



Child & Community Resources

Ressources pour l'Enfance  
et la Communauté

2015-2016  
**ANNUAL REPORT**



**ccrconnect.ca**

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## About CCR

**Child & Community Resources (CCR) is a charitable organization that provides services and community support to parents, children and professionals to enhance and support the inclusion, integration, and wellbeing of children across the north region of Ontario.**



# Message from the Chair

## Welcome to Child & Community Resources' Annual General Meeting

I am pleased to share that our vision of connecting and engaging people in quality experiences everyday served us well in 2015-2016 and remains a foundation that guides our work throughout our organization.

Over the last year the CCR Board has remained committed to ensuring that Board processes were efficient and effective. These efforts have resulted in improved meeting practice and enhanced our ability to proactively monitor and manage risk. This approach to governance has allowed us to maximize the experience and expertise of each Board Member and has resulted in improved decision making and leadership at the governance level.

Throughout 2015-2016 the Board of Directors and CCR staff team remained steadfast in our commitment to achieving the goals of our Strategic Plan. These priorities guide our work and ensure that no matter what is occurring we remain focused on family connection, organizational resilience, innovation, and staff investment. I am proud to share that the first three Strategic Actions scheduled to begin in 2015 are underway. Each strategic action is supported by a Project Management Team and includes a detailed project management plan to ensure we document progress and achieve the outcomes established for each action.

This work has been energizing and provides essential balance to the continuous change that is occurring throughout the system. Planning for the future is critical to the sustainability of the organization and essential to the services and supports our children, youth and families deserve.

We look forward to the upcoming year with anticipation and can confidently confirm that the Board and staff team are ready to lead, participate and support the ongoing evolution of childrens' services.

Thank you,

**Michael Gauthier**  
**Board of Directors, Chair**

# Report from the Executive Director

Last year when we officially launched our Strategic Plan we celebrated our strengths, specifically that we are agents of change. As I reflect on the many accomplishments in 2015-2016 I am thankful that we celebrated this strength as it positioned us well for the year ahead.

It is hard to believe the amount of systemic change we have experienced within the service sector and across ministries. These changes are transformative in nature, include many moving parts, and take time. CCR has assumed a leadership role in many of these transformation initiatives and when we are not leading we are active participants. Working with our colleagues across the Region to support the implementation of the Special Needs Strategy has resulted in improved partnerships and new opportunities. Supporting our families throughout the transition to the new Ontario Autism Program, scheduled to begin in June 2017, has increased our communication and enhanced our relationships. Preparing for the upcoming changes related to the Ministry of Education's plan to transition to Ontario Early Years Child and Family Centres has provided opportunity to explore new possibilities for the future.

The CCR team embraces each change with grace and professionalism. The skill and comfort with coping with change is observable and inspiring. Although we have been engaged in external systemic change we have been able to continue to achieve the goals we have established for ourselves to ensure we remain resilient and relevant. While the system has evolved the entire staff team has kept their energy focused on the children, youth and families we serve.

In addition to initiatives mentioned above the CCR team also responded to several opportunities to expand our service continuum and partnerships. Earlier this year CCR was selected to become an Early Demonstration Site for the Joint Attention, Symbolic Play, Engagement and Regulation (JASPER) model. CCR was also awarded the Autism Speaks Grant to build capacity for early identification and diagnosis of ASD in young children in the Kenora Rainy River District. The CCR team continued their work related to LEAN resulting in significant improvements in wait times, Instructor Therapist processes and report writing. A new opportunity with Teddy Bear Day Care and the Sudbury and District Health Unit was also initiated - Thriving Mindsets: A Strengths Based Approach for Transformational Leadership. For the third consecutive year CCR was invited by the City of Greater Sudbury to lead the Early Learning and Child Care Leadership Series.

Innovation was also evident in the work completed by the Central Services Team. Earlier this year the team launched the new CCR portal and completed a full financial systems upgrade. These efforts guarantee that CCR has a solid foundation that is efficient and responsive.

Throughout the year all team members participated in multiple learning opportunities specifically designed to support the values of trust, integrity, relationships and learning. I can assure you that when you meet with any member of the CCR team you will see these behaviors in action. As we move into 2016-2017 CCR's culture and commitment remains strong, supportive, and prepared for what is to come.

In closing on behalf of the entire CCR team we would like to express our gratitude to the Board of Directors for your leadership, trust and support. We would also like to thank each and every CCR family for your honesty, kindness, and commitment to work with us, this partnership is essential to our ability to achieve our vision and purpose.

Thank you,

**Sherry Fournier**  
**Executive Director**

## Vision

Connecting and engaging people in quality experiences every day

## Purpose

To make a meaningful difference to those we support by building relationships, empowering others, promoting wellbeing and supporting lifelong learning.

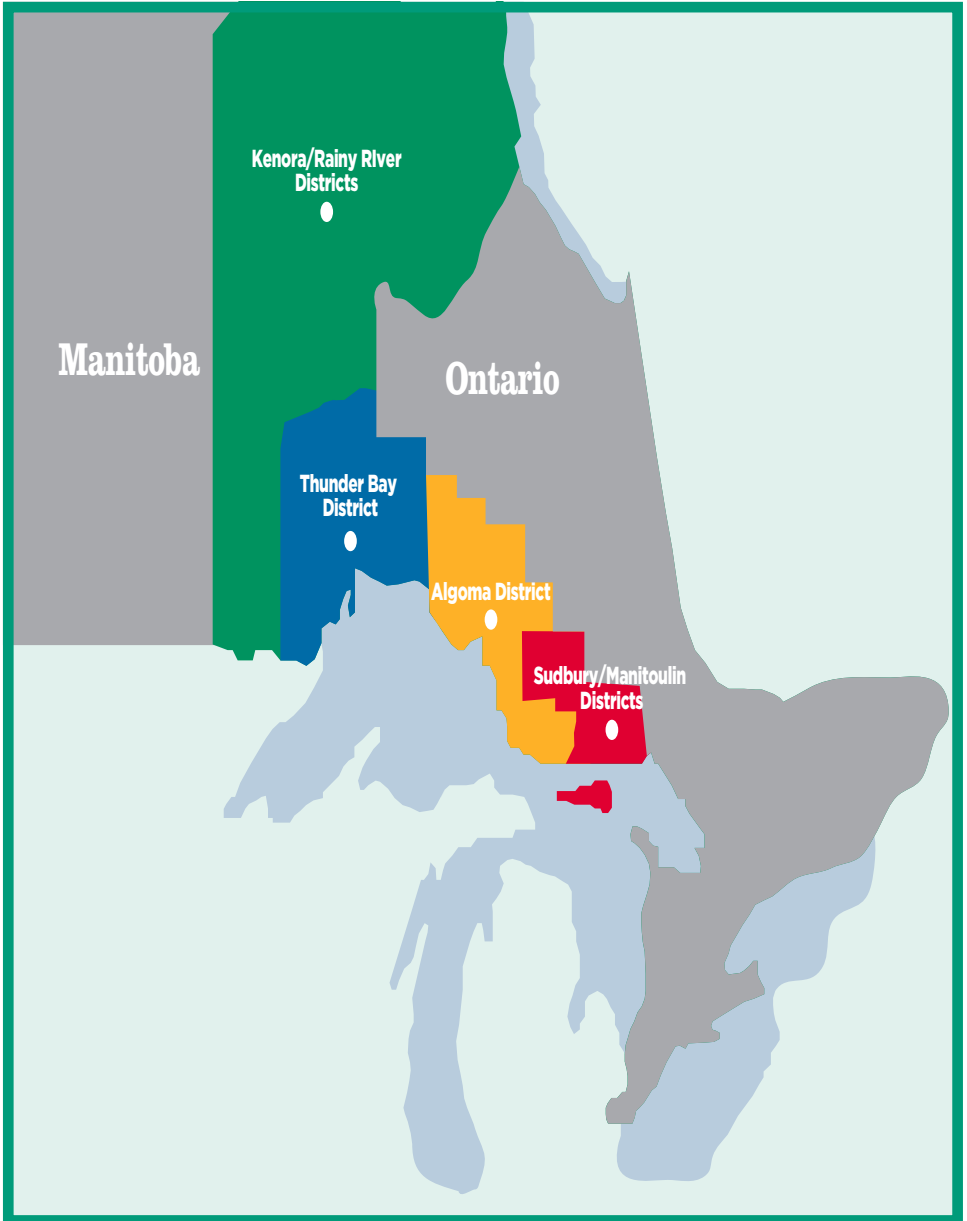
## Our Values Guide Us

- ◆ Trust
- ◆ Integrity
- ◆ Learning
- ◆ Relationships

## Our Strategic Priorities

- ◆ Organizational Resilience
- ◆ Innovation
- ◆ Family Connection
- ◆ Staff Investment

# Our Catchment Region



**CCR provides a range of programs and services for children across the north region of Ontario including the Sudbury/Manitoulin Districts, Algoma District, Thunder Bay District, and the Kenora/Rainy River Districts.**

# Celebrating Staff Milestone



## 10 years

Melissa DiCarlantonio  
Julie Gratton  
Sarah Lyn Purvis  
Sylvie Tremblay Minor  
Niilo Tuhkasaari

## 15 years

Laurie Armstrong  
Lisa Henderson

## The Lois Mahon Award

### The Lois Mahon Award: Real People Doing Exceptional Things

This year's recipient of the Lois Mahon Award: Real People Doing Exceptional Things is awarded to Jamie and Jessie Boston, founders of the Algoma Autism Foundation.

The recipients of this award have continuously demonstrated exceptional commitment to supporting inclusiveness and quality of life of children and youth with a diagnosis of Autism Spectrum Disorder and their families within Sault Ste Marie and the Algoma District. As demonstrated by the volunteer work that they do through the Algoma Autism Foundation, Jamie and Jessie share the vision of connecting and engaging people in quality experiences every day. As founders of the foundation, their passion for advocacy, collaboration and partnerships is demonstrated through the multiple community events and activities organized within the Algoma district. These events and activities include such things as Trunk or Treat, Sensitive Santa, Sensory Friendly Play, Gymnastics Social Events, Sensitive Corner at the RotaryFest parade, Sensory Toy Lending Library, the Algoma Ride for Autism, and various other events.

We value the work that Jamie and Jessie do within the community to build relationships among children, families and community partners, and to continuously advocate for inclusion and opportunities for children and youth with ASD.





# Board of Directors 2015-2016



Michael Gauthier  
**Chair**



Elisa McNeil



Julie Dénommé  
**Vice-Chair**



Debbie Sullivan



Lee Rysdale  
**Secretary**



Rebekah Hovi



Michelle Zerwer



Louise Piercey



Kimberley Gagan

## Thank you past Board Members

### On behalf of the Board and staff team, we would like to thank Michelle Zerwer and Rebekah Hovi

Michelle Zerwer joined the Board in 2010 and served as Vice Chair, Chair and Past Chair. Michelle's leadership and expertise was instrumental in determining the next phase of CCRs' evolution. Michelle's commitment to securing a strategic planning process that was in alignment with CCR's unique culture resulted in agency wide engagement and commitment that continues today. Michelle, we wish you the very best and thank you for your incredible contribution. Although Michelle is no longer on the Board, the CCR team is thrilled that Michelle will continue to serve as a valued member of the CCR Research Advisory Committee.

Rebekah Hovi joined the Board in 2015. Although Rebekah was only with the Board for a short time her involvement was valued and appreciated. Rebekah is now entering her first year of law school in Halifax, Nova Scotia. Rebekah, we wish you the very best in your studies! Thank you for your contribution.

# Service Statistics

## Applied Behavioral Analysis Program (Regional)

Number of Unique Children/Youth Served: 394

Number of Instances of Service (Children/Youth may be served more than once): 499

Number of Hours of Service Received by Children/Youth: 2,973

Number of Hours of In-person Service Received by Parents/Caregivers: 3,066

## Autism Clinical Services (Sudbury/Manitoulin)

Number of Children/Youth who Received a Diagnostic Assessment: 97

## Autism Intervention Program (Regional)

Number of Children who Received Intensive Behavioral Intervention from Service Provider: 108

Number of Children who Received Intensive Behavioral Intervention through Direct Funding: 5

## Best Start Hubs (Sudbury/Manitoulin)

Number of Unique Children Served: 1,725

Total Number of Visits to the Hubs by Children: 15,616

Number of Unique Parents/Caregivers Served: 1,439

Total Number of Visits to the Hubs by Parents/Caregivers: 11,716

## Early Literacy Program (Sudbury/Manitoulin)

Number of Parents/Caregivers Served: 801

Number of Professionals Served: 58

Total Number of Training/Workshop Hours Delivered: 662

## Early Learning and Child Care Services (Sudbury/Manitoulin)

Number of Children Served: 892

\*Data cumulative from January 1 to December 31, 2015 (City of Greater Sudbury Fiscal Year)

## Intensive Treatment and Support Program (Sudbury/Manitoulin)

Number of Unique Children/Youth Served: 18

Number of Hours of Direct Service Provided: 382

## Residential Program (Sudbury/Manitoulin)

Number of Unique Children/Youth Served at Westmount: 4

## Respite Services (Sudbury/Manitoulin)

Centre Based Respite: 7 Children/Youth Served for a Total of 1,153 Hours

ASD Out of Home Respite: 36 Children/Youth Served for a Total of 4,739 Hours

Out of Home Respite (non-ASD): 27 Children/Youth Served for a Total of 3,650 Hours

## School Support Program (Regional)

Number of Professionals Served: 234

Number of Consultation Hours Delivered: 880

Number of Training/Workshop Hours Delivered: 19

## Complex Special Needs

Number of Unique Children/Youth served: 4

# Closing Remarks

The Board and staff team looks forward to the year ahead with curiosity and optimism. Although we anticipate continued change we remain confident in our abilities to be responsive, proactive and engaged. We will also remain dedicated and deliberate in our commitment to our vision and purpose.

“It is not about perfect. It’s about effort every single day, that’s where transformation happens. That’s how change occurs.”

CCR is ready to put in the effort, for the children, families, our staff, and our communities, we hope you join us!

With much gratitude,

**Sherry Fournier**  
**Executive Director**

# Financial Statements

## Statement of Financial Position - As at March 31, 2016

### Assets

	2016	2015
Current Assets		
Cash	\$ 1,275,084	\$ 1,358,530
Accounts Receivable	260,303	275,449
	<u>1,535,387</u>	<u>1,633,979</u>
Capital Assets (note 2)	791,604	807,114
Capital Assets (note 3)	21,215	24,470
	<u>\$ 2,348,206</u>	<u>\$ 2,465,563</u>

### Liabilities, Contributions and Net Assets

Current Liabilities		
Accounts Payable and Accrued Liabilities (note 4)	\$ 1,331,485	\$ 1,361,906
Payable to Ministry of Children and Youth Services (note 5)	15,320	30,000
	<u>1,346,805</u>	<u>1,391,906</u>
Deferred Contributions (note 6)	67,180	123,926
Deferred Capital Contributions (note 7)	854	1,067
Net Assets:	790,750	806,047
Invested in Capital Assets	142,617	142,617
Unrestricted	<u>933,367</u>	<u>948,664</u>
	<u>\$ 2,348,206</u>	<u>\$ 2,465,563</u>

A complete set of audited financial statements are available upon request from Child & Community Resources.

# Financial Statements

## Statement of Operations

For the Twelve Months Ending March 31, 2016

### Revenues

	2016	2015
Ministry of Children and Youth Services	\$ 11,083,813	\$ 11,402,502
Ministry of Education	1,404,146	1,404,146
City of Greater Sudbury	1,602,847	1,495,029
Fees Earned	9,600	6,100
Community Projects	251,386	237,137
Interest and Other Income	61,668	104,798
Amortization of Deferred Contributions	213	267
	<u>\$ 14,413,673</u>	<u>\$ 14,649,979</u>

### Expenses

Wages and Employee Benefits	\$ 9,710,956	\$ 10,425,101
Travel	266,506	352,956
Office	374,314	432,825
Program Expenses	108,364	106,946
Training	159,050	233,966
Professional Fees	58,913	24,371
Purchase of Service	2,444,141	1,818,947
Building Occupancy	1,073,896	1,122,989
Allocated Central Administration (recovery)	(4,158)	(5,344)
Amortization of Capital Assets	236,988	225,451
	<u>\$ 14,428,970</u>	<u>\$ 14,738,209</u>
Excess (Deficiency) of Revenues Over Expenses	<u>\$ (15,297)</u>	<u>\$ (88,230)</u>

A complete set of audited financial statements are available upon request from Child & Community Resources.

# CONTACT INFORMATION

## MAIN OFFICE LOCATIONS:

### Sudbury/Manitoulin Office

662 Falconbridge Road  
Sudbury, Ontario  
P3A 4S4

**Phone:** 705.525.0055

**Toll Free:** 1.877.996.1599

**Fax:** 705.525.0068

### Algoma Office

766 Bay Street, Suite 202  
Sault Ste Marie, Ontario  
P6A 0A1

**Phone:** 705.942.7267

**Toll Free:** 1.877.996.1599

**Fax:** 705.942.4932

### Thunder Bay Office

1159 Alloy Drive, Suite 104  
Thunder Bay, Ontario  
P7B 6M8

**Phone:** 807.624.2540

**Toll Free:** 1.877.996.1599

**Fax:** 807.624.2546

## SATELLITE OFFICES:

### Sudbury

52 Gill Street  
Sudbury, Ontario  
P3E 1W2

**Phone:** 705.222.0416

### Dryden

33 Colonization Avenue,  
Unit 2  
Dryden, Ontario  
P8N 2L8

**Phone AIP:**

807.223.8899

**Phone ABA:**

807.223.8486

### Fort Frances

281 Second Street, Unit B  
Fort Frances, Ontario  
P9A 1M7

**Phone AIP:**

807.274.7916

**Phone ABA:**

807.274.0182