

The Corporation of the City of Stratford Social Services Committee Open Session **AGENDA**

Monday, September 23, 2024 Date:

7:05 P.M. Time:

Location: Council Chamber, City Hall

Committee Present:

Councillor Henderson - Chair Presiding, Councillor Briscoe - Vice Chair, Mayor Ritsma, Councillor Beatty, Councillor Biehn, Councillor Burbach,

Councillor Hunter, Councillor McCabe, Councillor Nijjar, Councillor Sebben,

Councillor Wordofa

Staff Present: Joan Thomson - Chief Administrative Officer, Tatiana Dafoe - City Clerk,

Karmen Krueger - Director of Corporate Services, Taylor Crinklaw - Director of Infrastructure Services, Adam Betteridge - Director of Building and Planning Services, Neil Anderson - Director of Emergency Services/Fire Chief, Kevin Bonnell -

Manager of Inclusion, Equity & Indigenous Initiatives, Michael Mousley - Transit Manager, Jeff Wilson - Manager of Housing, Audrey Pascual -

Deputy Clerk

To watch the Committee meeting live, please click the following link:

https://video.isilive.ca/stratford/live.html

A video recording of the meeting will also be available through a link on the City's website https://calendar.stratford.ca/meetings following the meeting.

Pages

1. Call to Order

The Chair to call the Meeting to Order.

2. Disclosure of Pecuniary Interest and the General Nature Thereof

The Municipal Conflict of Interest Act requires any member of Council declaring a pecuniary interest and the general nature thereof, where the interest of a member of Council has not been disclosed by reason of the member's absence

from the meeting, to disclose the interest at the first open meeting attended by the member of Council and otherwise comply with the *Act*.

Name, Item and General Nature of Pecuniary Interest

3. Sub-committee Minutes

There are no Sub-committee minutes to be provided.

4. Delegations

None scheduled.

5. Report of the Director of Social Services

5.1 Annual Community Income Tax Clinic for Completion of 2023 Returns (SOC24-009)

4 - 6

Motion by

Staff Recommendation: THAT the City of Stratford issue a thank you to all businesses that provided their support and services during the Annual Community Income Tax Clinic.

5.2 Introduction to Quarterly Infographics (SOC24-010)

7 - 12

Motion by

Staff Recommendation: THAT the report titled, "Introduction to Quarterly Infographics" (SOC24-010), be received for information.

- 6. Report of the Supervisor of Social Services Housing
 - 6.1 Supported Transitional Housing Pilot Project (SOC24-011)

13 - 15

Motion by

Staff Recommendation: THAT the report titled, "Supported Transitional Housing Pilot Project" (SOC24-011), be received for information.

- 7. Report of the Manager of Ontario Works
 - 7.1 Updated Fixed Site Supported Housing Agreements (SOC24-008)

16 - 19

Motion by

Staff Recommendation: THAT The Corporation of the City of Stratford enter into an agreement with the Canadian Mental Health Association Huron-Perth Addictions and Mental Health Services for the operation of the North Perth Fixed Site Supported Housing program;

THAT The Corporation of the City of Stratford enter into an agreement with Little Lake Residential for the operation of the St. Marys Fixed Site Supported Housing program;

AND THAT the Mayor and Clerk, or their respective delegates, be authorized to sign the agreements with the Canadian Mental Health Association Huron-Perth Addictions and Mental Health Services and Little Lake Residential on behalf of The Corporation of the City of Stratford.

8. Adjournment

Meeting Start Time: Meeting End Time:

Motion by

Committee Decision: THAT the Social Services Committee meeting adjourn.



Date: September 10, 2024

To: Social Services Sub-committee

From: Colleen Steckly, Administrative Assistant to the Director of Social

Services and Kim McElroy, Director of Social Services

Report Number: SOC24-009

Attachments: None

Title: Annual Community Income Tax Clinic for Completion of 2023 Returns

Objective: To provide Council with an update on the annual community income tax clinic serving low-income residents of the City of Stratford, Town of St. Marys, and County of Perth.

Background: The City of Stratford has coordinated an annual income tax clinic for low-income residents since 1989, with the support of local accounting firms. Services continued to be provided this year free of charge by two local accounting firms, Famme & Co. Professional Corporation, and McCutchen & Pearce Professional Corporation. Together they provided the opportunity for 124 participants to have returns completed.

Analysis: Pre-pandemic, appointments were scheduled for in-person attendances with the accountants at various locations in Stratford on one day mid-March. Throughout the pandemic, the City of Stratford Social Services Department coordinated these services without interruption to residents by moving to a drop off/pick up approach and after consultation with the accounting firms involved, this method continues. We can serve more participants and allow more time to the agencies preparing the returns free of charge. We communicated well in advance of the clinic, providing details to partner agencies, posting to various media platforms, including displaying details on screens on the city transit buses, as well as reminders to Ontario Works clients. Caseworkers, reception, and intake staff were informed of the details to share with clients.

We had the same commitment as previous years of 132 appointment times from Famme & Co. Professional Corporation and McCutchen & Pearce Professional Corporation for completion of the 2023 tax returns. The program is offered on a first come first served basis with every effort made to accommodate as many participants as possible. Initially the 132 spaces were booked completely but there were several

cancellations, so every attempt was made to backfill the remaining spots. By the end of the clinic 124 returns were completed.

This year participation was open to any participant on Social Assistance (Ontario Works, ODSP) with a Form T5007, Seniors 65+ with single income of \$25,396 or less and couple income of \$34,346 or less. Finally, all other participants with a single income of \$16,000 or less and couple income of \$32,000 or less. This allows the service to be provided to individuals who may not otherwise be able to afford to file taxes through private corporations or accountants. Only current year returns are completed during the clinic. As an alternative, referrals were made to a program offered through The Salvation Army under Purchase of Service Agreements with the City for anyone unable to meet our submission deadline, or if they had multiple years of returns or estate returns to be completed. The Salvation Army offers sites in St. Marys and Listowel which enables participants without the means to travel to Stratford to still participate in this very worthwhile opportunity.

Since its inception, this well-received program has been beneficial to residents of Stratford, St. Marys, and Perth County. It provides an essential service that helps residents access further resources and ensure they are receiving all federal benefits available to them to maximize incomes. It has been helpful for individuals requiring income tax returns for applications such as Rent-Geared-to-Income Housing or the Canada Child Benefit and fosters greater financial stability when receiving federal benefits such as GST/HST credit.

All professional accounting services are provided free of charge to participants.

Financial Implications:

Financial impact to current year operating budget:

There is no cost to the Corporation other than some administrative staff time to coordinate with the accounting firms and schedule appointments, which did not have an impact on this year's budget or to service delivery.

Financial impact on future year operating budget:

There would be no future year impact relating to the 2023 clinic.

Alignment with Strategic Priorities:

Work Together For Greater Impact

This report highlights the coordination of a program that supports residents accessing further resources, so they receive all federal benefits available to them to maximize incomes.

Alignment with One Planet Principles:

Health and Happiness

Encouraging active, social, meaningful lives to promote good health and wellbeing.

Equity and Local Economy

Creating safe, equitable places to live and work which support local prosperity and international fair trade.

Culture and Community

Nurturing local identity and heritage, empowering communities, and promoting a culture of sustainable living.

Staff Recommendation: THAT the City of Stratford issue a thank you to all businesses that provided their support and services during the Annual Community Income Tax Clinic.

Prepared by: Colleen Steckly, Administrative Assistant to the Director of Social

Services

Recommended by: Kim McElroy, Director of Social Services



Date: September 10, 2024

To: Social Services Sub-committee

From: Kim McElroy, Director of Social Services

Report Number: SOC24-010

Attachments: Infographics – Social Housing Report (July 2024), Ontario Works

Report (June 2024), Children's Services Report (July 2024), and

Homelessness Report (July 2024)

Title: Introduction to Quarterly Infographics

Objective: To inform Council and the public of the Social Services Department's initiative to create quarterly infographics that will visually represent key statistics related to the Housing, Homelessness, Children Services and Ontario Works divisions reflective of the City of Stratford Consolidated Municipal Service Management (CMSM) area.

Background: The City of Stratford CMSM strives to base its service delivery on evidence-based approaches to best serve our clients' needs. This approach ensures that decisions are grounded in empirical evidence and current data. Utilizing the data we can proactively attempt to predict trends and mobilize our programming, service delivery and resource allocations accordingly.

Analysis: Staff have compiled some of the key statistics and were able to transform the statistics into easily digestible infographic formats, enabling the public to quickly comprehend the information. These reports will be updated internally, monthly, with variances reviewed quarterly. By presenting data over time, the infographics allow for the identification of trends in Housing and Homelessness as well as Children's Services and Ontario Works. It is hoped this initiative enhances data accessibility, improves understanding of trends and enhances community engagement and awareness regarding social issues, fostering a more informed public dialogue around these critical areas. The infographics will be distributed quarterly to council as part of the Social Services sub-committee updates, as well as made available to the public through the City of Stratford website.

Financial Implications:

Financial impact to current year operating budget:

This initiative is being performed within our current staff resources, with no impact on the operating budget.

Financial impact on future year operating budget:

The initiative itself does not have impact on future operating budgets, the findings of the initiative may impact future programming, service delivery and resource allocations.

Alignment with Strategic Priorities:

Work Together For Greater Impact

This report aligns with this priority as it allows for identification of trends, enhances community engagement and awareness regarding social issues.

Intentionally Change to Support the Future

This report aligns with this priority as it is a proactive attempt to predict trends and mobilize programming, service delivery and resource allocations accordingly.

Alignment with One Planet Principles:

Health and Happiness

Encouraging active, social, meaningful lives to promote good health and wellbeing.

Equity and Local Economy

Creating safe, equitable places to live and work which support local prosperity and international fair trade.

Culture and Community

Nurturing local identity and heritage, empowering communities, and promoting a culture of sustainable living.

Staff Recommendation: THAT the report titled, "Introduction to Quarterly Infographics" (SOC24-010), be received for information.

Prepared by: Kim McElroy, Director of Social Services **Recommended by:** Kim McElroy, Director of Social Services

SOCIAL SERVICES MONTHLY SOCIAL HOUSING REPORT

Stratford, Perth County, & St. Marys

546 Total number of Households on the waitlist

Applicant Type

Single/ Couple	55%
Family	34%
Senior	11%

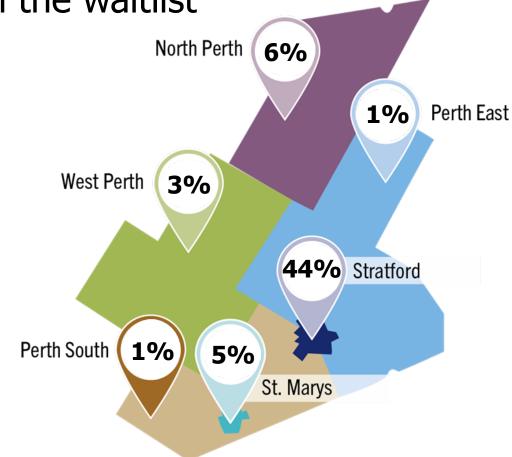
Unit Size

1 Bedroom	62%
2 Bedroom	16%
3 Bedroom	11%
4+ Bedroom	11%

Priority Status

Chronological Order	86%
Homeless	10%
Special Provincial Priority (SPP)	4%

*SPP: Survivor of domestic abuse or trafficking



Unknown: 7%

Outside Perth County: 33%

*Current applicant address

Move ins & Move outs

5 Total number of move outs

10 Total number of move ins

Maintenance



Number of **369** Work orders requested



Information Bulletin

For a number of years now Tenant Appreciation BBQs have been a yearly event coordinated by the Housing Division. We are currently wrapping up summer BBQs and by the end of September we will have hosted 10, with attendance from tenants and their guests from 20 different multi-residential homes within the Perth & Stratford Housing Corporation. These events are always a great success and offer an opportunity for tenants to socialize with staff and their peers, as well as with emergency services personnel who are generally also in attendance. We are already looking forward to lunch in 2025!

For more information about housing services and supports please visit: https://www.stratford.ca/en/inside-city-hall/housing.aspx





SOCIAL SERVICES MONTHLY ONTARIO WORKS REPORT

Stratford, Perth County, & St. Marys



751 Total number of active caseloads

56 Total number of active temporary care cases

*If you are an adult and you are temporarily responsible for the care of a child who is in financial need, you may be eligible for temporary care assistance on their behalf.



22%

Percentage of caseload terminations exiting to employment



6%

Percentage of Caseload terminated



91

New applications received



12%

Percentage of caseloads with employment earnings



\$983

Average monthly employment earnings

Population Specific Information



60%Singles without dependents



30%Lone parent families



5% Couples with or without dependents

2.4 Years

Average time on Assistance

\$733

The maximum amount a Single on Ontario works receives per month



Information Bulletin

Ontario Works provides income and employment supports to people in temporary financial need. If you qualify, Ontario Works can provide you with:

- Financial assistance to help you cover the costs of your basic needs (example: food and housing costs, and
- Employment assistance to help you prepare for and find a job.

You may also be eligible for health benefits for yourself and your family, including drug and dental coverage.

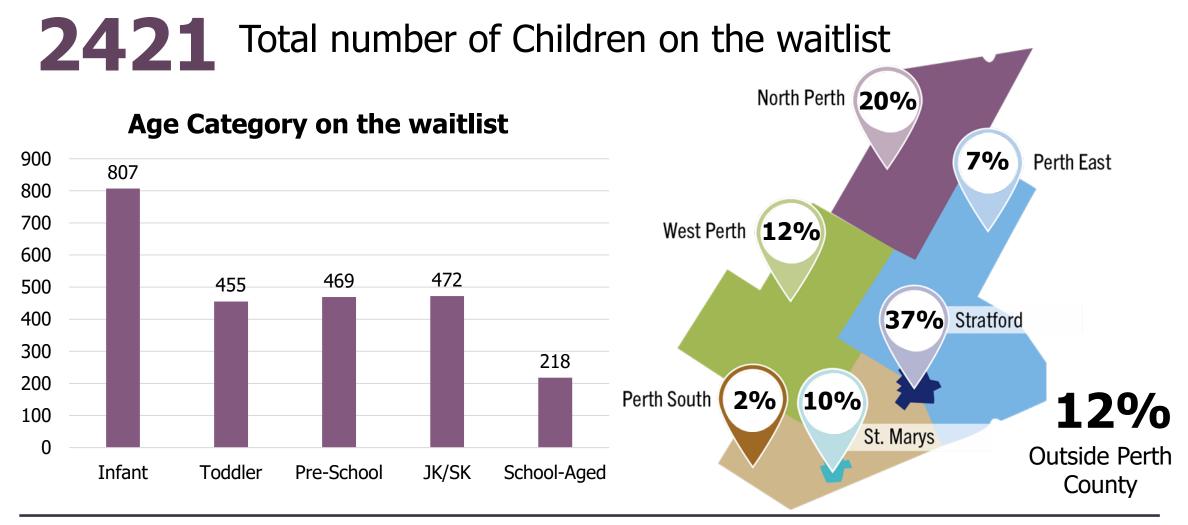
For more information about Ontario Works and Social Assistance please visit: https://www.stratford.ca/en/inside-city-hall/ontarioworks.aspx#How-to-Apply-for-Financial-Assistance

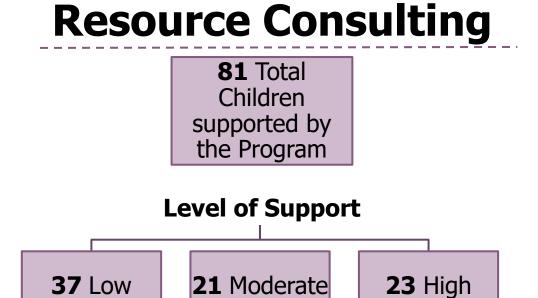




SOCIAL SERVICES MONTHLY CHILDREN'S SERVICES REPORT

Stratford, Perth County, & St. Marys





EarlyON

802 Unique children (0-6 years) served

632

Unique Parents/ Caregivers served

1934 Visits by children (0-6 years)

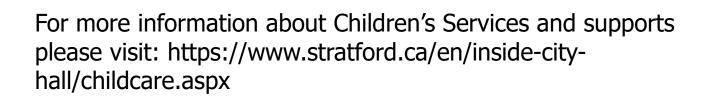
1513

Visits by Parents/
Caregivers



Information Bulletin

Join us for a unique EarlyON experience at Wildwood Conservation Area on Mondays from 9-11am, no entrance fee to access and you're welcome to explore the grounds beyond the scheduled program time! This program is supported by Perth Care for Kids, the YMCA of Three Rivers and the Town of St. Marys.

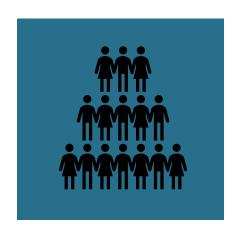






SOCIAL SERVICES MONTHLY HOMELESSNESS REPORT

Stratford, Perth County, & St. Marys



165

Total number of households experiencing homelessness



This is a decrease from June 2024, when there were **172** households experiencing homelessness



8

New households entering into homelessness



4

Households returned to service area or reconnected with services



6

Households who lost their housing



9

Households who became housed



16

Households who left the service area or had no contact with service provider

Population Specific Information

118 Single Adults

18 Youth (16-24)

29 Families

144 Chronic

34 Unsheltered

27

Identify as Indigenous



Information Bulletin

A variety of different factors can contribute to an individual's experience of homelessness. Often, people experience homelessness when all other options have been exhausted, and/or they are dealing with circumstances that make it difficult to maintain housing. Some of these obstacles that may lead people to their experiences of homelessness include:

- Eviction
- The affordable housing crisis
- Coping with mental illnesses or addictions, which makes it difficult to maintain independent housing

Source: The Canadian Observatory on Homelessness - The Homelessness Hub

For more information about housing and homelessness services and supports please visit: https://www.stratford.ca/en/inside-city-hall/Homelessness.aspx







Date: September 10, 2024

To: Social Services Sub-committee

From: Kelly Stone, Supervisor of Social Services

Report Number: SOC24-011

Attachments: None

Title: Supported Transitional Housing Pilot Project

Objective: To provide information on an operational pilot project, known as Supported Transitional Housing, where a limited number of units will be allocated within the Perth & Stratford Housing Corporation, to be utilized for transitional housing for individuals who have an active application for Rent-Geared-to-Income housing and are experiencing chronic, unsheltered homelessness.

Background: Local By-Name List (BNL) data demonstrates that the number of individuals experiencing chronic homelessness has significantly increased over the last three years. In January of 2021, in our service area, 91 households were identified as experiencing chronic homelessness ('chronic' is defined as a period of homelessness lasting 6 months or longer), while BNL data in June of 2024 was indicative of 150 households meeting the criteria for chronicity.

The Supported Transitional Housing pilot project intends to function as a support available to individuals who could benefit from intensive in-home support services, with a focus on providing guidance on developing the skills required to live independently. This type of support could include education on tasks such as housekeeping, laundry, grocery shopping, budgeting, how to be a good neighbour, making and attending appointments, conflict resolution, and guest management. The program will see participants receive in-home support a minimum of three times per week and will serve as a transition between living outdoors and living in a traditional landlord/tenant relationship where rules are expected to be followed under the Residential Tenancies Act.

¹ Housing, I. a. C. C. (2024, August 7). *Housing, Infrastructure and Communities Canada - Reaching Home: Canada's Homelessness Strategy Directives*. https://housing-infrastructure.canada.ca/homelessness-sans-abri/directives-eng.html#_toc2

14

Analysis: Individuals who experience chronic homelessness can require highly individualized care plans in relation to their varying depth of needs and success in a transitional housing program will vary from person to person. Eligibility for the program will be determined on a case-by-case basis, however all eligible participants will be active and 'chronic' on the local homelessness By-Name List, will have an active application for Rent-Geared-to-Income housing, and will have demonstrated, over time, that they could benefit from an intensive support transition program to work toward long-term success once housed, either in the private market or within Rent-Geared-to-Income housing. Program success factors will be measured by level of engagement with supports, program participation, progression of life skills development, connections to health and social services, guest management strategies, and the length of time in transitional housing before becoming housed.

Understanding that safe and stable housing is an integral part of the overall Social Determinants of Health², program success will also be measured by improved overall health outcomes related to **financial stability**: learning to make and keep appointments with Social Assistance Caseworkers; **health care access and quality**: bringing health care to the home by working closely with the Community Paramedic team who can facilitate connections to Family Health Teams, pharmacies for medication management, wound care, and ongoing health monitoring; **neighbourhood and built environment:** safe housing, transportation, and the ability to access nutritious foods; **social and community context:** social support, community engagement, and freedom from discrimination and violence. All these factors contribute to ongoing physical and mental wellness.

The average rental income on a one-bedroom unit in Rent-Geared-to-Income housing, for a single adult in receipt of Ontario Works (OW), is \$122.00; \$146.00 for a single adult in receipt of the Ontario Disability Support Program (ODSP).

As participants in the Supported Transitional Housing Program will be signing occupancy agreements rather than traditional leases, there will be no rent charged. Therefore, the potential monthly revenue loss on the unit is $$122.00 \times 12$ months totaling \$1,464.00 per year for OW recipients, and $$146.00 \times 12$ months totaling \$1,752.00 for ODSP recipients. The benefits of this program would be seen through increases to individuals' overall wellness, and opportunities for long-term independence. Additionally, it is intended that there would be less pressure on the social, health, and criminal justice systems, through a wrap around support approach. This is more cost-effective than using emergency housing solutions through motels.

² Social Determinants of Health - Healthy People 2030 | Health.gov. (n.d.). https://health.gov/healthypeople/priority-areas/social-determinants-health

Financial Implications:

Financial impact to current year operating budget:

This program began in August 2024, and it is anticipated that any costs in 2024 will be managed within the 614 – Perth & Stratford Housing Corporation budget.

Financial impact on future year operating budget:

Potential impacts would include lost rental revenues for 1-2 units and the value of these is based on the income levels of the individuals. With increased transitions, there could also be increased replacement of in-unit appliances required for transitions including refrigerator, induction cooktop, microwave, and more significant repairs such as flooring, drywall, plumbing, electrical. An additional \$50,000 has been included in the draft 2025 budget to address these estimated costs.

Alignment with Strategic Priorities:

Build Housing Stability

This pilot program aligns with this objective as the primary focus of transitional housing is to stabilize housing for individuals experiencing unsheltered homelessness, through a variety of in-home supports.

Work Together For Greater Impact

This pilot program aligns with this objective as the program will require collaboration with a variety of internal and external agencies who can assist individuals with housing stability, as well as physical and mental wellness.

Alignment with One Planet Principles:

Health and Happiness

Encouraging active, social, meaningful lives to promote good health and wellbeing.

Equity and Local Economy

Creating safe, equitable places to live and work which support local prosperity and international fair trade.

Staff Recommendation: THAT the report titled, "Supported Transitional Housing Pilot Project" (SOC24-011), be received for information.

Prepared by:Kelly Stone, Supervisor of Social Services **Recommended by:**Kim McElroy, Director of Social Services
There are Chief Administrative Office



Date: September 10, 2024

To: Social Services Sub-committee

From: Alex Burgess, Manager of Ontario Works

Shannon Archer, Business Integration Manager

Kim McElroy, Director of Social Services

Report Number: SOC24-008

Attachments: None

Title: Updated Fixed Site Supported Housing Agreements

Objective: To consider approval to enter into two updated agreements to deliver fixed site supported housing services in North Perth and St Marys. The North Perth agreement is an updated agreement with Canadian Mental Health Association Huron-Perth Addiction and Mental Health Services. The St Marys agreement is an updated agreement with Little Lake Residential.

Background: The current agreements with the Canadian Mental Health Association Huron-Perth Addictions and Mental Health Services (herein referred to as CMHA HP) and Little Lake Residential (herein referred to as Little Lake) have been in place since the introduction of the Home for Good funded Supported Housing of Perth Program (SHOPP) in 2018. CMHA operates the facilities in North Perth and provides comprehensive supports for vulnerable youth and families who are experiencing homelessness. Little Lake operates the facilities in St Marys and provides supports for families who were previously experiencing homelessness by providing safe and permanent housing. The agreements have been in place since 2018 and since that time there have been significant enough changes to contract terms, names of agencies and funding sources that a new agreement was warranted to reflect these changes.

In 2022, the Provincial government transitioned homelessness funding from multiple funding streams into one, singular program entitled the Homelessness Prevention Program (HPP). All Home for Good funded programs were included within this program, as was the Community Homelessness Prevention Initiative (CHPI) and the Strong Communities Rent Supplement program. This change in funding represents a change in the language within the contract.

Further to this change, the Social Services Department has recently completed a review of the agreements and modified the language included within the program guidelines so that it reflects current expectations of operations and more closely aligns with program deliverables. As the program has changed since it's inception in 2018, the agreement required a fulsome update.

Analysis: The fixed site supported housing agreements operate as a part of the intensive case management program which formerly operated under the Supported Housing of Perth Program (SHOPP) umbrella. Due to changes in service delivery by the service manager, in an effort to consolidate services, clarify program guidelines and provide a high level of service to the most vulnerable community members, changes have been made to the SHOPP program. Please see report SOC 23-019 for more details regarding program modifications.

The goal of the North Perth Fixed Site Supported Housing Service Agreement is designed to offer intensive support and wrap-around services for individuals who are residing at the facilities in Listowel ON. The program operates utilizing occupancy agreements, in a short-term transitional manner, with the end goal of attaining permanent housing and long-term housing stability for participants in the program. Participants receive intensive case management services, coupled with portable housing allowances and other supports as necessary. Program intake will be completed through referrals from the By-Name List. The program is funded through the Homelessness Prevention Program at a rate of \$260,585, per year.

The goal of the St Marys Fixed Site Supported Housing Service Agreement is designed to offer intensive support and wrap-around services for individuals who are residing at the facilities in St Marys, ON. Participants receive intensive case management services, coupled with portable housing allowances/rent supplements and other supports as necessary. Program intake will be completed through referrals from the By-Name List. This component of the program is also funded through the Homelessness Prevention Program (HPP) at a rate of \$184,335 per year.

These rates have not changed since the 2023-24 contract was renewed. The language in the agreement is set up to allow the agreements to renew on a yearly basis, upon receipt of a letter detailing agreement by both parties, unless it is terminated or replaced. Furthermore, the program funding can only be sustained if funding continues to be approved within the HPP application and the municipal budget. The proposed contract will be in effect from April 1, 2024 until March 31, 2025, with options for renewal.

Financial Implications:

Financial impact to current year operating budget:

The yearly cost to operate the two programs is a combined \$444,920 (for the North Perth program- \$260,585 and for the St. Marys program- \$184,335) which is funded

through the Government of Ontario, the Homelessness Prevention Program. There is no anticipated impact on the municipal tax levy because of operating these two programs.

Financial impact on future year operating budget:

The cost to operate the program is expected to remain at a total amount of \$444,920 for the 2025-26 and 2026-27 fiscal years due to no increase in funding being anticipated from the Government of Ontario for the Homelessness Prevention Program. There is no anticipated impact on the municipal tax levy in future years because of funding these programs.

Alignment with Strategic Priorities:

Build Housing Stability

This report aligns with this priority as this program provides housing stability to some of the most vulnerable members of the community. The two fixed site programs help provide housing stability, social and communal supports as well as individualized programming to ensure successful tenancies.

Work Together For Greater Impact

This report aligns with this priority as this program improves and stabilizes community partnerships with two important agencies in our community.

Alignment with One Planet Principles:

Health and Happiness

Encouraging active, social, meaningful lives to promote good health and wellbeing.

Equity and Local Economy

Creating safe, equitable places to live and work which support local prosperity and international fair trade.

Culture and Community

Nurturing local identity and heritage, empowering communities and promoting a culture of sustainable living.

Staff Recommendation: THAT The Corporation of the City of Stratford enter into an agreement with the Canadian Mental Health Association Huron-Perth Addictions and Mental Health Services for the operation of the North Perth Fixed Site Supported Housing program;

THAT The Corporation of the City of Stratford enter into an agreement with Little Lake Residential for the operation of the St. Marys Fixed Site Supported Housing program;

AND THAT the Mayor and Clerk, or their respective delegates, be authorized to sign the agreements with the Canadian Mental Health Association Huron-

Perth Addictions and Mental Health Services and Little Lake Residential on behalf of The Corporation of the City of Stratford.

Prepared by: Alex Burgess, Manager of Ontario Works

Shannon Archer, Business Integration Manager

Recommended by: Kim McElroy, Director of Social Services