Grants to Agency	\$ 295,634
Scholarships	93,268
Transfer to Agency Capital Fund	144,459
Office and Administration Expenses	21,689
Professional and Investment Fees	17,767
	\$ 572,817
EXCESS OF REVENUES OVER EXPENDITURES	\$ 421,760

(Extracted from Audited Statements audited by KPMG LLP Chartered Professional Accountants, Licensed Public Accountants)
Details for other programs are contained in the audited financial statements.

Without our partners, who provide in-kind support, none of this would be possible:

96.7 CHYM FM – Rogers Radio Group
Adopt-A-Family
Calendar Club
Eyelight Creative
Marketing Services

Scribblers' Club
Sobey's Ontario
Staples
The Waterloo Region Record

Special thanks...

...to Family & Children's Services Staff who generously supported the Foundation with fundraisers, raffles, and running in the Scotiabank Waterfront Marathon.





FAMILY &
CHILDREN'S SERVICES
OF THE WATERLOO REGION

Help Today for a Better Tomorrow

CONTACT US

Kitchener Office

200 Ardel Ave., Kitchener ON N2C 2L9
519 576 0540

Cambridge Office

168 Hespeler Rd., Cambridge ON N1R 6V9
519 623 6970

Family Centre

65 Hanson Ave., Kitchener ON N2C 2H6
519 772 4399

Visit Our Website

www.facswaterloo.org

Email Us

inquiries@facswaterloo.org

