

John Charles Ambrose Liston

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EMPLOYMENT

Executive Director of the Children's Aid Society of London and Middlesex

(SEPTEMBER 1985 TO MAY 2005)

* MANAGED A CHILD PROTECTION AGENCY OPERATING UNDER THE CFSA FOR 20 YEARS WITH A STAFF COMPLEMENT OF 300 FULL TIME AND 100 PART TIME STAFF.

* MANAGED AN OPERATING BUDGET OF \$50 MILLION DOLLARS, REPORTING AND ACCOUNTABLE TO A COMMUNITY BOARD OF DIRECTORS.

* OVERSAW THE ESTABLISHMENT OF AN AGENCY FOUNDATION.

* OVERSAW THE EXECUTION OF A NUMBER RESEARCH ENDEAVORS THAT HAD PROVINCIAL AND NATIONAL SIGNIFICANCE.

* PARTICIPATED AS THE STAFF LEAD IN THE COMPLETION OF A SUCCESSFUL CAPITAL CAMPAIGN THAT \$7.2 MILLION DOLLARS IN THE MID 90S FOR THE BUILDING OF A NEW AGENCY FACILITY IN THE CITY OF LONDON.

* STAFF LEAD IN THE DEVELOPMENT AND DESIGN OF AN OPEN-CONCEPT OFFICE FOR THE SOCIETY'S NEW FACILITY.

* UNDER WENT A PROVINCIAL GOVERNMENT OPERATIONAL REVIEW IN THE MID-90S WITH RESPECT TO FUNDING AND OPERATING CAPACITY.

* OVERSAW THE OPERATION OF THE FIRST AGENCY BASED PROVINCIAL TRAINING CENTER. THIS PROGRAM PROVIDED TRAINING FOR CHILDREN'S AID SOCIETIES ACROSS SOUTHWEST ONTARIO

* PARTICIPATED ON SEVERAL PROVINCIAL TASK FORCES AND COMMITTEES ON MATTERS RELATED TO THE OPERATION OF CHILDREN'S AID SOCIETIES

**ASSISTANT EXECUTIVE DIRECTOR OF THE CHILDREN'S AID SOCIETY OF METROPOLITAN TORONTO
(SEPTEMBER 1979 TO AUGUST 1985)**

* AS ASSISTANT EXECUTIVE DIRECTOR WAS RESPONSIBLE FOR, AND MANAGEMENT OF ALL SERVICES PROVIDED BY THE SOCIETY.

* OVERSAW THE MANAGEMENT OF SOME 570 SOCIAL WORKERS, CHILD ARE STAFF AND THEIR RESPECTIVE MANAGERS.

* MANAGED THE LARGEST CHILD WELFARE OPERATING BUDGET IN THE PROVINCE, AT THAT TIME, OF \$35 MILLION DOLLARS.

* OVERSAW THE IMPLEMENTATION OF NEW FUNDING MODELS, LEGISLATIVE CHANGES, AND THE DEVELOPMENT OF AGENCY MANUALS AND PROCEDURES FOR SERVICE STAFF.

* PREPARED THE TORONTO SOCIETY'S SERVICE DELIVERY SYSTEMS FOR SUCCESSFUL ACCREDITATION BY THE CHILD WELFARE LEAGUE OF AMERICA DURING MY TIME AS ASSISTANT EXECUTIVE DIRECTOR.

* ASSISTED IN THE DEVELOPMENT OF INNOVATIVE PROGRAMS IN FOSTER CARE AND SEXUAL ABUSE INTERVENTIONS.

**EXECUTIVE DIRECTOR OF THE BIG BROTHERS OF METROPOLITAN TORONTO
(JULY 1976 TO SEPTEMBER 1979)**

* MANAGED A STAFF OF 15 THAT OVERSAW A VOLUNTEER COMPLEMENT OF APPROXIMATELY 600.

* ACCOUNTABLE TO A COMMUNITY BOARD OF DIRECTORS FOR THIS UNITED WAY FUNDED AGENCY.

* ACTIVELY LEAD AND PARTICIPATED IN ONGOING FUND RAISING ACTIVITIES AND THE RECRUITMENT OF VOLUNTEERS.

**CHILDREN'S AID POSITIONS
(JULY 1969 TO JULY 1976)**

* OVER THIS PERIOD OF MY CAREER I HELD A NUMBER OF DIFFERENT CHILD WELFARE POSITIONS THAT HAD INCREASING LEVELS OF RESPONSIBILITIES AT BOTH CATHOLIC AND METROPOLITAN CHILDREN'S AID SOCIETIES OF TORONTO.

* SERVED AS A FRONT LINE CHILD PROTECTION WORKER, SUPERVISOR, AND DEPARTMENT HEAD IN INNER CITY TORONTO (RIVERDALE, CABBAGE TOWN, JAMESTOWN, AND REGENT PARK)

* ENCOUNTERED MY FIRST CASE OF MULTIPLE VICTIM SEXUAL ABUSE DURING THESE YEARS.

EDUCATION

BACHELOR OF ARTS

UNIVERSITY OF WESTERN ONTARIO (CHRIST THE KING COLLEGE)

(1963 TO 1966)

MAJORED IN PSYCHOLOGY AND PHILOSOPHY

MASTER OF SOCIAL WORK

CARLETON UNIVERSITY

(1966 TO 1969)

THE FOCUS OF THE ST. PATRICK'S SOCIAL OF SOCIAL WORK AT THIS TIME WAS PRIMARILY ON THE INDIVIDUAL AND HUMAN GROWTH AND DEVELOPMENT. THERE WAS SOME EXPOSURE TTO FAMILY THERAPY AND GROUPS. FIELD PRACTICE PLACEMENTS WERE AT THE CATHOLIC CHILDREN'S AID SOCIETY OF METROPOLITAN TORONTO AND CATHOLIC CHARITIES CHILD GUIDANCE INSTITUTE IN PEEKSKILL, NEW YORK.

MASTER OF BUSINESS ADMINISTRATION

YORK UNIVERSITY

(1970 TO 1976)

THIS DEGREE WAS TAKEN ON A PART-TIME BASIS WHILE EMPLOYED FULL TIME. THE COURSE CONCENTRATION WAS IN GOVERNMENT AND PERSONNEL MANAGEMENT. THE MAJOR POLICY PAPER (THESIS REQUIREMENT) WAS A GROUP ASSIGNMENT AND INVOLVED DOING AN INDEPTH ANALYSIS OF A TORONTO BASED COMPUTER SOFTWARE AND DATA CENTER.

SKILLS

- * Social Services operations management

- * Board Governance
- * Community Relations with partner organizations
- * Initiating and overseeing innovative Research projects
- * Strategic Planning
- * Information System development

* Funding Model development

COMMUNITY INVOLVEMENTS

* Past-President of the Board of Directors of Kings College, University of Western Ontario

* Board Member of Fanshawe Pioneer Village, London Ontario

* President of the Board of Directors of the Foundation of Learning and Social Enhancement of London

* Quest Lecturer at Kings College on an annual basis in the Law and Family program section the past several years

* Member of the Steering Committee implementing the Community plan for “Protecting Children is Everybody’s Business” in London

* United Campaign Cabinet for London and Middlesex (2001 – 2003)

* Past Chairperson to the Co-ordinating Committee of Children and Youth for London, Ontario

* Member of the Ontario Association of Children’s Aid Societies (OACAS) Funding Task Force (1986-2000)

* Member of the OACAS Task force on Common Information Task Force (2000-2001)

* Member of the Single Information System Working Group (2001- 2005)

* Southwestern Ontario Children’s Aid Society, Zone Chairman (2003-2004)

* Pentecost 2000 Parish Capital Campaign committee member

* Member of the City of London Multicultural and Race Relations Advisory Council (1998- 2002)

* Member of the 'All Kids Belong' day care advisory committee in London (2000-2003)

RESEARCH INVOLVEMENTS

Oversaw as Executive Director of the London and Middlesex Children's Aid Society a large number of research initiatives including the following:

* 'Protecting Children is Everybody's Business' This study is the largest review of child protection files and admissions of children to care ever undertaken in Canada and is serving as a catalyst to initiate a community wide effort to prevent admissions of children to care where possible.

* 'Child Protection Mediation Project' This study jointly funded project by the Federal Ministry of Justice, and the provincial Ministries of the Attorney and Children's Services seeks to determine the effectiveness, stability and cost efficiency of the mediation process as opposed to the court process.

* 'Foster Care Retention Study' This study looks at services provided by CASs and their effectiveness in retaining foster parents once recruited and committed to fostering.

* 'Adolescent Sexual Offenders Treatment Project' The London CAS is one site comparing the effectiveness of various treatment and intervention approaches with adolescent offenders.