



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

# SAFE, NURTURED & STRONG

Annual Report 2014 - 2015

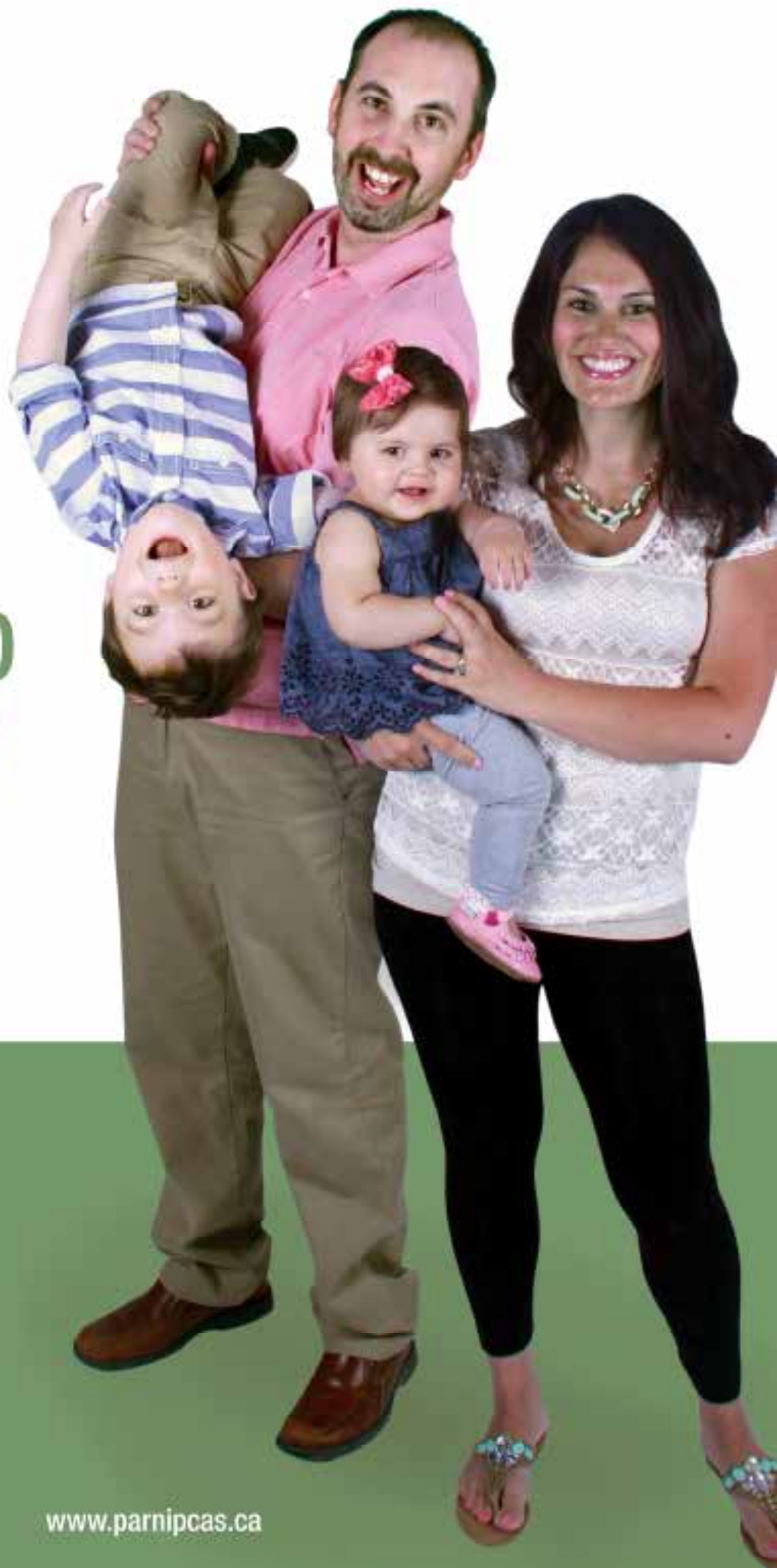
Head Office (North Bay)  
433 McIntyre Street West  
North Bay ON P1B 2Z3  
705-472-0910

Near North Youth Centre  
Community Service Teams  
6 Airport Way  
North Bay ON P1B 8G3  
705-497-5944

Parry Sound Office  
25 Church Street  
Parry Sound ON P2A 1Y2  
705-740-9054

Burk's Falls Office  
108 Ontario Street  
Burk's Falls ON P0H 1C0  
705-582-1335

[www.parnipcas.ca](http://www.parnipcas.ca)





*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.*



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# KEEPING CHILDREN AND YOUTH SAFE, NURTURED AND STRONG

In spite of ongoing fiscal challenges in 2014-15, the Children's Aid Society of the district of Nipissing and Parry Sound has remained steadfast in its commitment to keeping children and youth, safe, nurtured and strong.

Provincially, the child welfare sector continues to experience change and growth in many areas, and at a very rapid pace. We saw 5 agencies across the province go "live" with CPIN (Child Protection Information Network), a common information system that will be implemented by all CAS' in Ontario in the future. There are many lessons learned from these agencies that will help inform a more efficient and effective management system moving forward. Furthermore, as accountability continues to be a priority for government, all Children's Aid Societies were expected to publically report on 5 performance indicators by March 2015, a number that will grow to all 26 performance indicators by March 2016.

The Board of Directors has been very pro-active in keeping abreast of government priorities and expectations. The Continuous Quality Improvement committee was created to ensure ongoing oversight of the key performance indicators as well as other key areas affecting the organization, which will help inform and result in the delivery of optimal continued service excellence for children, youth and families.

Locally, what is interesting to note is that across the province, volume, specifically in the area of children in care is declining however this has not been the experience of CASNPS. We have seen an ongoing increase of children being admitted to care to a level that became alarming in January 2015. The Society had exhausted its foster care resources as well as outside paid foster care options which had resulted in children being placed hours out of community at a much higher cost, and was left with no other option but to rent a cottage to accommodate children being admitted to care. As we began to further analyze this trend, it became evident that we were admitting an unprecedented number of babies born with Neonatal Abstinence Syndrome. The Society assumed a leadership role in engaging community professionals/leaders to begin to address this critical community issue.

Even amidst this anomaly in service volume and ongoing financial pressures which have resulted in the Board having to make extremely difficult decisions, the Society is very proud of its accomplishments over the past year.

The Child and Youth Advisory committee was created, a committee comprised of children and youth in the care of the Society who will help inform best practices for our population of children and youth in care. This group of young people, who have in most cases lived very traumatic experiences, have chosen to channel their energy very productively, by sharing their experiences and their thoughts with a focus of improving the lives of others. Their resilience, maturity and wisdom never cease to amaze! The Foster Parents Association is also a valued partner of our team. This group is very active and committed to providing support and training to new and

seasoned foster parents, with goals of increasing awareness, building capacity and ensuring retention. Ongoing meetings with the Association only solidify our joint commitment to service excellence to the children and youth we serve.

We continue to focus our efforts on our strategic priorities in all we do. Meetings were held with the Chiefs/leaders of the 9 First Nations communities in our districts, in an effort to strengthen partnerships, identify barriers and develop strategies to improve services to First Nations children, youth and families. The Society also hosted Derek Clarke, a motivational speaker, who was previously a child in care. His very moving presentation directed at youth in care was heard by 170 youth, staff, foster parents and community partners. A World Café in partnership with the Nipissing Transition House was held to strengthen working relationships between organizations where domestic violence exists in a family. Furthermore, although we hoped to have the rezoning application approved prior to March 31st, 2015 this did not come to fruition. We look forward to further developments that will result in having all North Bay staff housed in one site.

We value our relationships and partnerships with other agencies. We continue our shared service agreement with One Kids Place for the Volunteer Coordinator; we are very pleased that the Section 23 classroom has now expanded to 5 sites across the two districts; a shared service agreement with the Health Unit ensures that young mothers receive the expertise of a Dietician; a Youth Addictions worker from Community Counselling Center is housed at CAS, and a Youth Transition Worker with Big Brothers and Big Sisters of North Bay is also housed at CAS making access to service much more seamless. We continue to actively seek partnerships that will result in more integrated service and better outcomes for children, youth and families.

Our Early Intervention Services and Youth Justice Services delivered evidence-based programming and always strive to be more responsive to the population they serve.

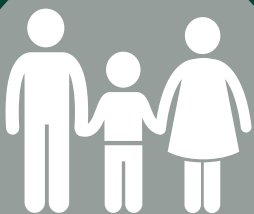
In our daily work and with all the external challenges we often face, it is easy to lose sight of the many accomplishments we've achieved. It is only when we stop to reflect on our vision of keeping children, and youth safe, nurtured and strong and look at the many steps we've taken that align directly with that vision and our strategic priorities, do we see that we are absolutely on the right path. It is without question that our accomplishments are the direct result of the notable governance of our Board of Directors who have remained firm in never compromising continued quality service, of the dedicated volunteers and foster parents and of the exceptional staff at all levels of the organization who's unwavering focus is always grounded in ensuring that children and youth and their families in our communities receive the best service possible.

Gisèle Hébert, Executive Director      Joe Rogers, Board Chair



## STATISTICS

We have an  
**URGENT**  
need for




**FOSTER  
FAMILIES**  
willing to  
**CARE**  
FOR TEENS

**OUR AGENCY EMPLOYS 180 WORKERS**  
153 FULL TIME 27 PART TIME



Child and youth workers, and administrative and support staff who serve the diverse communities in the districts of Nipissing and Parry Sound.

**99 FOSTER FAMILIES** *and*  
  
**52 KINSHIP FAMILIES** *provide caring*  
loving homes for children in need.

**1,490**  
investigations were  
**COMPLETED**



## HISTORY



Children's Aid Society  
incorporated. J.J. Kelso - Founder  
and first President of the  
Children's Aid Society of Toronto.

**1891**

ANNUAL REPORT 2014-2015

**1907**

Nipissing Children's Aid Society  
is established.



Two Children's Aid Societies are  
established, one in East and one in  
West Parry Sound. The East Parry  
Sound Children's Aid office is located  
in Burk's Falls.

**1909**

**1912**

Between 1891 and 1912, sixty  
Children's Aid Societies started up  
across Ontario and in 1912 join together  
as the Associated Children's Aid  
Societies of Ontario.



# STRATEGIC DIRECTIONS &

## 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.

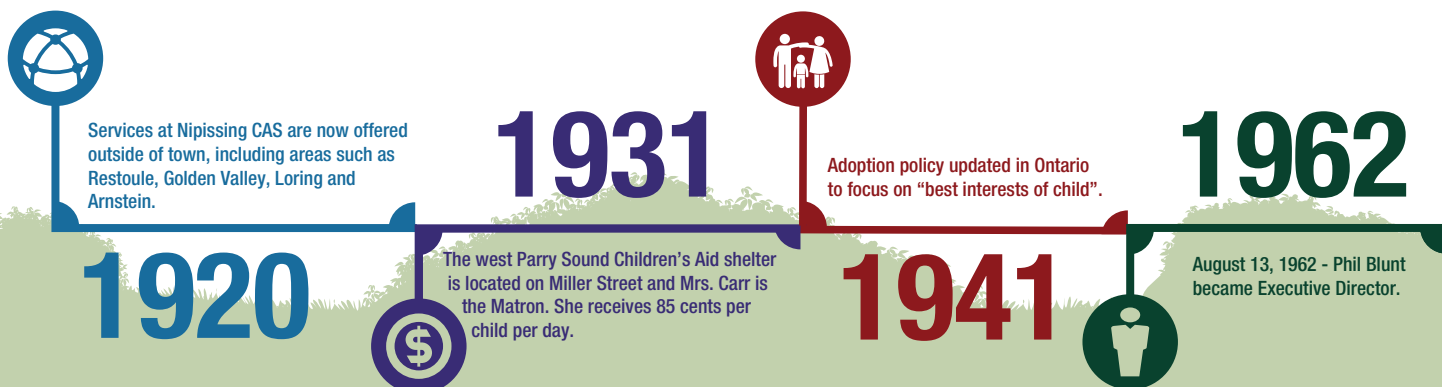
## Our Vision

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

## Our Values

Respect  
Integrity  
Engagement  
Accountability  
Courage

## HISTORY



# PRIORITIES 2012 - 2017



## 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.

# 1969

Parry Sound Don Blacklock started as Acting Local Director on September 1, 1969 and became Local Director September 1, 1970.



The Foster Parent Association of Ontario is formed.

# 1973



# 1980

Ron Lees became Local Director on January 3, 1982.



Following the "Buy a Brick" Fundraiser Nipissing CAS moves into its new building at 433 McIntyre St. West in November.

# 1985



# GENERAL SERVICE FLOW THROUGH

However, As Each Family Situation Is Unique, This Chart May Not Capture Every Family's Circumstances

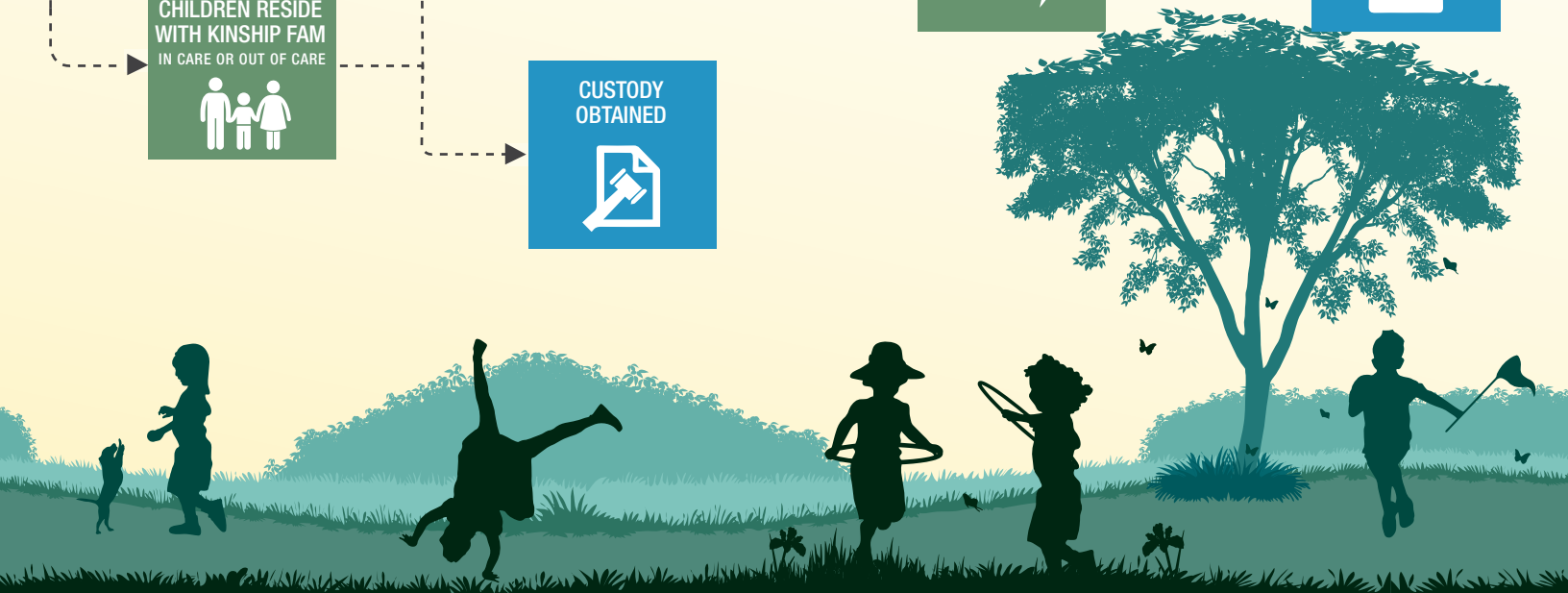
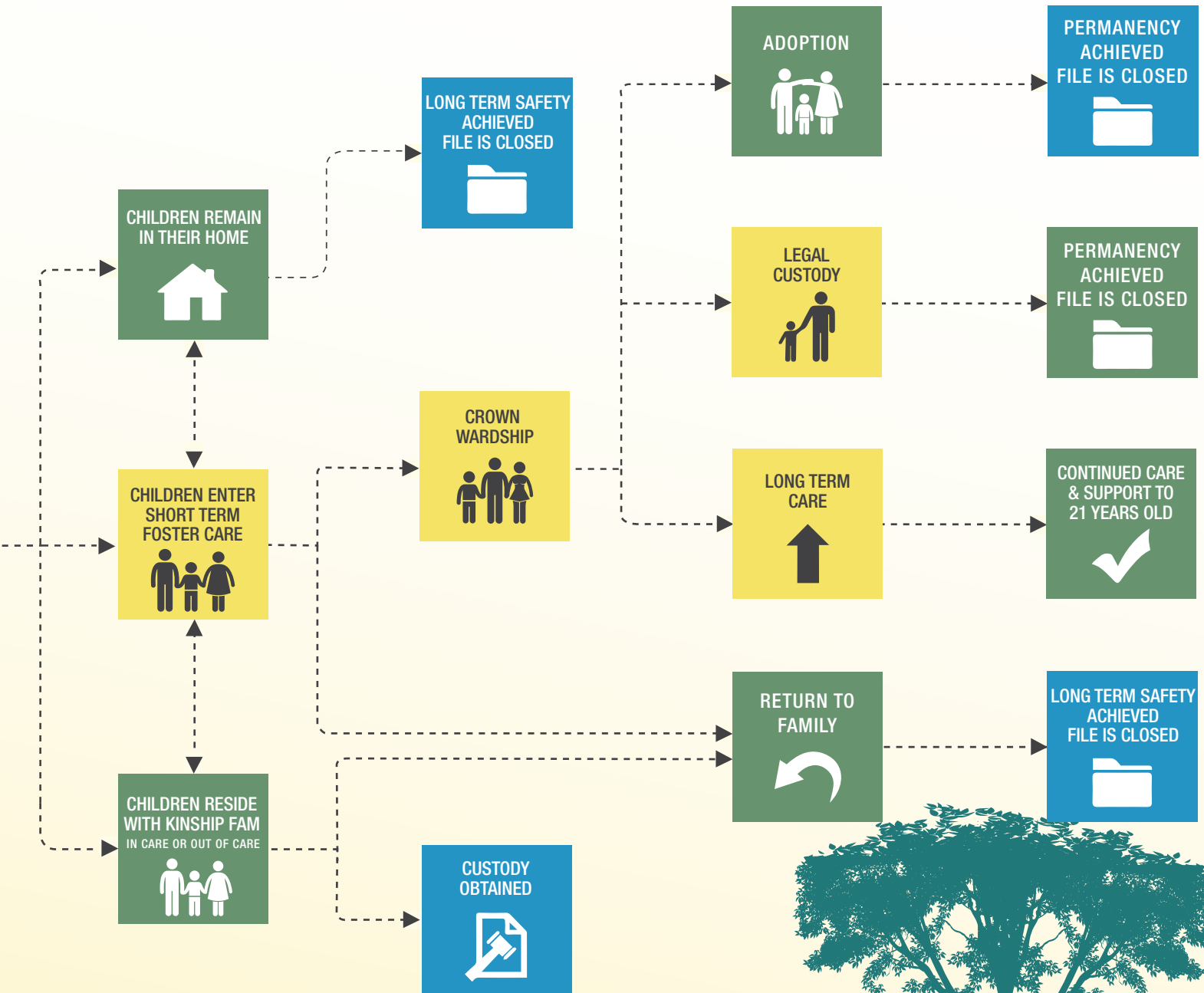


Referrals to community based services happen throughout our work and play a vital role in child safety and family reunification.





# CHILD PROTECTION SERVICES

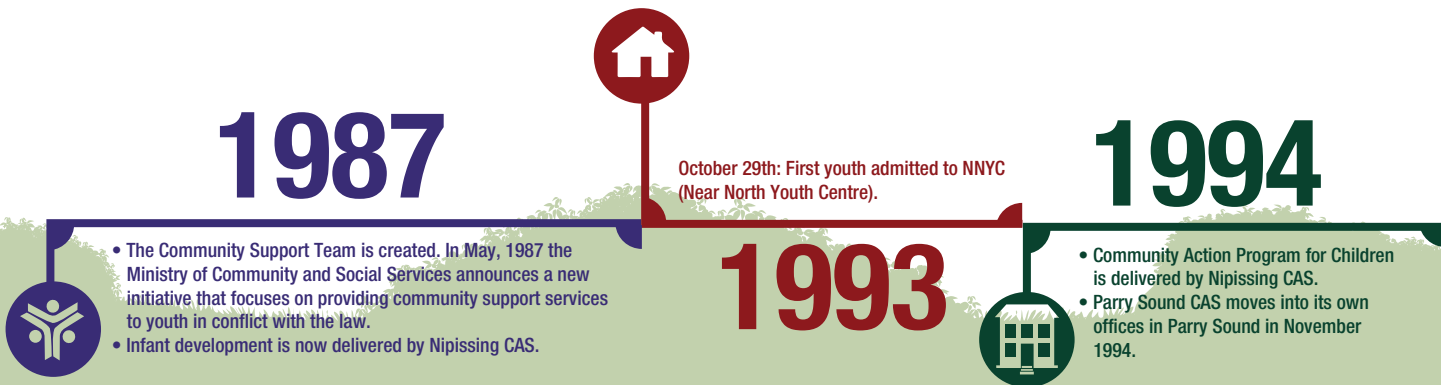




## NOTABLE ACCOMPLISHMENTS

- 94.6% of children and youth in the care of the society were placed in family-based care.
- World Café in partnership with Nipissing Transition House organized to strengthen working relationships where domestic violence is prevalent.
- Hosted Derek Clarke a motivational speaker and past Crown Ward, who spoke to 170 youth, staff, foster parents and community partners about his experience and perspectives.
- Engaged all First Nation Chiefs in an effort to strengthen, partnerships, identify barriers, promote customary care and develop strategies to improve services to aboriginal children, youth and families.
- Selected as “Non-For-Profit Organization of the year” by Chamber of Commerce

## HISTORY



## YEAR IN REVIEW

### OUR CLIENTS

Investigations Completed	1367	1490
Children in Care Served	425	435
# of Youth Supported (age 18 - 21)	63	66
# of Children Discharged from Care	161	164
Admissions to Care	166	180

### Child Welfare

1367	1490
425	435
63	66
161	164
166	180

### Early Intervention Services

Total Served	361	335
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### Near North Youth Centre

Total Served	35	33
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### Community Support Team

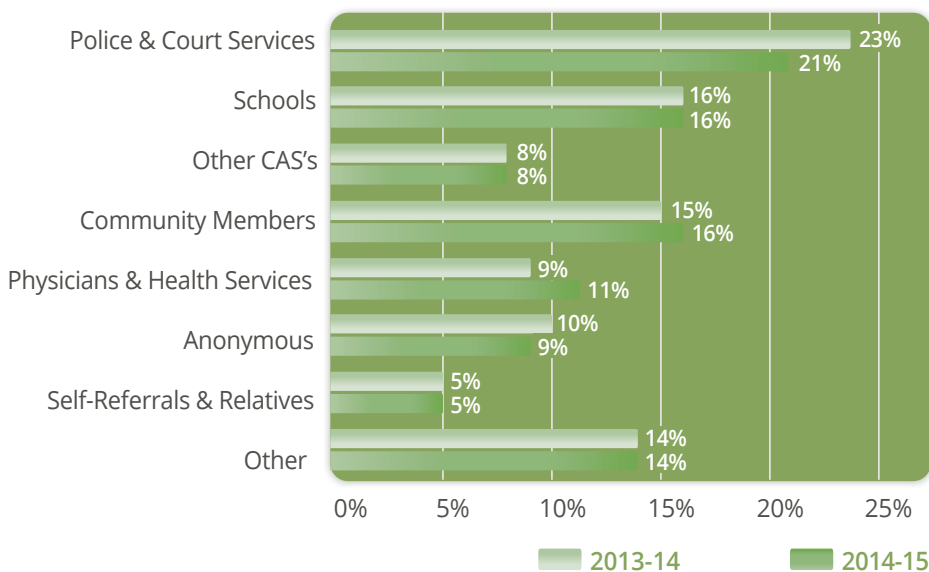
Total Served	68	70
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2013-14

2014-15



### REFERRAL SOURCES (Child Welfare)



### Where Children & Youth in our care live

Family Based Foster Care (society & externally operated)	385	427
Kinship Foster Families (in-care)	28	31
Group Care	14	13
Independent Living and ECM	63	66
Total Number of Days in Care	78,973	88,889

2013-14

2014-15

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

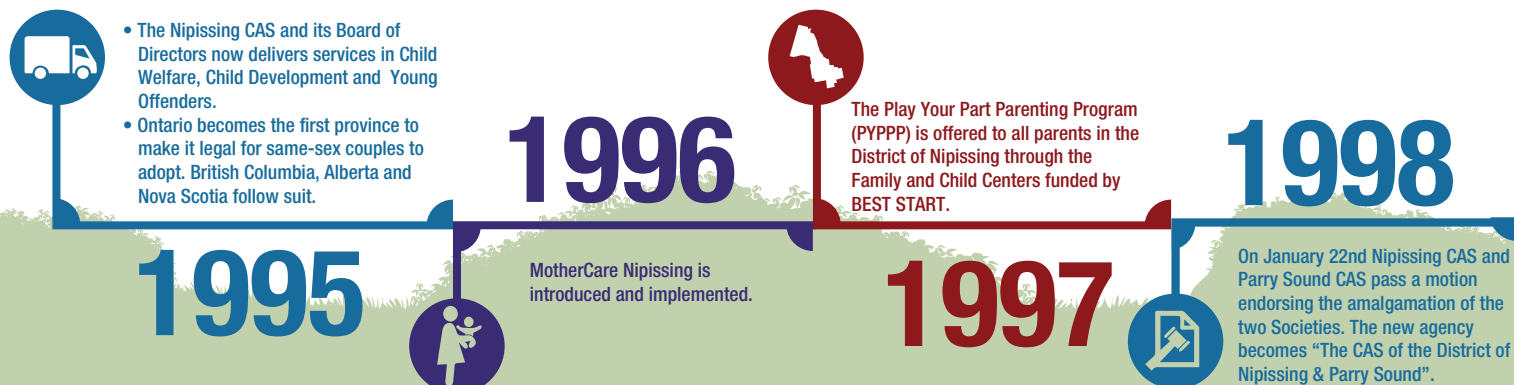
Statement of Financial Position

March 31, 2015, with comparative information for 2014

	2015	2014
<b>Assets</b>		
Current assets:		
Cash	\$ -	476,755
Restricted cash and marketable securities (note 2)	368,785	212,363
Receivable from Ministry of Children and Youth Services	118,873	-
Accounts receivable (note 3)	540,823	513,436
Prepaid expenses and deposits	156,477	53,173
	1,184,958	1,255,727
Capital assets (note 4)	6,399,460	6,666,753
	\$ 7,584,418	7,922,480
<b>Liabilities, Deferred Contributions and Net Assets (Deficiency)</b>		
Current liabilities:		
Bank indebtedness (note 5)	\$ 1,221,634	-
Accounts payable and accrued liabilities (note 6)	2,726,800	2,282,888
Mortgage payable (note 7)	502,003	519,694
	4,450,437	2,802,582
Deferred contributions (note 8)		
Expenses of future periods	260,324	350,761
Capital assets	5,071,520	5,338,814
	5,331,844	5,689,575
	9,782,281	8,492,157
Net assets (deficiency):		
Unrestricted:		
Operating	(1,795,119)	(418,257)
Employment-related	(1,250,087)	(981,071)
Capital (note 9)	825,937	808,245
Internally restricted (note 10)	21,406	21,406
	(2,197,863)	(569,677)
Going concern (note 1(a))		
Contingency (note 12)		
	\$ 7,584,418	7,922,480

See accompanying notes to financial statements.

## HISTORY





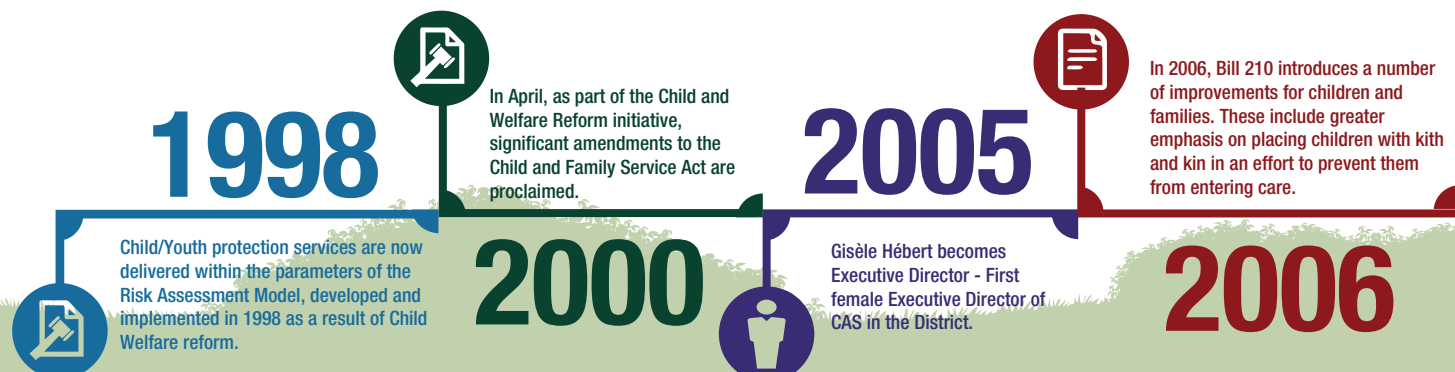
# THE CHILDREN'S AID SOCIETY OF THE DISTRICT OF NIPISSING AND PARRY SOUND

Statement of Operations and Changes in Net Assets (Deficiency)

Year ended March 31, 2015, with comparative information for 2014

	Unrestricted		Internally Restricted	Equity in capital assets	2015	2014
	Operating (Schedules)	Employment Related				
<b>Revenue:</b>						
Ministry of Child and Youth Services (note 11)	\$ 20,973,443	-	-	-	20,973,443	20,993,697
Public Health Agency of Canada	349,720	-	-	-	349,720	349,720
Other grants	143,036	-	-	-	143,036	130,838
Other	537,517	-	-	-	537,517	519,373
Special allowances	763,092	-	-	-	763,092	665,853
Amortization of deferred capital contributions	-	-	-	382,213	382,213	502,473
Other Children's Aid Societies	322,356	-	-	-	322,356	313,055
Rent	14,100	-	-	-	14,100	18,300
	23,103,264	-	-	382,213	23,485,477	23,493,309
<b>Expenses:</b>						
Salaries, wages and benefits	13,756,357	-	-	-	13,756,357	13,069,778
Boarding rate payments	5,533,233	-	-	-	5,533,233	5,063,224
Travel	1,198,365	-	-	-	1,198,365	1,158,951
Professional services	612,912	-	-	-	612,912	727,562
Client's personal needs	601,087	-	-	-	601,087	580,447
Technology	528,253	-	-	-	528,253	620,118
Building occupancy	439,885	-	-	-	439,885	409,416
Health and related costs	374,482	-	-	-	374,482	339,881
Amortization of capital assets	-	-	-	382,213	382,213	502,473
Vacation and health benefit (recovery)	-	269,016	-	-	269,016	(10,679)
Office administration	220,040	-	-	-	220,040	249,010
Recreation	198,381	-	-	-	198,381	126,793
Miscellaneous	199,930	-	-	-	199,930	177,569
Purchased services	128,668	-	-	-	128,668	103,147
Target Adoption Subsidies	114,000	-	-	-	114,000	114,000
Utilities and telephone	95,927	-	-	-	95,927	84,640
Training and recruitment	90,535	-	-	-	90,535	61,664
Supplies	86,133	-	-	-	86,133	112,366
Facility renewal	82,779	-	-	-	82,779	222,851
Savings disbursements	51,021	-	-	-	51,021	55,807
Repairs and maintenance	47,871	-	-	-	47,871	47,970
Promotion and publicity	26,235	-	-	-	26,235	20,088
Admission prevention	25,500	-	-	-	25,500	16,411
Food	25,316	-	-	-	25,316	22,848
Insurance	10,531	-	-	-	10,531	10,211
Education	10,414	-	-	-	10,414	10,615
Camp	4,579	-	-	-	4,579	6,666
Agency fees and dues	-	-	-	-	-	6,264
	24,462,434	269,016	-	382,213	25,113,663	23,910,091
Deficiency of revenue over expenses	(1,359,170)	(269,016)	-	-	(1,628,186)	(416,782)
Net assets (deficiency), beginning of year	(418,257)	(981,071)	21,406	808,245	(569,677)	(152,895)
Transfer for capital assets and mortgage principal (note 9)	(17,692)	-	-	17,692	-	-
<b>Net assets (deficiency), end of year</b>	<b>\$ (1,795,119)</b>	<b>(1,250,087)</b>	<b>21,406</b>	<b>825,937</b>	<b>(2,197,863)</b>	<b>(569,677)</b>

See accompanying notes to financial statements.





## BOARD OF DIRECTORS / OUR BRANCHES

The functions of the Board of Directors of The Children’s Aid Society of the District of Nipissing and Parry Sound involve planning, policy, performance monitoring and performance management. In its efforts to carry out these functions, the Board of Directors is required to fulfill its fiduciary duty and to act in the best interest of the organization.

<b>President</b>	Rogers, Joe
<b>Vice-President</b>	Welk, Leah
<b>Secretary</b>	Schmidt, Joanne
<b>Treasurer</b>	Gaudette, Charles
<b>Directors</b>	
Barker, Bonnie	Trahan, Paul
Cameron, Heather	Wilde, Kathy
Goulais, Virginia	Vanderlee, Darlene
Long, Jason	Stopper, John

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## HISTORY

