



**LENNOX AND ADDINGTON
FAMILY AND CHILDREN'S SERVICES**



**ANNUAL REPORT
2008-2009**

Pictured: Caleb
Grandson of Executive Director, Gregory Moon



Mission Statement

“Lennox & Addington Family and Children’s Services is committed to the protection of children from neglect and abuse and to the promotion of children’s well-being within their families and community through assessments, appropriate interventions, service planning and advocacy within the framework of the Child and Family Services Act in Ontario.”

Message from the President of the Board of Directors

It is indeed a privilege and an honour to bring you greetings on behalf of the board of Directors who are with you this evening.

Last year was an historic turning point for Lennox and Addington Family and Children's Services. In 2008, the Board had endorsed and is now successfully operating under the terms and conditions of a "Governance" model. At the 2008 Annual General Meeting, an announcement was made about the agency's new location and building. Thanks to the efforts of many, both the Ventin Group and Peak Construction have commenced with the building of our future home which will be a landmark building of our future home which will be a landmark building in Napanee for years to come. And, of course, the Ontario "Transformation" agenda continues to be the focus of our work for the children and families in our community.

It is with deep sense of pride and appreciation that the Board wishes to acknowledge all the staff, our foster parents and our community partners for their dedicated work which has proven to be a very valuable resource to so many who are in your trusted care. It is our sincere hope that as a Board we will be able to maintain the support for your very special programs and very important work that you provide.

Our Board of Directors must also be congratulated for their commitment to their responsibilities and endless hours of voluntary work to be sensitive and supportive of those who need us most. For those who are leaving the Board, may we extend our heart felt t for your dedicated service to make this a better community for all who live and work in our county.

May I take this moment to express my sincere gratitude for your continued support and cooperation to promote a future full of trust and hope for our children, youth and families.

Bill Lee
President

Lennox and Addington Family and Children's Services Board of Directors 2008-2009

Bill Lee, President
John Mooney, Vice-President
Jolene Knowles (Secretary/Treasurer)
Bud Acton, Laurie DesLauriers, Tracey McKenzie,
Michelle Sault, Frank Smida, Mark deWolde (resigned)

Executive Director's Report, June 2009

'Moving Forward Together'

This past year has been highlighted by some significant markers in our organizational development that will pave the way for our future.

Our Board of Director's has provided excellent leadership to the agency through its governance role, and has been very supportive in ensuring that the children and families in our community receive the level of service support that they deserve.

Our agency has moved forward in policy development, giving guidance, structure and continuity to our business practices in several areas.

Staff and Management successfully negotiated our first Collective Agreement this past fall. From this, Labour Management and Workload Committees meet regularly to discuss items of mutual interest.

Our Foster families continue to provide a vital service to our organization through the excellent care that they give to our children. The Foster Parent Association continues to provide active leadership, both locally and regionally to the interests of foster families, and have undertaken many initiatives to the benefit of children in our care. This summer, our Foster Parent Association will again operate a literacy camp for children.

We are about to commence an important service initiative for children in care who are experiencing significant emotional distress or are delayed in their social development. The Treatment Foster Care Program will provide intensive, clinically managed service to these children in support of our goal of permanency for all children in our care.

Our agency continues to be active participants in the YouthCAN program, a provincial initiative bringing youth in care and former crown wards together for mutual support and as an advocacy body.

Our roster of volunteers has seen continued growth this past year, with the range of services provided by this group also continuing to expand.

We welcome Mehroon Kassam as our new Director of Clinical Services. She brings to us a wealth of wisdom and experience that will be of great benefit to our agency.

We have made improvements to our tracking processes as a quality assurance endeavour.

In the area of Transformation, we have developed specialized staff positions focused exclusively on providing service to children placed in the temporary care of the agency.

We have also begun to use mediation services as an alternate, non adversarial means of dispute resolution on contentious service matters.

Finally, we have broken ground on the construction of our new administrative facility. We look forward to the next year where we will be in a building that will further support our mission of providing excellent service to the children and families of Lennox and Addington County.

These endeavours are only possible through the dedicated work of all stakeholders in the organization. While we are amongst the smaller of Child Welfare agencies in the province, the power of working together towards common purpose allows us to achieve our goals and continually improve upon our services to the community.

Gregory Moon, MSW
Executive Director

PROGRAM FUND - SCHEDULE OF OPERATIONS

FOR THE YEAR ENDED MARCH 31, 2009

Revenues

Grants – Provincial	\$8,503,155
Expenditure Recoveries	90,556
Non-retainable Revenue.....	553,274
Special Funding	31,462

\$9,178,447

Expenses

Salaries	\$3,462,529
Benefits	613,493
Travel	280,012
Training & Recruitment.....	43,495
Building Occupancy.....	140,332
Professional Services Non-Client	197,180
Program Expenses.....	5,014
Boarding Rate Payments.....	3,564,898
Professional Services Client	62,796
Client's Personal Needs.....	360,368
Health & Related.....	145,190
Financial Assistance.....	95
Promotion & Publicity.....	21,950
Office Administration	86,048
Miscellaneous	56,593
Technology	75,468
Surplus Repayments.....	48,169

\$9,163,630

Excess of Revenues over Expenses

\$14,817

Auditor – Welch & Company LLP.

Note: The full Auditor's Report and Financial Statement
may be examined upon request

CHILD WELFARE STATISTICS

	2007/08	2008/09
Protection Services:		
Total Intakes during year	422	474
Total number of families served	671	769
Child Care:		
Children admitted to care	80	94
Children discharged from care	86	90
Children in care at year end	122	126
Days care provided	45,489	46,972
Foster Care:		
Applications received	56	30
Homes approved	24	15
Total homes at year end	85	78
Adoption:		
Applications received	13	15
Homes approved	13	10
Homes awaiting placement	11	11
Children on placement	3	0
Adoptions completed	11	7
Adoption disclosure requests	1	11

Staff of Lennox & Addington Family and Children's Services

Executive Director	Gregory Moon
Director of Services	Mehroon Kassam, *Lilian van Wijk
Executive Assistant	Catherine Busschaert
Finance Department	Pat Oliver, Manager Kim Davis, Kathy Spencer-Lee
Network Administrator	Elizabeth McGrath
Property Manager	Paul Gordon
Data Entry/Statistician	Kathy Sheild
Family Support	Charlene Whalen, Supervisor (Kristine Garster), (Alison Hambleton), Kelly Henry
Legal Services	David Toupin, Supervisor (Legal Counsel) Karla McGrath (Legal Counsel)
Volunteer/Fund Development Co-ordinator	Fran Derochie, Lana Latimer, Sue Peters *Yvonne Williams
Administrative Support	Shelley Allport, Deb Curlette, Lynda Lemaire
Receptionist	Les Dunitz
Resource Team (Foster/Adoption)	Lynne Tebo, Supervisor Angela Kirkpatrick, Angela Manley, Lois Munroe, Beth Puddy, Sherrill Ritchie, Ann Roantree, Cam Vanderkooi
Permanency Team	Rick Rowley, Supervisor Tom Barriage, Mary Jane Bravakis, Ingrid Hardy Sue Lines, Jane Lloyd, Bruce Polnick, Colette Sicard
Intake Team	Judy Atkinson, Supervisor Leo Burosch, (Matthew Dockrill), Julie Dolan, Steve Forkes, Chris Martin-Paul Sue Rints, Sarah Webb
After Hours Workers	(Sarah Brazeau), * (Heather Fairbairn) (Alison Hambleton), (Jen Paquin), (Sue Rints), (Sarah Webb)
Family Services, Team 1	Darlene Keech, Supervisor *Sarah Binkley, Christy Ferguson, Stacey Gillian, Jo Lalonde, *Stewart Smith, Sally Tucker, Theresa Walroth, Andree Willetts
Family Services, Team 2	Pauline Stinson, Supervisor Wendy Bien, Sarah Brazeau, Lynette Breault, Tom Brzezicki, Megan Carrigan, Katrina Coulas Kerry Layfield,*Heather McQuat Karen Slaughter, Glenna Wilberforce
Family Services, Team 3	*Sabrina Tripolitano, Supervisor

Key =- (contract) *resigned

SEND A CHILD TO CAMP

Last year the agency was able to support approximately 75 children in attending camp. Funding for camp comes from individuals, churches, service clubs and businesses.

Make a child's dream come true!

Name: _____

Address: _____

Postal Code: _____

FRANK STREEK POST SECONDARY EDUCATION FUND

Funds donated to this program are used to offer financial support to youth in care for post-secondary education and/or training.

Name: _____

Address: _____

Postal Code: _____

If you would like to make a donation, please contact:

Volunteer Fund/Development Co-ordinator

Lennox & Addington Family and Children's Services
(a charitable donation receipt will be issued for all donations).
(613) 354-9744

Thank you for your generosity!!



**LENNOX & ADDINGTON
FAMILY AND CHILDREN'S SERVICES**

Main Office:

465 Advance Avenue
Napanea, Ontario
K7R 4A7
(613) 354-9744

Branch Office:

18 Manitou Cres. West
Amherstview, Ontario
K7N 1S3
(613) 384-7340

Family Visiting Centre
Barrett House
122 Robert Street
Napanea, Ontario
K7R 2M5
(613) 354-9744