



ANNUAL REPORT

2018/2019

Kenora-Rainy River Districts Child and Family Services

ANNUAL GENERAL MEETING

21 June 2019

A G E N D A

- 1. Opening/Welcome by Syrena Lalonde, Board President**
- 2. Minutes of the June 22, 2018, Kenora-Rainy River Annual Meeting**
- 3. Message from the Board President and Executive Director**
- 4. Greetings from OACAS**
- 5. Auditor's Report - Kathy McConnachie, Audit Committee Chair**
- 6. Adjournment**

*Kenora-Rainy River Districts
Child and Family Services*

VISION:

Children and families reaching their full potential

MISSION:

*We are dedicated to ensuring the safety and well-being of every child
by providing effective services to children and families.*

VALUES:

Positive Attitude, Relationships, Integrity, Diversity, and Excellence

KENORA-RAINY RIVER DISTRICTS CHILD AND FAMILY SERVICES

Minutes of the Annual Meeting
Held June 22, 2018

The Annual Meeting of the Kenora-Rainy River Child and Family Services was held on June 22, 2018, commencing at 7:03 p.m. in the Board Room of the Cameron Bay Children's Centre in Kenora. The meeting was chaired by the President of the Board of Directors, Charron Sippola and a quorum of the general membership was present. The Board President welcomed those present and thanked them for attending the annual meeting.

The Mission and Vision Statements were read aloud by Bob McGreevy.

MOTION # 20170616 - 1 Moved by Kathy McConnachie and seconded by Syrena Lalonde that the Minutes of the June 16, 2017, Kenora-Rainy River Districts Child and Family Services Annual General Meeting be approved. Motion Carried.

The President thanked the senior staff for their hard work.

MOTION # 20170616 - 2 Moved by Syrena Lalonde and seconded by Bob McGreevy that the President's Report be approved. Motion Carried.

MOTION # 20170616 - 3 Moved by Kathy McConnachie and seconded by Bob McGreevy that the Executive Director's Report be approved. Motion Carried.

A letter from OACAS Board President and Executive Director, congratulating the Agency on the Annual General Meeting, was presented to the Membership by Charron Sippola.

The Board President welcomed Jennifer Pyzer of BDO Canada to the meeting.

Jennifer Pyzer provided the membership with a comprehensive summary of the Auditor's report for the fiscal year April 1, 2017 to March 31, 2018. The Membership appreciated the detailed report and thanked Ms. Pyzer for attending.

MOTION # 20170616 - 4 Moved by Bob McGreevy and seconded by Syrena Lalonde that the 2017/2018 Audited Financial Statements be approved as presented. Motion Carried

MOTION # 20170616 - 5 Moved by Syrena Lalonde and seconded by Bob McGreevy that the services of BDO Canada Chartered Accountants be retained for auditing purposes for the fiscal year April 1, 2018 to March 31, 2019. Motion Carried

Jennifer Pyzer offered to have an in camera meeting with the Board without Management; the Board didn't feel the need.

The Director of Finance and Administration expressed his appreciation to the finance team for a job well done.

Having no further business to consider, the President accepted a motion to adjourn at 7:15 p.m.

Charron Sippola, President

Mary Ann Reimer, Secretary

Date

Annual Report to the General Membership and Board
June 21 and 22, 2019

Despite the sense of dread in the air concerning impending cuts to children and families organizations by the provincial government, 2018-2019 has been a very productive year for KRRCFs.

To actualize our Strategic Plan, we developed a Service Plan that was an actual commitment to the entities we serve to achieve certain benchmarks that would demonstrate healthier outcomes for children and families. This Plan was further supported by a new Agency Service Framework that would guide staff in their ongoing work with families.

The Strategic Plan, Service Plan and Service Framework began to show results as we began to experience fewer children in care and fewer cases before the court. The work load decreased significantly enough that we found ourselves in a position to have to lay off two management staff.

Unfortunately, around the third or fourth quarter, we began to see an increase in parents that have been entrapped in the opioid crisis and the incidents of extreme neglect began to pick up. Our staff has remained largely successful in exploring and relying on the family's social networks to provide for many of the children requiring care, but the harm that has been done to some of these children has been severe and often exceeds the resources of those around them to provide the care they require.

Not unlike other agencies in the province when children from these families do come into care, they often require specialized services that are severely lacking in the North. Our staff has been strategizing new approaches that we look to put in place this year.

Some of the other highlights over the past year include:

Clinical and Community Services

During the year we slowly began to realize that we did not have sufficient resources to continue to provide the Supervised Access Program. We approached the Ministry and they worked with us to transfer the program to an alternate community program. Families did not experience any disruption of service as a result of our decision.

Our Clinical Services have once again reaffirmed our relationship with the local school boards. Despite the cuts abounding, the government has agreed that the close relationship between school boards and children's mental health organizations is worth maintaining.

Our Clinical and Community services are to be applauded for significantly cutting their waiting lists down to negligible times.

We are in the last stage of receiving another three year accreditation for our clinical services. The feedback we have received from the accreditors has been very encouraging.

Janice Gagne and Krista Ling have updated their ASIST (Suicide Prevention) training credentials and have been providing training throughout the Districts.

The Clinical program has entered into a partnership to complete further assessments for children who may be diagnosable with Autistic Spectrum Disorder. We have been given the resources to assess about another dozen children in the Rainy River District.

Child Welfare

As mentioned earlier, we have experienced a significant drop in children in care and matters before the court, although we are increasing our diligence in developing strategies to assist families in overcoming opioid abuse.

Despite our efforts, our indigenous partners are unable to accept transfer of indigenous families that are not members of their Treaty Areas. As such we continue to serve about two dozen indigenous families who are members of Bands outside of Northwestern Ontario. We will need to further strategize to ensure we are providing culturally appropriate services to these families.

The agency was successful in receiving a full license for our Group Home program and is presently in the last stages of our foster home license review. The latter is a bit more contentious this year given the deaths of children in homes throughout the Province. The unfortunate result is that the requirements necessary to meet the Ministry's expectations provides a natural deterrent to applicants that may step forward to foster. Currently we find ourselves in crisis mode when a high needs child requires care with the dearth of foster homes in the Districts.

Our child welfare staff continues to strive to gain mastery of the CPIN system. We had reached the 80% compliance rate that was expected by the Board and we continue to lurk close to this rate though the system itself does not make it easy.

Other

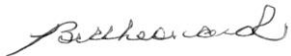
I continue to meet with my northern colleagues around the Northern Strategy for Child and Family Services throughout the North. No commitments have been made by the government, but I believe they have heard our plan and have provided expressions of being open to listening further. The final funding announcement for our sector is imminent and I guess we will know their level of commitment to the strategy by what is in the funding announcement.

Over the past year, we realized that we might be in a surplus position and as such, we were able to provide funding to Firefly to support some very high complex special needs children in the community. It is not the norm for a Children's Aid Society to provide direct funding to a Children's Mental Health Center, but I have shared our work with the ministry and they seem supportive. I doubt we will be in a similar position this year.

Finally, we were successful in negotiating a new three year Collective Agreement with our union with some modest wage increases.

While we await the final decisions from the government, I remain confident that whatever comes our way, our staff has shown time and again their resiliency through their knowledge, skill and commitment to their work. I would like to thank all our staff for their service on behalf of children and families and I would like to thank the Board for their ongoing support to me as we navigate these difficult times

Respectfully,



William (Bill) Leonard, MSW (Clinical)
Executive Director

President's Report to the Members
Of the
Kenora Rainy River Districts Child and Family Services
June 2019

Change is never easy, and 2018-2019 has been a year necessitating momentous restructuring and vision within the KRRCFS. With the transfer of our Indigenous children and families to our Indigenous agency partners, and the adoption of a new service framework, child welfare volumes began to decrease substantially. This created a need for significant change within our agency. As a result, our Executive Director, Bill Leonard, with the support of his supervisory staff, made the hard-hitting but veracious decision to reduce the managerial staff in order to accurately reflect the reduction of clients, and in turn, employee workload. A restructuring of responsibility was then required for the management team to adapt to the changes while upholding quality of service to our children, families and communities.

With the robust cuts to funding and programs being implemented by the provincial government, the resiliency of KRRCFS has been put to the test. The Child Advocate's Office was eliminated, the Children's Mental Health Program was transferred from the Ministry of Children to the Ministry of Health, and right until the end, and we were unclear as to how our funding model would be impacted and whether or not amalgamation between agencies was going to be mandatory. Fortunately, massive restricting was not required, and KRRCFS was able to find solutions within the present infrastructure to protect quality of service.

KRRCFS continued to work together with five additional Northern agencies to pursue the Northern Strategy. The Northern Strategy document will be shared with community partners and local Members of Provincial Parliament to discuss how the Northern Strategy can be operationalized within each District, working together to achieve a more cohesive and sustainable system of services in the North.

A four year reaccreditation was received for our Children's Mental Health program. There was a tremendous amount of work required to prepare the accreditation documentation. The accreditation team was very complimentary of the agency as a whole and of our services in particular. Congratulations and a note of appreciation goes out to the Accreditation committee for their time and dedication.


The Board of Directors continued to improve their proficiency as a governing Board. The Quality Assurance Committee created and deployed surveys to collect data on efficiency and effectiveness, as well as performance.

Both agency and Board of Directors continue to work within their service plans. Despite the obstacles of funding deficits, our agency continues to offer quality service to the families of our vast geographical area.

Congratulations to all staff, management and Executive Director for a job well done.

A special thank you goes to the Board of Directors. Their commitment to make our Board governance more effective is something to be proud of.

Respectfully,



Syrena Lalonde, Board President



Ontario Association of
Children's Aid Societies

Friday June 21, 2019

Bill Leonard
Executive Director
Kenora-Rainy River Districts Child and Family Services
820 Lakeview Drive
Kenora, ON P9N 3P7

Dear Mr. Leonard,

The Ontario Association of Children's Aid Societies (OACAS) extends warm greetings to you, your Board of Directors, and your staff as you convene your Annual General Meeting.

We are proud to see how Kenora-Rainy River Districts Child and Family Services has continued to provide excellent service to your local community. OACAS honours the diverse achievements of your agency and staff on many committees and provincial projects. We recognize and honour your agency's on-going contributions to improving outcomes for the children and families you serve.

Over the past year, Children's Aid Societies have demonstrated an unwavering commitment to strengthening the child welfare system through their involvement in provincial initiatives that help move the sector forward and improve services to children, youth, and families. OACAS recognizes the leadership, courage, and perseverance of staff and board members at Children's Aid Societies amidst challenging and changing circumstances.

Your membership in OACAS is highly valued. Our efforts would not be possible without the participation and direction of our members. OACAS strives to provide all members with services that add value to their day-to-day operations. This includes providing services and benefits in the areas of government relations, communication and advocacy, diversity, equity and inclusion, Indigenous services, service and operational excellence, education and training, and a shared services program.

OACAS looks forward to continuing to work with you to achieve our collective vision of a highly effective children's services system with the confidence of Ontario families and communities. Your membership helps to make this goal a reality, creating a safer and brighter future for vulnerable children and youth.

Sincerely,

Lisa Sarsfield
Board Chair

Nicole Bonnie
Chief Executive Officer

KRRCFS 2018/2019 STATS

Children's Services 2018/2019

	KRRCFS Children	OSW's	Total 2017/2018	Total 2018/2019
Children in Care (April 1, 2018)	108	69	160	177
Days Care Provided (2018-19)	50005	22603	52707	72608
Children in Care (March 31, 2019)	105	68	173	173
New Admissions (2018-19)	68	37	150	105
Discharges from Care (2018-19)	71	35	138	106
Days Care Provided (2018-19)	38959	20216	81878	59175

Protection Services 2018/2019

	2017/2018	2018/2019
Intakes Open Beginning of Year	79	207
Intake Open During Year	467	270
Intakes Closed	342	279
Transferred to Ongoing Protection	77	60
Ongoing Opened Beginning of the Year	137	98
Ongoing Opened During the Year	88	68
Ongoing Protection Closing	127	92
Ongoing Protection as of End of Year	98	74

FOSTER CARE/ RESOURCES

	2017/2018	2018/2019
Approved Foster/Kin Homes (01 April 2018)	160	218
New Approved Homes During the Year	91	109
Foster/Kin Homes Closed During the Year	48	130
Foster/Kin Homes Approved During the Year	218	145

FINANCIAL NOTES

Record of Employees Paid \$100,000 or more in 2018

William Leonard, Executive Director
Earnings: \$158,107.78; Benefits \$2,347.78

Vince Kastrukoff, Director of Services
Earnings: \$112,249.65; Benefits: \$1,665.32

Carmen Moody: Director of Service:
Earnings: \$118,129.63; Benefits: \$1,586.96

Ramona Sawatzky: Supervisor of Intake - Protection
Earnings: \$102,696.89; Benefits: \$1411.18

Sherri Rogers: Supervisor Children's Services
Earnings: \$108,261.99; Benefits: \$1,411.18

Ruth Eskritt: Training Specialist for Child Protection Information Network
Earnings: \$100,158.31; Benefits: \$8.41

Susan Rooke: Supervisor of Children's Services
Earnings: \$103,531.04; Benefits: \$1,346.26

Prepared in accordance with the Public Sector Salary Disclosure Act, 1996.

Building Reserve Fund Balance \$ 26,374
Trust Funds Balance \$ 88,821

**BOARD OF
DIRECTORS**

President Syrena Lalonde
Vice President Charron Sippola
Secretary/Treasurer Kathy McConnachie

Directors:

Bob McGreevy
Gwen Holmstrom
Norma Elliott
Josie Groen
John Baker
Wendy Marmus
Diane Clifford
Marlis Bruyere

Statement of Operations Operating Fund for the Year Ending 31 March 2019

REVENUE

Province: MCYS and MCSS	\$16,598,691
MAG	\$ 135,543
Interest and other income	\$ 385,161
Total Revenue	<u>\$17,119,395</u>

COST OF ALL SERVICES

Salaries	\$ 7,447,665
Administration Benefits	\$ 2,078,247
Travel	\$ 526,422
Training	\$ 114,029
Building Occupancy	\$ 798,488
Professional Services – non client	\$ 330,655
Program Expense	\$ 130,432
Boarding	\$ 6,861,693
Professional Services – client	\$ 128,094
External Legal Fees	\$ 453,276
Adoption	\$ 406,158
Clients Personal Needs	\$ 710,786
Health and Related	\$ 102,358
Financial Assistance	\$ 7,535
Promotion and Publicity	\$ 6,918
Office	\$ 273,755
Miscellaneous	\$ 147,938
Technology	\$ 432,189
OCBe	<u>\$ 90,331</u>
Total Cost of Services	\$21,046,969

Expenditure Recoveries	<u>\$ 3,929,155</u>
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Net Expenditures	<u>\$17,117,814</u>
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Net Revenue/Expense	<u>\$ 1,581</u>
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