



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

MAKING A DIFFERENCE

Annual Report 2013 – 2014



North Bay Office

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Keeping Children and Youth Safe,
Nurtured and Strong.

Keeping Children and Youth Safe, Nurtured and Strong

2013-2014 seems to have come and gone in the blink of an eye. In the face of continuous change and challenges which is something we have come to accept and embrace, the Children's Aid Society of the District of Nipissing and Parry Sound has kept true to its mission and to its values of respect, integrity, engagement, accountability and courage.

Accountability is not only a priority of the organization; it is also a priority for government as demonstrated by Accountability Agreements as well as upcoming reporting requirements of Performance Indicators for all CAS'.

Funding challenges continued to be our reality, specifically in the areas of Child Welfare and Youth Justice. As a result of these challenges, difficult decisions needed to be made. The Kinnections team was dismantled, resulting in 2 Kin Family Finders being redeployed to frontline positions. We remain committed to facilitating and maintaining familial connections and our Kin Assessors continue to assess families to ensure that children and youth are placed with family when appropriate.

The positive side of any challenge is that it often creates opportunity. We are very proud of the fact that we have found creative solutions that ensure that we move forward in achieving our strategic directions and priorities.

We continue to value ongoing and newly developed partnerships, all with the view of promoting well-being for the children, youth and families we serve. Research is clear; education is the key to success for our youth. Our joint partnership with the Near North School Board, in the delivery of education programs, similar to that of the SOS (School of Success) program was expanded. A total of 5 programs, offered to younger children as well, are now being delivered in several sites in our communities. The tutoring program with Nipissing University saw many of our children and youth receiving much needed individualized

educational assistance. Protocols are also now in place with all school boards and post-secondary education institutions with the view of providing better supports for Crown Wards, promoting success in achieving higher education. There are many Crown Wards and youth on Extended Care and Maintenance being supported by the Society. We are committed as parents, to see them reach their full potential as they grow up and become adults. To this end, we have also partnered with HandsyourFamilynetwork.ca and Big Brothers and Sisters in the implementation of Youth Transition workers who will provide supports and assist youth in transitioning to adulthood successfully. Furthermore, an internal Youth Advisory Group has been created, to elicit input from our youth in the delivery of services. A highlight for our youth and their support systems was the presentation of Derek Clark, a motivational speaker. Mr. Clark who is now an adult, a father and a Rapper, was raised in foster care. Through music he speaks of his experiences and was truly an inspiration to all; youth, caregivers and staff.

A Regional ARE (Adoption Resource Exchange) was hosted and held in North Bay. Prospective adoptive parents from across the province participated and this was viewed as a great success by all. A Post Adoption support group has also been put into place, to provide adoptive parents a venue where training can take place, where issues can be discussed and where support can be found.

Many staff attended the Cultural Awareness Training and they continue to speak positively of this day and how it will impact their work. We continue to meet with our First Nations communities as we implement Customary Care and plan for their children, youth and families.

Several functions have been held at our new site on Elmwood. We are very hopeful that we will move forward in the development of this project in the coming year.

In conclusion, although this past year was not without its challenges, it is clear that we as an organization always strive for service excellence in all areas.

Thank you to the Board of Directors who are actively involved and who always remain committed and steadfast in their role of governance, and to the Regional Office who is engaged in helping us find solutions.

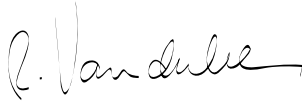
To our foster parents and volunteers, a sincere appreciation for giving of yourselves to care for children and youth who have lived and continue to live through difficult times.

Thank you to our staff who, through very challenging times find a way to ensure that children and youth are kept safe, nurtured and strong!

Gisèle Hébert, Executive Director



Rick Vanderlee, Board Chair



CODY

Former Youth in Care

Hi my name is Cody and I am 19, turning 20 soon. I have been in care since the age of 6. I came into foster care, with my sister Kayla, who was 9 years old. My sister and I stayed together while I was in care. I had 2 temporary homes for less than 1 week each. I had a permanent home from the age of 7 until 18 years. They never considered me a foster kid, and they treated me as their own, part of their family. I continue to visit, call and text them. My foster parents have changed my life in a positive way. I am very grateful to have them in my life.

If I hadn't come into foster care, I would probably be a different person today, likely be into drugs or I would be doing other things I shouldn't do. I have achieved many goals already. I wanted to have a lot of work experience, such as : construction (for the hard labour experience) , retail (for organizing, cash and clothing store experience), moving company (for customer service and hard physical labour), and telemarketing (for customer service and experience with phone company). I currently work full time at Canadian Tire.

I have had many different workers since entering foster care but I've had consistent foster parents throughout. I am currently on Extended Care Agreement with Children's Aid Society, which helps me to continue with my post-secondary education. In September 2014, I plan on attending Canadore College for "Automotive Power Tech" and "Building and Design Technician" courses. Once I have completed College, I plan on pursuing my work career. I will continue to work at Canadian Tire part-time when attending College.

I have been living independently for almost 2 years now. In my eyes, my foster parents were my greatest support and still are. The Children's Aid Society has supported me since living on my own. Lori Scott, the GOALS worker, has been very helpful with life skills, educational assistance, assisting in helping me move and she has helped me with budgeting. I greatly appreciate all the positive supports I have and continue to receive from the Children's Aid team and foster parents.



Our agency employs 176 workers, this includes 153 full and 23 part-time child and youth workers, and administrative and support staff who serve the diverse communities in the districts of Nipissing and Parry Sound.

**The society provided service to
5,133 families in 2013-2014**

LINDA

Infant Development Program

I began my career with CASNPS in 1985. In 1988 I was offered to lead the Infant Stimulation team (as it was called back then). I was just finishing up my Masters in Child Development so this was a dream job for me. Infant development was in the midst of a paradigm shift, as there seemed to be scientific evidence that babies did not in fact grow up in bubbles, and to make a difference in the lives of babies, you needed to treat the whole family. The program has evolved significantly over the years.

Throughout my career, I estimate the Infant and Child Development Program has serviced over 6000 children in our District. Although we have had to adjust the services we offer to families by reducing home visits and offering more clinics because of funding issues, the families we work with continue to tell us what an important role we play in their lives. This is a result of the talented and dedicated staff I have had the pleasure to work with. These dedicated people always put the families first.



In 1994 we were funded for the Community Action program for Children (CAPC). This was as a result of a joint proposal written on behalf of the Community Services Pilot Project Advisory Committee that consisted of directors from the major children's services sector. The focus of the program was to address support needed for the high rate of young single mothers in our district compared to the rest of the province. This proposal encompassed health, education and social work by offering home visits and access to specialty groups to provide an opportunity for the participants to gain high school credits. The CAPC Team was hired and the program launched by the fall of 1994. In 2010 based on the success of our partnership with the English Catholic School Board, we expanded to two CAPC Family Enrichment groups a week, servicing over 40 families with the help of volunteers who give over 500 hours a year of their time. In addition, home visits are provided for over 90 young moms every year.

We also received funding two years later in 1998 for the Canada Prenatal Nutrition Program (CPNP) which we renamed Mothercare. Mothercare is a drop in program at Trinity United Church for any pregnant woman in the District of Nipissing. Here, pregnant moms, dads and siblings receive a breakfast program and access to a public health nurse, social worker and nutritionist. Guest speakers deliver sessions on pertinent subjects like postpartum depression, alcohol and drug abuse during pregnancy and valuable nutritional advice. Each mom also receives a grocery certificate for fresh fruit and vegetables, and three bags of milk weekly. Since its inception, we have serviced 20 to 30 families over 42 weeks every year. None of this would be possible without our truly dedicated staff and community partners.

In tracking these two programs over the years the epidemic of young moms who are addicted to drugs have become very prevalent and as a result, the number of babies forced to go through a withdrawal period following their birth is growing. The level of dysfunction combined with drug abuse has made this work much more challenging and complex.

As I step down and retire, I know I am handing over the reign to a dynamic and energetic team. Our community is in good hands with the caring and committed individuals who continue to be advocates for positive change. I am optimistic that the Early Intervention Team will continue to help families in new ways that didn't exist when I first started this career over 30 years ago.

STACEY

Investigation / Assessment and Protection Services

I began my career with the Children's Aid Society of Nipissing and Parry Sound in March of 2007 as part of the Clinically Managed Supervised Access Program. In June 2013, I transferred to the Child Protection Services team in the North Bay office.

My career within child welfare services can be demanding, complex and, stressful at times, however the rewards can be tremendous. Being in a position where I can assist families in reaching their goals is just one of those many rewards.

I work with families on a more long term basis, once the Investigation and Assessment worker has investigated and assessed that the family requires ongoing service. My involvement can be for months and sometimes years as I empower families to work towards goals identified that will mitigate the risks to their children. The children and youth are

sometimes in the family unit in other cases with kin or in the care of the Society. I work jointly with the family and with other community agencies in planning to ensure that children and families have access to the resources they need to address issues of safety and risk.

Our agency has demonstrated time and again their commitment to following its vision and values by always making children and youth their priority. Our Agency recognizes that we are a diverse community that is rich in knowledge and skills. We are encouraged and supported to tap into these resources to assist us with our work to ensure that we and the community are working together as a team for families and children.

Being an employee of the Society is not just a job; it is an opportunity to make change. It reminds me every day that my perseverance and commitment is focused on ensuring the safety and growth of the children and youth whom are our future. For that I am thankful that this agency provides me the opportunity to do so.



2,541 calls were received from concerned citizens, doctors, teachers, police and other professionals about children who might be in need of protection.

**1,367 investigations were completed
2,369 protection families were served**

KATHY

Supervisor, Family Support Services

I have had the pleasure of working with a wonderful group of dedicated, compassionate members of the Family Support Services Team for the past seven years. The team is comprised of three (3) Family Support Workers who provide clinical supervised access and monitored supervised access, eleven (11) part-time Child and Youth Workers, a Clinical Family Intervention Worker and our Admin Support.

With a background in children's mental health, it has been a very rewarding experience to both share my knowledge with agency staff as well as to learn from others about the children who are at the core of our service. I can truly state that my work and approach is constantly changing as I continue to grow and learn about leading practices to help children who have experienced trauma, abuse and neglect.

Over the past two years we have implemented new and cutting edge practice approaches for child welfare families into the foundation of our work. We now have a greater understanding of children who have experienced trauma and the impact at every level of their development. We also have greater insight into how various parenting approaches can help with children who have experienced repeated losses and harm. Finally, understanding how the child's developing brain has been impacted by abuse, neglect and significant trauma has enabled us to guide our approaches even further.

The Child and Youth Workers have provided direct service to over 60 children in foster care. The Clinical Family Intervention worker provides a comprehensive review of all file information and assessments related to that child/family. This information then helps us develop goals for the child as well as with the caregiver to improve placement stability as well as to improve skill levels of both child and care providers. We regularly measure these goals to determine progress and review regularly with the team of agency workers / caregivers supporting the child.

We have also provided service to 23 children who have many complex needs and reside in their biological homes. In working with these families we identify their needs and help them resolve the issues that are placing their children at high risk for entering into foster care.

As a team, we strongly believe in sharing the knowledge we have gained and as such we place much focus on providing training and education regularly through our work. Formally, we have provided 8 training sessions internally, 5 to various school boards in our District (Resource teachers, Educational Assistants, etc.) and have recently presented at the Hincks Dellcrest Conference in Toronto. Our trainings include: Understanding Attachment Relationships, Attachment Focused Parenting Approaches, Caring for Children with Trauma Histories, and The Brain Behind the Behavior.



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

Our Mission

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

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.

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.

SUE & CHRISTINE

Adoption Team

It is a privilege to partake in a foster child's adoption journey. Witnessing the incredible odyssey they, and their adoptive families undertake to reach the point of adoption finalisation is a very humbling experience. From assessing the suitability of adoptive families to mapping out a child's experience in care to make sense of often chaotic circumstances before moving on to permanency; workers, caregivers and managers at all levels are crucial partners in the adoption process.

This year our Agency provided several opportunities to enhance knowledge and skills in the area of adoption and permanency planning. Several internationally renowned experts came to North Bay to provide caregivers and staff with direction and insight regarding modern adoption concepts and best practices. Dr. Wayne Duehn (Society of Social Work, University of Texas at Arlington- retired), instilled his vision and provided direction with respect to The Structured Analysis

Family Evaluation (SAFE) home study methodology, that has revolutionized how child welfare agencies study and evaluate prospective resource families.

Dr. Darla Henry (proprietor 3-5-7 Model, Darla L Henry and Associates Inc) presented The 3-5-7 Model, a state-of-the-art promising practice that supports the work of children youth and families in grieving their losses and rebuilding their relationships towards the goals of well- being, safety and preparation for permanency. Furthermore, staff members from a variety of departments participated in the North American Council on Adoptable Children (NACAC) Conference that was held in Toronto, where training sessions were facilitated by some of the most renowned adoption experts in North America. This experience also provided perspective in terms of the vast array of relevant issues that impact adoptions and the need to evolve practice to better serve adopted children, youth and families.

As each adoption presents its own unique complexities our Team continues to strive for service excellence by leveraging our strengths, talents, insights and by seeking out the necessary knowledge to ensure positive outcomes for children, youth and families. The dedication and perseverance required by those called to action to fulfill this commitment has been nothing short of inspiring. We are looking forward to another successful year with a renewed sense of accomplishment and enthusiasm.



Statistics

(April 1st, 2013 - March 31st, 2014)

- 13 adoptions finalized
- 12 children on Adoption Probation
- 4 children transitioned to their adoptive homes
- 20 SAFE assessments completed

MONTREUIL FAMILY

Foster Parents

Maurice and I have been fostering for 12 years. We have two adult children of our own, Kaarina, who resides in Langley British Columbia and Eric, who is in Mattawa with his wife. We presently have three full time foster children. We have always wanted to foster and even applied in 1991. We did not have the space so could not follow through at that time. Once we moved into a larger home we applied to foster again and made it happen. We believe in investing in children and love the spirit a child brings into our home. Initially we wanted young children and have worked our way to now fostering teen girls.

Maurice now works in Alberta and is only home about ten days a month. He is just as involved in fostering, and we discuss what is happening at home over the phone daily. More often

than not the girls talk to him as well. Being foster parents is a lifestyle for our family. We love having youth in our home, helping them reach their goals. The girls are often involved in counselling and other services. Although Eric no longer lives at home he is still a big brother to the foster children that live with us. Since I do not drive, Eric assists with getting everyone to their destinations. Kaarina also is a big sister, even though she lives in B.C. We are always seeking education and new ideas and have grown and learned so much over the years from the youth that we have cared for.

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

113 foster families and 77 kinship families provided caring, loving homes for children in need.



RICK

Community Support Team

The CST Program focuses on young people who have come in conflict with the law and all referrals come from Youth Probation services. We serve three districts; Nipissing, Parry Sound and Muskoka. We are a community based program that works collaboratively with other service providers. Our service is multifaceted. We have a team of dedicated workers who commit themselves to mitigating risks with the goal of eliminating recidivism. We know that when a youth commits a crime it is usually a symptom of a more deeply rooted issue and we work at addressing the root of that issue.

In this work, knowledge of child and adolescent development, mental health, the impact of poverty and addictions, sexual health and sexual offending, anti-social behaviour and identifying criminogenic needs serve us well in developing appropriate treatment plans with these youth. Ongoing learning to stay current with best practices is imperative.

Our goal is to improve the youth's personal competencies, strengthen families, and reduce recidivism, while promoting positive change with youth in the community.

**77 youth were served.
69 youth received support, intervention and prevention services.**

All youth who have come in conflict with the law have a story. We listen without judgment, putting aside our own agendas, and when we do, we hear of losses, of pain, of addictions and of hurt, all which form part of where they are today. We assist these youth in making sense of their story and subsequently of their choices, as they strive to understand how their life has turned out the way it has. For some, at the time, this is a journey that is too painful to take and if that is the case we respect their choice and gently try to guide them. I am invited to join them on their journey of self-discovery and change and what a gift and blessing that is.

This program has been around for almost thirty years and I have been a part of it for twenty two of those.

I have come to realize that what has stood the test of time is having compassion, being truthful and validating youths' experiences. I have and continue to learn from these youth every day.



FLOYD

Volunteer

I have been volunteering as a driver with the Children's Aid Society of the District of Nipissing and Parry Sound for almost 13 years. When I started it just seemed like a perfect fit for me. I had been driving for many other community partners and heard that drivers were needed at CAS, so I applied. I'm a "people person" and enjoy being with kids, this makes this a great place for me to be involved with.

Volunteering with CASDNPS allows me the flexibility necessary in my schedule to continue my own business as well as volunteering with other agencies. I enjoy giving back, especially to the children, youth and families involved with CASDNPS; I feel like I make a difference in my community.

The best part of being a volunteer driver is being with the children and youth; their smiles and laughter make my day. It would be amazing if we could all see the world as children do, the simplest things make them happy. I love to joke with the kids and have fun. We play games, listen to music and sing along; before you know it we have arrived at the destination and we had a great time doing it. It is really a special thing to be able to see the kids I drive grow into such great young people.

I truly enjoy being a part of the team, the kids are fun and every drive is different so you can't get bored. I look forward to continuing my volunteering for years to come.



We have volunteers who have worked with our Agency for over 20 years.

This year the Agency's volunteer drivers have driven more than 683,446 kilometers.

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

There are 105 active volunteers at the Agency.

ALAN

Community Counselling Centre of Nipissing

As a society, we take for granted the safety of our communities. Safety does not just happen, it requires constant vigilance. The Children's Aid Society of the District of Nipissing & Parry Sound is an outstanding supporter of child safety. Over the past year, I have had the privilege of working with many of the organization's outstanding professionals who have dedicated their careers to keeping children safe.

Tucked away in buildings across the district, teams of professionals work very hard promoting healthy children and families. Their most powerful tool is their vision and passion. Their work is characterized by respect, integrity, engagement,

accountability and courage. It takes courage to face the harm that children experience and to put the pieces safely back together.

Over the past year, I have been inspired by the people who work at the Society. Their dedication to their cause is unstoppable; they are passionate about the people that they serve; they are changing our communities.

I would like to thank all the fine professionals at the Children's Aid society of the District of Nipissing & Parry Sound for their hard work this past year. We pledge to work with you over the next year to create a safer place for children.



Children and Youth Opportunity Fund

- Assist and transform the lives of children & youth in our communities*
- Helping them reach their maximum potential*
- Focused on recreation, education and special projects*
- \$5,473.85 was raised in 2013-2014 for the Children & Youth Opportunity Fund*

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

Statements of Operations

Years ended March 31, 2014 and March 31, 2013

	Budget March 31, 2014	Actual March 31, 2014	Actual March 31, 2013
(Unaudited)			
Revenue:			
Children and Family Services - Statement A	\$ 17,556,117	17,470,818	17,632,896
Special Funds - Statement B	3,673,583	3,711,466	4,056,876
E.C.M. - Kehoe Street Apartment Building - Statement C	15,000	18,300	12,440
Play-Your-Part Parenting - Statement D	-	-	91,900
Community Action Program for Children and Nipissing Prenatal Nutrition Program - Statement E	349,720	350,130	349,775
Non-Program Delivery Funds - Statement F	-	1,702	16,385
IODE - Statement G	23,676	7,408	-
Frontline User Group - Statement H	62,500	6,264	-
	21,680,596	21,566,088	22,160,272
Expenses:			
Children and Family Services - Statement A	\$ 17,556,117	17,888,020	17,632,889
Special Funds - Statement B	3,673,583	3,712,027	4,012,306
E.C.M. - Kehoe Street Apartment Building - Statement C	15,000	18,300	12,440
Play-Your-Part Parenting - Statement D	-	-	91,900
Community Action Program for Children and Nipissing Prenatal Nutrition Program - Statement E	349,720	350,130	349,775
Non-Program Delivery Funds - Statement F	-	-	7,627
IODE - Statement G	23,676	7,408	-
Frontline User Group - Statement H	6,500	6,264	-
	21,624,596	21,982,149	22,106,937
Excess (deficiency) of revenue over expenses before the undernoted		(416,061)	53,335
Amortization of capital assets		(502,473)	(402,997)
Amortization of deferred capital contributions		502,473	402,997
Vacation and health benefit spending expense		10,679	(147,899)
Recovery by Ministry of Children and Youth Services		(11,400)	(44,596)
Deficiency of revenue over expenses	\$	(416,782)	(139,160)

See accompanying notes to financial statements.

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

Statements of Financial Position

March 31, 2014, March 31, 2013 and April 1, 2012

	March 31, 2014	March 31, 2013	April 1, 2012
Assets			
Current assets:			
Cash	\$ 476,755	-	-
Restricted cash and marketable securities (note 2)	212,363	207,528	198,498
Receivable from Ministry of Children and Youth Services	-	1,371,316	909,639
Accounts receivable (note 3)	513,436	365,015	605,353
Prepaid deposits	53,173	65,285	45,896
	1,255,727	2,009,144	1,759,386
Capital assets (note 4)	6,666,753	6,457,710	5,865,567
	\$ 7,922,480	8,466,854	7,624,953
Liabilities, Deferred Contributions and Net Assets (Deficiency)			
Current liabilities:			
Bank indebtedness (note 5)	\$ -	289,959	487,353
Accounts payable and accrued liabilities (note 6)	2,282,888	2,375,538	1,777,693
Mortgage payable (note 7)	519,694	-	-
	2,802,582	2,665,497	2,265,046
Deferred contributions (note 8)			
Expenses of future periods	350,761	294,482	305,915
Capital assets	5,338,814	5,659,771	5,067,728
	5,689,575	5,954,253	5,373,643
Net assets:			
Capital (note 9)	808,245	797,939	797,939
Internally restricted (note 10)	21,406	21,406	21,093
Unrestricted	(1,399,328)	(972,241)	(832,768)
	(569,677)	(152,896)	(13,736)
Contingency (note 11)			
	7,922,480	8,466,854	7,624,953

See accompanying notes to financial statements