



# MAKING A DIFFERENCE

Annual Report 2011 - 2012



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

In 2011/12 CASNPS continued to take steps to strengthen services in all areas of the organization. As we know, change is inevitable. At CASNPS we welcome change and embrace it as opportunity to ensure that we are providing a high level of quality service that best meets the needs of children, youth and families.

Provincially, the Commission to Promote Sustainable Child Welfare is winding down as it completes its 3 year mandate this fall. The priorities of the Commission included reconfiguring the organization of CAS structures and service delivery, changing the approach to funding child welfare, implementing a new approach to accountability and system management and strengthening and improving service delivery. As a result of the work of the Commission, forty-seven (47) CAS' now exist compared to fifty-three (53) previously. An announcement defining the new funding approach is imminent. Furthermore, an Accountability framework is being defined to ensure consistency of reporting between all CAS'. The Commission has also recently released its "Reconfiguration through Shared Services" document. Permanency and quality of service for children and youth have always been at the forefront of the Commission's work.

As an organization, the work we have done in the past year and as we move forward, is completely in line with the work of the Commission and Government. In the area of Child Welfare, positions at CASNPS are in place to ensure that we are in a position to respond to the priorities of the Commission and Government. We continually challenge ourselves to ensure that all decisions being made are in the best interest of children and youth. By way of example, the Agency has implemented its "Residential Framework" model which assists families, foster families, children and youth by providing intensive in-house supports. This responsive model provides caregivers with the supports and tools they require and promotes healthy relationships and stable placements resulting in more children and youth remaining in their home communities.

The Near North Youth Centre, our secure custody facility for female youth continues to provide guidance for youth during their stay with us, in order to provide them with the tools and the knowledge that will help them be successful when they return to their communities.

Our Early Intervention Services and Community Support Team continue to provide creative programming in the face of often complex situations, always ensuring that intervention services meet the specific needs of individuals.

CASNPS takes great pride in the many shared service agreements that exist with community collaterals. To name a few examples, due to our partnership with the Near North District School Board in the delivery of the SOS (School of Success) program, our youth continue to reach academic success, graduating and successfully moving to post-secondary education. Also, as a result of a Trillium grant, a shared service agreement with One Kids Place exists in which our volunteer program is delivered jointly with NADY, Autism Ontario North Bay Chapter, North Bay Pediatric Group and One Kid's Place. This will result in many volunteering opportunities for volunteers in our community. As a result of a shared service agreement with the Community Counselling Center, "Changing Families with a Healthy Me", which includes grief and loss counselling for children, youth and families, as well as child protection mediation is offered.

We are continuously looking for opportunities to work together with community partners who share the common goal of enhancing the capacity and scope of services we can offer collaboratively in our communities.

In conclusion, in the spring, CASNPS embarked on an exciting journey, creating a new Strategic Plan. Involvement from the Board of Directors, staff from all levels of the organization, and community collaterals resulted in the development of a 5 yr. Strategic Plan that will be implemented in the fall of 2012. We ended the year energized, focused and with a strong sense of motivation. As we move into the year ahead, we are confident in our unified and focused direction.

We would like to express our ongoing gratitude to the Regional Offices who believe in the work we do and who continue to work with us collaboratively to ensure that children, youth and families are safe, nurtured and strong.

We would like to thank the Board of Directors for their patience and courage in addressing complex issues and leading the organization with the strategic vision for the future.

We thank our foster parents and volunteers for always keeping children and youth at the forefront of all they do.

Finally, thank you to our staff, for their willingness to learn, for their ability to achieve and their unwavering dedication. The success we achieve together stems from your fundamental dedication, responsiveness and continual adaptability to daily challenges.



Gisèle Hébert,  
Executive Director

Rick Sapinski,  
Board Chair

Keeping Children and Youth Safe, Nurtured and Strong.



## DAWN

Former Youth in Care

As a former crown ward, I have faced stigma and stereotypes that are associated with being in care. Instead of looking at this as a weakness, I have seized my opportunities through CAS.

I am entering my fourth and final year at Nipissing University and living independently. I am also employed as a Youth Network Coordinator at our Children's Aid Society. By working in the agency not only do I provide all social workers and CAS employees with a unique perspective being a former youth in care, but I can assist in making foster care a better experience for all children and youth in this area. This involves being a part of launching the Youth Website which is an Educational Championship Team initiative that encourages positive outcomes for crown wards, and one-on-one mentoring to other youth.

I have presented to various educators, members of the Board of Directors, and other community members providing them with an insight into what it is to be a former youth in care.

I am also working with youth like myself building connections and learning to advocate at YouthCAN Conferences, YPAAG events, and Zone meetings. By empowering others like myself, we can make a change for the betterment of all youth in care.

Living a successful, independent life can be attained with support, and I hope our Youth Network can continue to be a stepping stone to that. With the help of the Children's Aid Society, we can continue to inspire and motivate change.

*97 foster families and 61 kinship families provided caring, loving homes for children in need.*

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

*A literature review of best practice approaches to foster care and therapeutic foster care has been completed. New program development will contribute to admission prevention, crisis response, placement stability and assisting higher needs children in family based care within their home communities.*

# INFANTS, CHILDREN & YOUTH

## Early Intervention Services



*3361 families were served in 2011-2012*

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

Early Intervention Services contains five distinct programs that progressively reach out to our community and answer to the needs of many.

### **Infant and Child Development Services**

supports children from birth to five years 11 months of age, who may have delays or who are at risk for a developmental delay. The services are family-centered and bring parents and professionals together to help children overcome developmental difficulties. Services include clinic, home visits, referrals to other services, as well as parental support and guidance.

### **Community Action Program for Children**

services young women aged 13 to 21 years who are pregnant or who have a child 6 years old or younger. This program offers home visits and groups to help first time Moms who wish to explore their parenting skills, further their education, learn about nutrition, child health and development, and improve the health of their unborn children.

**MotherCare Nipissing** is a prenatal nutrition support program and is 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. This program features healthy eating education, healthy snacks, childcare, information on other services, and social supports.

**Play Your Part Family Program** offers hands-on activities, social support, coping skills and on-site structured childcare. It is located across the District of Nipissing in the Child and Family Centers, and is funded by Best Start. The program believes that what happens to children in their first years of life will play a large role in the path they follow as adults.

**Fathers Matter** is dedicated to positive life outcomes through the quality of the father child relationship. The program focuses on building character, positive authority, understanding boundaries, learning and enjoying teachable moments, building self esteem and developing good communication skills.



## TRACY

Investigation / Assessment  
and Protection Services

Whenever possible our goal is to keep children and their families together. When I make this statement I reflect on a family that has overcome very difficult challenges. A family plagued with the complexities related to addiction. The children suffered neglect and emotional distress and repeated admission to treatment did not elicit the changes required to ensure the parents could meet the needs of their children.

The parents were informed that one final opportunity was being presented to support them resuming a parental role or the Society would pursue an alternate permanency plan for the children. Both parents completed treatment. Following treatment, the parents separated and Dad engaged with the Children's Aid Society to address his issues to consistently meet the needs of his children.

Dad attended individual counseling, participated in the Clinically Managed Access Program and attended a

parenting program called Father's Matter. Dad invested in his recovery. He returned to the Father's Matter group as he got so much from his initial experience and wanted to give back to other fathers who did not believe they could parent on their own.

He has resumed care of his children. He is a successful member of our community and has rebuilt his relationships with his family, supporting his children through it all.

Dad remains connected to the Society and will pick up the phone to ask me for my opinion, a little advice, or even just to keep me updated on how the children are doing. He has no hesitancy in doing so. Not only was this Dad able to meet his goals and have his children returned to him, but I also met mine. Our goal is to work with other community partners to best support families, build relationships and keep families together.

*2651 calls were received from concerned citizens, doctors, teachers, police and other professionals about children who might be in need of protection.*

*A total of 1,450 investigations were completed.*

## LINDA Volunteer



*There are 88 active volunteers at the Agency.*

*We have volunteers who have worked with our agency for up to 18 years.*

*This year, the Agency's volunteer drivers have driven more than 659,830 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.*

I started volunteering as a special friend in 1992 as a way to spend time with young children who needed some special one-on-one time. I have always loved children so it was very fulfilling for me as well. Over the years I have enjoyed time with 19 children, singles, twins and one set of triplets.

I was able to spend time in parks climbing and running as they learned new skills and confidence while they played. It was enjoyable for all. Sometimes we had doctors and hospital appointments, but we braved them together.

My house and car always had books and toys so they knew they were welcome and could play and learn with no worries.

I have now retired as a special friend, but will always remember the children and all the memories of the times we shared. They gave freely of their love and hugs which will always warm my heart and bring a smile to my face.

I will continue to volunteer for the Children's Aid Society at the hospital as the need arises to comfort and cuddle children.

Volunteers are essential to keeping the Agency and all of our services running smoothly. Each volunteer comes from a different walk of life, and contributes time and effort. Our volunteers continue to make a positive impact on the overall well-being of families and the

future of children in our communities. The Agency could not provide as many quality services as it does without the dedication and commitment of all our volunteers. If you can give an hour, an afternoon or a few days a week, all help is welcomed!

## JENNIFER

### Youth Justice Services



The goal of Youth Justice Services is to reduce re-offending behaviour, hold youth accountable for their choices, and contribute to the protection of our community.

In our commitment to improving outcomes for youth, their families and our communities, we recognize the value of creating and fostering partnerships with various agencies, including the Children's Aid Society.

The Community Support Team (CST) program is operated by the Nipissing and Parry Sound Children's Aid Society and provides intervention to high risk youth in conflict with the law, and their families. CST works in collaboration with community partners to reach our goal of improving the youth's personal competencies, strengthen families, and reduce recidivism, while promoting positive change with youth in the community.

The greatest success is achieved in supporting youth to make positive choices and the necessary changes to promote future success when various stakeholders and organizations work collaboratively to influence positive change.

It is this opportunity to influence change with our most vulnerable youth that inspires my commitment and fuels my sense of accomplishment and self fulfillment.

The Near North Youth Centre is both a place of "Secure Temporary Detainment" and "Secure Custody" for adolescents who have become involved with the law. The gender-specific (female) facility serves to balance the following goals: For the protection and well-being of society, to administer the conditions of court sentences, and to provide education, recreation, and rehabilitation to assist these young women to become law abiding citizens.

*73 youth were served last year.*

*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.*

*This past year, the Community Support Team provided counselling services, Cognitive Behavioural Therapy, and Relapse Prevention Programs to 88 youth.*

## KIM & MADISON

Adoptive Mom & Son



*Supportive, loving adoptive families were found for 6 children, including sibling groups and children and youth with exceptional developmental and physical challenges.*

*We are currently looking for families interested in adopting children 10 years of age and older.*

I became a first time “mommy” when I adopted my son Madison when he was 2 ½ years old. Nothing I had done in preparation for parenthood readied me for this wonderful but challenging experience. My beautiful son had many challenges, developmental and behavioral. I wasn’t given much hope for his future. But being the determined mom I am, I kept at it believing in my son. We worked with his service providers to help him to be all that he could be. As a toddler I started him playing with a soccer ball to promote gross motor skills. He had difficulty even kicking the ball, yet he is now 16 years old and his high school soccer team qualified for N.O.S.S.A. for the second year. He has come a long way!

I believe that parenting an adoptive child is a constant learning experience and that gives true meaning of it takes

a village to raise a child. I was very privileged to have the support of family, friends and service providers. The adoption process has taught me to trust in myself, that I am the best advocate for my son and to have the confidence to offer support to other adoptive parents. When you seek out and listen to someone who has faced similar challenges, you get a new perspective of your situation and maybe make a few new friends. It isn’t an easy journey but it is so worth the experience. I am so proud of the person my son is becoming and his bright potential for the future.

# CHIEF PAUL D. COOK

## North Bay Police Services



### Champion for Children

I am honoured to speak on the importance of the Children's Aid Society of the districts of Nipissing and Parry Sound and to recognize them for the incredible work they do each day to protect young persons in our community.

The following two goals identified in the North Bay Police Service 2011-2013 Business Plan articulate the importance we place on youth, as we truly believe they are our future:

- To impact youth crime through education, crime prevention, enforcement and relationship building.
- To work with community and justice partners in providing responsive, compassionate, and supportive assistance to victims of crime.

Child Abuse and Neglect is a multifaceted issue that requires interagency cooperation and

participation to prevent and respond to complaints of child abuse and neglect. The Children's Aid is just one of many community partners we work with to protect those individuals in our community who are most vulnerable.

As a serving police officer for over 29 years, I have seen first-hand the difference that the Children's Aid Society makes specific to the protection of children and the prosecution of offenders who choose to prey upon them. They also play an integral role in the counselling and mentoring of children in North Bay and area. This investment in young people during their developmental years will assist all of us to build strong and successful communities.

We look forward to working in partnership with the Children's Aid Society of Nipissing and Parry Sound for many years into the future for the betterment of the communities we both 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*
- *\$6,703.78 was raised in 2011-2012 for the Children and Youth Opportunity Fund*

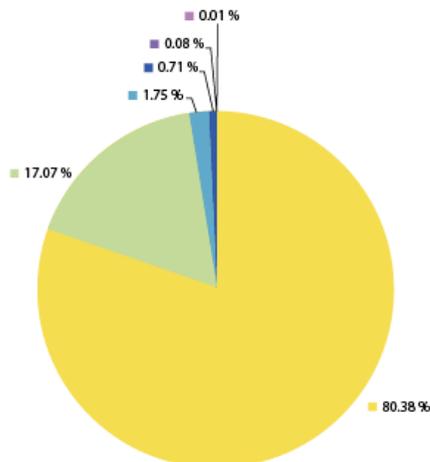
**Statement of Operations**  
**For the year ended March 31, 2012**

<b>Revenue</b>	(unaudited)
MCYS - Child Welfare Services	\$16,568,108
MCYS - Non Child Welfare Services	3,518,693
Public Health Agency of Canada	360,244
DNSSAB - Play Your Part Parenting	147,208
ECM - Kehoe Street Apartments	16,050
General Fund	2,711
<b>Total Revenue</b>	<b>\$20,613,014</b>

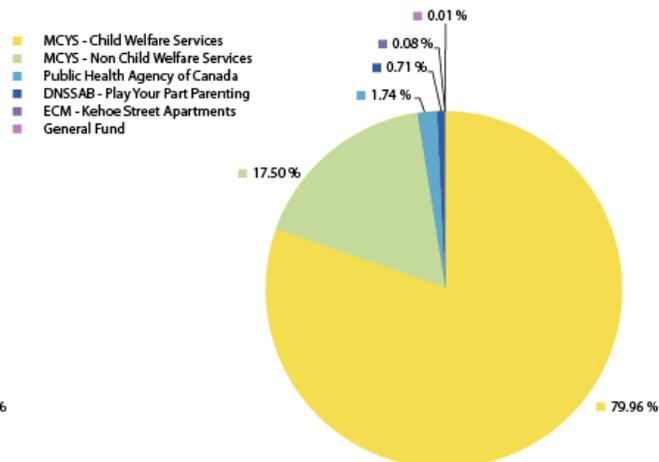
<b>Expenditures</b>	
MCYS - Child Welfare Services	\$16,568,083
MCYS - Non Child Welfare Services	3,627,170
Public Health Agency of Canada	360,244
DNSSAB - Play Your Part Parenting	147,208
ECM - Kehoe Street Apartments	16,050
General Fund	2,500
<b>Total Expenditures</b>	<b>\$20,721,255</b>

<b>Deficiency of revenue over expenses before the undernoted</b>	(\$108,241)
Deferred capital contributions	(842,610)
Capitalization of assets	842,610
Amortization of capital contributions	(315,553)
Amortization of deferred capital contributions	315,553
Vacation pay (expense) recovery	(13,489)
Recovery by MCYS	(108,391)
<b>Excess (deficiency) of revenue over expenses</b>	<b>(\$230,121)</b>

**2011/12 Program Funding**



**2011/12 Program Expenditures**





## Our Mission

The Nipissing and Parry Sound Children's Aid Society is committed to promoting the well-being and protection of children and youth, and to advocating for their fundamental entitlements. In fulfilling its commitment, the Society will provide services that maintain and enhance the natural environments of home and community; that will insure the safety of children, youth and of the public; that establish partnerships with other community services; and that demonstrate management practices based on teamwork and professional ethics.

Thank you to everyone who shared their stories and participated in creating this report.

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## Contact Us

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Keeping Children and Youth Safe, Nurtured and Strong.

