



Thank you for your interest in our Board of Directors. We currently hold vacancies that we would like to fill with individuals who are knowledgeable of the needs of those who live in Dufferin County and who can contribute their skills and talents to help fulfill our service mandate.

Dufferin Child and Family Services is a multi-service agency, providing child and youth mental health, child protection and developmental support services to children, adults & families in Dufferin County.

Together with the community of Dufferin County we have important and exciting accomplishments to achieve over the next few years. Our Board will be engaging the community, our staff and resource parents as we allow our strategic plan to guide us through upcoming systems changes and alignment of services to ensure that children, youth, and families are able to receive services that are accessible, responsive, and meet their needs. We will do this while we continue to provide excellent service to Dufferin County residents ensuring that our mission, vision, and values are kept alive and at the forefront of our daily work.

The Board of Directors plays a central role in this important work. I am providing you with a brief package of information to review outlining the responsibilities of Board members, time commitments and an overview of our Agency. Please take some time to review this information carefully as you consider your commitment to DCAFS as a Board Member. As you will see, our Board is an active one.

A primary responsibility of Board Directors is to participate in the development of policy and major decision-making at Board meetings held at least nine times a year. Another key responsibility is to be active on the Committees of the Board. Our committee structure is outlined in this document for your review.

Our Governance and Nominating Committee will be holding interviews in the near future to speak to prospective Board Members. In the meantime, if you wish to be considered as a candidate our Board, please forward your resume and a letter of intent, outlining your experiences and what you feel you can contribute to DCAFS Board to my attention at: [kristi.bhokal@dcafs.on.ca](mailto:kristi.bhokal@dcafs.on.ca).

Please don't hesitate to call if you have any questions. I can be contacted at 519-941-1530 ext. 284. Thank you for taking the time to consider this unique and valuable experience.

Sincerely,

Kristi Finbow  
Executive Assistant



### **What's in it for you?**

- An opportunity to meet and work with other people in Dufferin County
- Share your expertise and develop new skills at the same time.
- Actively support the Mission, Vision, and Values of DCAFS to ensure our community is safe, strong, resilient, and welcoming.

### **Who are we looking for?**

Individuals who are:

- Committed to the mission, vision & values of DCAFS.
- Interested in promoting caring and healthy environments for children, families, and adults in Dufferin County
- Willing to apply their knowledge and skills in Board decision making, strategic planning and Governance issues.
- Committed to quality and accountability.

### **Who is eligible?**

- Individuals who are willing to become a paid member of DCAFS (\$5.00 annual membership)
- Members must reside in, own property in or carry on business in Dufferin County
- Board Members must be at least 18 years of age.

### **Are there costs involved?**

Board members are volunteers of the agency. Other than a membership fee (yearly \$5.00), DCAFS will reimburse all approved expenses related to Board activities.

### **What is the time commitment?**

New Directors serve two 3-year terms and must be willing to commit to attending at least 10 Board meetings a year. Board meetings are held the last Wednesday of each month with the exception of July, August, and December from 6:00pm - 8:30pm at DCAFS, 655 Riddell Road, Orangeville. Board members are expected to actively participate on Committees of the Board which meet according to their terms of reference. Board members are also asked to attend and support DCAFS community events.



## Agency Overview - Service We Offer:

### Child and Youth Mental Health

**Talk-In Clinic** - Gives quick access to a single-session counselling service and provides opportunities for immediate problem-solving and helpful conversations every Wednesday from 12:30 pm - 7:00 pm at our Orangeville office. Additional scheduled Talk-in's occur at Centre Dufferin District Secondary School for CDDSS students. This is the primary way to connect with Child and Youth Mental Health services. \*\*

**Crisis Intervention and Support** - Support for urgent situations - daytime, evenings, and on weekends when a child/youth is experiencing acute distress including risk of suicide or harm to others.

**TAPP-C (The Arson Prevention Program for Children)** - Supports when a child/youth has fire setting behaviours and/or concerning thoughts about fire setting. The program teaches about fire safety for the individual, family, and community.

**Individual Child and Family Counselling** - Brief or extended therapy for children, youth, and families during challenging times due to mental health concerns, personal struggles, relationship conflicts, grief, and loss, and getting along with peers and others outside the family.

**Family Connection Therapy Services** - Addresses significant family attachment, relationship problems and trauma (i.e. developmental/early childhood trauma, high family conflict, etc.). Supports with more serious behavioural, emotional, mental health, and/or addiction problems specific to child/youth and family needs and works with individuals and families in the home, at school, or in the community.

**Sexual Abuse Treatment Program** - Our program offers a variety of supports and services for children, youth and families (0-18 years) who have experienced sexual abuse/assault. These include: assessment and counselling (individual and family work); psychoeducation and case management; crisis and safety planning. Treatment is individualized based on presenting needs and concerns. We have developed a community of practice that includes Headwaters Health Care Centre and Family Transition Place, to ensure that help is available for anyone who is in need of counselling and support. Our goal is to improve access and streamline our approach to service delivery. We work closely together to build capacity in the community and increase collaboration between our partners.

### Early Years Programs

**Infant and Child Development Program** - Our Infant and Child Development Program (ICDP) offers family-centered support and early intervention to infants and children (birth to school entry) who are presenting with, or who are at risk for developmental delays, diagnosis, or disability. This service includes developmental consultation; screening and assessment; caregiver support and community referrals. A variety of developmental screening tools and questionnaires are used to assist with early identification and developmental monitoring. We work together with families and other professionals to identify goals and create an individualized plan. The program also provides transition to school support and will offer group information and education sessions in community-based settings on specific topics.



**iCAN (Inclusion for Children with Additional Needs)** - iCAN is the name given to the Special Needs Resourcing program in Dufferin County. Our resource consultants provide support and consultation to licensed childcare providers to help meet the additional needs of children up to the age of 12 years (this includes before/after school care). iCAN supports the inclusion of all children with additional needs (physical, social-emotional, developmental, behavioural) to help them learn and grow to their best and fullest potential. We also offer information and resources and help connect families to other community resources if/when needed.

### **Developmental Support Services**

#### **Service Coordination Program - Children/Youth (Under 18 Years of Age)**

This program provides service coordination and support to any family or individual where the individual has a developmental disability and/or autism. This service connects families with funding opportunities and community programs based on the needs of the child/youth. This service also supports families in on-going planning.

#### **Service Coordination Program - Adults (18 Years of Age or older)**

This program provides service coordination and support for Service for Adults with developmental disabilities who meet the criteria of and are referred to us by Developmental Services Ontario (DSO). This service connects Adults and their support people/family with funding opportunities and community programs based on the needs of the Adult. This service also supports Adults and their support people/family in on-going planning.

**Coordinated Service Planning (CSP)** - Coordinated Service Planning supports families living in Dufferin and Wellington Counties who have children and youth (birth to 18 years and 18 to 21 years of age who remain in school) with multiple and/or complex special needs. A Service Planning Coordinator will bring together all service providers working with your child/youth to develop and implement a concise Coordinated Service Plan based on family and child/youth's goals, strengths, and needs.

**Fetal Alcohol Spectrum Disorder (FASD) Consultation** – Coordinators, with expertise in the area of Fetal Alcohol Spectrum Disorder, provide education, awareness, group support, and consultation to those suspected or confirmed to have FASD in Dufferin and Wellington Counties and the City of Guelph.

### Ontario Autism Program

The Ontario Autism Program at DCAFS is provided under Behaviour Solutions or Autism Services names. Using the guidelines of Applied Behaviour Analysis (ABA) our Behaviour Solutions and our Autism Services includes both fee-based and funded supports, such as: Caregiver Mediated Early Years, Entry to School, Urgent Response, and Foundational Family Services.

Autism Behaviour Solutions Fee for Service - Autism services in Ontario is now a Needs-Based program available to all families on the OAP waitlist. When families receive their funds following their needs assessment they can purchase Core-Services which include:

- Applied Behavior Analysis
- Speech Language Pathology
- Occupational Therapy
- Mental Health Services
- Respite
- Art and Music Therapy
- Skill-based Groups
- Connection-based Groups
- School Readiness

### Child Protection Services (Local Children's Aid Society)

The services provided by this team are governed by the Child, Youth and Family Services Act (CYFSA). The act outlines the roles and responsibilities of Children Aid Societies, Indigenous Child and Family Well-Being Agencies and the Ministry of Children, Community and Social Services in protecting children and youth from harm. The Ontario Child Protection Standards are a set of guidelines that promote consistent, high quality service delivery to children, youth and families.

**Intake & Investigation** - The primary function of this service is to investigate, gather information, and make an assessment to determine whether a child, under the age of 18, may be at risk of harm and how we can leverage strengths in a family. The goal is to ensure the safety of children and youth while supporting the family and whenever possible, keeping children/youth and families together.

**Ongoing Family Service** - Family Service Workers provide a broad spectrum of services to families where there are concerns for safety and/well-being. This happens through developing a plan together that identifies what is working well, what the worries are and what needs to happen to reduce those worries.

**Family Support/Supervised Access** - Family Support workers provide in-home support for families and children/youth under the age of 18 years or one-to-one support for Children in Care who are currently receiving child protection service and are facing challenges or are in crisis. Family Support strives towards: enhancing family functioning, reducing risk to children in their home environment, reducing risk of placement, assisting in the re-integration of a child back into the family home, and enhancing parenting skills through an approach that is positive and strengths based. Child Protection and Family Support Workers are responsible for developing and managing plans for regular access between children/youth and their parents whenever they are unable to reside together.



**Children's Services** –Child in Care Workers are responsible for developing and ensuring follow through on individualized plans for each child/youth based within Ministry Standards. They work closely with children/youth in care to ensure their needs are being met and ensure they are afforded opportunities to meet their goals.

**Kinship Service and Care** - At times it is not possible for a parent to care for their child for a period of time. When this happens, we work with families to identify close family members, friends or community members who may provide interim care for the child.

**Customary Care** - When a child with Indigenous heritage cannot be cared for by a parent, we work with the family and Band (if applicable) to arrange for Customary Care. Indigenous families have a rich history of caring for one another in times of need, in a way that is culturally appropriate – Customary Care is a formalized approach to this.

**Resources/Foster Care** - Resource Staff are responsible for the recruitment, screening, training, placement, monitoring, and support foster and kinship care homes. Foster and kinship care families are approved by the Agency following a thorough home-study process completed by trained staff. Prospective foster and kinship care families must complete a series of formalized and mandatory trainings before being approved to foster. We believe that every child deserves a safe and supportive home.

### Dufferin Child and Family Services

For more information, please visit our website at: [dcafs.on.ca](http://dcafs.on.ca)

You can also find us on Facebook and Twitter



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facebook



child and youth mental health  
child protection  
developmental support

# DUFFERIN CHILD & FAMILY SERVICES

## STRATEGIC PLAN 2022-2025

### VISION

Strong and resilient children adults and families supported within a safe and welcoming community.

### MISSION

To be a partner, resource and leader in supporting and building on the strengths of children, adults and families in our community.



### VALUES

Inclusion

Compassion

Integrity

Collaboration

Innovation

Accountability



## Equity and Belonging

### Position Statement

Given what we know and what we have yet to learn about the impact of oppression, racism and colonial systems that continue to marginalize groups of people and individuals, DCAFS makes a deep commitment to work towards ensuring that equity deserving groups feel a sense of belonging, empowerment and care.

### Strategic Goals

- Our DCAFS team engages in building a sense of belonging, inclusivity and empowerment
- Our DCAFS team is diverse and representative of our communities served
- Our service recipients receive equitable care and services; and feel welcome
- We will nurture and sustain strong connections with community partners and equity deserving groups



## Care and Well-being

### Position Statement

Given the secondary pandemic impacts, DCAFS must position itself as an Agency that champions and supports the care and well-being of its service recipients, DCAFS Team Members and community.

### Strategic Goals

- Our DCAFS team creates a culture of caring where our team members are valued, energized and supported in the workplace
- We provide compassionate and supportive care that is responsive to changing community and service recipient needs



## Unified and Together

### Position Statement

Given the increasing complexity of service needs and rapidly changing environments, DCAFS is committed to being a leader in providing integrated care through collaborative internal and external relationships.

### Strategic Goals

- Our DCAFS team is committed to creating a collaborative work environment together that supports and builds opportunities for integration and information sharing across teams
- As a multiservice Agency, we provide integrated and accessible service pathways
- We build and maintain strong partnerships as we work together to create a continuum of services for the communities we collectively serve.