



Amalgamation Update

The Boards of the Hastings Children's Aid Society (HCAS) and the Children's Aid Society of Northumberland (CASN), in consultation with the Ministry of Children and Youth Services, have confirmed their intention to continue to move forward with their plans for amalgamating the two organizations by April 1, 2012. The Children's Aid Society of Prince Edward County (PECAS) has decided it will no longer participate in the amalgamation process.

In light of this development the make-up of the Transition Board has been changed. Darcey French, a Board member from HCAS and Karyn Kennedy, a Board member from CASN have been appointed as Co-Chairs of the Board. Speaking on behalf of the Transition Board, the Co-Chairs commented, "While we are disappointed that our colleagues from Prince Edward are not moving forward with the amalgamation, we are confident that a merger between Hastings CAS and the Children's Aid Society of Northumberland will be of benefit to the families and communities they serve. Society staff and Board members will continue to work together to ensure that comparable services are offered in all communities. The partnership between HCAS and CASN is a strong and collaborative one and we look forward to a successful outcome to the amalgamation process."

A review and update of the original amalgamation plan is currently underway to reflect the withdrawal of PECAS from the amalgamation process. A review and update of the original amalgamation plan was undertaken to reflect the withdrawal of PECAS from the amalgamation process. This revised plan was provided to the Transition Board on November 23rd and will be provided to the founding Boards of the two societies and subsequently to the Ministry of Children and Youth Services.

Project teams from Services, Finance, HR, IT and Communications continue to meet on a regular basis and have developed work plans and critical paths for activities associated with the amalgamation. A Joint Management Leadership Group, whose members include the project leads from each of the workgroup areas as well as the Executive Directors and Project Manager, meet once a month to ensure projects are progressing within prescribed timelines.

First Nations/Aboriginal, Foster Parent and Youth Advisory Committees have been included in the governance structure for the new Society. Terms of Reference documents are being drawn up for these Committees for review by the Transition Board.

Project Management

In an effort to keep the many parts of the amalgamation process on track, Peter Burgess was hired in August as Project Manager. With more than thirty years of experience improving the efficiency and effectiveness of businesses in both the public and private sector, Peter's skills have proved very helpful in ensuring that the amalgamation process continues to move forward effectively.

Denise Lavoie re-joined Hastings CAS in August to provide administrative support to the Project Manager and the various project teams involved in amalgamation planning.

Peter is currently developing a consolidated plan for all projects, either in the planning stages or in progress, that will reflect the required linking activities as well as timelines and resources needed. This document will be very helpful as it will allow staff to understand any overlapping project areas and ensure alignment to meet timelines and resource requirements.



Pictured left to right: Peter Burgess, Project Manager for the amalgamation process and Denise Lavoie, Administrative Assistant to the amalgamation Project Manager and amalgamation project teams.

Changes to Transition Board

The Transition Board now includes five members from the Boards of HCAS and CASN. The role of the Transition Board is to guide the amalgamation process until such time as the new Board of Directors is chosen for the amalgamated Society.

The Transition Board includes the following members:

Co-Chairs:

Karyn Kennedy (CASN)
Darcey French (HCAS)

Treasurer:

Philip Peters (CASN)

Secretary:

Jacqueline Whittingham (HCAS)

Members:

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

The Transition Board governance structure is as follows:

Human Resources, Finance & Risk Committee
Governance and Agreements Committee
Executive Director Selection Committee
(which will be replaced with a Nominating and Membership Committee once an Executive Director has been chosen for the new Society).

At its November meeting, the Transition Board will receive amended Terms of Reference documents for the above Committees. A priority for the Transition Board is to move forward with the Executive Director selection process.

Two Ministry staff members, Anne Moloney and Sybil Foley, participate at Transition Board meetings on behalf of the Regional Office.

The Bancroft office of the Hastings Children's Aid Society.



Agency 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 North Hastings office of the Hastings Children's Aid Society which is located in Bancroft.

Hastings Children's Aid Society has been serving North Hastings through its Bancroft office location since 1990. The North Hastings office serves children and families located in the communities of Bancroft, Lake St. Peter, Maynooth, Maple Leaf, Purdy, McArthur's Mills, Hermon, L'Amable, Coe Hill, Gilmour and Gunter and Millbridge.

Claudette Mayhew, Manager, Intake Services, oversees a staff of 18 who provide a number of services to vulnerable members of the community.

A hallmark of the North Hastings office is its involvement in the community. This includes fundraising events where funds raised are used to support children and families. Each year, in association with the Quinte Children's Foundation, the Bancroft office staff organize a golf tournament with proceeds donated to the Foundation in order to assist with scholarships and bursaries for children in the care of the Society. This past August, over \$6000.00 was raised at the tournament.

Many staff are also members of a variety of community committees who work together to strengthen the network of services for families. To contact the North Hastings office call 613-332-2425 or toll free, 866-532-2269.

The Work Process

Over the past several months work has progressed on choosing a name and tagline for the new Society. We thank staff, stakeholders and members of the public who provided their input into this process.

At a meeting held on September 23rd, the Transition Board approved a name and tagline for the new Society. Floating-Point, the design firm hired to assist with the new branding, will present several logo designs to the Transition Board at their November meeting. Once the logo has been chosen, the two Societies will make a public announcement regarding the new visual identity components for the amalgamated Society. Stay tuned!

Getting Connected!

The Boards of both Societies have approved the development of a Wide Area Network (WAN) for the amalgamated Society. This network will be the foundation block for connectivity for the new organization. The two Societies will be working with Cogeco to implement the set up, connection and support of this high-speed network that will use fibre optic lines.