

Annual General Report | 2016-2017

ANIMIKII OZOSON

Child and Family Services Inc.



Niigan Aga Mamoo Iizha Min

“Moving Forward Together”



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DR. MARLYN BENNETT (President/Chair): Marlyn is a member of the First Nation community of Sandy Bay, Manitoba. She is the last founding board member. She has been involved with the agency since she was asked to help develop the agency 13 years ago. Marlyn is an Assistant Professor in the Masters of Social Work based in Indigenous Knowledges Program with the Faculty of Social Work at the University of Manitoba. Marlyn and her life partner, Mike, together have four children and live in Winnipeg with their furry four-legged, Rexi.



SHERRY COPENACE (Vice President/Co-Chair): Born and raised on the Ojibway of Onigaming Anishinaabe Nation, Sherry's late parents and paternal grandparents, Shawon and Mensinoiwshkung 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, and is a Elder/Indigenous Knowledge Holder in the new Masters of Social Work based in Indigenous Knowledge Program with the Faculty of Social Work at the University of Manitoba. Sherry has two beautiful daughters, Gwen and Kara and four grandchildren.



SUE HUDSON (Director): 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. 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.

WES NELSON (Director): Wes is from the Treaty #3 Territory and a member of the Northwest Angle #33 First Nation. He is employed with the Correctional Service Canada (CSC) for approximately the past 11 years. He has been involved with the Justice system for the past 17 years starting his career as a Sheriff Officer with Manitoba Justice in Winnipeg Manitoba. Wes has completed his pledge as a sundancer and is a Helper to his family's sundance. He assists with many ceremonies such as pipe ceremony, sharing circles and sweatlodges. He is a northern style men's traditional dancer and enjoys travelling across Turtle Island sharing in culture, dance and spirituality.



MARIA MORRISON (Director): Maria is a member of Big Grassy River First Nation with a background in Indigenous education publishing. She is the Coordinator of the City of Winnipeg's Citizen Equity Committee and works on issues of equity, diversity and racism. Maria sits as the Vice-Chair on the Canadian Commission for UNESCO's National Advisory Committee for the Canadian Coalition of Municipalities Against Racism and Discrimination. An active community member, she sits on the Manitoba Arts Council Indigenous Advisory Committee and has been a board member of AOCFS for one year.



CLARENCE WHITE (Elder): Elder Clarence White is from Nootkamegwanning Ontario (White Fish Bay) and represents our Agency's voice on the Elder's Council for the Southern First Nations Network of Care. The Council provides spiritual guidance and direction on behalf of children and families. We are honored to have Clarence as our representative and to have him share his wisdom and teachings with us.



Message from the Board of Directors

The Board of Directors of Animikii Ozoson Child and Family Services Inc. is pleased to report on our many activities and accomplishments this past year. Our agency is committed to implementing more culturally-based approaches to understand and address family issues within the context of de-colonization as well as address the inter-generational issues facing the families and communities that engage with our agency. The Board continues to work at strengthening our integrity and transparency in solidifying our by-laws, policies, procedures. Our sacred bundle includes the name of our agency, a drum, and a pipe, all of which serve to guide our agency in operating in a manner that has set us in a strong direction.

The board is guided by the leadership of Marlyn Bennett, Sherry Copenace, Sue Hudson, Wesley Nelson and Maria Morrison. Together, these exceptional individuals bring a vast set of skills, knowledge, experience, plus passion to governing Animikii Ozoson.

As a board, we acknowledge that the success experienced by the agency would not be possible without the talented, dedicated and hard work of the staff personnel. The collective engagement and commitment to excellence continues to drive the innovations that make Animikii Ozoson Child and Family Services a strong agency within Manitoba and Ontario. The Board would like to specifically acknowledge the crucial direction of the Executive Director, Bonnie Kocsis, in maintaining the agency and providing ongoing leadership to the board, staff, vendors, foster parents and to the children and families of Animikii Ozoson Child & Family Services. The Board also acknowledges and appreciates the continued support of our legal counsel, D'Arcy and Deacon, including the support of the Southern First Nations Network of Care, and the Province of Manitoba. With the help and mentorship of our sister agencies both here in Manitoba and in Ontario, our board continues to reclaim and incorporate Indigenous customs and traditions through governance as we move forward in solidifying the relationships built with families and communities served 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 working with our agency and families. We are proud of the agency's accomplishments and dedication. We are pleased to present the 12th Annual Report for 2016-2017. It outlines the remarkable activities that our agency has implemented over the past year.

All our relations,
The Board of Directors
2016-2017

Message from the Executive Director



Boozhoo/Hello

I am honored to present the 2016-17 Annual Report on behalf of the Board of Animikii Ozoson Child & Family Services for the 2016-2017 fiscal year.

This year's theme (Niiga Aga Mamoo Iizha Min) Moving Forward Together is an acknowledgment of our belief that we can only heal if we work together. It is a reminder to ourselves that this journey to wellness is the responsibility of all of us—not just our families or their communities. It is also an acknowledgement and sincere thank you to our allays and collaterals who have engaged with us and supported us. This is particularly important in this climate of fiscal restraints across most service sectors. We are being challenged to do even more with less resources.

The challenges we faced this year did pose challenges but also unique opportunities for us as it encouraged us to look beyond our own services and strengthen our relationships with other organizations and community service providers who we could partner with to stretch our financial and structural resources.

As part of our commitment as an agency to uphold the rights of our children in care to their culture and language we have developed policy that all children who live within a school division that offers Ojibwe or cultural activities be supported in attending these activities and language classes. In Seven Oaks School Division children in care from K-3 who live in their catchment area are expected to attend the Ojibway Immersion Program at Riverbend School. We are proud to partner with the Seven Oaks School Division to provide elder services for the Ojibway Immersion Program. We had a number of our children in care who do not live in the catchment area take

part in their summer cultural program and were pleased to cost share an elder three days a week for the children who were able to attend. Feedback from our children solidified for us the importance of culture and roots for those who are separated from family and community as they expressed to us how proud they were to learn to make bannock and go out on the land with their elders.

We began a dialogue with Ka Ni Kanichihk on sharing programing space and resources to better serve our “at risk” girls and young women. We look forward to working together with them in building stronger community circles.

We also offered our collateral sister agencies in Ontario the use of our space for meetings with their community members or to support family assessments for those residing in Winnipeg. We also offered chief and council an opportunity to meet with us directly to share and build on our knowledge of the challenges their members face living here away from community.

As change continues for child welfare and new challenges emerge I want to take time to acknowledge the “unsung” heroes of child welfare; our front line workers. They are the first sometimes to hear the stories of the children and the pain of their families at not being able to provide what their children need due to deeply entrenched and generational poverty. They are the advocates for our children and families. The front line workers and those who support them – the administrative and finance teams work tirelessly to provide support both emotionally and physically.

This year Animikii is very proud to acknowledge 5 people who have been with the agency for 10 years



Leadership Team (left to right): Cyndi Menke, EA; Ryan Woychuk, QA; Daniel Jordaan, DHR; Maria McDougall, DOS; **(seated):** Steven Bembeneck, DOF; and Bonnie Kocsis, ED.

and another 12 who have been with us for 5 – 10 years. Having stable staffing leads to more stability and better outcomes for our families.

We are also fortunate to have a board chair who has been with the agency since it's conception and receipt of its mandate in 2005. We have also been fortunate to have another four members all of whom have given so freely of their time and for sharing their knowledge of traditional ways. They too are true allays' and advocates for our children and families. We thank them for their hard work on behalf of those whom we serve.

As we go forward we need to continue to learn from our communities and share the responsibility of not only caring for all our children but also healing our nations. We need to step up our own advocacy and ensure those who are or should be our voice at the funding tables or decision makers are clearly informed of the challenges our families and children in care face. We need to join our voice with those of our communities in ensuring the rights of our children and their families is not lost.

I look forward to continuing our journey together.

Gitchi Miigwetch,
Bonnie Kocsis RSW, Executive Director

Vision Statement:

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.

Core Values: 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

Honouring Our Children's Culture

One of the core principles in the Child & Family Services Act speaks to Indigenous children's rights to their language and culture. Despite our challenge of not having community nearby we continue to do all we can to encourage and support our children in care and our families in accessing traditional care. A part of our commitment was to develop a culturally sensitive workforce.

Our staff and children and families were again blessed with the opportunity to attend North Winds Lodge Sundance together under the guidance of lodge chief Stone Bear (Mike Calder). A number of our staff offered tobacco for their spirit names. We were also humbled to see our young men keeping the sacred fire along with the support and mentorship of Mitch Bourbonniere and the Action Therapists under his guidance.

The agency continued it's commitment to staff by ensuring feast days and teachings from the elders four times a year on the solstice days. We incorporated some days to work specifically on tobacco ties or sage wrapping. We enjoyed medicine picking day followed by a BBQ in Bird's Hill Park.

We reached out to the Winnipeg community of elders and have been fortunate to have a growing list of elders from multiple communities and carrying different teachings to work with staff and with our children in care. We are seeing the benefits of having our children in care take part in summer camp that is guided by an elder our agency has engaged. We say Miigwetch to Shirley Roach for bringing language to our children in

care. Our children are so proud to know who they are as Anishanabe people. They are thirsty for land based teaching and we hope to build on our relationships with Ontario and Manitoba communities to build these camps as an alternative to the camps that we have typically had to use.

We also offered our space to our sister agency staff this year as a way to ensure community is present within our agency. Recently we offered space for chief, council and board of an agency to meet here in Winnipeg as a way to further our relationships with them. This is in addition to the regular meetings we have with our sister agency representatives.

One of our challenges has been to maintain connections between our youth in care and their relatives from Ontario communities so we have encouraged visits whereby the youth and their worker travel to their community to spend time there with their family members. This is an expensive endeavor and has met with some resistance from funders who do not always understand the distances we need to travel to ensure permanent wards can continue relationships with their own communities. We hope to have youth in care of Anishanabe Abinoojii Family Services travel to join our transitioning to independence group on weekends. Kenora is relatively close and groups have moved to Saturdays to accommodate the youth. This will allow for relationships to develop for the youth that will provide emotional support and connections when they leave care. We thank those staff and supporters who give up their Saturdays to ensure our youth are connected.

Our life book project will also support developing relationships as it focuses on who the youth's family and community is. We hope to foster pride in who they are and develop new relationships through this work. One of the positive outcomes has been the awakening of pride and interest in cultural teachings. We are very grateful to those workers, foster parents and family members who have assisted our life book worker in completing these books. Gitchi Miigwetch to Caitlin McVicker and those staff and administrative staff who have assisted her in gathering information.

Over the next year we hope to expand on our commitment to indigenizing our work. A new medicine wheel model is in development by our DOS/QA and service team leaders and we hope to have it operationalized soon.

At the time of writing this report we are hearing of the losses of the 'Sixties Scoop' adults; they are sharing their story of how traumatic it was to lose not only their family but their language and cultural teachings. We envision a time when all our children youth and families are proud of who they are and carry the language and teachings of their elders and communities.

We want to honor and say Gitchi Miigwetch to those who share their stories with us. We also want to say Gitchi Miigwetch to those elders and community leaders and members for sharing their community practices with us so we can better serve their families and children.

Bonnie Kocsis

Independent Living Group

The Agency was excited to begin its first "Independent Living Program" last fiscal year, and held a program graduation celebration for participants in June 2016. The youth viewed the program as being supportive towards their transition to adult living because the program focused on essential skill development and connecting them to community resources while supporting their individual cultural and spiritual needs.

Feedback received from participants of the first program assisted with revising the second program, which was offered from Oct 2016 - Jan 2017. The second program had 16 youth participants 12 of whom completed the program.

One of the goals of the program was to offer it on Saturday's to allow one of our sister agency youth to attend. This would allow our youth to have regular contact with other youth from their community and build stronger ties.

Another goal was to ensure youth are connected to an elder and we offer a Gitchi Miigwetch to Mitch Bourbonniere and Debbie Cielin for their teachings and guidance.

"I liked it all."

"I like meeting people and learning new skills."

"I liked coping skills-things to help someone with emotional problems."

"Job training. Leadership training."

Feedback for Independent Living Program

Youth Recognition



Animikii Youth continue to do well and work hard toward their goals. This year we have five high school graduates and one TRY grad. They are;

Joey Spade

Kevin Esquega

Maggie McDonald

Joby Kakegumick

Blaine Oshawee

Tyrell From



Foster Parent Recognition



"Long ago, in the Aboriginal tradition, many communities had custom 'adoptions', a vague concept that amounts to a continuation of the family. If children were unable to be cared for by their biological parents, then other family members or members of the community, naturally step in for the children."

-Author Unknown

Honouring Jean Tait Kinship Home

Jean Tait and her four granddaughters are a prime example of the successful continuation of family through kinship care. Jean and her late husband George have always been close to their grandchildren and became their primary caregivers in 2016. Although Jean and George were accustomed to having a quiet home, they quickly adjusted to having a bustling household with four young girls. The girls easily settled into their new family living arrangements as they were familiar with their grandparents' home as a safe, welcoming and nurturing place.

Jean understands and embraces each of her granddaughters' unique personalities and needs. In addition to passing down family stories, teachings and values, Jean is teaching her granddaughters life skills such as grocery shopping, cooking and sewing. Jean is equally comfortable talking with the girls about their hopes, dreams and fears as she is sitting alongside them in times of quiet reflection.

Caring for her grandchildren is Jean's priority. She not only ensures that the children's physical and emotional needs are met, she also has taken an active role in their education by maintaining regular contact with their teachers. Jean speaks with great

pride of the children's academic progress since coming to her home. Additionally, the children are provided with recreational and social opportunities such as Big Sisters and summer day camp. Most importantly, the children are benefitting by maintaining ties to their family and culture. Jean and the children have travelled to her home community of North Spirit Lake, Ontario on two separate occasions where the girls embraced the opportunity to connect with their relatives and cultural roots.

This past year, Jean suffered the loss of her husband and the children lost their adoring grandfather George. During this difficult time, the children were surrounded by family who loves and cares for them. Jean and the girls are supports to each other and Jean is adamant that caring for her grandchildren keeps her young. Jean is a kind and gentle soul who is patient, accepting and quick to laugh. She always has a smile on her face and the love for her grandchildren radiates from her. With the loving guidance of their grandmother and kin, these four young women know the resiliency and strength of their ancestors and will be able to carry these qualities forward to future generations.

Organizational Chart

as of March 31, 2017

Board of Directors

Marlyn Bennett
(Chair)

Sherry
Copenace
(Co-Chair)

Sue Hudson
(Director)

Wesley Nelson
(Member)

Maria Morrison
(Director)

**Clarence
White**
Agency Elder
SFNNC Elder Council

**Bonnie
Kocsis**
Executive Director

**Cyndi
Menke**
Executive Assistant

**Daniel
Jordaan**
Director of Human
Resources

**Ryan
Woychuk**
Quality Assurance
Specialist

**Steve
Bembenek**
Director of Finance

**Maria
McDougall**
Director of Services

Alexander Lantin
Quality Assurance
Assistant
Holly Twoheart
File Clerk
Kyle Kakegumick
Receptionist

Catherine Herrera
Finance Clerk/Payroll
Michael Peters
Finance Clerk
Ruby Manalac
Finance Clerk

**Sandra
Hryciuk**
Supervisor

**Misty
Bousquet**
Supervisor

**Jodi
McVicker**
Supervisor

**Cheryl
Vieville**
Supervisor

**Candice
Lewsey**
Supervisor

Services to Children and Families

Family Enhancement

Alternative Care

Jen Moar
Administrative
Assistant
Christiane Outridge
Case Manager
Justin Van Oeveren
Case Manager
Kev Wood
Case Manager
Krista Lightly
Case Manager
Kristen Schwartz
Case Manager
Lara Coppola
Case Manager
Thandie Undi
Case Manager

Amanda Coyne
Administrative
Assistant
Ivan Salazar
Case Manager
Jesse-Lee Beyak
Case Manager
Jomar Velasco
Case Manager
Nathania Drelling
Case Manager
Si-il Park
Case Manager
Tamara Segal
Case Manager
Vera Coppola
Case Manager

Karen Colby
Administrative
Assistant
Amy Prince
Case Manager
Carly Meisters
Case Manager
Jeneen Dederick
Case Manager
Douglas Gerrard
Case Manager
Lea Orate
Case Manager
Mitchell Lyle
Case Manager
Natasha Noel
Case Manager
Terri-Lynn Julian
Case Manager
Yohannes Engida
Case Manager

Samantha
McDougall
Administrative
Assistant
Lorraine Lacquette
Family Enhancement
Case Manager
Matthew Gooch
Family Enhancement
Case Manager
Casey Ludwick
Program
Coordinator
Danielle Sanness
Family Support
Worker
Susan Mirembe
Family Support
Worker

Shawna Monkman
Administrative
Assistant
Alicia Mitchell
Alternative Care
Case Manager
Karen Alexander
Alternative Care
Case Manager
Loma Booker
Alternative Care
Case Manager
Robyn Franklin
Alternative Care
Case Manager

Human Resources



During the past fiscal year, the Human Resource Director has continued to enhance recruitment and retention strategies for the Agency, as well as, support Agency staff. Recruitment strategies employed were similar to the year prior with making all attempts to broaden the geographical scope for advertising Agency postings including attendance at University/ College job fairs.

One of our retention goals is to maintain caseloads at a maximum of 25 cases per Case Manager. As of March 31, 2017, agency case managers carried an average generalist caseload of 27. Efforts to maintain, or further reduce, the average caseload has been impacted by supporting five unfunded alternative care case manager positions and an influx of external cases being transferred from agencies including ANCR.

A second retention strategy has been to offer staff in-house training that supports their day-to-day practice while complying with Provincial Practice Standards. This year our Quality Assurance Specialist offered training in case management and assessment standards, case documentation, Interprovincial Protocol for Families and Children, Structured Decision Making, Critical Incident Reporting and Declaration of Understanding (co-facilitated with the Director of Services). The agency has also brought in external training facilitators on variety of topics, including the ANCR Abuse Unit to train staff on the ANCR abuse program, signs of abuse, completing an abuse referral and conducting an abuse investigation.

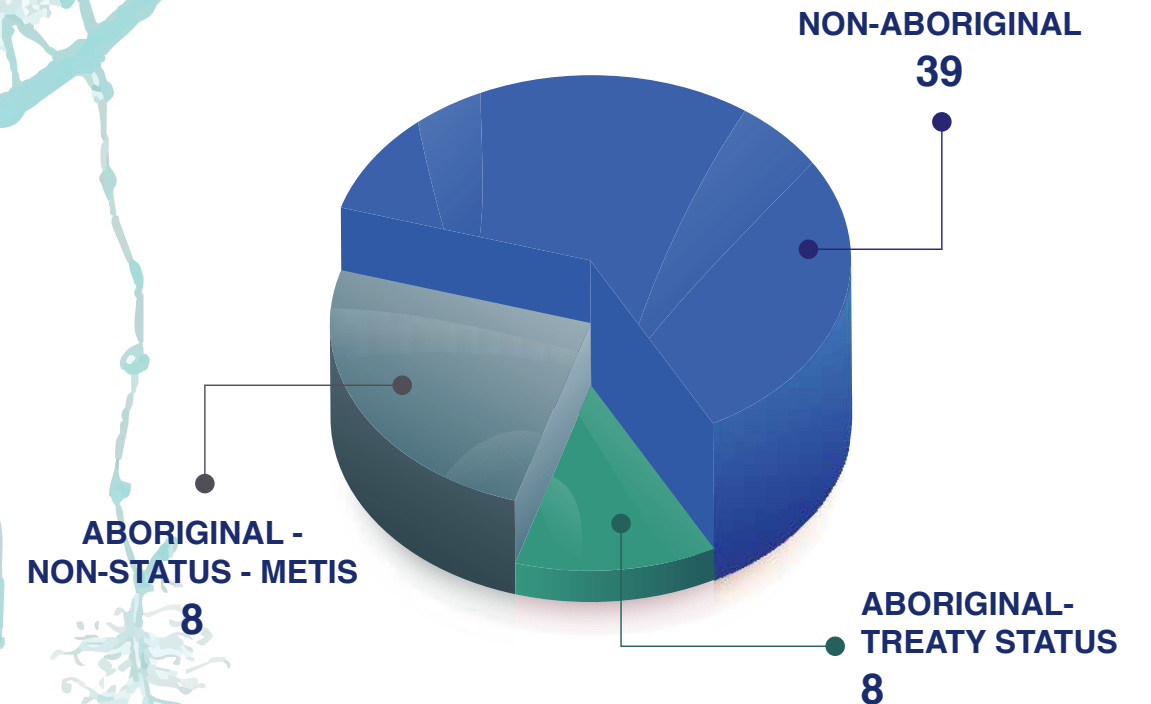
Ongoing retention strategies from the previous fiscal year included HR and the management team assisting and organizing staff appreciation activities for example staff service recognition awards at the Agency's AGM. Moreover, strategies such as social committees, active health and safety committees and staff support through the use of Elders has resulted in overall staff commitment to the Agency. The agency continued traditional feast days and has incorporated other cultural teachings which enhanced staff cultural competence.

As of March 31, 2017, the Agency had 48 permanent staff and 7 term employees. Out of the 55 staff, 16 identify as Aboriginal (8 have treaty status, 8 non-status) and 39 are non-Aboriginal. As part of the strategy to broaden our scope and increase our Ontario based workforce, advertising now includes Ontario agencies, with a focus on the North Western region. Although we have broadened our recruitment strategy to include Ontario communities, it's difficult to recruit Aboriginal staff because of the agency not having a home community in Manitoba that impact the ability to offer tax free status. Out of the 31 staff that provide direct services to families and children, 7 staff (23%) identify as Aboriginal.

Of the 55 people employed with the agency, 31 have a BSW; and, the Director of Finance has a CPA designation. The HR director has a BA in Labor Studies. One staff is enrolled in the MSW program. In addition, the Agency employed 6 part-time direct child support workers. These positions are paid out of maintenance, and are not included in the staff inventory count.

Going forward, opportunities in the upcoming year include furthering recruitment and retention strategies with Ontario agencies and communities and continuing to optimize HR support by implementing a comprehensive Human Resources Management System (HRMS) ACCPAC module to efficiently manage the Agencies increasing staff compliment. Challenges to attract qualified staff will increase as a result of the Social Work Professions Act and required criteria to register with the College of Social Workers.

Daniel Jordaan, BA-Labor, DHR



Staff Recognition:

We are very pleased to announce that the following people have 5-10 years with Animikii Ozoson CFS:

Michelle Fast
Robyn Franklin
Catherine Herrera
Daniel Jordaan
Terri-lynn Julian
Bonnie Kocsis
Lorraine Laquette
Samantha McDougall

Alicia Mitchell
Lea Orate
Siil Park
Michael Peters
Thandie Undie
Cheryl Vieville

The following have 10 plus years:

Amanda Coyne
Candice Lewsey
Jodi McVicker
Tamara Segal
Holly Twoheart

Services to Children and Families 2016 - 2017

Another year has come and gone and I'm reminded as I'm writing this report we are entering the fall, a season of magical change and promise from Creator that as the seasons change so do our families that we work with. Change is inevitable and with change also comes not only fear of the unknown but also excitement from being able to start with new beginnings and in that we are excited to be "Moving Forward Together".

As an Aboriginal organization we strive to deliver the best possible service for our families. We work together as a team and hope that in the end that we have provided and guided our families towards a path of wellness.

We as an agency have been gifted with our sacred items, our drum and our pipe and the sacred seven teachings which all serve to assist us in guiding in how we work

Dear Mitchell, July 8 2015
Hey thank you for being my Social worker your the Best. I've Never had a male social worker Before. You're the Best. I'll miss you very Much. Can we call you Anytime or Nah? 'Cause your the Best Thank you!

Thank you Mitchell for helping ~~me~~ ^{us} out!
THANK YOU MITCHELL FOR HELPING OUT!



with our families and children in care. Although we are an Aboriginal agency we recognize the challenges of working within an urban environment and without a sense of true community we need to create a community within our organization. Without a community we have limited access to cultural events and ceremonies and limited opportunities to engage with the Elders. Recognizing this we try and connect with what is available to us and encourage our staff to participate in cultural awareness opportunities that we can offer. We have incorporated the use of Elders in programming, attended cultural events and activities in and outside of the city and incorporated teachings and training within our staff meetings. We thank all the people that have shared their wisdom, knowledge and guidance.

Over the past year our agency went through a few significant changes on how we case manage. Our staff went from providing a more specialized service to a more generalist /inclusive model and although we have encountered a few growing pains along the way our staff and supervisors have worked hard during the transition to ensure that service to our families and children was maintained. Prior to this new initiative we had four service teams. Two of the teams provided exclusive service to Permanent Wards, one team was a mixture of Family Service /Protection and the last team focused primarily on Family Enhancement and providing Intake services for our Ontario agencies. Now with our new initiative we are hoping that once a family/ child comes into contact with CFS that they maintain the same worker rather than

having to be transferred to different workers as their legal status changes. Stability and commitment are crucial to relationship building. In saying this we now have three teams that are called "Services to Children and Families" who provide service to all types of files.

"Team Jodi"- is led by supervisor Jodi McVicker who supervises case managers Amy Prince, Carly Meisters, Lea Orate, Jeneen Dederick, Mitchell Lyle, Natasha Noel, Terri-Lynn Julian, and Yohannes Engida. Jodi also supervises Douglas Gerard who is the Reunification Support Worker and administrative support, Karen Colby who is covering for Marie Tasic who is currently on Maternity Leave.



Team Jodi (left to right): Carly Meisters, Karen Colby, Lea Orate, Jodi McVicker, Amy Prince, Mitchell Lyle, Jeneen Dederick, Terri-Lynn Julian, Yohannes Engida, Douglas Gerard.

“Team Misty” – is led by supervisor Misty Bousquet who supervises case managers Ivan Salazar, Jomar Velasco, Nathania Dreiling, Siil Park, Tamara Segal and Vera Coppola. The team’s Administrative support is Mandy Coyne.



Team Misty (left to right): Siil Park, Vera Coppola, Nahania Dreiling, Mandy Coyne, Misty Bousquet, Tamara Segal, Jomar Velasco.

“Team Sandra” – is led by supervisor Sandra Hrycaiko who supervises case managers Lara Coppola, Christiane Outridge, Kristen Schwartz, Justin Van Oeveren Thandie Undi and Kev Wood. Jennifer Moar provides the Administrative support for the team.



Team Sandra (left to right): Kev Wood, Thandie Undie, Justin VanOeveren, Jennifer Moar, Sandra Hrycaiko, Kristen Schwartz, Samantha Trudeau, Christiane Outridge.

The following report speaks to the overall year end stats and shows the continued growth of the agency as it relates to the numbers of cases that we annually receive. As an agency that started out fairly small in 2005 we have maintained an approximate increase of a case load a year which would equate to about 30-35 cases per year despite the concerted efforts of our workers to reunify and repatriate children with extended family or community.

As of March 31, 2017 the total case count for the agency was 669. Of these cases the breakdown is as follows:

- 188 – Family Service Files/Protection Files
- 460 – Children in Care
- 16 – Family Enhancement
- 5 – Expectant Parent Services

Family Service/Protection Files

The “Services to Children and Families” teams provide mandated protective services to children and families. The primary focus is to protect children, preserve families, reunify families and repatriate children back to their family and home communities.

Our teams work from a holistic strength based approach and work in partnership with their families to help them succeed. Over the past year we have had many successful reunifications both to family and community. Staff are expected and encouraged to make family and community connections and we have seen a significant increase in children returning to Ontario communities.

As of March 31, 2017, the agency was servicing 188 Family Service/Protection files which was a slight increase from last year’s yearend case count which was 174. Although our numbers do not show a significant change there has been numerous changes as old cases close we receive new cases from ANCR as well as Section 42’s and Section 49’s from various agencies in Manitoba. We also opened several Courtesy Supervision cases transferred from various Ontario agencies.

We were also pleased to finalize our in-house reunification program and hired Douglas Gerard as the reunification support worker. Douglas has been working with five families since February 2017. The goal of the program is to reduce the number of children in Agency care; and recidivism of children returning to care. Our families work very hard and we want to invest long term support in helping them be successful once the children are returned. In the absence of the program last year, the Agency reunified 30 children-in-care and repatriated 3 children back to Ontario. Those that were repatriated, 2 were receiving courtesy supervision services from AOCFS via an Interprovincial Placement Agreement (IPPA).

Children in Care

The agency “Services to Families and Children” teams provide holistic, wraparound services to all children in care. Services are provided to Permanent Wards, Temporary Wards, Extension of Care, Voluntary Placement Agreements, Voluntary Surrenders of Guardian ship and children in care who are Expectant Minor Parents as well as Courtesy Supervision cases from other agencies children in care.

As of March 31, 2017, the Agency reported 460 children in care; an increase of 25 children in Agency care and three courtesy supervision children in care from other provinces. Out of the 18 courtesy supervision cases, the Agency provided supervision services to one child in care with Saskatchewan and 19 children in care with Ontario.

On March 31, 2017 there were 314 Permanent Wards (including Voluntary Surrender of Guardianship); an increase of 6% from last year. Currently, 134 of the (43%) Permanent Wards are between the ages of 11-17, with another 172 (55%) between the ages of 2-10 years of age. The trend of more children aging out of care requires AOCFS to maintain focus on enhancing in-house programs that offer supportive transitional planning.

To assist youth transitioning out of care, the Agency began its first “Independent Living Program” last fiscal year, and held a program graduation celebration for participants in June 2016. The youth viewed the program as being supportive towards their transition to adult living because the program focused on essential skill development and connecting them to community resources while supporting their individual cultural and spiritual needs.

Feedback received from participants of the first program assisted with revising the second program, which was offered from Oct 2016 - Jan 2017. The second program had 12 youth participants.

Family Enhancement

Our Family Enhancement Program continues to grow and is supervised by Cheryl Vieville. Cheryl’s team consists of two Family Enhancement workers who are Lorraine Laquette and Matthew Gooch. This trio also manage the Intakes from Ontario and liaison between numerous Ontario agencies, care providers, Ontario communities and other collateral

agencies both in Ontario and Manitoba. They are a vital part of managing the majority of the new cases that we receive from referrals other than ANCR.

Cheryl's team also consists of Casey Ludwick the Program Coordinator who ensures that the agency provides ongoing programs for our families.



Team Cheryl (left to right): Susan Mirembe, Cheryl Vieville, Casey Ludwick, Samantha McDougall, Matthew Gooch.

Family Support Services currently has two full time support workers Susan Mirembe and Danielle Sanness who worked with 18 families this past year. They provided mentoring, one on one, advocacy, respite and referrals to other programs and organizations in the city. Samantha McDougall is the Administrative Support for the team.

In continuing efforts to keep children at home, the Family Enhancement Program focused on in-house program development and community engagement activities. The agency offered its second Red Road to Healing program based on feedback from last year's participants. Feedback from the first group also identified a need for a post program support group, called Women's Circle of Care, that provided the participants a venue to reinforce a new self-narrative. In addition, the Agency introduced and facilitated a Traditional Parenting Program from Sept. 13 - Nov 29, 2016.

In reference to last year's prevention services goals and objectives, a goal was to strengthen the Agency's relationships with families and community by hosting educational and cultural activities for families from other community resources. During the last fiscal year, the Agency hosted community engagement activities on Dec. 6, 8 and 13, 2016 called Family Seasonal and Traditional Craft Days. Activities included drum making, dream catchers and beaded headdresses. Other community engagement activities included a Halloween (Oct. 20, 2016) and Christmas party (Dec. 20, 2016).

Expectant Parent Services

As part of providing mandated services the agency also provides service to under age moms to be. As of March 31st 2017, the agency was providing service to five young moms. Case managers who work with the expectant parent/s initially want to ensure that there are strong supports in place for when baby is born to prevent the child from coming into agency care. The workers primarily support, guide and assist with referrals to various programming that is available for young parents.

Alternative Care

Our Alternative Care department is responsible for securing placement resources for children in care. The unit manages the recruitment, development, licensing, and support of all agency placement resources.

Candice Lewsey is the Alternative Care Supervisor with a team of four Alternative Care case managers, Alicia Mitchell, Karen Alexander, Lorna Booker and Robyn Franklin. Shawna Monkman provides the administrative support for the unit.



Team Candace (left to right): Alicia Mitchell, Lorna Booker, Candice Lewsey, Karen Alexander, Robyn Franklin, Shawna Monkman.

As of March 31, 2017, the agency had a total of 148 foster homes and Place of Safety Homes. Out of the 148 homes, 95 are licensed foster homes, 19 are licensed as Kinship homes, 24 are Place Of Safety homes, 3 are specialized homes, 5 are new applicants and two foster homes are on hold status. Of the 148 agency homes 39 are self-identified as Aboriginal.

Over the past year the agency has had a number of foster parent appeals including our first that went to adjudication.

During this year our agency also developed a caregiver agreement called the "Declaration of Understanding". The Declaration is an agreement which the foster parent acknowledges that they are the temporary caregivers for children in their care and that they are to ensure that as caregivers for Aboriginal children that they in collaboration with the agency try and maintain the child's cultural heritage and connection to family, community and extended family. Further to this is that they acknowledge that the agency will always be looking at repatriating children back to their family and community.

Our agency has also been developing training for foster parents that focuses on working with Aboriginal families from a two world's cultural approach. This training is intended to expand on the Alternative Caregivers cultural competence. While we are working on the completion of the in house foster parent training program our foster families have accessed training opportunities through the Southern Network and the Manitoba Foster Family Network. Which included: Making Sense of Trauma, Residential School, FASD, First Aid and CPR.

The Agency recognizes the importance of placing Aboriginal children in culturally appropriate placements and continues to recruit these types of resources. Alternative Care has recruitment strategies which have had our Alternative Care team hosting information sessions and posting ads throughout the city and community newspapers.

In closing, I want to thank our Ontario Sister agencies for their continued trust in providing care for their children and families, to our Board, our Executive Director and our management team for their support and guidance and to our staff who are first responders, the helpers who have been guided to our agency to fulfill the most human kind of service; providing "Services to Children and Families".

"You provide the hope and inspiration to our families and children in care that we work with. Your dedication and commitment does not go unnoticed. May Creator bless and watch over you and your loved ones"

Gitchee Miiqwetch,
Maria McDougall, Director of Services

Family Service Cases and Children in Care Statistics

as of March 31, 2017

Case Categories

188 Protection Files

423 Number of Children-in-Care

18 Courtesy Supervision Cases

17 Extensions of Care

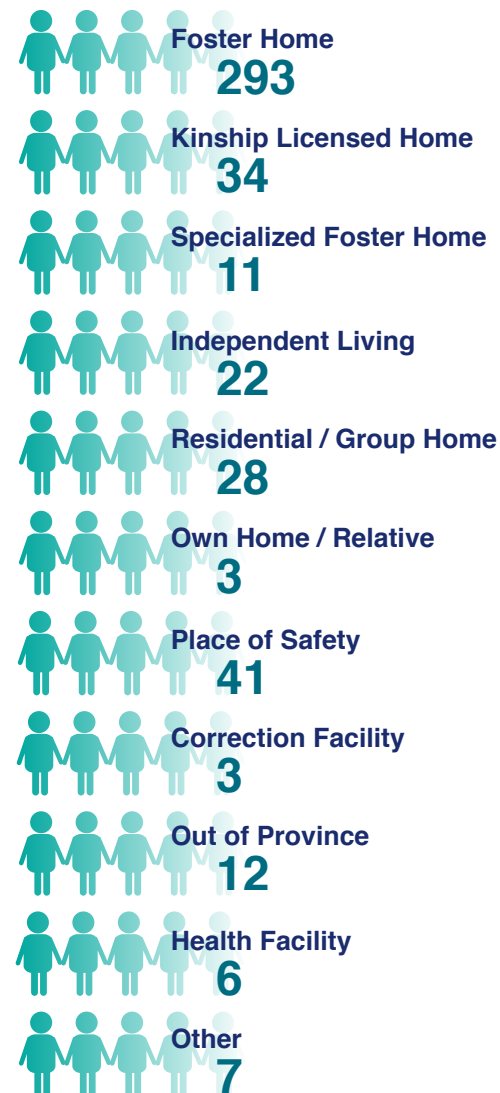
16 Family Enhancement Services

5 Expectant Parent Files

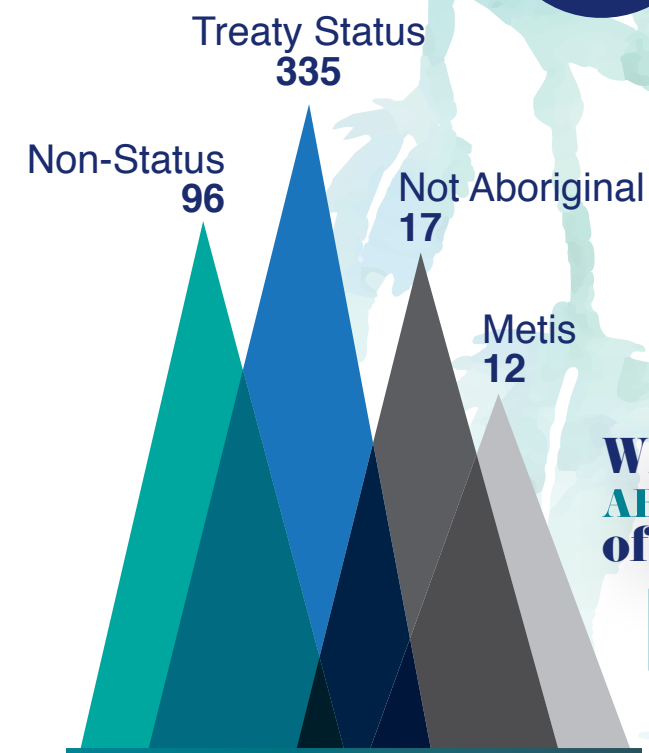
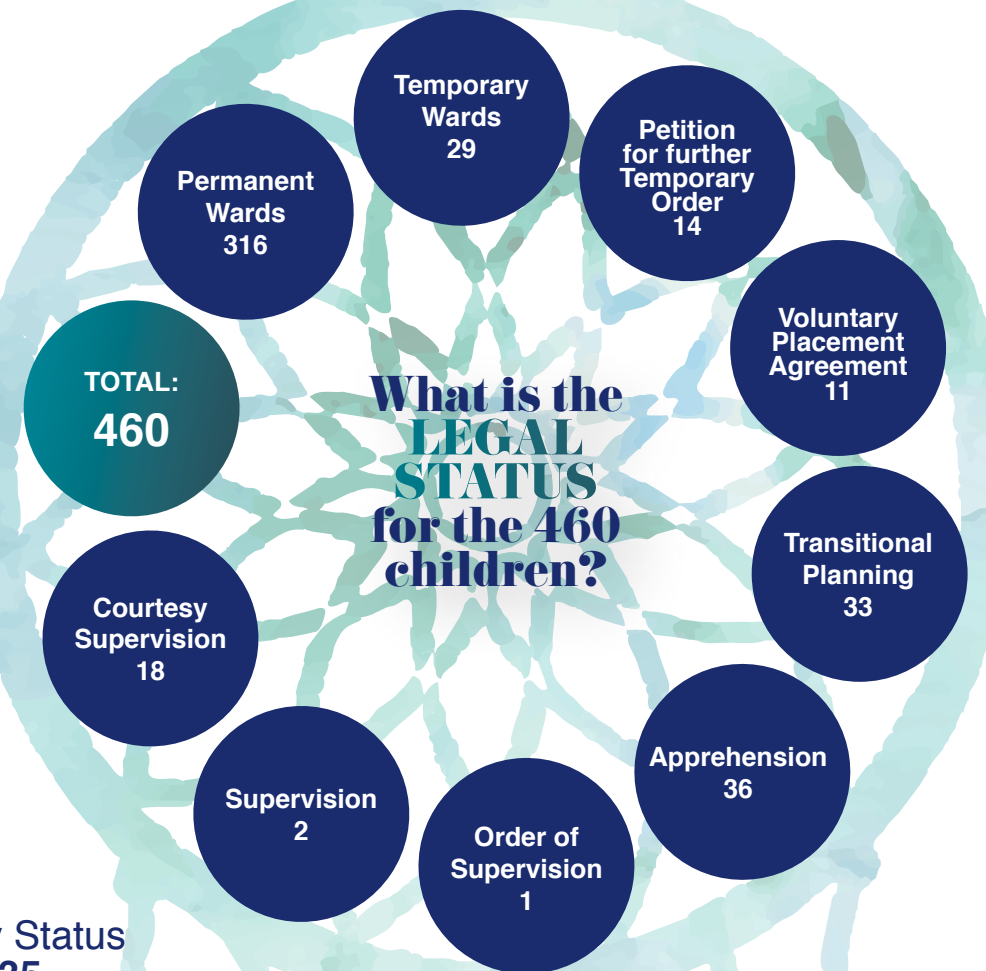
2 Supervision Cases

Total Case Count: 669

Where are the 460 children PLACED?



What is the LEGAL STATUS for the 460 children?



What is the ABORIGINAL STATUS of the 460 children?

ONTARIO First Nation Communities	
Algonquins of Pikwakanagan FN (Golden Lake)	1
Animakee Wa Zhing #37 (Northwest Angle 37 FN)	6
Anishnaabeg of Naongashiing FN (Big Island FN)	10
Asubpeeschoseewagong FN (Grassy Narrows FN)	21
Bearskin Lake FN	1
Biinjitiwaabik Zaaging Anishinaabek (Rocky Bay FN)	1
Couchiching FN	1
Deer Lake FN	10
Eabametoong FN (Fort Hope)	11
Eagle Lake FN	8
Flying Post FN	2
Fort Severn FN	5
Iskatewizaagegan 39 Independent FN (Shoal Lake #39 FN)	6
Keewaywin FN	11
Kiashke Zaaging Anishinaabeck (Gull Bay FN)	2
Kingfisher FN	8
Kitchenuhmaykoosib Inninuwug (Big Trout Lake)	2
Lac La Croix FN	3
Lac Seul FN	10
Long Lake No. 58 FN	9
Marten Falls FN	7
Mishkeegogamang FN (Onasburgh)	19
Mishkosiminiziibiing (Big Grassy River FN)	1
Muskrat Dam FN	2
Naotkamegwanning FN (Whitefish Bay FN)	5
Negaw-zaaga'igani Nitam-Anishinaabe (Sandy Lake FN)	68
North Spirit Lake FN	10

Which
First Nation Community
in Ontario are some
of our children-in-
care affiliated with?

Northwest Angle #33 FN	8
Obashkaandagaang Bay FN (Washagamis Bay FN)	4
Ojibways of Onigaming FN (Onigaming FN)	4
Pikangikum FN	6
Poplar Hill FN	1
Rainy River FN	5
Sachigo Lake FN	3
Seine River FN (Rivière la Seine Band)	4
Shoal Lake FN #40	12
Temagami FN	2
Wabaseemoong Independent FN (White Dog)	23
Wabigoon Lake Ojibway FN	6
Wabauskang FN	1
Wapekeka FN (Angling Lake)	1
Wauzhuk Onigum (Rat Portage)	3
Whitesand FN	4
Wikwemikong FN	6
TOTAL:	327

What
Ontario CFS Agencies
is Animikii Ozoson working
with regarding these children?

Ontario Based CFS Agencies	Number of children with Animikii Ozoson CFS	Number of communities served referring to previous table
Anishinaabe Abinoojii Family Services	34	6
Dilico Child and Family Services	18	5
Kenora Rainy River District Child and Family Services	12	2
Kitapinoonjiiminaanik Family Services	21	1
Renfrew County Child and Family Services	1	1
Shawendaasowin Family Services	13	2
Sudbury Children's Aid Society	6	1
Tikinagan Child and Family Services	175	17
Wabaseemoong Child Welfare Authority	23	1
Weechi-it-te-win Family Services	28	7
Total	333	44



Quality Assurance

Left to right: Karen Colby, A.J. Lantin, Ryan Woychuk, Holly Twoheart, and Kyle Kakegumick.

Hi there. My name is Ryan Woychuk and I am the Quality Assurance Specialist (QAS) for Animikii Ozoson Child and Family Services.

Overall, Quality Assurance is responsible for reviewing, supporting and thereby enhancing the transparency, accountability and measurability of an Agency's day-to-day service delivery based on Manitoba Child Welfare Legislation (and associated legislation), regulations, and Provincial Child Welfare Practice Standards. We do this while incorporating a 'best practice' approach to service provision for families and children.

During the past year Quality Assurance has been busy with the following:

- Completed 24 statistical and 18 unit/worker specific CFSIS compliance and quality reviews with follow-up emails and meetings to communicate results and strategize improve/maintain compliance.
 - Provided 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.
 - Completed a total of 6 internal reviews that looked at the quality of direct service practice per Provincial standards.
 - Conducted a total of 30 random 'spot checks' on CFSIS to review compliance and quality of work; including, compliance with agency policy on completion of file transfers, file closings and expectant parent services.
 - Continued to implement, track, update and report on ongoing compliance with external recommendations, ongoing strategic service plan initiatives, internal reviews and foster parent appeals.
- Attended Quality Assurance meetings at the Southern First Nations Network of Care 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 agency, All Nations Coordinated Response Network (ANCR), to collaborate and provide feedback on how to strengthen the working relationship between Animikii Ozoson, ANCR and other sister southern First Nations agencies so that services to families and children go uninterrupted.
 - Attended the 'Phoenix Sinclair Working Group Committee' meetings to provide agency feedback on Inquiry recommendations and proposed service delivery model.
 - Developed and facilitated in-house training on case documentation, Provincial Case Management Standards, Structured Decision Making (co-facilitated with FE Supervisor), Interprovincial Protocol Framework and Practice for Children in Care and co-facilitated with the Director of Services cultural sensitivity training for staff called the 'Declaration of Understanding'.
 - Attended out-of Province Interprovincial Protocol meetings for children in agency care living out-of-province.
 - Developed and revised service related policies and procedures.
- I would like to thank my team for all their hard work during the past year, I couldn't have done it without you!!

Ryan Woychuk
Quality Assurance Specialist

"To be honest I didn't want to go but I'm so glad I did. I would recommend it to anyone dealing with domestic violence to come here".

"Danielle is patient with me especially when I get overwhelmed by how complicated things can be. She makes me feel like I'm not alone and that I have somebody on my side."

Family Enhancement Team

"Love the facilitators - really felt safe and I could open up."

"... He never misses anything."

about Ryan Woychuk

"... That training was very helpful. Thank you!"

about Ryan Woychuk

"The email reminders are really helpful. I don't have to keep track of what I'm missing."

for QA Assistant

QA Assistant

"The new transfer is AMAZING!! Thank you so much for putting it together
"Amazing—the amount of work that has to go into setting this up and maintaining it. Glad you're doing it and not me!!! LOL"

"Thank you very much for your time and consideration. I greatly appreciate the update."

for QA Assistant

"She's so nice; She always smiles at me."

to Karen Colby

"You're so easy to talk with, always smiling, and helpful."

to Karen Colby

"Thanks for keeping the file room and files organized."

to Holly Twoheart

"More women should attend group because Casey is so good at it. She creates a safe environment for women to share."

"Thanks for letting me know about birth certificates."

to Holly Twoheart

"I want to acknowledge the Agency for working in a best practice model and really putting the needs of this child first in the reunification process. This is really awesome and good for you guys as an Agency"

Certified Attachment Therapist



Left to right: Ruby Manalac, Mike Peters, Steven Bembenek (seated) and Cathy Herrera.

Like every other year since I started with this Agency five years ago, the Finance department carries a very heavy workload but always seems to overcome its challenges. From dealing with self-imposed tight deadlines on the processing of our Provincial invoices and pending items to the ongoing work around the completion of our maintenance billing software implementation, our Finance staff continues to work extremely hard to ensure our Agency is on time with meeting its expectations and goals.

We have experienced yet another year of zero employee turn-over in our department. Our dedicated Finance Team includes:

Mike Peters – Mike is responsible for Provincial billings for children-in-care, voucher requests, employee travel reimbursements, children-in-care special rates, and administration of Agency Allowance balances.

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

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

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

- Regular attendance at monthly Agency Relations meetings.
- Ongoing professional development courses for Finance staff including attendance at select conferences.

- Ongoing internal maintenance of our website.
- Ongoing work on our maintenance billing software. All three phases of our software implementation will be in beta testing shortly into our new fiscal year.
- Direct participation with rollout of the maintenance billing software to other CFS Agencies.
- Active participation in the Sage Implementation Committee.
- Ongoing work on the comprehensive rewrite of our Finance Policy Handbook.
- Ongoing monitoring of CRA guidelines for tax-free status requirements/opportunities.
- Active participation in the Funding Model Working Group (a subcommittee of the Regional Advisory Committee).
- Assistance to the Southern Network with regards to standardization of financial statement formats and reports.
- Assistance to other CFS Agencies on maintenance issues.
- Attendance at annual North – South meetings.

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 external auditors, MNP LLP.

Revenues – Operational funding totalled \$4.40 million for the year ended March 31, 2017. This is

a decrease of 1.57% from the prior year (\$4.47 million for 2016). Primarily this decrease was due to changes in our overall children-in-care numbers from the prior year. Provincial maintenance funding totalled \$14.00 million for the fiscal year compared to \$13.31 million for the prior year, an increase of 5.18%.

Expenses – Operational expenses Increased 6.6% from \$4.25 million for 2016 to \$4.54 million for 2017. Cost increases were primarily the result of increases in salaries and benefits, employee travel, and purchased services and contracted resource costs.

Our children in care numbers increased to 440 compared to 415 in the prior year. Total maintenance costs increased by 5.25% to \$13,976,114. The average daily cost per child in care at March 2017 was \$87.02 compared to \$87.67 in

the prior year, an overall decrease of less than 1%.

The Agency provided 152,935 days of care for the year. This is a decrease of 3,099 days of care from the previous fiscal year (a decrease of 1.99%).

Looking ahead our goals for the new fiscal year include:

- Ongoing work towards the completion of our comprehensive Finance Policy Handbook.
- Ongoing professional development for each of our Finance staff.
- The rollout of our intranet site for our Board of Directors.
- Ongoing attendance at Agency Relations meetings.
- Active participation in the Sage Implementation Committee and Funding Model Working Group.

Independent Auditors' Report

To the Members of Animikii-Ozozon Inc.:

We have audited the accompanying financial statements of Animikii-Ozozon Inc., which comprise the statement of financial position as at March 31, 2017 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 audits. 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 audits 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 Animikii-Ozozon Inc. as at March 31, 2017 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 27, 2017

MNP LLP
Chartered Professional Accountants

- Implementation of Orchid Systems Sage Add-on for vendor/foster parent electronic fund transfers.

- Implementation of Sage Intelligence Reporting.

- Completed implementation of our Child Maintenance Billing software.

- Ongoing assistance in the implementation of our maintenance billing software at other Agencies under the Southern Network.

- Attendance as an Agency Rep at Child Maintenance Billing Policy Committee meetings.

- Update Finance staff evaluations to a standardized Agency format.

- Ensuring a viable succession plan is in place for the Director of Finance position.

Miigwetch,
Steven Bembenek
B.Sc., CPA, CGA
Director of Finance



These items were made for Lea, our worker, from a child in care



Hi Mr Mitchell Just
wrote to wish you and
family Merry Christmas
and Happy New Year

Best wishes for a special
Christmas and New Year filled
with happiness.

“During the home
review the children
talked about their
Ojibwe Summer
camp and were
really proud about
hoop dancing,
smudging beading
and sage picking.
One of the boys
really liked making
bannock.”

Feedback re Family
Enhancement Team

Hi Mitchell, I Just want to
say we appreciate all that
you have done for our family.
Life is a guarantee with a
helping hand. ☺
Thank you: Mary Jane.

“I will never forget the excitement, joy and pride in this little girl's face
as she stood up on stage to present her speech with not only us in the
audience to cheer her on but her Bio mom, all of her siblings, one of which
doesn't live in our home but who Thandie arranged to have there as well
on a Saturday and over an hour one way. Two rows filled with blended,
biological, foster and agency family. Talk about a circle of support and a
sense of inclusion. Thank you Thandie.”



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