



Children's Aid Society
La Société d'aide à l'enfance
NIPissing & PARRY SOUND

MAKING A DIFFERENCE

Annual Report 2012 – 2013

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Keeping Children and Youth Safe, Nurtured and Strong.



Keeping Children and Youth Safe

2012 – 2013 proved to be another exciting year for the Children's Aid Society of the district of Nipissing and Parry Sound (CASNPS). A 5 year Strategic Plan, involving the Board of Directors, staff from all levels of the organization and community collaterals was finalized. As an organisation, we also took time to review our values. Values of respect, integrity, engagement, accountability and courage are those that our Board of Directors, foster parents, volunteers and staff at all levels are committed to living every day in all we do.

Six strategic priorities were identified: Ensuring Service Excellence, Enhancing our Community Profile, Enhancing and Promoting Shared Services, Promoting Organisational Cohesion and Cultural Renewal, Strengthening Partnerships with Aboriginal Communities and Realizing the Renewal of Agency Infrastructure.

We'd like to highlight a few accomplishments we attained over the past year. The Residential Framework which provides support to families, including foster and adoptive families, children and youth has far exceeded our expectations, producing better outcomes for children and youth. Providing intensive supports to families has prevented several children and youth from being admitted to care, has averted placement changes for children and youth in care, has prevented admissions of children and youth to group care and has ensured supports are available to adoptive families.

The "Kinnections" team was established in October 2012. This team comprised of two Family Finders and two Kin Assessors focuses on searching for families with the view of making connections and in some cases securing placements for children and youth currently in the care of the Society or for those requiring out-of-home placements.

A Customary Care worker position was created this year. This worker will focus on the placement of Aboriginal children and youth in their communities. Customary Agreements have already been finalized and we are committed to working closely with our Aboriginal communities to ensure that children & youth are placed in an environment that is culturally sensitive.

The Near North Youth Centre, our secure custody facility for female youth continues to provide evidence-based programming focused on assisting these young women to gain the necessary skills and knowledge that will assist them in being successful when they return to their communities. The Community support Team, continues to go into our communities to meet with youth who have been in conflict with the law, with the view of teaching them skills that will promote healthier choices.

Our Early Interventions Services staff are always evaluating the needs of families, infants and young children in our communities and in turn, offering programming and supports that will meet their specific needs.

We are very pleased to be the successful recipients of the IODE grant this year. This financial support has allowed us to reinstate the Play Your Part Parenting Program (PYPP), a parenting program geared to high risk families. A special "thank you" to our IODE partners who assisted us in making this happen.

Also a sincere thank you to District 43 (Nipissing) Retired Teachers of Ontario. We were successful in receiving a grant and will be offering "Girls in Charge", a program focusing on empowering young women to reach their full potential by increasing their self-esteem and preparing them for the workforce and a life of independence.



Gisèle Hébert, Executive Director

A handwritten signature in black ink that reads "Gisèle Hébert". The signature is fluid and cursive, with the first name and last name clearly distinguishable.

Nurtured and Strong.

Several shared service agreements exist between CASNPS and other community organizations and partners. We continue to partner with the Near North District School Board in the delivery of the School of Success (SOS). Our youth continue to advance in their education, moving to post-secondary education in view of becoming independent and successful adults. We have seen five (5) youth graduate with a high school diploma since 2010. We are so proud of them!

A shared service agreement with One Kids Place which sees our volunteer program delivered jointly with NADY, Autism Ontario North Bay Chapter, North Bay Pediatric Group and One Kid's Place continues to offer volunteers a range of exciting volunteering opportunities. Our "Changing Families with a Healthy Me" delivered by Community Counselling Centre provides grief and loss counseling for children, youth and families and is assisting individuals to address some difficult issues, enabling them to move forward with their lives.

We are also very pleased to have established a partnership with Nipissing University this year. A program evaluation of the recently implemented Residential Framework is underway in view of evaluating outcomes for children, youth and families. A tutoring program for children and youth involving students from the Teacher's College is also being finalized.

We value our partnerships with other organization and continue to look for opportunities to deliver services creatively to children, youth and families in our communities to ensure that current needs are being met.

One of the most exciting days for the CAS of the district of Nipissing and Parry Sound was the purchase of a lot, the old "École St-Paul", that will in the future see all the North Bay staff of the organization under one roof. Presently, staff are housed in four (4) separate sites. We look forward to moving this strategic priority in the year ahead!

Provincially, a new Funding Model and Accountability Framework are being implemented. The year ahead will without a doubt be one filled with challenges and will require creativity and courage as we strive to make gains in moving forward in our strategic priorities. We are confident that we will achieve our goals with ongoing dialogue with our Regional Office and we thank them for their ongoing support.

We would like to thank the Board of Directors who tackled some difficult issues this year. In the midst of these challenges, they ensured that they governed the organization responsibly, always maintaining the protection and welfare of the children and youth at the forefront of their decisions.

To our foster parents and volunteers; "THANK YOU" never seems to be enough to express the often unrecognized time, energy, acceptance and love you demonstrate every day to children and youth who just need "a safe place to fall". The stories we hear about older youth and adults who maintain connections with their foster parents. This is a true testament of how you impact them and their lives, today and tomorrow, forever.

Finally, we want to acknowledge our staff who work every day, in often emotionally challenging situations for maintaining their positive attitude and view that all children and youth should be treated with respect and professionalism. THANK YOU for standing together, for believing in what you do and for always striving for service excellence.



Rick Sapinski, Board Chair

A stylized, handwritten signature in black ink, appearing to be 'RS' or similar initials.

JESSICA

Former Youth in Care

Hi, my name is Jessica and I am 19 years old. I have been in care since the age of 13. I have had many struggles throughout my life that have helped shape the young person that I am today.

I am currently on an Extended Care Agreement with the Children's Aid Society which helps me to continue with my post secondary education. I have completed my first year at Canadore College in the Community Justice and Service program with a GPA of 3.81. I am also working on the Police Foundations program at Canadore College through on-line courses. Once I have completed these programs, I hope to study Criminal Justice at Nipissing University.

The Children's Aid Society has assisted me with many aspects of my life. They have encouraged me to participate in Sea Cadets, Pathfinders, Navy League, Sailing along with many other of my interests. They have helped me to further my education, find the right mental health supports and build positive relationships. Without the support of these dedicated workers, who have stood and continue to stand by my side through thick and thin, I would have gone down a completely different life path and would most likely be incarcerated and be without an education. Therefore I greatly appreciate all the positive supports I have received from the Children's Aid team.



We have an urgent need for foster families willing to care for teens.

101 foster families and 98 kinship families provided caring, loving homes for children in need.

INFANTS, CHILDREN & YOUTH

Early Intervention Services

Early Intervention Services contains five distinct programs that progressively reach out to our community.

Northern Ontario Agency Wins IODE 100th Anniversary Grant

Play Your Part Parenting – Beyond the Basics, a project of the Children's Aid Society, won the 2013 IODE 100th Anniversary Grant valued at \$25,000. This program will reach parents of infants under 12 months who are working with the CAS. The program will increase a parent's knowledge of parenting strategies, provide a healthy start for infants and their parents, screen children for developmental delays and provide a model for a nurturing environment. The IODE grant will fund two ten week sessions in the spring and fall of 2013.

The Infant and Child Development Services (ICDS)

Supports children from birth to five years 11 months of age, who may have delays or who are at risk for a developmental delay.

Infant and Child Development Services are family-centered and bring parents and professionals together to help children overcome developmental difficulties to the best of their abilities. Services could include clinic, home visits, referrals to other services, as well as parental support and guidance.

The Community Action Program for Children (CAPC)

Serves young women aged 13-21 years who are pregnant or who have a child 6 years of age or younger. This program is for first time moms, offering home visits and groups. The purpose of the program is to help young women who wish to explore their parenting skills, further their education, learn about nutrition, child health and development, and improve the health of their unborn child.

It is funded by the Public Health Agency of Canada (PHAC).

MotherCare Nipissing (CPNP)

Is a prenatal nutrition support program also funded by PHAC and offered to all pregnant women and new mothers up to two months post-partum. It offers free nutritious food to supplement the needs of pregnant women and breastfeeding mothers. Healthy eating education, healthy snacks, childcare, information on other services in the community and social support are some of the features of this program.

Father's Matter

Is dedicated to positive life outcomes through the quality of father-child relationship. The program focuses on building character, positive authority, understanding boundaries, learning and enjoying reachable moments, building self-esteem and developing good communication skills. Amazing things happen when they give their time, attention and focus to the children they are raising.



STEPHEN

Investigation / Assessment and Protection Services



I began my career with the Children's Aid Society Nipissing and Parry Sound in July 2011 in the Burk's Fall office. In the Spring of 2012, I transferred to the North Bay office where I am currently a member of the Investigation and Assessment team.

I am one of the first individuals that intervene to investigate any reported child protection concern. This entry into a family's home, their private domain, during what is often a crisis situation, is a very humbling experience and I take this responsibility very seriously. I am conscious about the importance of respecting all family members, always ensuring that the safety of the child/children remains paramount.

The real work for myself, colleagues, and caregivers follows the immediate assessment of safety and implementation of Safety Plans and Services Plans, using the strengths of every family to effect the necessary changes that would allow their children to remain in their care if at all possible.

I make and accept no excuses for the exploitation or mishandling of the vulnerabilities of children, yet, I have found that the best predictor of success is to ensure that parents and/or other adults are respected and heard just as they are held accountable when listening to and respecting the work of myself and others. Collaborating, exploring, and working together with families and community services, with the understanding that the safety and well-being of children is non-negotiable, can be complex, difficult, and rewarding all at the same time. Experience has taught me that legitimate and sustainable solutions can most often reside within the family and I feel honoured to be in a position where I am responsible for and mandated to facilitate and ensure such action.

Our agency strives to ensure continued support to and from service partners, as they play such critical roles in providing skills, strategies, and supports for parents and caregivers that help to ensure the ongoing safety and well-being of children.

I am proud to be a member of the Children's Aid Society of the district of Nipissing and Parry Sound community – a community of care, a community of service, a community of support, a community of families, and a community of and for children.

2709 calls were received from concerned citizens, doctors, teachers, police and other professionals about children who might be in need of protection.

A total of 1,559 investigations were completed.

TRACY

Customary Care / Resource

I am a member of the Fort Albany First Nation and have seven years of Child Welfare experience. I am very excited that we are moving forward in the direction of implementing Customary Care within our Agency. Customary Care encompasses protection, prevention, healing and reunification, while keeping the child/ren connected to the traditions, customs and practices of their community.

Customary care is an important option that we facilitate whenever possible for First Nation children who are not able to remain with their immediate family. It is a model of Aboriginal child welfare service that is based on the belief that a child is a sacred gift from the Creator.

For children who are in need of protection, the Child and Family Services Act recognizes that the child's immediate and extended family can share responsibility of the care of the child with the Community allowing for the family's culture, values and traditions to be maintained.

One of many teachings that are crucial to the development of a child is the Seven Grandfather Teachings: Humility, Honesty, Wisdom, Trust, Courage, Love, and Respect.

I look forward to assisting in the implementation of Customary Care Practice within our Agency with the help of our surrounding First Nation Communities according to their own customs and practices.

Meegwetch!



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2012-2017 Strategic Directions and Priorities

Ensuring Service Excellence

We will ensure responsive, evidence-based client-centred services across our communities.

Enhancing Our Community Profile

We will be recognized as an integral and trusted part of a healthy community.

Enhancing and Promoting Shared Services

We will enhance the effectiveness of our services and optimize agency operations and resources.

Our Vision

Families and Communities Keeping Children and Youth Safe, Nurtured and Strong.

Our Values

Respect
Integrity
Engagement
Accountability
Courage

Promoting Organizational Cohesion & Cultural Renewal

Our Board and all employees will contribute to a positive, productive, healthy work environment where all roles and teams are valued.

Our Mission

To protect young children and youth and to promote and advocate for the welfare of children, youth and families in our communities.

Strengthening Partnerships with Aboriginal Communities

We will actively work with the Aboriginal communities we serve to better support the welfare of their children, youth and families.

Realizing the Renewal of Agency Infrastructure

We will undertake a major renewal of our infrastructure through a new single facility in North Bay.

NORAH

Foster and Adoptive Parent

Jim and I first put forth our intention to adopt with the Children's Aid Society after hearing an advertisement on the radio for an informational session on fostering and adoption. We walked in and the room was filled with couples just like us. We both thought....maybe this is for us! We were pretty firm in our belief that we were only interested in adoption. Like most couples we were afraid of bringing a foster child into our home and then having to say good-bye. Would our hearts survive the loss? I still remember that first meeting with our adoption worker, telling her that we wanted a newborn baby that looked just like us! Our worker shook her head and said that isn't likely to happen.

While our journey was to adopt, we started to think maybe fostering was the way to get our foot in the door, understand the system, get to know people; and really make a decision on the "type" of child that was right for us. I still remember getting that first phone call that we had a newborn coming in 2 hours. The fear was tangible. And then they came and went. And our hearts didn't break entirely.

There were challenges along the way; and it was those challenges that drove me to attend my first Foster Parents Association meeting. That first meeting I was elected to sit on the FPA Executive Committee and I have never looked back. A year and a half after that election I was nominated and elected as our FPA President. I wanted that role as I had a

vision for our resource homes. A vision that together, we can make our agency and our homes better for our children. All of our children...ours and others. An opportunity presented itself to Jim and I to foster a premature infant that was originally given a 60% chance of survival. It also was an opportunity to foster with a view to adopt. While keeping our expectations low on this little girl's chance of a positive outcome, a team of professionals from One Kids Place, Infant Development, doctors from Mt. Sinai watched over the next 2 years, a 1 lb, 11 oz micro-preemie blossom into a beautiful girl that, to date, has suffered no lasting medical issues or developmental delays. We officially adopted this Miracle on March 8, 2013.

I can honestly say that making that decision to become a foster parent was the best decision of our lives. I truly believe things happen for a reason. Oh and by way, she does look just like us!

3169 families were served in 2012-2013

Our agency employs 183 workers, this includes 158 full and 25 part-time child and youth workers, and administrative and support staff who serve the diverse communities in the districts of Nipissing and Parry Sound.



LIETTE

Youth Justice Services

Community Support Team (CST)

The Community Support Team provide support and guidance to high risk youth between 12 and 17 years of age at the time of the offence. The program is strength based, and focuses on the individual needs of youth. The Community Support Team program services youth who are living in a custody facility or in a community based placement. The program works in collaboration with our community partners to ensure that every youth has the best opportunity to succeed and to reach their potential.

Near North Youth Centre (NNYC)

The Near North Youth Centre is a 10 bed gender specific female program serving young females ages 12 to 17 years who have become involved with the law. The NNYC endeavors to educate and counsel the young females by preventing crime through addressing circumstances of the young person's offending behavior, to rehabilitate the young person who committed offenses, and to re-integrate them successfully into society.

The Near North Youth Centre encourages and fosters working relationships with our community partners.

I believe that perseverance is one of the key qualities of being successful. I am committed to fostering success and growth for our clients, through meeting their needs and providing them skills that will enable them to have a positive and meaningful future.



The Near North Youth Centre is an aesthetically pleasing, ten bed facility. The staff welcomes community participation in the form of guest speakers, student placements, and spiritual care.

63 youth were served last year.

This past year, the Community Support Team provided support, intervention and prevention services to 83 youth.

TRACY

Volunteer

Why I Volunteer:

I was searching for ways to become more involved in my community and in particular with children's organizations when I found the Joint Volunteer Program. This program provides opportunities to volunteer with the Children's Aid Society of the District of Nipissing and Parry Sound, One Kids Place Children's Treatment Centre, Nipissing Association of Disabled Youth (NADY), Autism Ontario and the North Bay Paediatricians. I could not have found a better fit that allows me to give back to my community and makes me feel truly satisfied as I can help many children and youth.

My experience with the Children's Aid Society of the district of Nipissing and Parry Sound has been extremely rewarding. I have had the opportunity to assist with planned activities, meaningful and trusted interaction, listening, playing and supporting others. These opportunities have given me a great feeling of joy and personal fulfilment.

Not only have I had the opportunity to assist children, youth and families directly, I have also had the opportunity to assist with the preparation and planning of several group activities, special events and most importantly to build great relationships with the staff and families. It is a pleasure to work with the professional staff at the CAS and I look forward to continuing to give back in any way that I can.



We have volunteers who have worked with our agency for up to 20 years.

This year, the Agency's volunteer drivers have driven more than 805,422 kilometers.

Our volunteers are involved with the Family Enrichment Program, the Play Your Part Parenting Program, are volunteer drivers, or are special friends to children, youth and families.

There are 94 active volunteers at the Agency.

DETECTIVE SERGEANT HELEN KENT & CHIEF PAUL D. COOK

North Bay Police Services

Child abuse and neglect is a multifaceted issue that requires inter-agency cooperation and participation to prevent and respond to complaints of child abuse and neglect. The protection of children in our community who are vulnerable requires a joint effort by the North Bay Police Service and the Children's Aid Society.

In 2012 members of North Bay Police Service and the Children's Aid Society of the District of Nipissing and Parry Sound worked collaboratively to re-define the Child Abuse and Neglect Protocol to include case conferencing on high risk children and youth.

These high risk cases involve children and youth that have been the subject of police, hospital and/or youth justice services and pose significant risk to self or others, young persons who are habitual runaways and who have extensive involvement with police, mental health, CAS, hospital and where there is no collaborative or coordinated approach among service providers on how to respond to the high risk individual.

During the past year case conferencing has proven to be an effective tool, integrating the resources of both agencies in a team approach to assist in early intervention with identified "at risk" children and youth in our community. It is anticipated that in the coming year more case conferencing will continue to be utilized to assist our children and youth that are truly our communities most vulnerable citizens.

This continued partnership between the North Bay Police Service and the Children's Aid Society of the district of Nipissing and Parry Sound will promote safety for children and youth in the communities we serve.



Children and Youth Opportunity Fund

- *Enhancing the lives of children & youth in our communities*
- *Helping them reach their maximum potential*
- *Focused on recreation, education and special projects*
- *\$9210.00 was raised in 2012-2013 for the Children and Youth Opportunity Fund*



THE CHILDREN'S AID SOCIETY OF THE DISTRICT OF NIPISSING AND PARRY SOUND

Statement of Operations

Year ended March 31, 2013, with comparative information for 2012

	Budget 2013	Actual 2013	Actual 2012
	(Unaudited)		
Revenue:			
Children and Family Services - Statement A	18,482,823	17,632,896	\$16,568,108
Special Funds - Statement B	3,975,421	4,056,876	3,518,693
E.C.M. - Kehoe Street Apartment Building - Statement C	12,500	12,440	16,050
Play-Your-Part Parenting - Statement D	91,900	91,900	147,208
Community Action Program for Children and Nipissing			
Prenatal Nutrition Program - Statement E	349,720	349,775	360,244
General Fund - Statement F	-	16,385	2,711
	22,912,364	22,160,272	20,613,014
Expenses:			
Children and Family Services - Statement A	18,482,823	17,632,889	16,568,083
Special Funds - Statement B	3,975,421	4,012,306	3,627,170
E.C.M. - Kehoe Street Apartment Building - Statement C	12,500	12,440	16,050
Play-Your-Part Parenting - Statement D	91,900	91,900	147,208
Community Action Program for Children and Nipissing			
Prenatal Nutrition Program - Statement E	349,720	349,775	360,244
General Fund - Statement F	-	7,627	2,595
	22,912,364	22,106,937	20,721,350
Excess (deficiency) of revenue over expenses before the undernoted		53,335	(108,336)
Amortization of capital assets		(402,997)	(315,553)
Amortization of deferred capital contributions		402,997	315,553
Vacation and health benefit spending (expense) recovery		(147,899)	(13,489)
Recovery by Ministry of Children and Youth Services		(44,596)	(108,391)
Excess (deficiency) of revenue over expenses		\$ (139,160)	\$ (230,216)

See accompanying notes to financial statements.

