



Amalgamation Update

It has been a very busy few months for our two societies as we move closer to our amalgamation date of April 1st. During the month of January, several significant milestones were achieved.

On January 11th, at a Joint Special General Meeting of the members of the Hastings Children's Aid Society (HCAS) and the Children's Aid Society of Northumberland (CASN), the Pre-Amalgamation Agreement was approved. Articles of Amalgamation which included an Amalgamation Agreement, an Application of Letters Patent of amalgamation and the by-laws for the new organization were also approved.

Members of the two societies also voted for a new governance structure. Previously, a ten-member Transition Board with Co-Chairs from HCAS and CASN was in place with responsibility to implement the amalgamation of the two societies. At the meeting, the members elected a single, ten-member cross-appointed Combined Board. This Board replaced the Transition Board and the current Boards of both HCAS and CASN, making for a more streamlined decision making process. Under this new structure, major amalgamation decisions will be made concurrently by the Combined Board. This governance structure will remain in place until the first Annual General Meeting is held for the amalgamated society.

A significant step forward in the amalgamation process was the appointment of an Executive Director who will guide the two organizations towards amalgamation and subsequently become the Executive Director for the new society on April 1st. On January 12th, the Combined Board announced that Mark Kartusch would assume this role. Mark brings both experience and expertise to the position having been involved in the field of child welfare for more than 20 years. Over the course of his career, he has gained valuable experience in the roles he has held with a number of Children's Aid Societies across the province and more recently, through his work with the Ministry of Children and Youth Services on amalgamation activities.

Over the past eight years, Mark has been Director of Services for HCAS, a role that has allowed him to make a significant difference in the lives of many children and their families.

New ED Chosen for Amalgamating Society



In January, Mark Kartusch was appointed Executive Director of HCAS and CASN. On April 1, 2012, Mark will become Executive Director of the amalgamated society which will have a new name, Highland Shores Children's Aid.

We've Chosen a New Name!

In January, we were very excited to announce that as of April 1st our new name will be Highland Shores Children's Aid. We believe this name reflects the geographies of our two societies within the Hastings Highlands and hills of Northumberland and along the shores of the Bay of Quinte and Lake Ontario.

Protect, care, empower, these are the key words that will embody the philosophy and goals of our new organization. First and foremost, we will protect and care for children and youth in need in the counties of Hastings and Northumberland, while at the same time empowering them and their families to be all they can be through various means of educational support. A new logo has also been chosen for Highland Shores Children's Aid and it will be made public in the April timeframe.

Developing our New Organizational Structure

One of the priorities for our new Executive Director, Mark Kartusch, is to confirm the senior management team for Highland Shores Children's Aid. Work is ongoing in that regard and he is targeting to have those decisions made by the end of February.

Progress continues on the development of a new organizational structure for the service area of Highland Shores Children's Aid. This new structure will be based on the service model that was developed as part of the amalgamation plan.

Recognizing Their Important Contributions

Commenting on the contribution made by Len Kennedy, Reverend Dr. William Smith, former Chair of the HCAS Board of Directors said, "In his twelve years as Executive Director overseeing the operations of the Hastings Children's Aid Society, Len Kennedy made a significant contribution to child welfare. Over the time of his leadership, he forged additional community partnerships which resulted in new protocols and prevention programs that were of benefit to many children and families in our community. Len ensured that the needs of residents outside of Belleville were well served through the opening of an office in Quinte West and via the redevelopment of the HCAS office in Bancroft. He also oversaw the redevelopment of the Belleville main office site to meet the long-term needs of HCAS and the families it serves. As a result of his financial stewardship, the organization is very well positioned to move to a new stage of its history and on behalf of the Board of Directors, I thank him for his commitment and caring. We wish him the very best as he lends his expertise to new opportunities that await him."

Marilyn Curson, former Chair of the Board of the Children's Aid Society of Northumberland, echoed his sentiments when speaking about Rosaleen Cutler, "Rosaleen has had a long commitment to the field of child welfare. This has been evident in her more than three years as Executive Director of CASN. Rosaleen's strong leadership skills during this time of change have been greatly appreciated and she leaves behind an organization that is well positioned for the future. Her commitment to the success of the amalgamation has been evident since the planning process began. On behalf of the Board, I would like to thank Rosaleen for her excellent work to prepare the Society up to this significant point in its history. We wish her all the best in her future endeavors."

Thanks to Our Project Teams

Several project teams were formed when the amalgamation process began to ensure that the necessary work got done. We'd like to offer our thanks to the members of those teams who have worked very hard to ensure the success of the process and to the entire staff of HCAS and CASN who have supported these amalgamation efforts while continuing with the important day to day work of the two societies.



Several leads from the various project teams meet to discuss ongoing amalgamation activities.

Combined Board Formed

Elected by the members of HCAS and CASN on January 11, 2012, the members of the Combined Board include:

Co-Chairs: Karyn Kennedy (CASN) and Darcey French (HCAS)
Treasurer: Philip Peters (CASN)
Secretary: Jay Taugher (HCAS)

Anya-Deane Best (HCAS)
Mary Brown (CASN)
Marilyn Curson (CASN)
Jacqueline Jurancics (CASN)
Peter Knudsen (HCAS)
Michael McLeod (HCAS)

Agency/Branch Spotlight



In each newsletter we turn the spotlight on one agency or office location in order to provide insight into the organization and the work they do. In this issue, we are highlighting the Quinte West office of the Hastings Children's Aid Society located at 469 Dundas St. West in Trenton.

Hastings Children's Aid Society opened its Quinte West branch office location in December of 2000. The office serves children and families located in the communities of Quinte West and the outlying areas.

Branch Manager, Angus Francis, oversees the operations of the office that includes staff from the areas of Family Services, Children's Services and Resources. The twenty-three staff are a close knit group who successfully work as a team in order to support the children and youth of their community.