

Family & Children's Service of St. Thomas and Elgin Board of Directors Dashboard 2025-26

Focus on reducing # of Indigenous children and youth in care and # of court applications/files; involving Nations as active/primary decision makers in CW process starting at intake, providing full data through process as requested; staff volunteer/participate at FNIM celebrations and events; provide smudges, Red Dress Day and Orange Shirt Day activities onsite; Blanket exercise; support active FNIM committee/activities; ongoing staff and Board training.

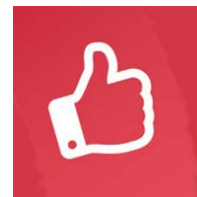
Work with FNIM communities on inherent jurisdiction—meeting to explore pathways for communication, collaboration and coordination; sharing information and member data; supporting Nations towards FN well-being agency status; active on Mnaasged steering committees (Executive/Service/Q.A.); attending information and training sessions; transparent data transfer and engagement—take direction from Nations about their process/needs.

Participation/leadership in initiatives that directly support children, youth and families—chairing / participating on community tables related to food security, housing, mental health, poverty reduction, human trafficking and violence prevention; Initiated key community partnerships to address service gaps; sponsored community training/information and led cross-sector collaboration initiatives; staff volunteering i.e. Harvest Hands and the Inn; financial support/participation in PRIDE in the Park/ Poverty Coalition.

All required compliance, financial, budget, and other Ministry reports and submissions submitted within required timeframes; met all compliance measures with excellent results; low on risk assessment; Board informed of financial pressures/deficit drivers and potential risks etc.—providing appropriate governance/oversight; other than boarding costs all key expenditures decreased or steady; all \$ obligations met; funder engaged and public informed via website.







Journey Together



Do the Right Thing

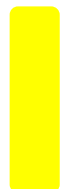


Legend

 Exceeding Expectations	 Within Expectations
 Not Meeting Expectations	 N/A



Be Accountable



Walk Alongside



Peer Support program, including training; wellness lunches and other staff events/gatherings; staff appreciation/recognition/service awards annually and at staff meetings; increased health care spending accounts; 9.5% pay increase; staff well-being and organizational health through active Social and Health and Safety committees; ongoing professional development training opportunities including EDI related; support staffs internal and external professional development and education opportunities.

Provide behavioral assessments/in-home supports/prevention; education bursaries; supporting 12 youth to post-secondary; education liaison and tutor team; connected families to food, transportation, housing and other supports; Reduce # of children entering care prioritizing kinship placements and family based supports; camp and other recreation opportunities; engage families as experts (Signs of Safety); all staff are authorized.

Intentional hiring; diversify direct service staff; ongoing EDI training including mandatory SOGIE, AODA and getting comfortable with uncomfortable training series; provide smudge opportunities for staff and visitors: promote numerous cultural and anti-oppression recognitions/celebrations/events; active AOAR and FNIM committees; invited speakers/trainers/engagements.

Partnerships with RSA and CLE to provide complex need services in Elgin; in-home assessment, programs and training for caregivers; reduce waiting times for assessments; cross sector working group to develop local services in children's mental health; providing family visiting to meet children's needs/schedule; reestablished Foundation to support children/youth/families needs outside of funding availability.

