

Peel Children's Aid Society

2024-25 Annual Report





Message from the CEO & Board Chair

This past year marked a transformative period for Peel Children's Aid Society, as we deepened our impact and set a bold course for the future. We are proud to share that we have launched a new Strategic Plan, strengthened key partnerships, and supported system improvements that enhance outcomes for children, youth, and families.

This Strategic Plan is a direct result of extensive consultation with our staff, caregivers, volunteers, and community partners. Their voices helped shape an ambitious yet achievable roadmap for the future, one that focuses on equity, reconciliation, collaboration, and impact. Among our highest priorities are addressing the overrepresentation of Black, Indigenous and 2SLGBTQ+ children and youth in the child welfare system, strengthening the social infrastructure families rely on to thrive, and ensuring that young people of all ages, from birth to young adulthood, have the support they need to succeed.

We are especially honoured to have received a historic gift from Northpine Foundation this year. Their investment in the Child Welfare Immigration Centre of Excellence (CWICE) allows us to expand our reach nationally, supporting child welfare agencies across

Canada with training and consultation on immigration issues affecting children and youth in care. This marks a new chapter in our leadership and knowledge-sharing in this critical area.

At the heart of everything we do is our vision: a community where children are safe, empowered, and thriving. Whether it's through the development of a Youth Wellness Hub, the expansion of our Early Help programs, or the delivery of culturally responsive services through our ethnocultural partners, we are making strides every day toward that vision.

We are deeply grateful to our community, our partners, donors, caregivers, volunteers, and dedicated staff, for your continued trust and support. Together, we are creating a stronger, more inclusive, and more resilient Peel region for the children, youth, and families we serve.

As we reflect on the past year and look ahead, we are proud of what we've accomplished and energized by what's to come. We invite you to explore this Annual Report to learn more about the impact we are making together and the work still to be done.

Mary Beth Moellenkamp
Chief Executive Officer



Carol Kotacka
Board Chair



By the numbers



12,650

Referrals received



7,770

Families served



261

Homes providing care (incl. kin, foster, adoption, customary care)



140

Children and youth in care (on average)

99%

Of our work is done with children, youth and families in their own homes

80%

Overall client satisfaction rate

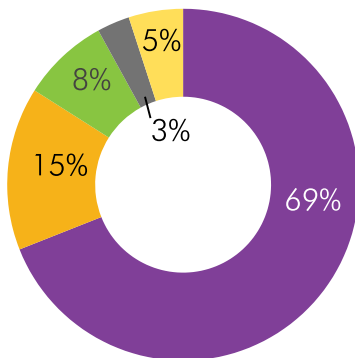
Financials

For the period: April 1, 2024 – March 31, 2025

Revenue 83,292,358

Expenditures 84,597,329

Shortfall 1,304,971



- Salaries, benefits and training
- Boarding cost
- Children & youth related cost
- Building occupancy
- Support services

For complete audited financials, visit PeelCAS.org





Strategic Plan Update

Peel CAS launched its new strategic plan in October 2024 after a comprehensive engagement process with input from a wide range of stakeholders including the children, youth and families we serve, our staff, caregivers and volunteers, Board of Directors, government representatives, and community partners. The plan features five areas of focus to help guide our work over the next five years. See below for a brief summary of the areas of focus and an update on recent progress toward our goals. To review the full strategic plan, visit peelcas.org.

Address Overrepresentation



Implement data-driven strategies and partner with communities and sectors to address systemic inequities, applying culturally responsive and trauma-informed approaches.

Black, Indigenous and 2SLGBTQ+ children are overrepresented in the child welfare system across the country, and this is true in Peel as well. We have been working to address this issue for years with our partners through programs like our ethnocultural service models, which ensure families receive support from community service providers that reflect their culture. This includes Akoma for African, Caribbean and Black families, and our partnerships with Aboriginal Legal Services and The Indigenous Network for Indigenous families.

Our Early Help program connects families in low-risk cases to the community services they need quickly, before difficulties escalate, without going through the traditional investigation process. The program supported 436 families this year. Of these, the highest proportion (32%) supported were Black families. Similarly, 42% of families receiving admission prevention support (emergency financial assistance to prevent children coming into care) identified as Black.

These efforts are already making a difference.

Using the most recent data available (2023-24), admissions to care involving Black and Indigenous children decreased by 11 and 13% respectively. For Black caregivers, overall satisfaction with our services increased by 10% this year, from 72% to 82%.

Innovate Service Delivery



Meet the evolving needs of children, youth, and families through a multidisciplinary approach and new technologies, with an emphasis on intimate partner violence and youth wellness.

We're continuing to grow and innovate how we support children, youth, and families, focusing on evidence-informed practices that reflect the unique needs and strengths of the Peel community. Our strategic focus continues to be on reducing the need for intensive services through our Early Help program and providing culturally responsive programs to support children, youth and families in their homes. To support our vision we're developing a Child and Youth Thriving Index to track the impact of our support to help children and youth to thrive in our communities. A cornerstone of our innovative service delivery is exploring how technology can make our services even more effective.

Invest in Child and Youth Well-Being



Allocate resources strategically through partnerships and revenue diversification to ensure young people have the tools and support they need to thrive.

Responsible and sustainable financial management remains a cornerstone of our commitment to children, youth, and families. This year, we're proud to have met our financial goals and we are grateful for the support of our partners, who contributed to key initiatives like the Youth Wellness Hub (see page 6) and CWICE. Their collaboration enables us to continue investing in programs that make a difference in the lives of children and youth.

We are pleased to share that we achieved a balanced budget for 2024–25 and are on track to maintain a balanced position next year, ensuring we can continue to deliver services with care, accountability, and innovation.

Foster a Culture of Inclusivity and Belonging



Create an inclusive environment where every employee feels valued, respected, and supported, promoting a culture of belonging across our organization.

We're reimagining what it means to build a workplace rooted in belonging and inclusion, rooted in our commitment to diversity, equity, inclusion, and truth and reconciliation. Led by our employees, we've launched an Employee Experience Team to continue to shape our organizational culture and drive our employee experience strategy with a focus on well-being. To help guide this work, we have launched an employee experience survey to listen deeply and understand what truly matters to our people.

Drive System Change



Lead change beyond our organization through public education, advancing research, and collaborating with partners to create a more effective and equitable child welfare system.

Child welfare plays a critical role in our community, working alongside systems such as health care, education, and policing to promote safety and well-being for children and families. At Peel CAS, we embrace this responsibility as both a service provider and a systems leader working collaboratively across sectors to drive meaningful, lasting change.

We continue to lead important conversations through public engagement. Over the past year, our staff have been featured as trusted experts in media outlets including CTV, CBC, OMNI, AM640, CHCH, and Global. Speaking on topics like intimate partner violence, human trafficking, suicide prevention and youth engagement, our team is helping to support public understanding and highlight the role of child welfare in community safety and support.

As part of our vision to drive system change, we're developing a research centre of excellence to bridge practice and innovation. This centre will bring together front-line workers and researchers to develop evidence-informed strategies that improve outcomes for children, youth, and families. We have formalized a partnership with University of Toronto researchers and have begun co-designing the centre's first research projects. Looking ahead, we are also building an advocacy strategy to amplify our voice and influence systems-level change across policy and service delivery. For more on our advocacy efforts, see page 7.

Stay up to date on our Strategic Plan progress at [peelcas.org](https://www.peelcas.org)

Peel CAS leads new Youth Wellness Hub



In June 2024, the Province of Ontario announced that Peel CAS would be the lead agency for a new Youth Wellness Hub Ontario (YWHO) in Brampton. We are proud to be the first child welfare agency to be asked to lead an initiative like this one, alongside our network of community partners in Peel. We are delighted to be working with the City of Brampton to build the new YWHO location at Century Gardens Recreation Centre.

While we wait for the new YWHO Brampton to be constructed, Peel CAS has wasted no time in creating a satellite YWHO space on the lower level of our building, alongside the Trailblazers Youth Centre. Youth have been actively involved in all aspects of planning programming and designing the space, even going so far as to pick out décor items and help build furniture. Together we have created a welcoming space for all young people ages 12-25 to access a range of services.

The Hub features a lounge with comfortable furnishings where youth can play video games, hang out and socialize on a drop-in basis, along with a nurse's station and private consultation rooms. The hub delivers culturally appropriate care, including vocational, education, employment, and housing supports, access to community programs, and resources for children and youth in care or transitioning out of care.

The new YWHO location in Brampton is expected to open in 2026. In the meantime, youth in the community are invited to visit the satellite hub in our Mississauga office. Find out about upcoming programs and hours of operation at PeelCAS.org/YWHO and follow us on Instagram @YWHOBrampton. Learn more about Youth Wellness Hubs Ontario at YouthHubs.ca.



Leadership in Advocacy

Peel CAS has an important role to play in advocating for causes that impact the children, youth and families we work with. Our agency is actively engaged in raising awareness of social issues and facilitating continuous learning both for our staff and our community partners.

Peel CAS's Child Welfare Immigration Centre of Excellence (CWICE) hosted a national conference in June 2024. The theme was Global Horizons in Child Welfare and Immigration: Bridging Borders and Building Futures, and the discussion included a range of important topics related to the intersection of child welfare and immigration. Special guests presented about unaccompanied and separated minors, supporting refugees, international students, reunification and placements across borders, and international trends. Hundreds of attendees from the child welfare, immigration, and social services sectors came together for this impactful and varied day of learning.



On February 19, 2025, our Anti-Human Trafficking Committee and partners hosted Stopping Traffic, a cross-sector training event to discuss prevention strategies to address human trafficking, and share supports that are available for survivors and their families.

The event featured an exclusive screening of Dark Highway, a documentary that exposes the lived experiences of survivors of sex trafficking, and the gaps in awareness and support. We are grateful to AJ Edmonds (the filmmaker behind Dark Highway) and Kelly Tallon Franklin, founder and Chief Executive Director of Courage for Freedom, for leading a powerful panel discussion and insightful training session for service providers in our region.

By coordinating collaborative training opportunities like these for our sector and our partners, we hope to drive system change and champion better outcomes for young people and their families as noted in our Strategic Plan.



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Thanks to our
Foundation for its
generous support.



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