



Annual General Report | 2013-2014

ANIMIKII OZOSON

Child and Family Services Inc.

Preparing for Tomorrow

Remembering:
Percy Tuesday and
Geraldine Berens

Annual General Report | 2013-2014



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Marlyn Bennett



Sherry Copenace



Jade Harper



Susan Hudson

MESSAGE FROM THE BOARD OF DIRECTORS



Boozhoo, Aaniin, Greetings!

Animikii Ozoson Child & Family Services was established with a mandate to act as a catalyst in undertaking a strategic approach to working with and engaging with families residing in Winnipeg who have ties to First Nations communities in Ontario, with a focus on reunifying children and families. Throughout the last nine (9) years, the agency has been a strategic leader in Winnipeg and has played a significant role in raising its profile and servicing and reunifying families with First Nations communities in the provinces of Manitoba and Ontario.

Over the year, the Board has worked hard to make numerous changes to strengthen our integrity and transparency as well as solidifying board by-laws, policies, procedures. Our sacred bundle includes the name of our agency and a drum, which has helped and guided us to grow in an inclusive, positive and strong direction. We have plans to move the agency toward ensuring the implementation of cultural safety and competency, which will enhance services and provide positive outcomes for our children, families and community. We will be recruiting up to three new board members in the new fiscal year. As we close the year, we want to acknowledge and thank Melanie Ferris and Judy Courchene for their governance directions while on the Board of Directors. Ms. Ferris and Ms. Courchene stepped down from the Board earlier in the fiscal year. We wish them both well in their future endeavours. The board continues under the governing leadership of Ms. Marlyn Bennett and Ms. Sherry Copenace. This year we welcomed two new members: Ms. Jade Harper, and Ms. Sue Hudson. The brief contribution of Ms. Belinda Vandenbroeck, who joined the board but resigned shortly after her

appointment, is also acknowledged. In particular, the Board would like to recognize the enormous contributions of the late Mr. Percy Tuesday for his role in developing the agency and for his governing expertise.

Our success would not be possible without the talent, dedication and hard work of the staff of the agency. Their engagement and commitment to excellence drive the innovations that have made Animikii Ozoson Child and Family Services Inc. a recognized agency in child and family services within Manitoba and Ontario. In particular, the Board would like to acknowledge the key role and direction of the Executive Director, Bonnie Kocsis, in stabilizing the agency and providing immeasurable leadership and commitment to staff, vendors, foster parents and to the children and families affiliated with Animikii Ozoson Child & Family Services. The Board also acknowledges and appreciates the enormous support that our legal counsel, D'Arcy and Deacon, the Southern First Nations Network of Care, and the Province of Manitoba have provided over the past year. We are most appreciative of their continued

support and efforts on our behalf. With the help and mentorship of our sister agencies in Ontario, we are learning to practice our customs and traditions in the relationships that we seek to build with the families and communities we serve through our mandate.

In closing the Board would like to thank all staff, foster parents, our sister agencies in Ontario, for their continued commitment to us and the children, youth, families, and communities that we service. We are proud of the progress that our agency has achieved over the year on many fronts. With that said, we are pleased to present the 2013-2014 Annual Report. This report evidences the agency's commitment to service delivery and relationship building. It outlines the numerous activities that our agency has initiated over the past year. We hope that you enjoy reading this report and learning about the remarkable advances being made by the agency.

All our relations,
Marlyn Bennett
Sherry Copenace
Jade Harper
Sue Hudson

Board Bios

Marlyn Bennett (President/Chair): Marlyn is the last of the original founding board member of the agency. She is also a PhD student, a part time instructor at Yellowquill Collage and a Distance Education Instructor with the Faculty of Social Work at the University of Manitoba. Marlyn has received many awards in recognition of her achievements in policy and research and she has published extensively on matters related to First Nations Child Welfare. Marlyn is the mother of one daughter and lives with her partner Mike and their dog, Rexi.

Sherry Copenace (Vice-President): Born and raised on the Ojibway of Onigaming Anishinaabe Nation, Sherry's late parents and paternal grandparents, Shawon and Mensinowshkung provided guidance and passed on teachings to her. Sherry is a firm believer in the Anishinaabe way of life, speaks the Anishinaabe language and has a great love and care of the Waters. Sherry has a Master of Social Work, was an Instructor at the University of Manitoba in the Social Work Department and is currently the Program Manager - Mental Health and Addictions at Kenora Chiefs Advisory-Ogiimaawabiitong. Sherry has two beautiful daughters, Gwen and Kara and four grandchildren.

Jade Harper (Treasurer): Born and raised in Winnipeg, Manitoba, Jade Harper has been a community activist for children and youth for over 13 years. Ms. Harper's ancestry is Cree from Peguis First Nation,

and her great grandfather was from Iceland. She was born and raised in the North End of Winnipeg and graduated from Children of the Earth High School. Ms. Harper has dedicated her efforts to sharing her life experiences as she builds relationships with young people to employ their greatest sense of resiliency and passion. Ms. Harper is currently attending her second year at the University of Manitoba taking Social Sciences and presently applying to the Faculty of Social Work.

Sue Hudson (Board Member): Sue began her career in social services in Northern BC over fifty years ago, subsequently working in Toronto for two years, and living in Ikhaluit for a year before returning to BC and finally settling in Winnipeg. After completing an MSW, she was employed for many years as an adult educator and program manager for New Careers. She was fortunate to teach many Aboriginal people as they gained skills as Native Alcohol and Drug Abuse Counsellors, Juvenile Counsellors and Child and Family Services workers. Later in her career she was a member of the Winnipeg Circle of Courage. She managed the Northwest Child and Family Services Resource Center and finally was program manager of Community Based Early Intervention Programs for Winnipeg Child and Family Services. Now retired, Sue keeps out of trouble as an Agency Liaison Volunteer at the United Way, and a mentor for SPARK. Her personal passions are quilting and her family of husband, three sons and daughters in law and her grandson.

MESSAGE FROM THE EXECUTIVE DIRECTOR

Bonnie Kocsis


Preparing
for tomorrow



Boozhoo. On behalf of the Board of Directors and staff of Animikii Child & Family Services I am honored to present the 2013-2014 Annual Report.

Our theme this year is “Preparing for Tomorrow”. We believe that much of the work necessary to prepare Animikii Ozoson for the continuing success of our children and families requires us to revisit and review where we have come from, what we have accomplished in the last 9 years and where we want to be. With that in mind we reviewed our Strategic Services Plan and noted those areas that we felt were representative of our core values and reviewed those areas where we may not have met our target goals.

To move us forward as an agency we needed to spend time focusing on practice and outcomes. To that end we hired a Quality Assurance Specialist dedicated to the work of supporting the agency in meeting its legislated mandate and laying down the infrastructure needed to move toward the goal of following “best practice” in our work with children and families. Ryan Woychuk joined us in June 2013. With quality assurance in place we successfully responded to a total of 40 of the 41 recommendations made by the Office of the Auditor General, the Office of the Children’s Advocate (SIR) and a Section 4 report. Three recommendations were rejected as they no longer were valid - the program they related to was closed. One recommendation is still in progress.



One of our primary goals this year was to review existing policies and procedures ensuring they were up to date and drafting new ones as needed, laying the groundwork for what will eventually become a solid foundation guiding the work of our agency. With that in mind we made the decision to have all staff trained on the use of CFSIS with the goal that within two years all staff would be proficient in and fully utilizing CFSIS. This year we were fortunate to have all new staff complete CFSIS training shortly after their start dates. Other longer term staff are being enrolled in CFSIS training as space becomes available.

We then turned our focus to our administrative functions and began cross training all our administrative staff to better utilize their skills and abilities. We hired an additional file clerk to allow us to train in and utilize the Provincial Archiving system and I am pleased to report that our first “batch” of files has been successfully archived.

We moved on to streamlining the reception position. Historically Animikii has fostered respectful and strong relationships with its families and children resulting in a significant number of visitors to the agency including numerous youth. Managing the constant flow of visitors and collaterals in addition to visits and general queries takes a great deal of skill and energy. Reception plays a key role in

welcoming them and answering their queries. We adopted an electronic scheduling system to better allow for full utilization of our visit, meeting and board rooms. We provided additional training for those staff. We designed and outfitted visit rooms for specific age groups to better ensure the children’s safety and comfort levels. Some of our youth spend quite a bit of time just “hanging” out at Animikii; a result of the great connections many of our workers have made with their youth. They need a space specific to their needs.

Our finance department has continued their work on ensuring most of our existing and new foster parents and those vendors we do business with are now on an electronic billing system. They have continued to train and fine tune our maintenance billings. They are realigning staff positions in finance and cross training them to build more capacity in their department. The result is that the financial responsibilities of the agency are being responded to quickly and efficiently.

Physically the agency layout is a large open concept space. For some this poses a challenge as there are always people taking calls or consulting on cases with their coworkers. We felt that staff needed some support in having a quiet space to catch up on paper work. We dedicated office space for “quiet rooms” to allow staff the ability to complete outstanding paperwork away from the bustle of a busy child welfare office. The agency with the assistance of our HR Director continued to develop staff appreciation activities and recognition activities with the result that our staff turnover has dropped from an all-time high of 39.5% in 2012 to 8.9% as of March 31, 2014.

Supervisors are critical in child welfare; it is where our front line staff learn the “business” of child welfare. To ensure best practice we felt we needed to ensure our dedicated and hard-working supervisors have access to training and supports. We began by ensuring all Supervisors have the supervisory cores as a starting point. Animikii Supervisors have now all completed core training and some have completed additional specialized training in child abuse, family assessment, attachment and forensic assessment.

We developed education support and policies and are pleased to report that we currently have four long term staff completing their BSW or MSW training. Our management team is finally complete with the hiring of our Permanent Ward Supervisor, Misty Bousquet and my Executive Assistant, Audrey Johnson.

One of our primary goals last year was to find a way to improve on our relationship with our Ontario communities. We engaged a company to design a website that would allow us to share our reports, additions to staff, recruitment of foster homes and staff and to showcase those successes such as youth graduates with their home communities in Ontario. This would allow those living in Ontario to visit our site at any time to “see” what the agency that represents them here in Manitoba is offering to their children and families. We built further capacity by training four key people in website management.

To support our work on our Inter-Agency Service Protocol we committed to meet at least quarterly with our Ontario counterparts to develop a training package that outlines the expectations and processes that each Agency will follow when families require service. This allows for transparent and consistent care among jurisdictions. We are pleased to report that this collaboration has been very successful and we now have a working draft that includes guidelines and processes. We want to thank our sister Agencies for joining us as we work together to improve services across Provinces and communities. We are targeting fall of 2014 for the selected training team to “roll out” the model to all involved Agencies and their respective staff.

As an Agency we are committed to providing services to children and families that honor their traditional beliefs and values and enrich their lives. We will continue to strive

to include their community leadership and members in helping to plan for long term care for those children and youth who are permanent wards and to provide opportunities to take part in cultural practices reflective of their home communities.

To reflect our commitment to this goal we have encouraged our staff to learn about some of the cultural practices and some of the teachings. We have implemented traditional teachings as a component of each staff meeting. We honor the tradition of regular feast days. We have supported those who follow a traditional path in attending ceremonies and taking youth in care to ceremonies. We have benefited from having a cultural advisor available to provide staff or family consultations and teachings and want to say Miigwetch to Billy Duberry for assisting us.

We have been very blessed this year with great supports. In closing I want to say Gitchi Miigwetch to my Board who have been so supportive of our endeavors this past year. I also want to say a special thank you to the staff of Animikii who are so enthusiastic and work so hard to ensure our children and families receive the care and services they deserve. I want to thank those community leaders who have invited us to their communities and shared their vision of strong families with us and who have committed to working with us.

And lastly I want to thank our sister Agencies in Ontario; Anishinaabe Abinojii Family Services of Kenora, Tikanagan Family Services of Sioux Lookout and Weechi-It-To-Win Family Services of Fort Frances for sharing their knowledge and for their support. Miigwetch.

Bonnie Kocsis
Executive Director

Honouring Foster Parents:

Ron Bittern stepped forward to provide care for six children keeping family ties alive and active and meeting agency expectations. In 2012 Ron became the sole foster parent to four children. He effectively balances the care for his own biological children, foster children and employment. Ron was able to overcome personal adversity and maintain the care he provided for the children. In 2014 he then became a placement for two more children. In total Ron runs a household of 2 biological children and 6 foster children.

Ron sacrificed many things in order to make this arrangement work for him and his family. This included moving to a new part of the city and pausing his employment in order to spend the summer with the children. Ron ensures the children are happy, healthy and supports their connection to the children's biological family. Ron receives support from his son which contributes to why Ron has been a successful foster parent. We thank him for his dedication.

Sheila Indar Singh and Vijay Nair have gone above and beyond in the care that they have provided for the agency's children that have been placed in their home. For example, Sheila and Vijay's friends are also foster parents with the agency and were going away for a long duration of time. Since the family each had two of the siblings in their care, Sheila and Vijay continued to care for all of the siblings for the entire summer and transitioned the children in their reunification with their biological father. Sheila and Vijay show their dedication to the children they have had in their home by always ensuring that the children's best interests are met and despite the loss always relinquished them to their families in a positive and supportive way.

Vijay and Sheila have a very positive attitude and are team players within the circle of care team. Sheila and Vijay treat others with the utmost respect and kindness.

Most importantly, the family is strength based- always looking for the good in the child and building upon their strengths to promote mastery and positive self-esteem in the children in their care.

We honor their dedication and commitment and look forward to a long and fulfilling journey of care.

MESSAGE FROM THE DIRECTOR of SERVICES

Maria McDougall

**Preparing
for tomorrow**



Since re-ceiving our mandate in October 2005


Animikii Ozoson Child and Family Services has been on a journey to fulfill our Vision Statement, Mission Statement and Core Values. It's like Creator has been preparing us for this all along and along the way we have grown significantly. We have managed to start from an initial staff of 15 in 2005 to now a staff of almost 50. We have moved into a building that will allow growth and expansion, we have new leadership that ensures that we are accountable and transparent; we have many multicultural staff who bring their gifts and wisdom from all corners of the world, we have a new Board of Directors that sees a vision beyond what we can yet see,

and we have our sacred items, our drum, our pipe and our eagle feathers that will help guide us on our journey. We have been gathering everything that Animikii Ozoson needs over the last nine years and it is amazing how far we have come. But we have also have a long way to go.

In many ways this past year has been a year of preparation.... "Preparing for Tomorrow".

As a part of our preparation we are steadily heading in a direction of bringing our agency and staff to a new level of cultural awareness. We are becoming culturally focused and becoming culturally competent. Everything that embodies Animikii should say that we are naturally incorporating the Seven Sacred Teachings in everything that we do. We are creating opportunities for staff to meet these goals and hope that this will assist them in providing culturally appropriate services within their case planning with our families and children in care.

We need to remember that while we are rushing through and trying to meet certain criteria to meet compliance, standards, policies and procedures



that underneath it all it comes down to the most basic and natural thing in the world; to love, care and protect the children that Creator has gifted us with.

We need to be mindful of the difficulties and barriers that our families encounter every day and that at times they need support and assistance from us to move forward. It is a sacred responsibility. In times where we need to intervene we need to be reminded that parents love their children and that the children love their parents; that they want to be together and it is our responsibility to help these families reunite whenever possible.

We need to remember that the times when we need to bring the little ones into agency care that it is done respectfully with as minimal trauma to the children as possible. We need to be reminded that this is a huge responsibility to care for these children. Every child that we bring into our care should receive nothing but the best that we can offer. This is not about possessions or monetary value this is about having healthy strong workers providing best service, and best practice which is born from the respect with which we treat them. If we are required to take children out of their homes then we should be prepared to provide the appropriate services in a timely manner. In some cases where we have been entrusted to care for children until they are 18 they should be leaving our care with a plan in place that does not leave them on the street looking for a place to stay or so disconnected from their extended family and community that they become "lost spirits". They deserve much better than that. As an Agency it is our sacred responsibility to ensure that when they leave our care they are ready to succeed and that we have prepared them as much as possible for their own journey. That we have honored them, and their families and communities by ensuring they

know who they are and how they are connected to the sacred mother – the earth.

In closing I would like to acknowledge Anishinaabe Abinoojii Family Services, Kitapinoonjiiminaanik Family Services, Shawendaasowin Child and Family Service, Wabaseemoong Child Welfare Authority, Tikinagan Child and Family Services and Weechiittewin Family Services for their continued support and assistance with our agency. These agencies represent many of the families, children and communities that we work with all of which are unique and diverse in their customs, beliefs and cultural and spiritual practices. We recognize the diversity from community to community and honor and respect what each of these agencies and communities brings to our organization.

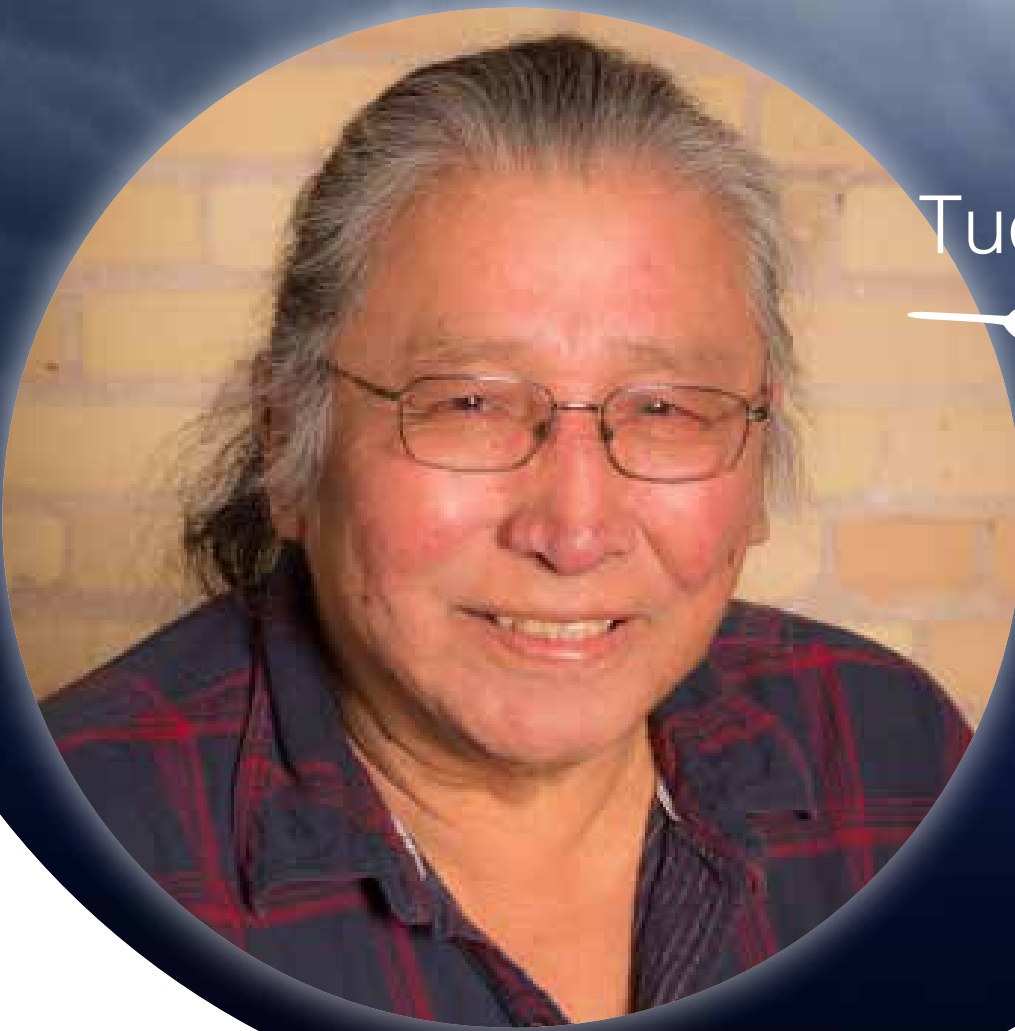
I want to say a Gitchi Miigwetch to our staff who continue to be the strong voices for our children and families, to our foster parents who take our children into their homes and lovingly care for them like their own, to our cultural helpers, advisors, Elders and Ontario sister agencies who assist with guiding our agency on our cultural journey, for our sacred bundle; our drum, our pipe and Eagle feathers and lastly to our leadership; our Board of Directors and Executive Director who support and also guide our agency on its journey.

Thank You....Gitchi Miigwetch,

Maria McDougall

Director of Services

Percy Tuesday



Percy Tuesday

Percy was a proud and gifted Ojibway man who originated from Big Grassy River Ojibway Nation in Ontario. In addition to his many roles in life, he was popularly known as, “The Reverend”, and was fondly recognized by fans and fellow musicians as a “legend in his own time.” Percy was a seasoned musician and entertainer. He performed in a multitude of venues during the past 35 years, traveling across Canada and the United States. In September 2013, Percy was inducted into the Manitoba Aboriginal Music Hall of Fame.

Further his musical talents, Mr. Tuesday provided direction, guidance and counsel to the Board and various agency directors over the past 9 years. Percy

celebrated and embraced his role with Animikii with enthusiasm, commitment and with the strength of purpose. As a long-term board member, Percy was a respected member of the board. Prior to his passing, Percy had moved into the role of Elder to the Board of Directors. The Board and staff will miss his teachings and his wise counsel but most importantly, we all will miss his friendship, his presence and input into discussions, and particularly, his unique brand of humour.

As a father and grandfather Percy was a tireless advocate for all First Nations children and families serviced by our agency. Percy was honoured to have been asked to sit on Animikii to represent and guide decisions and direction for a new First Nation Child and Family Service agency that represented Ontario First Nation families and children;

this was an opportunity for Percy to speak on behalf of families that derived from his homeland in Ontario.

Percy celebrated his sobriety of over 27 years and spent much of his career in the area of addictions with Aboriginal peoples. Percy revered in his recovery and the help he could give Aboriginal peoples struggling with alcoholism and other addictions and persevering in their personal journeys of recovery. Percy Tuesday represented the epitome of faith, hope, love and survival. Animikii Ozoson was truly blessed to have had this remarkable role model from the Aboriginal community to sit on the Board. We are extremely thankful for his friendship and guidance over these past 9 years. Rest in peace, fine man!

Geraldine Berens

Animikii Ozoson Child and Family Services would like to take the time to acknowledge and honor Geraldine Berens. Geraldine was the CFSIS Clerk with Animikii Ozoson from March 2006 to early 2014 until her passing on April 9, 2014.

Geraldine was dedicated to her job and was known to many staff as “The CFSIS Queen”.

But even more so, it was Geraldine’s mission to create laughter in the workplace which she

accomplished many times through the work day with her upbeat personality and teasing nature.

Geraldine known as “Rainmaker” was a traditional woman who supported and helped others on their journey. She was a Sundancer and never saw her sacrifice as too much; she was always prepared to give more of herself in ceremony. Geraldine could often be seen after hours sitting at her desk making tobacco ties for ceremonies or to gift to families who needed them.

Our thoughts and prayers go out to her children and grandchildren on the loss of their beloved Mom and Kookum.


Geraldine was part of the heart of the Animikii family and she will always and forever be missed by her work ‘family’.

The Board and staff of Animikii Ozoson dedicate this issue of our AGM Report to Mr. Percy Tuesday and Ms. Geraldine Berens. We respectfully extend our condolences to all those who were near and dear to them both!



Geraldine
Berens





SPECIAL RECOGNITIONS

Our youth are amazing! They work so hard and despite obstacles in their path - they are succeeding and moving ahead with their dreams. This year we are pleased to recognize the success of the following youth who have worked hard to succeed in their education and other activities. They are an inspiration to all. Special thanks to those foster parents who supported these youth in their journey.

- **Rayna** (19) received a bursary for \$3000.00 and is continuing in her second year of University.
- **Kyle** (18) who graduated high school and is moving out (with his brother Joby) and enrolling in University for winter term. Both Kyle and his brother Joby are very active in sports and coaching and are excellent role models for other youth.
- **Embiny** (17) has just graduated high school and is off to Brandon University in the fall.
- **Robert** (18) who graduated high school in June and is going to be attending Red River College
- **Chelsea** (19) graduated in June! She never gave up.
- **Keesha** (18) graduating in fall then on to University.

We also want to recognize Blaine - a 16 year old youth for his amazing writing. His poem can be found on page 17. This annual report is dedicated to his vision of preparing for a better life.

VOLUNTEERS

Animikii has a growing number of people who are supportive of our work and want to help in any way they can. We want to recognize and thank the LEAP Volunteers for committing their time to working with a group of our children and youth every week through the year. The kids had a great time and had a much better school year due to their hard work.

Cal Henschel (Animikii permanent ward worker and coordinator of LEAP) Jay Hurley, Leon Farthing-Nichol, Wes Eaton, Jennifer Griffiths, Kirstian Lezubski, Diana Kesler-Kochie, Melissa Neil, Jenny Chan, Andrea Espirtu, Jordan Corette, Chad Wright, Thomas Beggs, Joel Jahrsdorfer, Stephanie Vopni.





FREE VERSE
Written
By BLAINE
(16 year old
youth in care)

I won't conform to the status.
I am going to make a new generation.

Children learn what they live. It's Not True.

I lived with violence I saw my dad beat my mother. I won't!

I've seen violence but it isn't me.
I've seen dysfunction but I won't conform to that life. I'll be different.

I've seen drunks. It won't be me.
I'm a foster child with foster parents, birth parents, social workers, family visits.

My children won't know about this.
It's been my life but I won't conform. I am making my own.

I've been to church, I've been out of church.
Don't do this, don't do that, do this, do that, I won't conform.

I'll think it through.
I Will Decide What I Should Do.

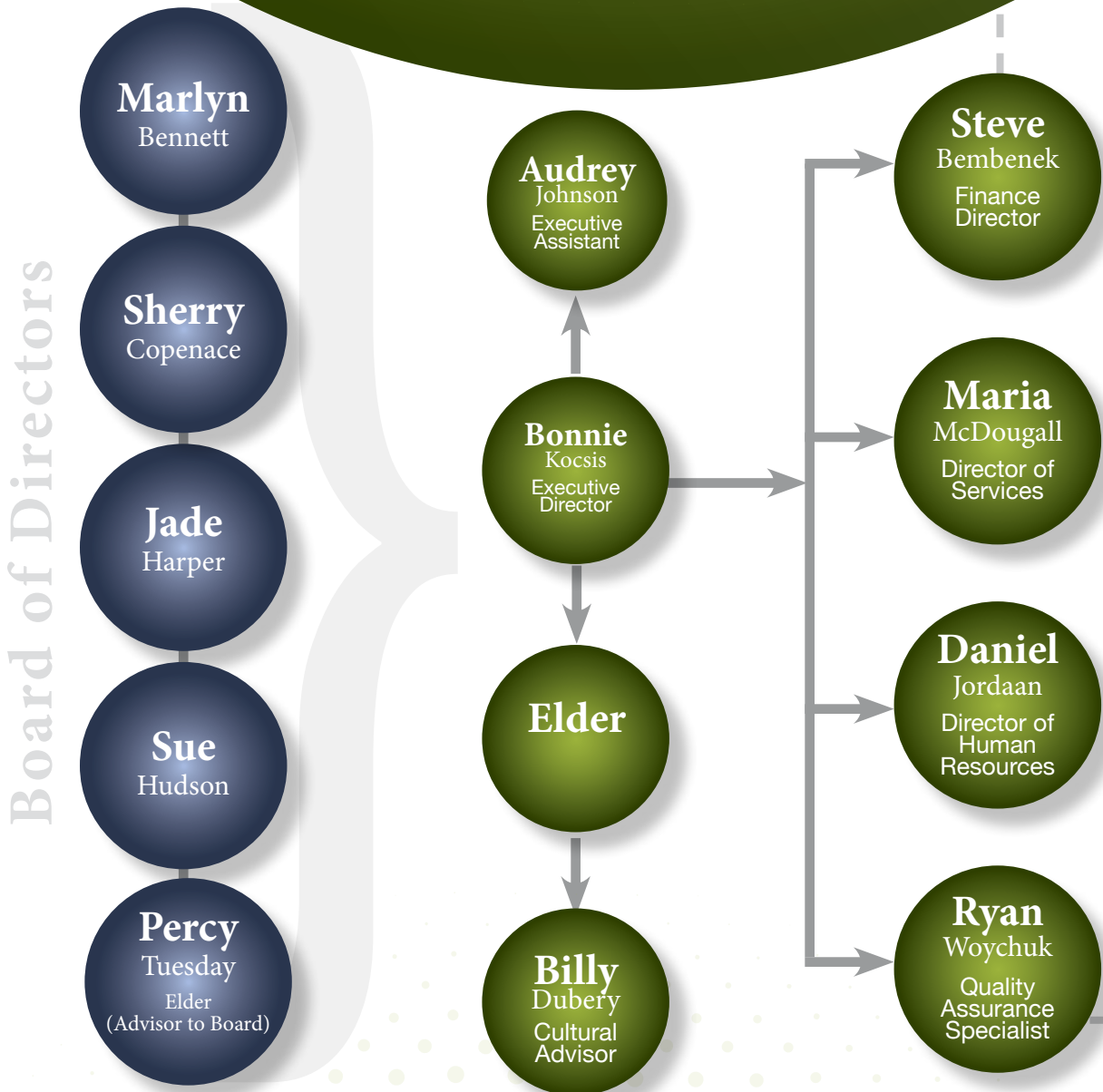
They say have as many girls as you can.
They say be a man. I won't conform.

I will love and respect.
I will be gentle and true.

I'm a new generation. I won't conform.
I won't be like them. I will decide what I should do.

ANIMIKII OZOSON CHILD & FAMILY SERVICES INC.

Organizational Chart
As of March 31, 2014



Michael Peters
Finance Clerk

Catherine Herrera
Finance Clerk

Ruby Manaiac
Finance Clerk

Misty Bousquet

Permanent
Ward
Supervisor

Mandy Coyne
Administrative
Assistant

Amanda Burton
PW Worker

Michelle Fast
PW Worker

Racquel Foster
PW Worker

Cal Henschel
PW Worker

Janice Mickelson
PW Worker

Kim Schellenberger
PW Worker (term)

Tamara Segal
PW Worker

Thandie Undi
PW Worker

Marie Loeppky
PW Worker

Kev Wood
PW Worker

Jodi McVicker

Family
Services
Supervisor

Caitlin Morrison
Case Manager

Lea Orate
Case Manager

Terri-Lynn Julian
Case Manager

Samantha McDougall
Administrative
Assistant

Natasha Noel
Case Manager
(term)

Alexander Lantin
Case Manager

Vi Hancock
Case Manager

Cheryl Vieville

Family
Enhancement
Supervisor

Si-il Park
Case Manager

Terri-Lee
Bousquet
Case Manager

Lorraine
Laquette
Case Manager

Yohannes Engida
Case Manager

Amanda Wiebe
Administrative
Assistant

Kristy DeViet
FE

Joanne Alexander
Family Support
Worker

Carly Meister
FE

Candice Lewsey-Ortman

Alternative Care
Supervisor / Abuse
Coordinator

Michele Landon
Administrative
Assistant (term)

Alicia Mitchell
Alt Care Worker

Robyn Franklin
Alt Care Worker

Robert Sarmiento
Alt Care Worker

Lorna Booker
Alt Care Worker

Jennifer Moar
Receptionist

Holly Twoheart
File Clerk

Jasmine McIvor
File Clerk / Receptionist
(term)

Goals of Service:

- to deliver culturally appropriate services to families and children
 - to take a “least disruptive measures” approach to intervention, delivering services from an orientation and philosophy of prevention and support
 - to provide family support services with a view to keeping families together
 - to provide alternate care for children requiring out-of-home care, with an emphasis on using extended family and aboriginal caregivers whenever possible, while still ensuring that the child’s best interests are being met
 - to keep sibling groups together when children require out-of-home care, whenever possible and appropriate
 - to develop and maintain a placement resource program, incorporating a regular and ongoing training program
- for foster parents, homemakers, parent aides, and volunteers
 - to repatriate children in care to extended family and/or home community, whenever possible and appropriate
 - to reach out to the Ontario Aboriginal Child and Family Services agencies for their assistance in providing services to client families and children affiliated with the First Nations served by their agencies
 - to work cooperatively with other First Nations CFS agencies in the development of comprehensive supports for cases being transferred to/from each other

Core Values



Vision Statement

Strong Hearts and Minds, Strong Families, Beautiful Children, Strong Community Networks

We have a vision of a strong community circle of care where healthy empowered families provide a nurturing place for children and where everyone (Elders, leaders, helpers, grandmothers, grandfathers, mothers, fathers, aunts, uncles, sisters, brothers, husbands and wives) work together to build a better place for all children.

Mission Statement

*Building Circles of Care, Protection of Children,
Empowering Families, Strengthening Community Networks*

Animikii Ozoson Child and Family Services is the fruition of an idea, around which caring people have organized. It is an idea about helping Aboriginal families and children by empowering them to care for themselves and one another. It is an idea rooted in aboriginal family values, beliefs and cultural traditions. It requires commitment and faith in the strength of families and their ability to change; to improve their lives and provide a nurturing place for children.

The overall purpose of the agency is to protect children from child maltreatment and support families so they can maintain their children at home. When necessary, the agency will provide children in need of protection with temporary out-of-home care within their extended family if at all possible or within a network of culturally appropriate/culturally sensitive alternate caregivers. In all cases, the agency will take a comprehensive and culturally sensitive approach that emphasizes family preservation and family reunification. When family reunification is not possible, the agency will provide long term alternate care for children who become permanent wards, while maintaining a strong connection to their extended family and community of origin.

FAMILY SERVICE CASES AND CHILDREN IN CARE STATISTICS



218

Total Protection Files

3

**Total Voluntary
Family Services**

13

**Total Extensions
of Care**

1

**Expectant Parent
Files**

3

**Family
Enhancement Files**

387

**Total Number of Children in
Care**

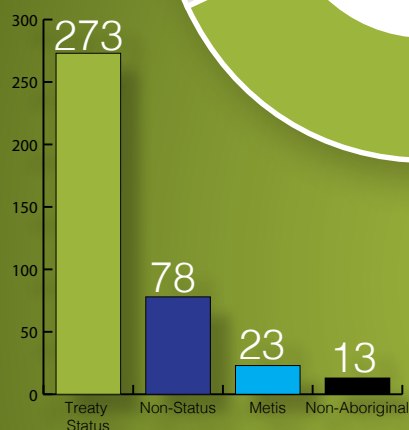
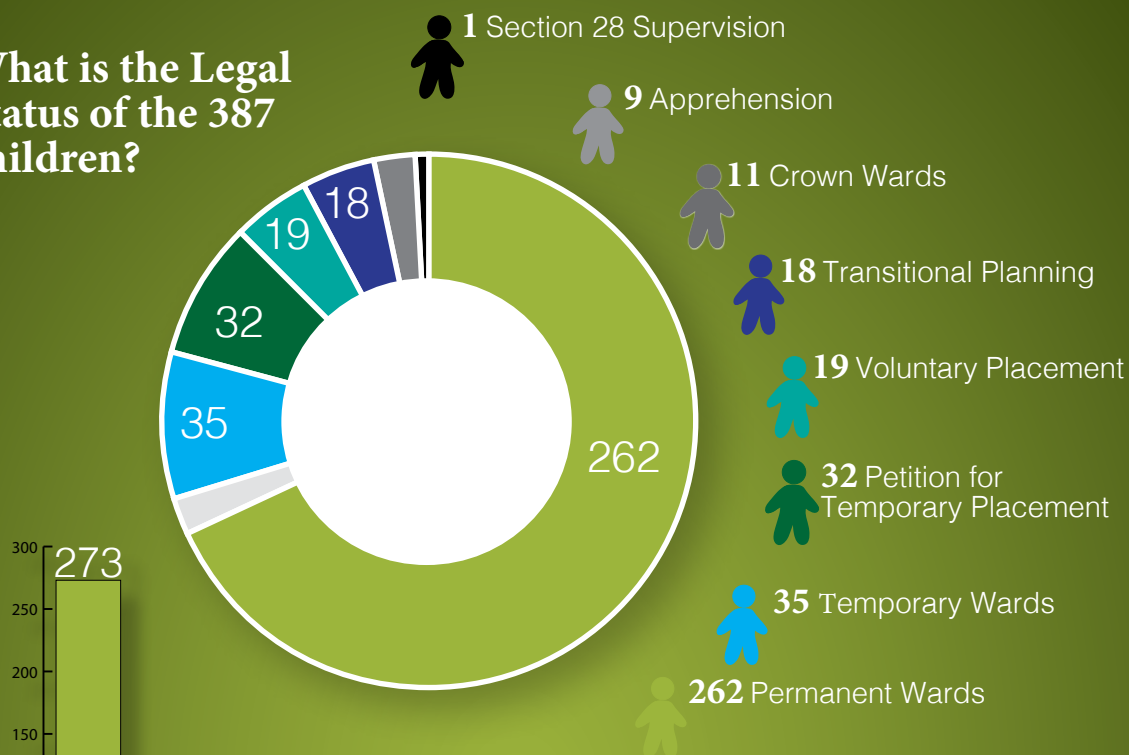


612

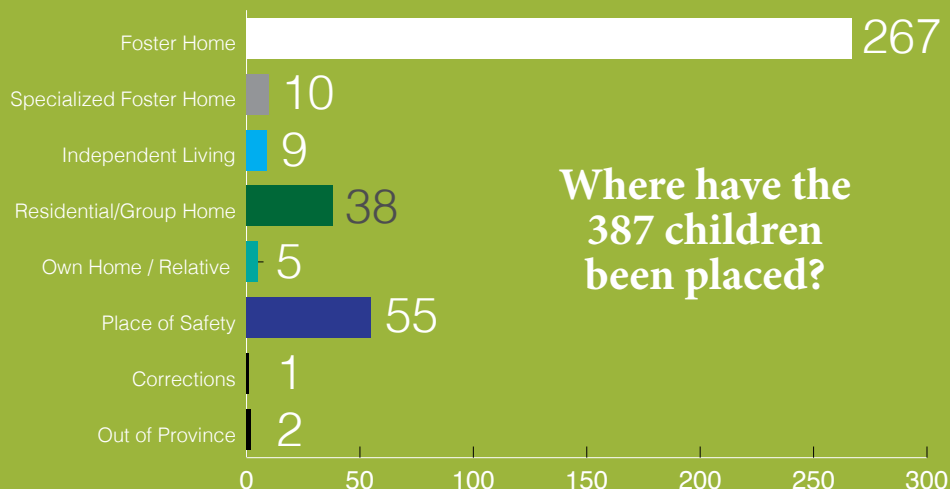
Total Active Case Count



What is the Legal Status of the 387 children?



Aboriginal status of the 387 children in care



Where have the 387 children been placed?

Which First Nations Communities in Ontario are these 387 children affiliated with? What are the communities that children are affiliated with?

First Nation Ontario Communities CIC	Total
Bear Skin, ON	1
Big Grassy, ON	1
Big Island Affiliation	6
Big Trout Lake, ON	2
Shoal Lake, ON	17
Cat Lake, ON	1
Couchiching, ON	2
Deer Lake, ON	4
Eabametoong, ON	8
Eagle Lake, ON	2
Flying Post, ON	3
Fort Severn, ON	5
Grassy Narrows, ON	22
Gull Bay, ON	3
Keewaywin, ON	12
Lac La Croix, ON	2
Lac Seul, ON	5
Longlac FN, ON	6
Martin Falls, ON	7
Mishkeegogamang, ON	8

First Nation Ontario Communities CIC	Total
Muskrat Dam, ON	1
North Spirit Lake, ON	4
Northwest Angle, #33, ON	9
Onagaming, ON	3
Pikangikum, ON	3
Rainy River, ON	2
Sabisonigamin, ON	1
Sachigo Lake, ON	2
Sandy Lake, ON	57
Scharbert Lake, ON	1
Seine River, ON	3
Shoal Lake, ON	6
Temagami, ON	2
Wabaseemoong, ON	14
Wabauskang, ON	1
Wapakeka, ON	1
Whitefish Bay, ON	5
Whitesand, ON	2
Wikiwekong, ON	2

What Ontario Child and Family Service Agencies is Animikii Ozoson Child and Family Services working with regarding these children?

Ontario Based CFS Agencies	Number of children with Animikii Ozoson CFS	Number of communities served referring to previous table
Tikinagan	127	20
Anishinaabe	76	7
Dilico	11	3
Weechi-it-te-Win	17	6
Kina Gbezhgomi	2	1
Nipissing / Parry Sound	2	1
Island Shores CAS	1	1
Total	236	39





QUALITY ASSURANCE

My name is Ryan Woychuk and I am the Quality Assurance Specialist (QAS) for Animikii Ozoson Child and Family Services. I joined the team last June 2013 after many years working in Child Welfare with another First Nations Agency and the Province of Manitoba. The QAS position is a new and dedicated position for Animikii Ozoson. The past 10 months have been spent defining and integrating my responsibilities to the Agency based on the Agency's existing strengths and areas of growth.

Overall, my position is responsible for reviewing and supportively enhancing the transparency, accountability and measurability of an Agency's day-to-day- service delivery based on Manitoba Child Welfare Legislation (and associated legislation), Provincial Child Welfare Practice Standards and a 'best practices'

approach to service provision to families and children. On a day-to-day level the Quality Assurance Specialist:

- Conducts reviews on agency Child Welfare practices to ensure Provincial legislative practices and standards are adhered to from a 'best practices approach' and provides recommendations to improve, and enhance existing service provision;
- Monitors and conducts CFSIS reviews to report on the Agency's compliance with usage and quality of work per legislation and practice standards; Provides timely statistical reports on the Agency's overall case count and CFSIS compliance;
- Identifies service delivery trends and areas of growth based on statistical analysis of Agency case counts and service delivery strengths and needs;

- Develops policies and processes, with supporting templates to enhance Agency operations and service delivery;
- Reviews and develops policies and procedures on other Agency operations as instructed by the Executive Director to ensure standards are being adhered to;
- Analyzes internal Agency processes and provides feedback and recommendations on how to improve processes to enhance the quality of service;
- Develops and implements the use of reporting formats to review and track Agency compliance and follow-through with internal practice policies, external recommendations and directives from the Southern First Nations Network of Care and the Province;
- Tracks and reports on the Agency's progress with their five year strategic service plan;
- Liaise between the Southern First Nations Network of Care and the Agency in regards Quality Assurance work plans, and CFSIS and practice standards implementation review and compliance.

During the past year Quality Assurance has been very busy with the following;

- Coordinated, reviewed, updated and generated reports on the Agency's follow through with recommendations from external governing bodies such as the Office of the Auditor General and recommendations from the Office of the Children's Advocate following the death of a child in care. We have reduced the number of outstanding recommendations from 41 to 1.
- Completed a total of 25 internal reviews that ranged from reviewing the quality of direct service practice per Provincial standards to monthly statistical analysis reports on Agency case counts and Agency CFSIS compliance; providing recommendations on how to improve service delivery and accountability for families and children.
- Developed and implemented tracking templates to provide updates and report on ongoing compliance for a total of 41 external

recommendations, ongoing strategic service plan initiatives, internal reviews and alternative dispute resolution processes.

- Implemented a number of new practice policies and procedures including the 'Child-In-Care Medical Passport' (CICMP) for high risk medical children. The purpose of developing the CICMP was to promote a consistent quality of care for children in foster placement by ensuring accurate medical records followed a child throughout their time in care.
- Worked with the Director of Human Resources and the Director of Services on enhancing Human Resource policies and procedures including the Agency's hiring process, work force qualifications and staff evaluations.
- Participated in a sub-committee comprised of management from Animikii Osozon and Ontario sister agencies to strengthen the inter-agency relationship and collaboratively update and revise the Inter-agency Service Protocol (ISP). The ISP provides a framework to manage communication, information exchange and inter-agency responsibilities when collaboration is required for families and children moving between Manitoba and Ontario when receiving Child Welfare services.
- Regularly attended meetings with the Southern Authority to gather information on upcoming Quality Assurance reviews and changes and compliance requirements to practice standards.
- Regularly attended advisory committee meetings hosted by Winnipeg's designated intake authority, All Nations Coordinated Response Network (ANCR), to collaborate and provide feedback on how to strengthen the working relationship between Animikii Osozon, ANCR and other sister southern First Nations agencies so that services to families and children go uninterrupted.

It has been a great year and I look forward to providing support to the Agency through ongoing reviews and recommendations that will continue to enhance the Agency and the service we provide to our families and children.

Ryan Woychuk

Quality Assurance Specialist



As of March 30, 2014 Animikii Ozoson Child and Family Services consisted of two Family Service teams with a total of 11 case managers. These dedicated case managers managed a total of 222 family service files and 123 children in care files. Of the 222 family service files, it should be recognized that case managers were also required to provide quality service to approximately 382 children not in care within the 222 families we serve.

Over this last year, we are pleased to report that out of 80 children discharged from care, 51 were returned to their parents and 7 were returned to relatives. Although

we recognize this as a success, we have also seen a significant increase with children becoming permanent wards. With high case loads, increased expectations in child welfare standards around documentation, maximum time allowable for a child to be under a voluntary placement agreement or Temporary Order, complexity of family units, geographical locations, lack of external resources, long program wait lists and the amount of children that require services within the family unit, are only some factors and barriers that have kept children in care longer. These same factors also hinder case managers in providing quality time

FAMILY SERVICES/ FAMILY PRESERVATION PROGRAM

to build those relationships that are essential for best practice. To help prevent children from becoming permanent wards, it is crucial for more support and resources to be placed in preventative services.

This year the Family Service teams continued to work in partnership with our Ontario agencies towards successful case planning and repatriation opportunities. Animikii Ozoson values our working relationship with Ontario and understands the importance of working together in order to continue to provide quality services for our families. We have finalized a working Protocol with key Ontario agencies and have continued to develop policies and guidelines to enhance our communication, information sharing and inter-agency responsibilities when collaboration is required.

We were very excited to hire an additional support worker to assist in family preservation and family reunification. We look forward to developing culturally safe programs for our families to enhance the strengths of our families. Our support workers have attended some specialized training such as Triple P parenting and Red Road to Healing to assist in delivering the programs that will nurture healthy families. We anticipate these programs to be implemented by fall of 2014.

Our case managers continue to participate in training opportunities to enhance their skills and knowledge in order to serve our families better. Some training opportunities case managers have attended this past fiscal year

included drug and gang awareness, domestic violence, intergenerational trauma training, sexual exploitation and missing children and attachment training.

Looking forward, some of our goals include having case managers at full CFSIS compliance by September 30, 2014. We are moving forward with case managers to be fully compliant on the Structured Decision Making tool, which enables a full comprehensive assessment to determine risk level to a child.

Although case managers faced many challenges throughout this last year, their spirits, gifts and positive attributes allowed for an overall successful year with our families. We are honoured to be able to serve the families and children we work with.

Jodi McVicker

Family Service Supervisor





FAMILY ENHANCEMENT

Family Enhancement (FE) is an early intervention/prevention program that is under the umbrella of the Differential Response Model. Services are provided to families who are struggling with challenges that, if left unaddressed would likely result in the children being in need of protective services in the future.

In 2012-2013 one of the challenges that the FE Program experienced was the inability to provide “true” prevention services as the identified FE case managers were carrying a blended case load of FE and Family Service (FS) cases. In 2013-2014, to address this challenge the Agency restructured and now has one dedicated FE case manager. In addition, the program hired a Family Support Worker (FSW) to work with FE families to provide intensive support.



The program has also initiated an outreach component where both the case manager and FSW are networking with various community organizations to build a stronger circle of care for FE families. Through working closely with families and identifying their needs, FE families will have their own personalized resource list to assist them in meeting their needs and achieving their goals.

We are very excited to have a case manager and a FSW dedicated to providing early intervention/ prevention and culturally safe programming and services to our FE families. The FE program recognizes that community programs often have long waitlists. In order to alleviate wait times, the FE Case Manager and FSW will begin training to offer in-house culturally safe programs. The team plans to roll out their first program in the Fall of 2014.

The FE team currently shares a supervisor with one of the FS teams. One of the barriers with having a shared supervisor is that FS protection needs often override the needs of FE services. As the FE program continues to grow in case numbers, and with the further development of in house programming a dedicated FE supervisor may be required.

The FE and FS teams hosted two family picnics last summer and several families

attended both events. There were numerous games and prizes for children and parents. It was wonderful to see everyone having so much fun! Parents had the opportunity to enjoy 'family and play time' with their children thereby enhancing attachments and creating positive memories. Biological and foster families had the opportunity to spend time together and shared positive interaction in a non-threatening environment. We look forward to hosting two more picnics in the coming year. I would like to thank all staff that volunteered their time to make these events a success.

In closing, we would like to honour and thank both the FE and FS team for their commitment and dedication to our families and the Agency. We also look forward to building stronger relationships with our families, communities, and with our relations in Ontario.

Cheryl Vieville
Supervisor



ALTERNATIVE CARE



The Alternative Care Unit is made up of a group of six caring and dedicated individuals who are passionate about the work they do with the families and children they work with. Every Alternative Care Worker holds a Bachelor of Social Work degree and the majority of workers have completed training in Core Competency, CFSIS, and Foster Home Assessment Training. The Units Administrative Assistant provides extensive support to the team and is called upon to manage and complete a number of demanding responsibilities. She is also trained in the use of the Child and Family Services Information System.

The primary goals of the Alternative Care Unit is to recruit and retain a group of care givers who are committed to providing placement, nurturance and support to children requiring out of home care, with an emphasis on extended family and Aboriginal caregivers whenever possible.

The Unit is responsible for a number of duties within the agency. These duties include but are not limited to: placement desk, recruitment and licensing of placement resources, support and crisis intervention support to foster parents, conducting assessments, writing home studies and home reviews as well as facilitating foster parent orientation and training.

I'm pleased to report that the Unit has been functioning with full staffing complement this past year. The additional hire of two Alternative Care Workers and one full time Administrative Assistant allowed for lower case numbers per worker which provided the team with more time to address and support the needs of foster parents, develop placement resources, meet paperwork standards for licensing, CFSIS compliance and facilitate foster parent orientation and training.

Over the past year, the team facilitated six foster parent orientations, registered over seventeen care givers for various trainings offered through the Southern First Nations Network of Care and also hosted a two day Attachment Training for twenty seven agency foster parents.

As of March 31, 2014 the team was responsible for managing a total of 120 placement resources; the total number of resources includes licensed foster homes and Places of Safety. Although alternative placement resources are continuously being recruited and developed by the team, we still do not have the number of homes required for all of our children in care. As a result, the unit continues to utilize a number of placement resources in the community belonging to

other Child and Family Services agencies. A major challenge for the Unit continues to be recruiting Kinship and Aboriginal placements. This is in large part due to the Agency not having a home community in the Province to recruit from; the children and families we serve have cultural ties and affiliations to First Nations in Ontario. The team is committed to addressing this gap by seeking the assistance of our sister agencies in Ontario in identifying placement resources in Manitoba, as part of our recruitment strategy.

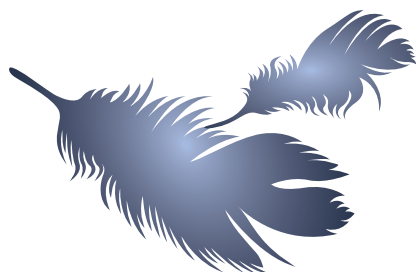
The foster parents of Animikii Ozoson are truly an amazing group of caregivers. On a day to day basis we are witness to their unlimited capacity to go above and beyond, to genuinely care and nurture the children they care for, while supporting and embracing relationships with the children's birth families.

In recognition of our foster parents and the challenging work they do, this past November the team hosted an appreciation dinner to formally thank and acknowledge them.

Going forward, the team's goal is to develop and implement a full range of specialized in-house training opportunities for foster parents to enhance their knowledge and skill set on topics such as Working with Birth Families, Cultural Safety, and The Benefits of Child's Play.

Miigwetch,

Candice Lewsey-Ortman, BSW
Alternative Care Supervisor





As of March 31, 2014 the permanent ward unit provided complex services to 262 Permanent wards. The unit consists of one supervisor, one admin, and 9 full time social workers; with one social worker preparing to leave the agency on a maternity leave.

The permanent ward unit has had a busy year and the following are some of the notable successes and challenges that the team has faced.

Over this past year the PW team has been working hard to maintain and update our CFSIS database in order to ensure that provincial requirements are met. It has been a fine balancing act to ensure standards and the provincial mandate are complied with while maintaining daily demands of the caseloads of a program that continues to grow. The team has received a tremendous amount of support

from our admin and there is a high volume of administrative work that is completed daily.

Looking forward the unit is very excited to be welcoming a second supervisor and new worker (or 2 hopefully) to the team and eventually another admin. It is felt that this will help immensely in increasing service delivery for our children in care and help the team work more efficiently.

The Agency interfaces with many collateral agencies to best deliver services to our children in care. The school system continues to be primary collateral for the Agency.

The worker is expected to collaborate with guidance counsellors, teachers and where applicable to apply for assessments such as

PERMANENT WARDS



speech or psychological assessments to determine required supports that need to be put in place. The worker attends systems meetings, registration, IEPs and re-intake meetings if child has been suspended. Child's needs and solutions are discussed in this team in order to establish goals for the child and school year as it is imperative that school and home are on the same page. The unit's goal is to continue building our relationship with schools to improve outcomes for our children.

The Animikii Ozoson L.E.A.P (Learning Equality for All People) program is finishing its first complete year of programing for children and youth involved with our agency. We currently have 14 dedicated volunteers and 14 participants from age 6 to 15 with 8 participants on the wait list. L.E.A.P. strives to nurture and empower youth within foster care through a safe learning environment rich with positive and devoted role models. We facilitate educational, social emotional development through mentorship and academic tutoring. Here is some of the feedback for the program. One of the CIC involved with LEAP stated that, "I love coming to leap to see my tutor" and one of the teachers of another student contacted the agency to acknowledge that, "she really noticed an improvement in [CIC] school work during the time LEAP was running."

The unit continues to be committed to ensuring that cultural programming internal and external are available and encouraged for the children in our care. For children in care at this time there continues to be the challenge to provide cultural programing directly through the agency given our communities are in Ontario and not Manitoba. In order to meet this need the goal is to have more of our children attend cultural and spiritual gatherings in their home communities wherever possible. In addition there have been opportunities for workers to take children in care to community sweats and ceremonies in Manitoba. We have begun some discussion regarding children in care who are interested in making Regalia and attending Pow Wows. The unit is to looking at developing internal programs and skills to offer these on site.

Transitioning our youth to adulthood has had both successes and challenges. We would like to commend the youth who graduated from high school this past year and those that have gone on to explore both university and college educations. We applaud their strength and tenacity in staying the course. On March 31, 2014 there were 12 young adults that were involved with the agency under extensions of care. Some of our youth require more time in care to develop the skills needed to be successful in independent living. We hope that gaps in service to transitioning youth may be reduced with a dedicated Age of Majority worker and in-house programming. A highlight from this past year is one of our 17 year old youth has been on the honour roll at school since grade 9 (past 3 consecutive years) and is planning on attending university once she graduates in 2015 to study Agricultural Engineering.

We also wish to thank all those who have given their time and abilities to arrange sweats for our youth and support them by attending ceremonies with the youth. As well, we want to thank the dedicated LEAP volunteers who supported our children and youth in developing strong learning skills.

Miigwetch.

Misty Bousquet,
Permanent Ward Supervisor

ADMINIS SUPPORT



The Administrative Team is comprised of the following team members:

Audrey Johnson:	Executive Assistant
Jennifer Moar:	Receptionist
Holly Twoheart:	File Clerk
Jasmine McIvor:	File Clerk/Reception
Manda Coyne:	PW Administration Assistant
Samantha McDougall:	PRT/FE Administration Assistant
Michele Landon:	Alt Care Administration Assistant

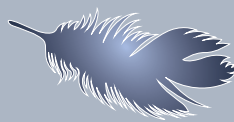
The Administrative Team provides a supportive foundation to all programs at Animikii Ozoson Child and Family Services. The team works to support the supervisors, case managers and support workers so they can devote their time to providing services to our children and families. In addition to their regular duties, the administrative team also assists with family picnics, foster parent training,

foster parent appreciation dinners and special events.

In September 2013, we welcomed Audrey Johnson as the new Executive Assistant to the Executive Director. Audrey also provides Administrative Assistant support to the Senior Management team and the Board of Directors.

Jennifer Moar is the Agency's Receptionist

TRATIVE UNIT



and started in July 2013. Jennifer is the first person you will meet when you enter the office. She welcomes everyone in a friendly manner to the Agency. Jennifer provides day to day reception duties for the Agency.

Holly Twoheart is from Sagkeeng, Manitoba and started with the Agency in 2007 as the Agency's receptionist. She is now a File Clerk responsible for the day-to-day maintenance of our file room. Holly maintains all the children in care files and family service files to ensure all the information is properly organized. This year Holly and Jasmine worked together as a team to archive agency closed files per The Archives and Recordkeeping Act and applicable procedures. Holly is also responsible for ordering and keeping track of all children's birth certificates and updating the Child and Family Service Information System (CFSIS) with this information.

Jasmine McIvor started in June 2013 and provides support as Secondary File Clerk and coverage for Reception. In addition to those duties, she is responsible for printing and ensuring updated pictures of the children in care are placed on their physical file.

Mandy Coyne started with the Agency in 2006 as the Agency's receptionist. Since that time, she provided Administrative Assistant support to the Alternative Care and Family Service teams. For the last few years she has been the Administrative Assistant for the Permanent Ward Unit. Duties include travel letters, passport applications, regularly updating and entering information on CFSIS and

providing support to workers and the supervisor as needed. Mandy also compiles data used for monthly statistical reports.

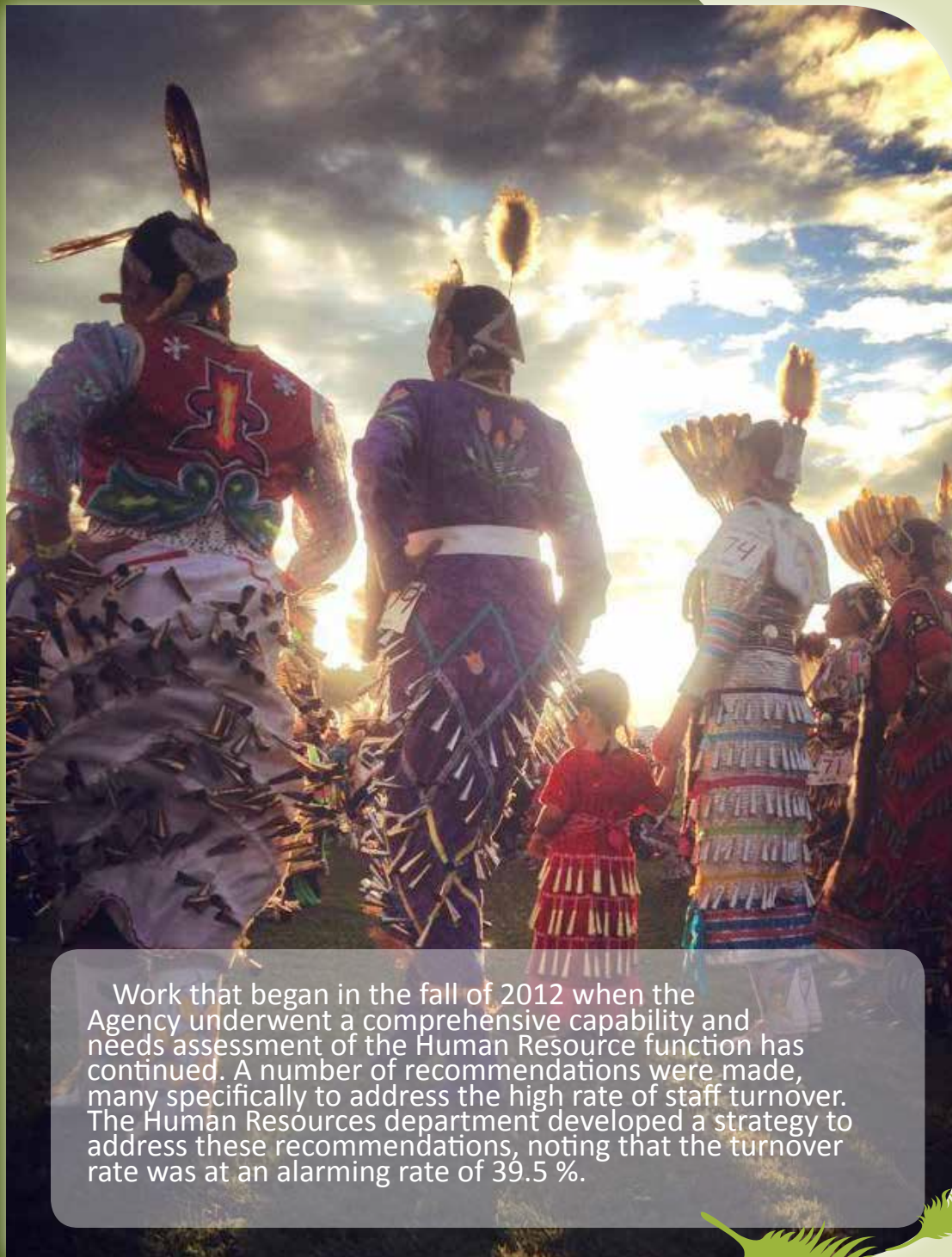
Samantha McDougall is our Family Service & Family Enhancement Administrative Assistant. She has been with Animikii since 2008. Samantha tracks all placement changes for families and children in care, maintains a database for statistical purposes, and provides updates to CFSIS.

Michele Landon is from Whitedog, Ontario and has been living in Winnipeg for the past 18 years. Michele joined the Alternative Care Department in July 2013, as their Administrative Assistant. She provides Administrative Assistant support to the Alternative Care Team and, at times is a liaison between the Agency and our foster parents. She processes criminal record checks, child abuse registry checks and prior contact check for our foster parents. In addition, she creates Agency event invitations, tracks attendance of care providers at orientations and workshops, creates and prepares various certificates related to training or foster home licensing, maintains accurate statistical information for team members, maintains accurate statistical databases and updates CFSIS in regards to foster home information.

We would like to acknowledge Geraldine Berens, our former CFSIS Clerk. Geraldine has given her hard work and dedication to the Agency since 2006. Her courageous battle with cancer during the past two years ended this past spring; we will miss her greatly.

The last year has been incredibly busy. We look forward to the year ahead and the challenges it will bring.

HUMAN RESOURCES



Work that began in the fall of 2012 when the Agency underwent a comprehensive capability and needs assessment of the Human Resource function has continued. A number of recommendations were made, many specifically to address the high rate of staff turnover. The Human Resources department developed a strategy to address these recommendations, noting that the turnover rate was at an alarming rate of 39.5 %.

Over the 2012/ 2013 year and continuing on this fiscal year Human Resources completed an extensive review and revision of the Agencies policies and procedures. This has helped to enhance transparency for the agency overall and bring outdated policies in line with current practices across the Province.

HR has continued working on their recruitment strategy by broadening their geographical scope for advertising and recruitment. We have identified agencies in Ontario to send our staffing requests to with the goal of attracting those who are from the

communities we serve. The policy on educational support and leaves was formalized this year and clearly lays out the expectations for staff enrolled in current BSW programs. Currently the Agency has four staff members that are enrolled in a BSW or an MSW program.

This year the agency completed the development of the Animikii Ozoson website and this is utilized for staff recruitment in targeted areas such as Northwestern Ontario. A further goal is to develop an agency intranet making it available to all staff and including easily accessible information on benefits, current openings and staff information.

We have a social committee in place for staff to share ideas on how to develop and enhance our staff appreciation. The agency also has an active health and safety committee, to ensure that current legislative safety requirements are met.

Animikii Ozoson continues to make great strides in strengthening its office culture and family relationships by incorporating sharing circles,

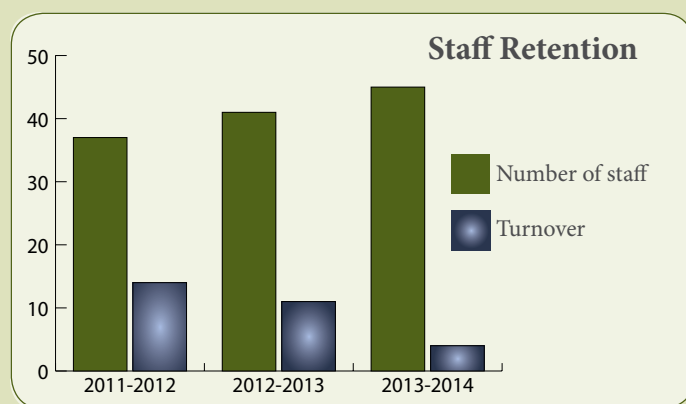
traditional teachings and cultural practices such as smudging and prayer. The agency has a cultural advisor who is invited to all staff meetings to provide support to staff and to increase sensitivity and training for non-Aboriginal staff.

In early 2014, the Agency conducted another review of its turnover rate and was pleased to find the rate decreased significantly to 19% by year end even after factoring in a significant increase in overall staff numbers.

We feel our dedicated and committed staff deserve highly skilled and supportive supervisors and human resource personal and Animikii Ozoson is pleased to report we are “on our way”. We look forward to our next year.

Daniel Jordaan

Director of Human Resources



Treaty Three areas we provide service to. We have been somewhat successful as three of our hires in the last year have been members of Ontario First Nations communities.

The Agency also increased its emphasis on staff training and professional development offering more opportunities for training, as we believe increasing skills will in turn create even more effective working relationships. Over the past year, a variety of training opportunities have been made available to the staff and the majority of staff has attended training either internally or outside of the office. We are pleased to report that all our supervisors have now completed their supervisory training and a further two staff have taken leadership training.

The Agency strives to meet workforce qualifications, with skilled staff to provide effective service delivery for all the



FINANCE

Hello, my name is Steven Bembenek and I am the Finance Director for Animikii. I will be reporting on operating results for the year ended March 31, 2014.

This past fiscal year saw some change within our team. One of our clerks saw her ongoing “temp” position end but she returned to fill the gap when a permanent position became available.

Over the past year I spent time re-evaluating everybody’s position and job duties and juggled these duties where it made sense to do so. Strength in our team was achieved by engaging a better matching of an employee’s individual skills, experience, and strengths to the job duties we needed to fill. I’m proud to say that everybody works extremely well together and truly operates as a team.

Our Finance team includes:



Mike Peters – Mike is responsible for Provincial Billings for children in care, voucher requests, travel reimbursements, and children special allowances and rates.

Cathy Herrera – Cathy is responsible for our Agency payroll, bank reconciliations, deposits, travel bookings and medical cards.

Ruby Manalac – Ruby is responsible for maintaining children in care financial records, foster care payments, and accounts payable.

Finance was able to complete a number of set goals this fiscal year including:

- Cross-training of current team positions.
- Continued team-building exercises included daily “huddles” (time that promotes team interaction and brainstorming by allowing all team members to



outline their expected daily achievements and any hurdles they may have to get past), team pot-luck lunches, and individual mentorship.

- Annual review of the Agency's Finance Policy.

Summary of Audited Financial Results:

Our annual audit resulted in a "clean" unqualified report and no weaknesses in our internal control systems were noted by our auditors, MNP LLP.

Revenues – \$4.12 million for the year ended March 31, 2014. This is an increase of 2.8% from the prior year (\$4.01 million for 2013). Primarily this increase was due to funding model changes from the prior year.

Expenses – Increased slightly from \$3.42 mill for 2013 to \$3.64 mill for 2014. Cost increases were primarily the result of increases in salaries and benefits, capital asset amortization, rent and building maintenance, and family support costs.

Our children in care numbers increased to 387 compared to 362 in the prior year. Total maintenance costs were down slightly to \$11,239,513 compared to 11,785,819 in the prior year. Average daily cost per child in care at March 2014 was \$79.57 compared to \$89.20 in the prior year, an overall decrease of 10.8%.

The agency provided 138,216 days of care for the year. This is an increase of 14,473 days of care from the previous fiscal year.

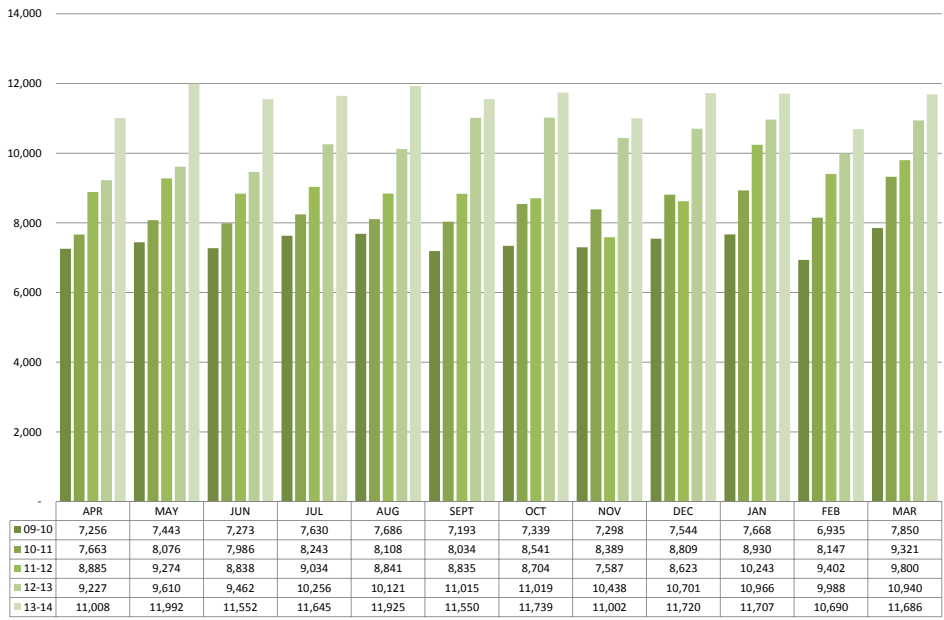
Looking ahead our main focus will be to further reduce costs by eliminating the use of an external payroll processing company. Internal training has already started for this big change. With constant work towards improvements within our Agency our Finance team is excited about the direction we are moving in. The horizon is very bright!!!

Miigwetch...

Steven Bembenek B.Sc., C.G.A.
Director of Finance

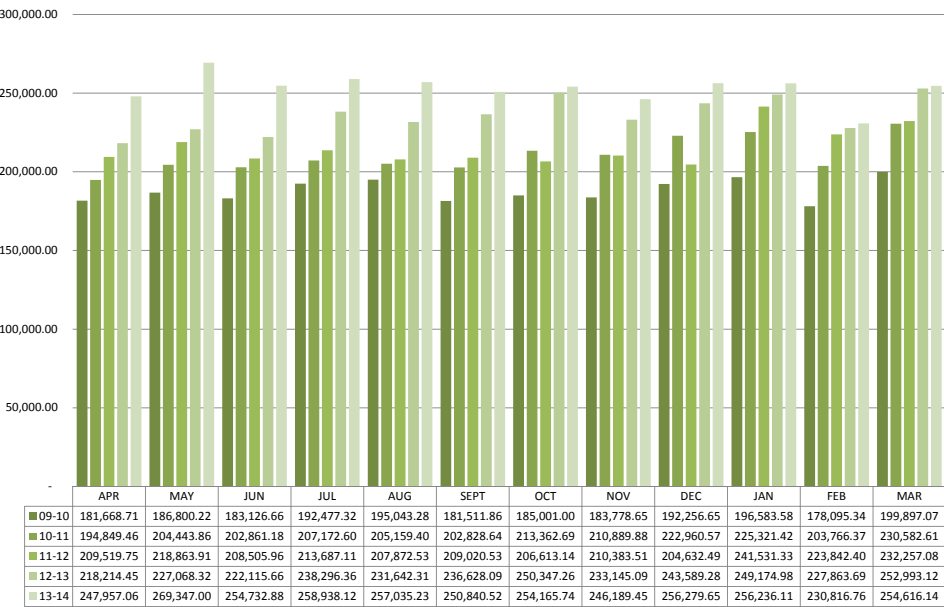
DAYS CARE COMPARISON 5 FULL YEARS

BASED ON PROVINCIAL BILLINGS



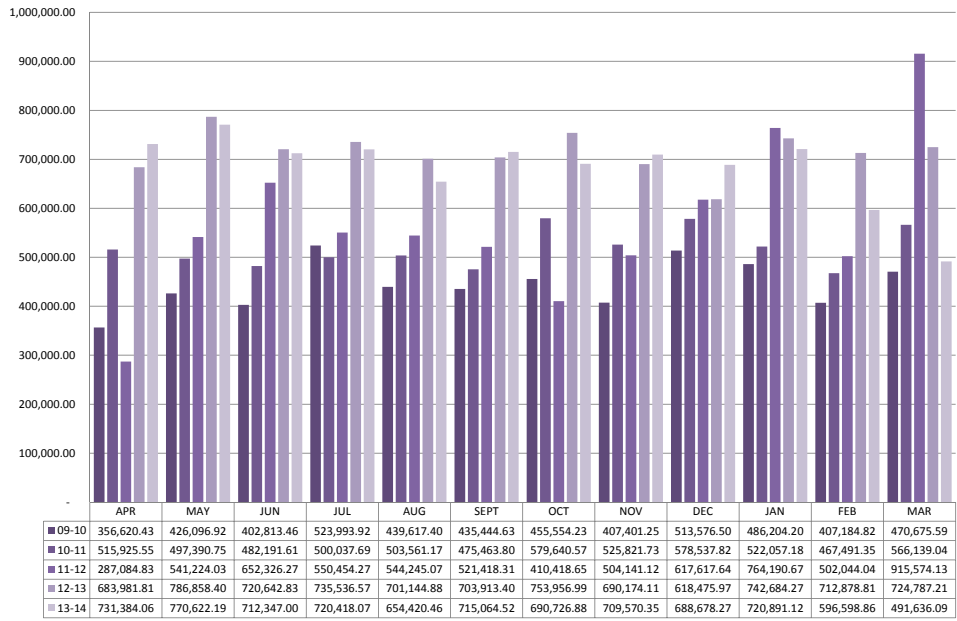
BASIC MAINTENANCE COMPARISON 5 FULL YEARS

BASED ON PROVINCIAL BILLINGS



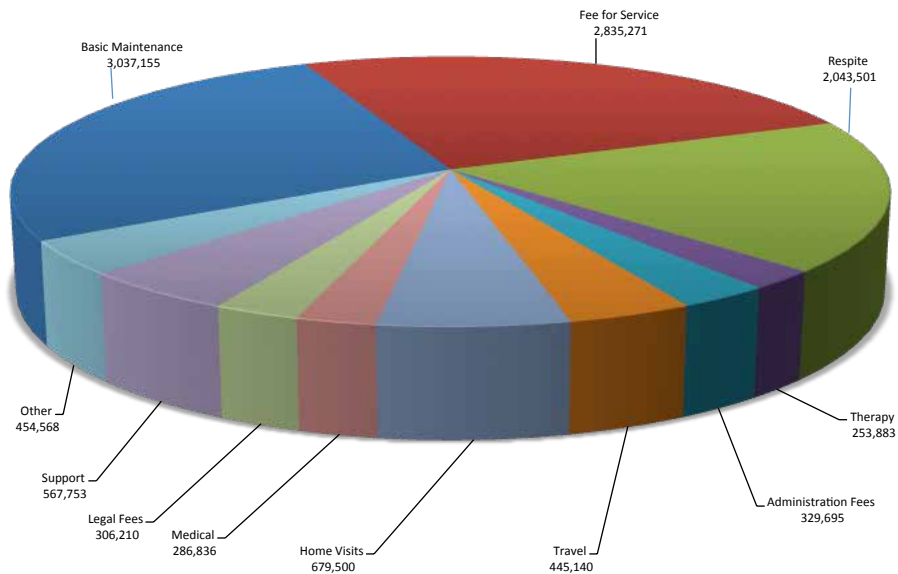
MONTHLY EXPENDITURES COMPARISON 5 FULL YEARS

BASED ON PROVINCIAL BILLINGS



Maintenance Expenditures 2013-2014

Total Expenditures \$11,239,513



Animikii-Ozoon Inc.
Financial Statements
March 31, 2014



Management's Responsibility

To the Members of Animikii-Ozoon Inc.:

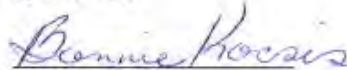
Management is responsible for the preparation and presentation of the accompanying financial statements, including responsibility for significant accounting judgments and estimates in accordance with Canadian accounting standards for not-for-profit organizations and ensuring that all information in the annual report is consistent with the statements. This responsibility includes selecting appropriate accounting principles and methods, and making decisions affecting the measurement of transactions in which objective judgment is required.

In discharging its responsibilities for the integrity and fairness of the financial statements, management designs and maintains the necessary accounting systems and related internal controls to provide reasonable assurance that transactions are authorized, assets are safeguarded and financial records are properly maintained to provide reliable information for the preparation of financial statements.

The Board of Directors is composed primarily of Directors who are neither management nor employees of the Organization. The Board is responsible for overseeing management in the performance of its financial reporting responsibilities, and for approving the financial information included in the annual report. The Board fulfills these responsibilities by reviewing the financial information prepared by management and discussing relevant matters with management and external auditors. The Board is also responsible for recommending the appointment of the Organization's external auditors.

MNP LLP is appointed by the members to audit the financial statements and report directly to them; their report follows. The external auditors have full and free access to, and meet periodically and separately with, both the Board and management to discuss their audit findings.

September 15, 2014


Chief Executive Officer


Chief Financial Officer

MNP

Independent Auditors' Report

To the Members of Animiikii-Ozoon Inc.:

We have audited the accompanying financial statements of Animiikii-Ozoon Inc., which comprise the statements of financial position as at March 31, 2014 and the statements of operations, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained in our audit is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of Animiikii-Ozoon Inc. as at March 31, 2014 and the results of its operations, changes in net assets and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Winnipeg, Manitoba

September 15, 2014

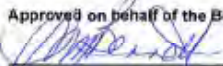
MNP LLP
Chartered Accountants

Animikii-Ozoon Inc.
Statement of Financial Position

As at March 31, 2014

	2014	2013 <i>(Restated)</i>
Assets		
Current		
Cash (Note 3)	3,463,951	1,280,048
Accounts receivable (Note 5)	3,186,993	4,797,055
Short term investments (Note 4)	35,000	129,499
Prepaid expenses and deposits	37,659	30,414
	6,723,603	6,237,016
Capital assets (Note 6)	1,010,290	1,085,391
	7,733,893	7,322,407
Liabilities		
Current		
Accounts payable and accruals (Note 7)	2,065,453	1,821,766
Deferred contributions	759,406	655,202
Province of Manitoba payable (Note 8)	2,997,947	3,557,782
Working capital advances	1,204,000	1,204,000
Current portion of long-term debt (Note 9)	4,000	4,000
Current portion of capital lease obligations (Note 10)	11,365	10,825
	7,042,171	7,253,575
Long-term debt (Note 9)	1,003	5,003
Capital lease obligations (Note 10)	2,916	14,281
	7,046,090	7,272,859
Net Assets (Deficit)		
Invested in capital assets	996,553	1,060,828
Unrestricted	(308,750)	(1,011,280)
	687,803	49,548
	7,733,893	7,322,407

Approved on behalf of the Board


 Director


 Director

The accompanying notes are an integral part of these financial statements

MNP

Animikii-Ozoon Inc.
Statement of Operations
For the year ended March 31, 2014

	2014	2013 <i>(restated)</i>
Revenue		
First Nations of Southern Manitoba Child and Family Services Authority		
Operations	4,670,687	3,893,388
Family Innovations	-	3,090
Other revenue	568	14,482
Insurance liability reimbursement	52,422	98,481
	4,123,677	4,010,279
Expenses		
Advertising	9,162	25,035
Amortization	155,548	139,283
Board	8,071	9,885
Differential response	-	385
Family support	99,587	57,017
Foster parent training	18,812	2,098
Insurance	59,898	55,434
Interest and bank charges	7,266	10,388
Licences and fees	196	20
Office supplies	72,314	188,418
Professional fees	58,704	37,849
Rent	267,453	205,845
Repairs and maintenance	23,307	6,210
Salaries and benefits	2,888,838	2,815,221
Telephone	35,099	41,792
Travel	24,802	23,722
Total expenses	3,643,808	3,418,970
Excess of revenue over expenses before maintenance	479,869	593,309
Other items		
Maintenance	158,386	(227,991)
Excess of revenue over expenses	638,255	365,318

The accompanying notes are an integral part of these financial statements

Animikii-Ozoseon Inc.
Statement of Changes in Net Assets
For the year ended March 31, 2014

	<i>Increased in capital assets</i>	<i>Unrecorded</i>	<i>2014</i>	<i>2013 (restated)</i>
Net assets beginning of year, as previously stated	1,060,828	(1,011,280)	49,548	258,189
Correction of an error (Note 13)	-	-	-	(804,838)
Net assets, beginning of year, restated	1,060,828	(1,011,280)	49,548	(315,770)
Excess of revenue over expenses	-	638,255	638,255	385,318
Amortization of capital assets	(155,548)	155,548	-	-
Purchase of capital assets	88,448	(88,448)	-	-
Payment of capital lease obligations	18,825	(18,825)	-	-
Net assets, end of year	996,553	(308,750)	687,803	48,548

The accompanying notes are an integral part of these financial statements.

Animikii-Ozoon Inc.
Statement of Cash Flows
For the year ended March 31, 2014

	2014	2013
Cash provided by (used for) the following activities		
Operating		
Cash received from funders	17,557,588	16,286,890
Cash paid to suppliers	(11,997,454)	(11,574,222)
Cash paid to employees	(2,888,837)	(2,615,221)
Interest paid	(7,263)	(10,388)
Interest received	568	973
	2,744,512	2,088,043
Financing		
Repayments of capital lease obligations	(18,825)	(10,311)
Repayment of current portion of long-term debt	(4,088)	(4,000)
Decrease in Province of Manitoba payable	(539,835)	(973,604)
	(574,668)	(987,915)
Investing		
Proceeds on disposal of short term investments	94,439	-
Purchase of capital assets	(89,448)	(1,117,820)
Increase (decrease) in cash resources	2,183,983	(17,832)
Cash resources, beginning of year	1,289,648	1,297,740
Cash resources, end of year	3,453,951	1,280,048

The accompanying notes are an integral part of these financial statements

1. Incorporation and nature of the organization

Animikii-Ozoon Inc. (the "Organization") was incorporated in the Province of Manitoba as a corporation without share capital on February 3, 2005, and began active operations in October 2005.

The Organization operates to provide child and family services under First Nations of Southern Manitoba Child and Family Services Authority.

The Organization is registered as a not-for-profit organization under the Income Tax Act (the "Act") and as such is exempt from income taxes. In order to maintain its status as a not-for-profit organization under the Act, the Organization must meet certain requirements within the Act. In the opinion of management, these requirements have been met.

2. Significant accounting policies

The financial statements have been prepared in accordance with accounting standards for not-for-profit organizations as issued by the Accounting Standards Board in Canada and includes the following significant accounting policies:

Revenue recognition

The Organization follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Capital assets

Capital assets are recorded at cost. Amortization is provided using methods and rates intended to amortize the cost of assets over their estimated useful lives.

	<i>Method</i>	<i>Rate</i>
Computer equipment	declining balance	45 %
Computer software	declining balance	100 %
Equipment	declining balance	20 %
Leasehold improvements	straight line	term of lease
Photocopier	straight line	5 years

Long-lived assets

Long-lived assets consists of capital assets with finite useful lives. Long-lived assets held for use are measured and amortized as described in the applicable accounting policies.

The Organization performs impairment testing on long-lived assets held for use whenever events or changes in circumstances indicate that the carrying value of an asset, or group of assets, may not be recoverable. Impairment losses are recognized when undiscounted future cash flows from its use and disposal are less than the assets' value. Any impairment is included in earnings for the year.

Measurement uncertainty

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period.

Accounts receivable are stated after evaluation as to their collectability and an appropriate allowance for doubtful accounts is provided where considered necessary. Amortization is based on the estimated useful lives of capital assets. These estimates and assumptions are reviewed periodically and, as adjustments become necessary they are reported in earnings in the periods in which they become known.

2. Significant accounting policies (Continued from previous page)

Financial instruments

The Organization recognizes its financial instruments when the Organization becomes party to the contractual provisions of the financial instrument. All financial instruments are initially recorded at their fair value.

At initial recognition, the Organization may irrevocably elect to subsequently measure any financial instrument at fair value. The Organization has not made such an election during the year.

The Organization subsequently measures investments in equity instruments quoted in an active market at fair market value. Fair value is determined by published prices. Investments in equity instruments not quoted in an active market are subsequently measured at cost less impairment. With the exception of those instruments designated at fair value, all other financial assets and liabilities are subsequently measured at amortized cost.

Transaction costs and financing fees directly attributable to the origination, acquisition, issuance or assumption of financial instruments subsequently measured at fair value are immediately recognized in the excess of revenues over expenses for the current period. Conversely, transaction costs and financing fees are added to the carrying amount for those financial instruments subsequently measured at amortized cost or cost.

Leases

A lease that transfers substantially all of the benefits and risks of ownership is classified as a capital lease. At the inception of a capital lease, an asset and a payment obligation are recorded at an amount equal to the lesser of the present value of the minimum lease payments and the property's fair market value. Assets under capital leases are amortized on a declining balance basis, over their lease term. All other leases are accounted for as operating leases and rental payments are expensed as incurred.

An arrangement contains a lease where the arrangement conveys a right to use the underlying tangible asset, and whereby its fulfillment is dependent on the use of the specific tangible asset. After the inception of the arrangement, a reassessment of whether the arrangement contains a lease is made only in the event that:

- there is a change in contractual terms;
- a renewal option is exercised or an extension is agreed upon by the parties to the arrangement;
- there is a change in the determination of whether the fulfillment of the arrangement is dependent on the use of the specific tangible asset; or
- there is a substantial physical change to the specified tangible asset.

3. Cash

	2014	2013
Petty cash	562	48
Operating bank account	710,388	644,688
Maintenance bank account	2,752,661	635,312
	<u>3,463,551</u>	<u>1,280,048</u>

4. Short term investment

	2014	2013
Measured at fair value:		
Guaranteed Investment Certificates	35,600	129,400

The above noted investments all mature within one year and bear interest at 1.3% (2013 - 1.1%).

Animikii-Ozoseon Inc.
Notes to the Financial Statements
For the year ended March 31, 2014

5. Accounts receivable

	2014	2013
Accounts receivable - operations	-	56,886
Goods and Services Tax receivable	14,983	71,181
Accounts receivable from employees	-	364
Accounts receivable - maintenance	3,222,179	4,668,464
Allowance for doubtful accounts	(50,883)	-
	3,186,993	4,797,055

6. Capital assets

	Cost	Accumulated amortization	2014 Net book value
Computer equipment	51,848	38,638	13,156
Computer software	9,590	9,590	-
Equipment	327,885	109,493	218,392
Leasehold improvements	1,085,725	313,187	772,538
	1,475,048	470,908	1,004,088
Assets under capital lease			
Photocopier	56,858	50,656	6,202
	1,531,906	521,516	1,010,290

	Cost	Accumulated amortization	2013 Net book value
Computer equipment	38,858	35,423	1,533
Computer software	9,402	9,402	-
Equipment	308,840	58,388	248,441
Leasehold improvements	1,041,403	223,558	817,844
	1,394,001	326,783	1,067,218
Assets under capital lease			
Photocopier	58,858	39,285	17,573
	1,451,459	366,068	1,085,391

Animikii-Ozoon Inc.
Notes to the Financial Statements
For the year ended March 31, 2014

7. Accounts payable and accruals

	2014	2013 (restated)
Accounts payable - maintenance	547,991	512,484
Accounts payable - payroll and other accrued liabilities	506,344	477,190
Government remittances	1,948	-
Staff fund payable	-	2,225
Province of Manitoba	1,809,171	829,857
	2,865,454	1,821,756

8. Payable to the Province of Manitoba

During the fiscal year ending March 31, 2007 the Organization began receiving Children's Support Allowance funding from the Province of Manitoba on an annual basis. This funding was deemed repayable by the Province of Manitoba. The Organization began making payments in 2013 and the payments increase with an increase in funding. The increase in payments is calculated as 20% of the difference between the old funding and the new funding agreement. Payments of \$139,859 (2013 - \$129,809) are made quarterly as a withholding on the Organization's funding payments from the Southern Authority.

9. Long-term debt

	2014	2013
Pitney Bowes, non-interest bearing unsecured loan with quarterly payments of \$1,000, due April 2015	5,003	8,003
Less: Current portion	4,000	4,000
	1,003	5,003

Principal repayments on long-term debt in each of the next two years are estimated as follows:

2015	4,000
2016	1,003

10. Obligations under capital lease

	2014	2013
Pitney Bowes Finance lease bearing interest at 4.88% per annum repayable in quarterly blended payments of \$2,007. The lease matures on July 20, 2015 and is secured by specific equipment with a net book value of \$81,202 (2013 - \$17,573).	14,281	25,108
Less: Current portion	11,365	10,525
	2,916	14,281

Minimum lease payments related to the obligations under capital lease are as follows:

Animikii-Ozoon Inc.
Notes to the Financial Statements
For the year ended March 31, 2014

2015	11,858
2016	3,853
	15,811
Less: imputed interest	(1,530)
	<u>14,281</u>

11. Working capital advance

The working capital advance is payable to First Nations of Southern Manitoba Child and Family Services Authority. The working capital advance is non-interest bearing and has no specified terms of repayment.

12. Contingencies

The Organization was named as defendant in a lawsuit filed by a former employee. As litigations are subject to many uncertainties, it is not possible to predict the ultimate outcome of the lawsuit or to estimate loss, if any, which may result.

13. Correction of an error

During the year the Organization determined that there was a payable due to the Province of Manitoba due to overbillings in to the Province in prior years of \$828,887. The impact of the correction has resulted in an increase in accounts payable and accruals of \$224,828 and a decrease in maintenance income of \$224,828 as at March 31, 2013 and an increase of \$804,835 in accounts payable and accruals and a decrease in unrestricted net assets of \$804,835 as at March 31, 2012.

14. Commitments

The Organization has entered into various lease agreements. Below is estimated minimum annual payments over the next five years:

2015	274,558
2016	278,248
2017	288,018
2018	288,018
2019	300,000

15. Economic dependence

The Organization's primary source of funding is from the Province of Manitoba. The Organization's ability to continue viable operations is dependent on this funding.

The secondary source of funding is from the First Nations of Southern Manitoba Child and Family Services Authority.







ACKNOWLEDGEMENTS

Animikii acknowledges and thanks the following supporters:

Edgecorp Inc.
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EB2 Image Design Research



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