

Strategic Plan

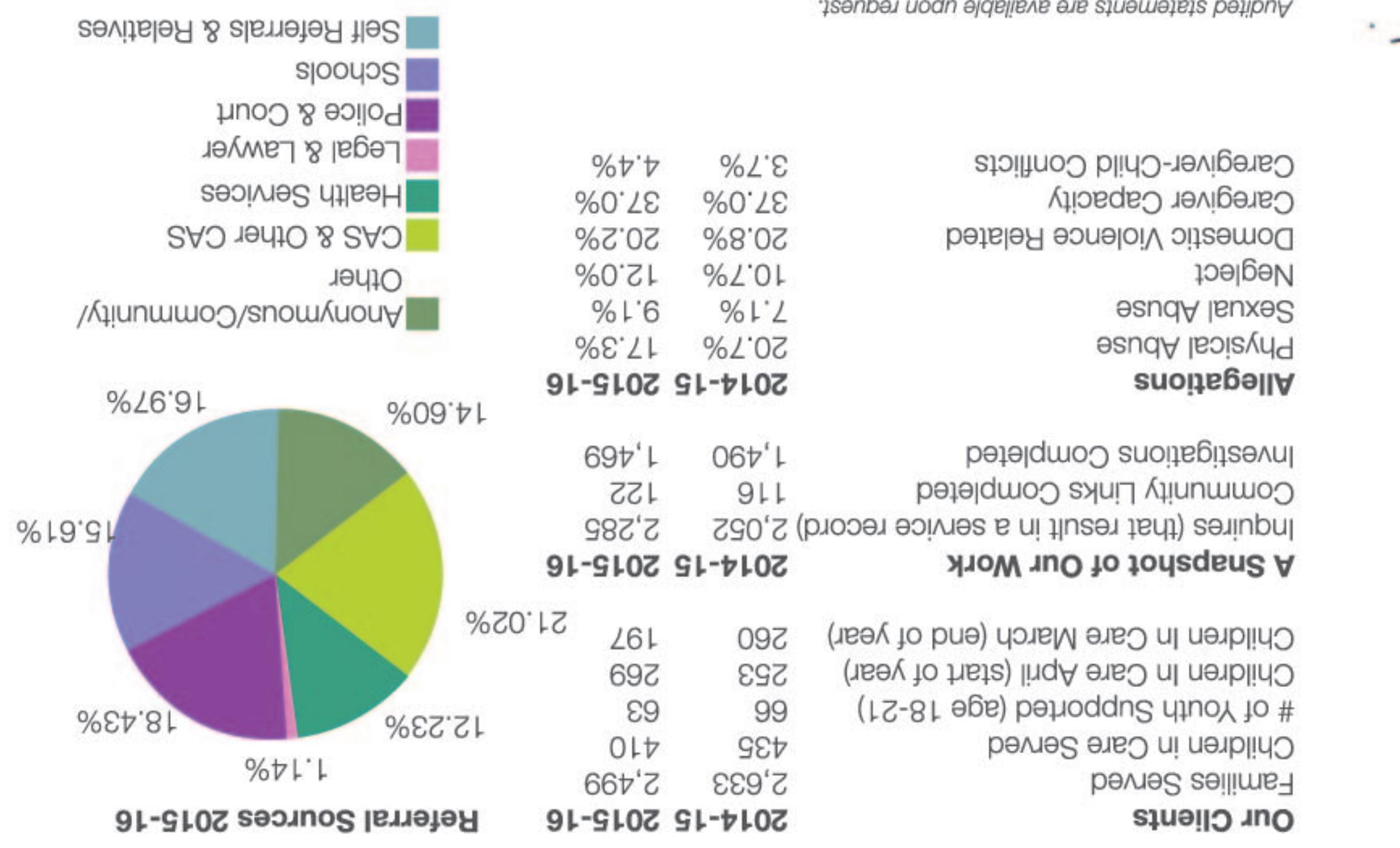


- Strategic Priorities**
- Ensuring Service Excellence
 - Enhancing Our Community Profile
 - Enhancing and Promoting Shared Services
 - Promoting Organizational Cohesion & Cultural Renewal
 - Strengthening Partnerships with Aboriginal Communities
 - Realizing the Renewal of Agency Infrastructure

Board of Directors

President Rogers, Joe
Vice-President Welk, Leah
Secretary Schmidt, Joanne
Treasurer Barker, Bonnie

Directors
 Bellefeuille, Cathy
 Cameron, Heather
 Long, Jason
 Stopper, John
 Vanderlee, Darlene



Annual Report 2015 - 2016



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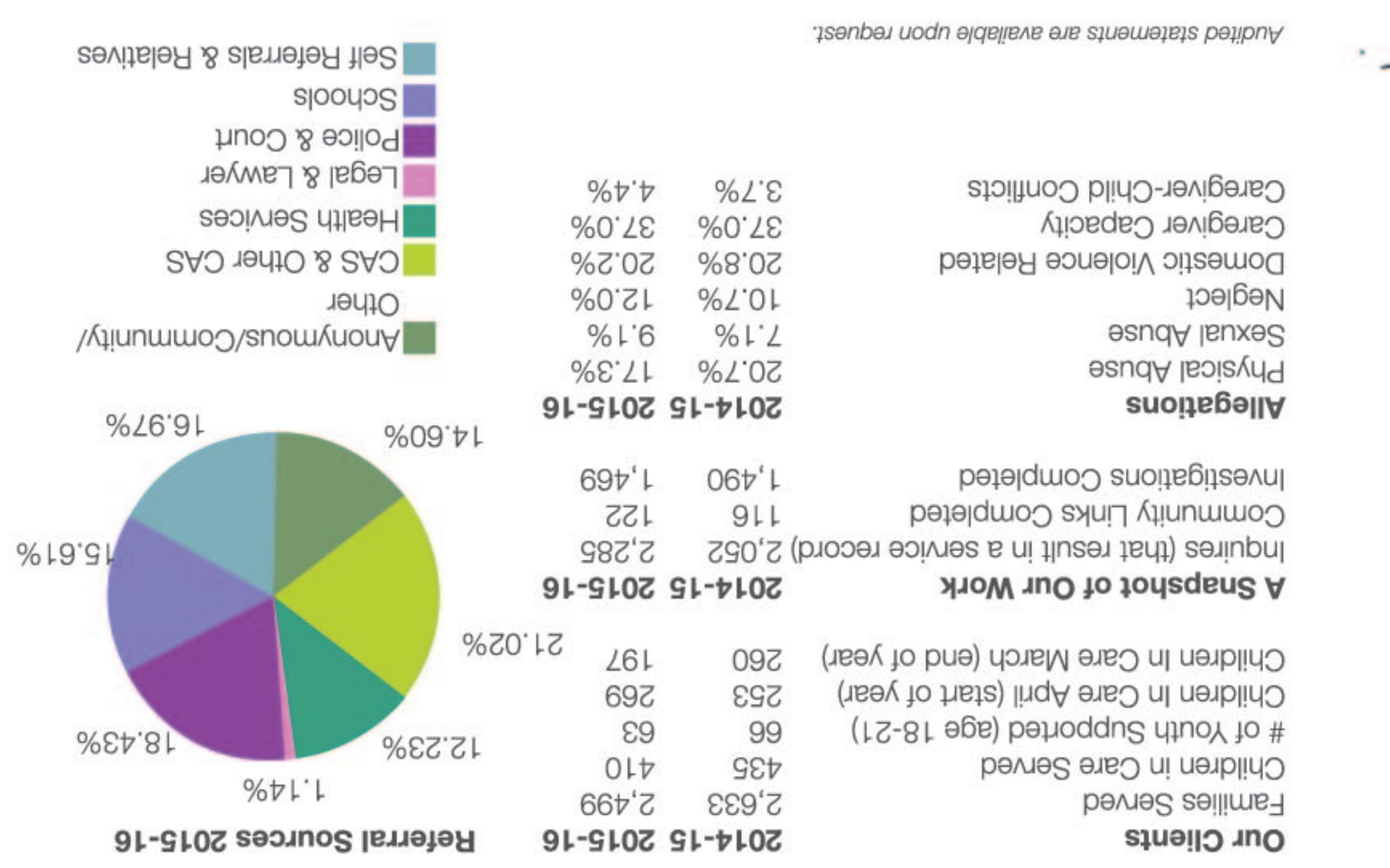
parnipcas.org

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



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Safe, Nurtured & Strong



Executive Director
Gisèle Hebert
 Gisèle Hebert has been appointed to the position of Executive Director of the Children's Aid Society of Nipissing and Parry Sound. She succeeds Joe Rogers, who has stepped down from his role after 12 years of leadership. Gisèle brings extensive experience in the field of child protection and has held various leadership roles within the organization over the past 15 years. She is well-positioned to lead the Society forward in its mission to protect children and promote their well-being.

Board Chair
Joe Rogers
 Joe Rogers has been re-appointed as Board Chair of the Children's Aid Society of Nipissing and Parry Sound. He has been involved with the Society since 1995 and has served as Board Chair since 2010. Joe is a highly regarded professional in the field of child protection and has contributed significantly to the success of the organization over the years.

We are Children's Aid Society Nipissing & Parry Sound

Kinship

Kinship services is an alternative to foster care and occurs when the CAS determines the child(ren) can no longer remain in their home. These children are placed in a "kin setting" with extended family or with individuals known to them.

Kinship service is a temporary plan put into place to allow parents to attempt to overcome their challenges. If returning to the parents is not possible, legal custody of the child by the kin caregiver is a permanent option that may be pursued for children.

To be eligible, a kin provider can be a relative or a community member that has a meaningful and beneficial relationship to the child. The individual(s) complete background checks and a worker is assigned to assess to ensure specific safety criteria are met. Kin Service families are eligible to receive temporary care allowance through Ontario Works, and the Child Tax benefit and they are supported by the Society.

Currently the Society has 51 children placed in 27 Kinship Service Homes with many assessments underway. Of these, more than 95% of the care providers are relatives of the children.



Customary Care

The underlying principle of Customary Care is that the care and safety of children is a collective responsibility that extends beyond the immediate and extended family to the First Nations community as a whole. We recognize the inherent right and the benefits of Customary Care for First Nations children, their families and communities and consider this permanency option for children whenever possible.

We recognize the central role of the First Nations communities in all matters related to children and families. Supporting and promoting a positive cultural identity is paramount.

We know that when children live with caregivers in their First Nation communities, they develop and maintain strong linkages to their extended family systems, their community and their culture.

We share in the belief that a child is a sacred gift from the Creator.



Irene

The saying "it takes a community to raise a child" speaks volumes when you think of the children in care at CAS Nipissing and Parry Sound. We are very fortunate to have a great group of volunteers that are able to help in so many ways, from hospital visits, driving, assisting with community programs, and everything in between. A little over a year ago we had a wonderful volunteer come to us specifically to assist with the babies in hospital. Irene has helped so many babies who are simply needing someone to snuggle them. She comes in last minute and for days on end until those little ones are able to leave hospital with a safe place to call home. If you ask her why she does it she responds "because I can, I have arms to hold them and time to give so I will come until they don't need those things from me anymore". Irene has been supportive even after those babies have left the hospital, staying in touch with foster families and providing support in their homes. This is just one of the many ways volunteers and the community supports the very important work we do.



Adoption

One dog, three cats, supportive families, a great house in a great community in the city we love, secure jobs and a future of what ifs. We were ready and decided that adopting through the Children's Aid Society best fit our values. Twice we visited the Adoption Resource Exchange (A.R.E.). In that buzzing room of stories and pictures, we nervously expressed interest in several children. So did others. Our journey was a roller coaster ride as we experienced the ups of possibilities and the downs of not being selected. How quickly the mind creates a forever story! But to our surprise, several months after the A.R.E., our worker Mary called. Our conversation with Susan of the Nipissing and Parry Sound CAS was memorable and her team felt we were a good fit for 8 month old 'D'. Would we like to learn more? We would, we did, we proceeded, we were approved and on a blue sky day we drove to meet him in the home of his loving foster family. The following months were predictably exciting and memorable, made even more fulfilling by another drive north to meet and bring home his brother, 'P' one year later. Our home is now loud(er), full of laughter and books, crumbs, happy feet and two ever grateful mommies.



23 ADOPTIONS COMPLETED



93
Adoption Disclosure
REQUESTS

We have an
URGENT
need for



eight families receiving
adoption subsidies

531
Telephone Responses by
Emergency After Hours Service

FOSTER
FAMILIES
willing to
CARE
FOR TEENS

35 Kinship Service Families

(Out of care, Monthly average)

Youth In Care Youth Advisory Committee (YAC)

The Youth Advisory Committee was created to provide opportunity for interested youth who are currently in care or former crown wards to have a voice by advocating, advising in policy development, and putting forth recommendations to Management and the Board of Directors of the agency, public officials, Ministries, and other consultants. The 4 main pillars of advocacy focus on:

1. Emotional Support
2. Educational Support
3. Community Support
4. Policy Changes



The committee largely focuses on the culture, support and outcomes for children and for the youth "in care" or those close to ageing out.

Mentorship is a primary focus of the YAC and developing a formal mentorship program is well on its way and will result in youth being able to take advantage of the knowledge and experience of older youth in order to navigate their future with increased awareness, confidence and security.

We are so very proud of the leadership demonstrated by our youth everyday as they strive to improve the lives of children and youth in care.