
Annual General Report | 2014-2015

ANIMIKII OZOSON

Child and Family Services Inc.



Celebrating **10 Years**

of service to children and families

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ANIMIKII OZOSON
Child and Family Services Inc.

MESSAGE FROM THE BOARD OF DIRECTORS

Boozhoo, Aaniin, Greetings!

Animikii Ozoson Child & Family Services was established to work and engage 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 ten (10) 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.

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 and a drum, which guides us in an inclusive, positive and strong direction.

The board continues under the governing leadership of Marlyn Bennett, Sherry Copenace, and Sue Hudson. New members who joined the board over the last year include Lori Mainville,

Lisa Lacosse and Ryan Gorie. We say good bye to Jade Harper and wish her all the best as she journeys forward in building her business and completing her university education.

Our success would not be possible without the talented, dedicated and hard work of the agency personnel. Their collective engagement and commitment to excellence continues to drive the innovations that make Animikii Ozoson Child and Family Services Inc. a strong agency in child and family services within Manitoba and Ontario. In particular, the Board would like to acknowledge the crucial role and direction of the Executive Director, Bonnie Kocsis, in maintaining the agency and providing ongoing leadership and dedication 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 that our legal counsel, D'Arcy and Deacon,

the Southern First Nations Network of Care, and the Province of Manitoba. We continue to be humbled by their ongoing efforts on our behalf. With the help and mentorship of our sister agencies both here in Manitoba and in Ontario, our board is moving toward governing through Indigenous customs and traditions as we move forward in solidifying the relationships we 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 the agency and our families. We are proud of the strides the agency has achieved over the past 10 years. We are pleased to present the 10th Annual Report for 2014-2015. This report evidences the agency's commitment to service delivery and relationship building. It outlines the remarkable activities that our agency has implemented over the past year.

All our relations,
The Board of Directors
2014-2015



MARLYN BENNETT (President/Chair): Marlyn is a founding board member and has been involved with the agency since she was asked to help develop the agency 11 years. She is also a PhD student, a part time instructor at Yellowquill Collage and a Sessional and 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 in Winnipeg with her partner Mike and their dog, 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, 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.

BIOS: BOARD OF DIRECTORS



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 Ikhluut 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.



JADE HARPER (Treasurer): Born and raised in Winnipeg, Manitoba, Jade Harper has been a community activist for children and youth for over 13 years. Jade'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. She is currently completing her post-secondary education at the University of Manitoba. In addition to her community work Jade is also the sole proprietor of Spirit Fusion, a mobile yoga studio that marries Cree and Ojibwe teachings with the practice of yoga. Most recently Jade successfully completed the award-winning Coady International Institute's Indigenous Women in Community Leadership program at St. Xavier University.



LISA LACOSSE (Secretary): Lisa is the mother of two children, an accomplished educator, and a leader in fostering indigenous culture. Lisa is the mother of two children, an accomplished educator, and a leader in fostering indigenous culture in the curriculum wherever she teaches. Lisa is the Literacy Coordinator at John Howard Society where she teaches incarcerated men of all ages. Lisa is thrilled to have an opportunity to pass on her love of learning to others by joining the Board of Directors of Animikii Ozoson. As a member of Treaty 9, and from the Crane Clan, "Eagle Flying Woman" welcomes this incredible opportunity to join in this most sincere and successful effort to provide culturally appropriate child and family care services which are least disruptive to our families and our culture.



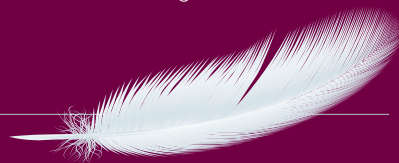
LORI MAINVILLE (Director): Lori M. Mainville is Anishinaabe member of Treaty 3 and a proud mother and grandmother. Having come from the history of a residential school experience and time in foster care, Lori believes that cultural identity is important in healing, education and keeping families together. Lori believes that Anishinaabek culture is one of strength, one of inspiration and one that helps our children, families and communities flourish. Lori has extensive experience working in education, health, and social service. Her most recent volunteer work has focused on lobbying support for murdered and missing women and non-violence in families and communities. She is a contributor to *The Winter We Danced: The Idle No More Movement*, published March 2014. Lori received her BA from the University of Winnipeg in 2002, majoring in Psychology.



RYAN GORRIE (Director): Ryan is a native of Thunder Bay and a member of Bingwi Neyaashi Anishinaabek (Sand Point First Nation on Lake Nipigon). Ryan holds a Bachelor of Fine Arts and Masters of Architecture from the University of Manitoba and is an Associate Architect with ft3 Architecture Landscape Interior Design in Winnipeg, MB. Ryan has been involved in a variety of design projects for communities, organizations and individuals. After moving to Winnipeg to pursue postsecondary studies, Ryan became intimately involved in the Aboriginal community at the University of Manitoba and in southern Manitoba. Ryan has volunteered working with elders in the community, singing at traditional events such as graduations, funerals, weddings, Sundances, culture camps, as well as the creation of traditional items for ceremonial use. Ryan has a strong sense of identity. He and his partner have two children.



CLARENCE WHITE (Elder): Elder Clarence White is from Naotkamegwanning Ontario (White Fish Bay) and represents our Agency 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 EXECUTIVE DIRECTOR

CELEBRATING 10 YEARS OF SERVICE TO CHILDREN AND THEIR FAMILIES



I am honored to present you with the 10th Annual Report of Animikii Ozoson Child & Family Services Inc.

This is a special occasion as it marks the 10th year that Animikii Ozoson Child & Family Services has been providing services to children and families.

The vision of Animikii began during the Aboriginal Justice Inquiry- Child Welfare Initiative when it was determined that a significant number of First Nations children in care and family service cases originated from Ontario First Nations communities. Aboriginal leaders at the time, in conjunction with provincial leadership, made the decision to create an Agency to provide service specifically to this population.

In February 2005, in keeping with Ojibwa traditions, tobacco was passed to an elder at Shoal Lake First Nation and Animikii Ozoson received its name in a traditional naming ceremony. Animikii Ozoson received it's

mandate under the Southern First Nations Network of Care on October 24, 2005.

The agency began with the transfer of 234 case files from Winnipeg Child and Family Services. Many of these families had ties to North Western Ontario First Nations communities. It had an initial management team of six people plus 15 secondees. Within two years Animikii had hired many of it's own staff, some of whom were initial secondees. Some stayed because they truly believed they could make a difference working from a spiritual base that honored the cultural teachings of the Anishaanbe people. Others stayed on as they became a tightly knit "family" of workers all committed to the same vision.

Since that time Animikii Ozoson has continued to grow as an Agency; from 179 children in care in 2006 to over 400 children in care as of March 31, 2015 and from a staffing complement of 15 to 55 this year.

Case numbers have also continued to grow but due to the hard work and concerted efforts by the family service team to maintain children in their home, the rate of growth is beginning to remain stable. The Agency has also committed to returning children to their families whenever we were able to do so safely. This year we celebrate the hard work that resulted in 69 children returning to their families or relatives; a number of them back to their Ontario First Nation communities.

We could not do this without the relationships that have been forged with our protocol sister agencies. In June of 2014 we recommitted to working in a respectful supportive way and added two new agencies. We welcome Wabseemong and Kitapinoonjiiminaanik to our "family" and look forward to continued good relations with them.

This year the numbers of days care have risen only slightly and we hope to continue to reduce the rate of growth especially as we are now in a position to offer our own "in house" programs to our youth in care and the families who are currently receiving services. We hope that our efforts to support families at all stages of their journey will result in healthier families that can see their children returned to them and if not returned, then maintaining those cultural and family ties that are so important to one's self identity.

We will continue this work under the guidance of a full board (the first since Animikii's inception) of strong leaders primarily from Ontario and Manitoba First Nation communities. I thank them for their unwavering support and guidance and their fearlessness in standing for what is important to children and their families.

We will continue to honor our sister Agencies and the communities they serve through ceremonies and our day to day work with their representatives. We will continue to honor

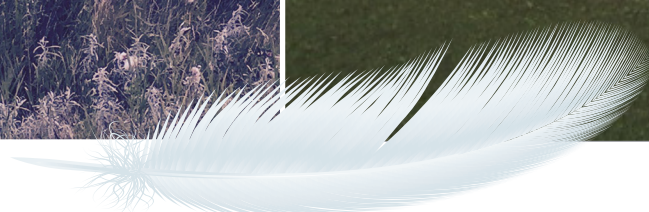
the families and the children we work with by respecting them and the journey they are on. We know they will come through the circle and reclaim their roles as protectors and caregivers. We have hope and we pray that Creator will watch over them and guide their journey back to Piimatsiwin.

I want to thank our foster families and their biological and extended families for their commitment and hard work in support of our children. I especially thank them for their leap of faith in joining our Agency circle of care.

I want to thank our staff for their hard work and dedication. You bring such care, compassion and commitment to your work both with the children you provide services to and to their families. You exemplify hope for them and we are so grateful for that.

Miigwetch/Thank you!

Bonnie Kocsis



MESSAGE FROM THE DIRECTOR OF SERVICES



Director, Corbin Shangreaux who began to set up the framework of our agency. To do this Corbin borrowed from other successful Aboriginal agencies such as West Region. Many of the existing agencies willingly shared with us. We opened our doors on Donald which would become our home for the next 7 years. We began hiring Animikii staff even though we had very little money often being referred to (lovingly) as “the poor cousin” by our leader. Without much money to paint or make some of the more necessary changes to our office space renovations and maintenance were done mostly by staff who volunteered their time after work or on the weekends. We often made do with what little we had and would share in the work and responsibilities of putting our families first. With Animikii being a smaller agency staff often had multiple hats to wear which strengthened their knowledge about Child Welfare. Many of those early staff remained with Animikii and in fact are now part of the supervisory and senior management teams.

The year 2014 -2015 has been an exciting year and a year that many of us have been looking forward to. This being our tenth year in existence Animikii Ozoson Child and Family Services has reached a huge mile stone.

As I personally look back and reminisce about all the changes and growth that our agency has gone through over the course of ten years it is amazing what our agency has accomplished. It has also given me the opportunity to look ahead and see where we would like the agency to be in another ten years. For some of us, it has given us the opportunity to reawaken the spirit and intent of Animikii which was just a vision a decade ago. That vision has now grown into a collection of thoughts and ideas contributed by hundreds of people who have touched our Agency. We are so blessed and so honored to have been able to walk alongside so many people

and share their journey to wellness. It is also an opportunity to renew our commitment to the families and children that we work with and the Animikii staff who are so committed to sharing this journey too.

I remember when I and 14 other front line and supervisory staff were initially seconded from Winnipeg Child & Family Services to help “set up” a brand new agency! All of us were beaming with excitement and the possibilities that a newly created Aboriginal agency would bring. It was an opportunity to bring the best of both worlds to a child and family services agency, aboriginal and non-aboriginal.

From the onset our newly appointed Board of Directors was comprised of three strong, educated, aboriginal female leaders who were dedicated and committed to the Anishaanbe way. They were soon to hire our first Executive

As the years have gone by I remember that first year and am so very grateful to have been a part of that beginning as it reminds me of the struggles and frustrations but also the humble beginnings of Animikii and its accomplishments along the way. I'm reminded of all the people who began the journey and set the foundation for Animikii and also the people along the way who have come into our agency and has shared some of themselves contributing a piece of themselves. We have seen staff come and go and some come back for another round including our present Executive Director, Bonnie Kocsis who was one of the initial group of secondees. We have had to say good bye to some of our fellow coworkers who moved on to other employment opportunities or retired. We have seen some of our coworkers get married and celebrated with them in welcoming new additions to their families. We have had losses as well both within

our own personal families but with also the children and families that we have worked with. We have felt the pain and grief and been able to support one another through those times of need.

From the beginning it was important to us that we were spiritually and culturally connected to our Aboriginal families and children. We wanted to ensure that we were working in a way that was natural, holistic and spiritual and have worked at incorporating this approach from the onset. From a cultural perspective it is who and what Animikii Ozoson Child and Family Services strives to be. We have grown in spirit over the years and are continuously learning and discovering ways to honor the teachings and traditions of our children and families from Ontario.

Our Cultural room is completed and in regular use. It also holds our sacred items: our drum, our pipe our feathers and other sacred items that we use. We utilize elders for our own growth but also incorporated within our own human resource practices.

We want to ensure that we continue to provide cultural opportunities for staff and

provide them with the best possible tools to get there. This past spring we gifted our staff with medicine bundles that will help them on their own journey as well as assisting them when they are working with our families and children. Staff meetings incorporate the use of an Elder, teachings and smudge. We have continued to honor each season with a pipe ceremony and feast which also reminds us as an agency of who we are and our commitment to our families and children.

Last summer we had the opportunity to attend a Sundance in Selkirk, Manitoba where many of our staff participated either by dancing in the ceremony or being helpers. Staff that attended received the opportunity to pass tobacco, speak to the elders and go to the sacred tree. Going forward we want to bring the families and children that we work with so they have the opportunity to participate.

We continue to honor and respect the sacred relationships that we have made with the communities and organizations in Ontario.

I would like to take this time to say Gitchi Meequetch to all the directors and staff of Anishinaabe Abinoojii Family Services,

Kitapinoonjiiminaanik Family Services, Shawendaasowin Child and Family Services, Wabaseemoong Child Welfare Authority, Tikinagan Child and Family Service and Weechi-it-te-win Family Services. We continue to work together to provide the best possible care and services to their families that reside in Winnipeg.

In closing I want to thank our hardworking staff who show up to work each day not knowing what the day has in store for them. We value and appreciate the determination and commitment that they have for the children and families that they service. To the foster families who provide safe and temporary nurturing homes for our children. To our Executive Director and Board of Directors who guides the agency daily. To our cultural helpers and elders who guide us on our journey and to the Spirit Sand Singers who continue to sound our drum and ground every single one of us to the heartbeat of the drum.

Thank You ... Gitchi Meequetch,

Maria McDougall
Director of Services



Code of CONDUCT

The Code of Conduct is the values which guide behaviour within the organization. It specifies how the Board of Directors and Staff of Animikii Ozoson Child and Family Services (AOCFS) should act in regard to decision-making and service delivery. It describes how you treat others, whether fellow employees, clients or anyone with whom you come into contact with.

Animikii Ozoson Child and Family Services shall maintain a culture which recognizes and values ethical conduct. The following Code of Conduct along with the Seven Teachings speaks to how AOCFS operates:

Love:

Accepting people for who they are, what they believe and loving unconditionally.



Truth:

Be accountable and recognize truth as an opportunity to grow.

Respect:

Treat others the way you want to be treated respecting who they are as a person.



Wisdom:

Knowing "who you are" by sharing your knowledge and learning from others.



Honesty:

Be transparent, open, clear and act with integrity.



Humility:

Understanding others' strengths, knowing our own limitations and an ability to ask for help from others.



Courage:

To be honest and speak up for what you believe in; moving forward.

Original art by Henry Guimond
Images owned and copyrighted by Turtle Lodge
Layout and Design by EB² Image Design Research



WORKING FROM SPIRIT

This year Animikii continued its commitment to becoming more culturally grounded and to provide our services from a traditional philosophy and world view. Given we have a very diverse staffing complement we wanted to support them and guide their practice according to the Anishanaabe teachings the elders have gifted us with.

We approached EB² requesting they develop a framework for our Code of Conduct. This beautiful piece of work is the final product and will be proudly posted in our reception and visit rooms. More importantly it will become an integral part of our orientation for new staff. They will now have our Code of Conduct in addition to the gifting of the medicine box filled with our sacred

medicines to guide their work with our children and families.

Gitchi Miigwetch to the elders who provided us with this framework and ensured the teachings will be passed on. Also Gitchi Miigwetch to the artist who graciously allowed the use of his renditions of the seven teachings.



YOUTH RECOGNITION

MEET OUR STUDENT HELPERS FOR 2014-2015

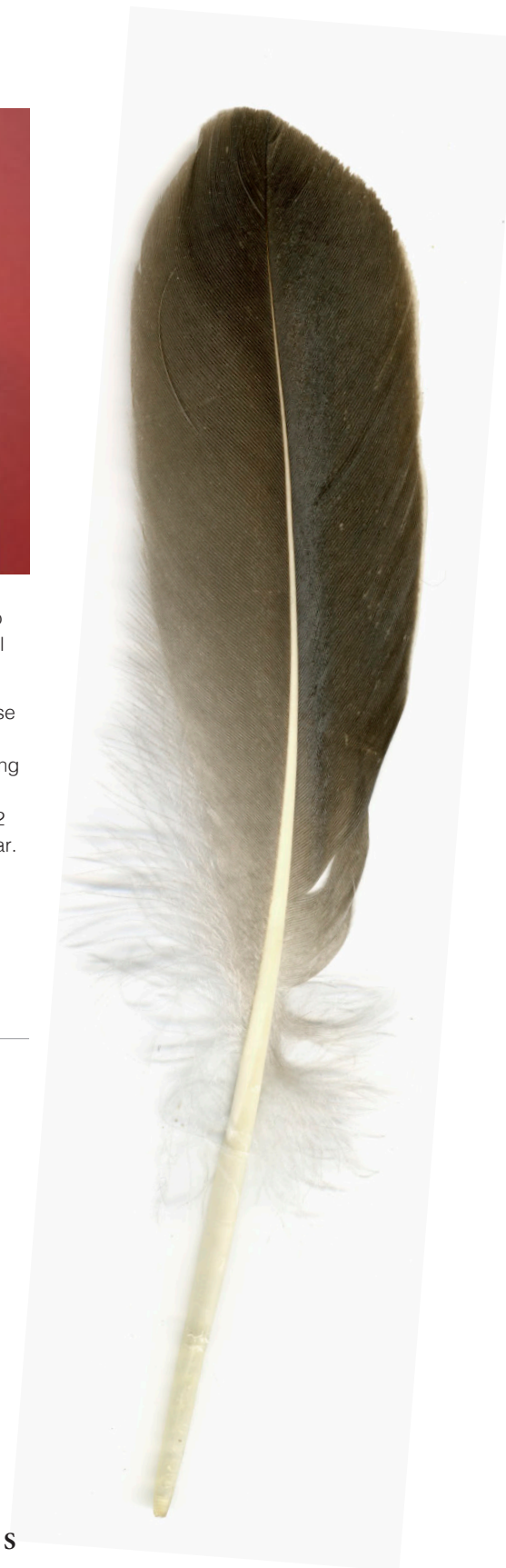


It is Kyle Kakegumick (Sandy Lake First nation) and Sarih Bousquet (Winnipeg) our youth workers. Kyle joined us following his grade 12 graduation. He initially started with us as an agency liaison to our new building but now works in reception, file room and assists all the teams with multiple tasks. He is always smiling and helpful. Kyle was the recipient of a \$5,000 tuition waver and is attending University of Manitoba full time and working part time with the agency.

Sirih joined us this year as visit helper ensuring our visit rooms were safe and clean for our little people and their

families. She has returned to school to finish her final year and we wish her all the best.

We are also pleased to recognize those students (9) who graduated this year. We wish you all the best in your ongoing education or employment. We would also like to recognize and thank the 22 young adults who left our care this year. We had an aging out ceremony and our youth were gifted with spirit boxes containing the sacred medicines to guide them on their journey.



FOSTER PARENT RECOGNITION

MEET OUR FOSTER PARENTS FOR 2014-2015



Foster parents are integral to the work we do in caring for children in care. We would like to recognize the hard work and commitment made by two of our foster parents - Sharan and Ranjit Singh and Oanh Nguyen.

Saranjit "Sharan" Singh and Ranjit Singh joined the agency as care givers in 2010. They have impressed us with their welcoming and caring spirits. They foster from an inclusive stance engaging their

whole family in their endeavors. They provide excellent care to our special needs children-six of them so far- and we are honored to have them with us.

Oanh Nguyen joined the agency in 2006 so she has been with us almost from the beginning. She is a very special woman who embodies the spirit and intent of "circle of care." She is committed to providing her foster child with the opportunity to not only know



who she is as a First Nations youth but she ensures her youth is involved with traditional activities on a weekly basis. They often travel the Pow Wow trail travelling as far as Minneapolis. She has involved herself in numerous crafts such as regalia making or beadwork and has made a jingle dress for Marnie. We thank her for joining our agency family and showing such respect for Marnie's culture.





VISION STATEMENT:


STRONG HEARTS AND MINDS, STRONG FAMILIES,
BEAUTIFUL CHILDREN, STRONG COMMUNITY NETWORKS



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.



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.



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

FAMILY SERVICE CASES AND CHILDREN IN CARE STATISTICS

AS OF MARCH 31, 2015

Total Case Counts:

184 Protection files
1 Voluntary Family Services file
0 Expectant Parent files
12 Family Enhancement files

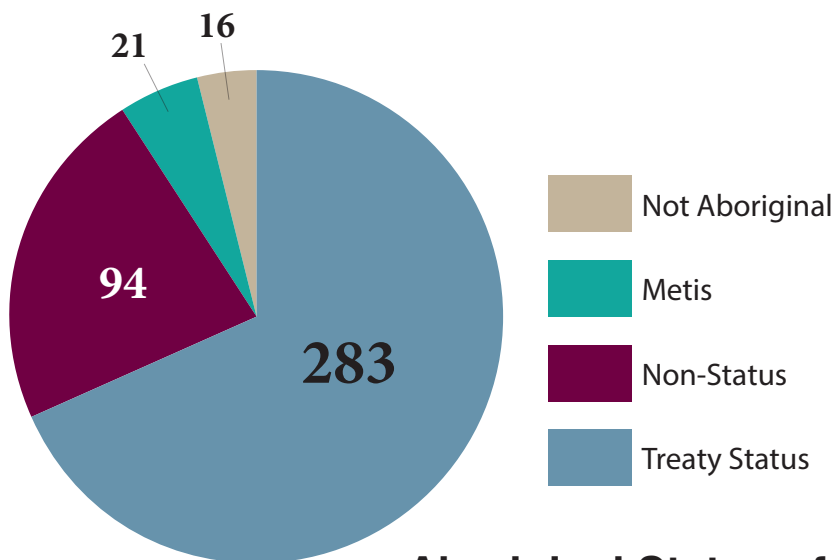
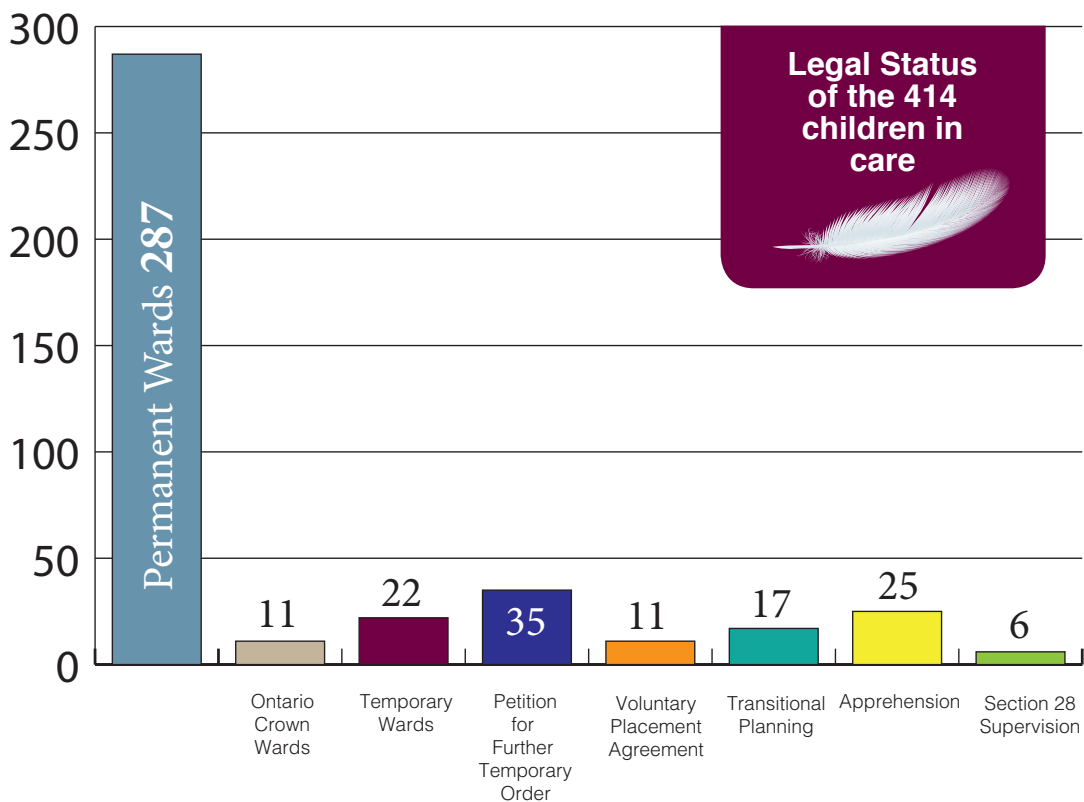
414 Number of Children-in-Care files

611 Total Case Count

17 Extensions of Care

Where the 414 children in care have been placed

Foster Home	274
Specialized Foster Home	9
Independent Living	9
Residential/Group Home	35
Own Home/Relative	1
Place of Safety	75
Correction Facility	4
Out of Province	2
Health Facility	1
Other	4
TOTAL:	414



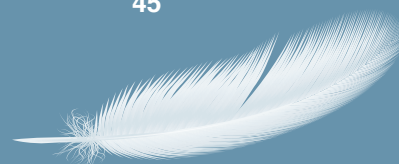
ONTARIO First Nation Communities	
Algonquins of Pikwakanagan FN	1
Bearskin FN	1
Big Grassy FN	1
Big Island / Naongashing FN	6
Big Trout Lake FN	2
Cat Lake FN	1
Couchiching FN	2
Deer Lake FN	4
Eagle Lake FN	3
Flying Post FN	2
Fort Hope / Eabametoong FN	8
Fort Severn FN	5
Grassy Narrows FN	23
Gull Bay FN	3
Keewaywin FN	15
Kingfisher FN	5
Lac La Croix FN	3
Lac Seul FN	10
Lake Nipigon / Animbiigoo Zaagi'igan FN	0
Long Lac FN	7
Marten Falls FN	7
Muskrat Dam FN	1
North Spirit Lake FN	6
Northwest Angle FN	9
Osnaburgh / Mishkeegogamang FN	15
Pikangikum FN	4
Rainy River FN	8
Rocky Bay FN	1
Sabaskong / Onigaming FN	4
Sandy Lake FN	54
Sashigo Lake FN	3
Scharbert Lake FN	0
Seine River FN	5
Shoal Lake FN #39	8
Shoal Lake FN #40	7
Summer Beaver FN	1
Temagami FN	2
Valley River FN	1
Wabauskang FN	1
Wabigoon Lake FN	4
Wapekeka FN	1
Whitedog / Wabaseemoong FN	28
Whitefish Bay FN	6
Whitesand FN	3
Wikwemikong FN	4
TOTAL:	285

MANITOBA First Nation Communities	
Berens River FN	1
Bloodvein FN	0
Brokenhead FN	4
Chemawawawin FN	5
Cross Lake FN	1
Dakota Plains FN	0
Dog Creek FN	1
Fairford FN	3
Garden Hill FN	4
God's Lake FN	1
Fisher River FN	3
Hollow Water FN	1
Lake St. Martin FN	2
Little Black River FN	2
Little Grand Rapids FN	1
Nelson House / Nisichawayasihk CN	1
Norway House FN	4
Oxford House FN	1
Peguis FN	3
Red Sucker Lake FN	2
Sagkeeng FN	5
Sandy Bay FN	1
Skownan FN	2
Tadoule Lake / Sayisi Dene FN	3
The Pas, MB	0
Waywayseecappo FN	2
Whitemouth FN	1
York Factory FN	2
TOTAL:	56
SASKATCHEWAN First Nation Communities	
Cote FN	5
Onion River FN	1
Sakimay FN	4
TOTAL:	10
BRITISH COLUMBIA First Nation Communities	
Scowlitz FN	4
NEW BRUNSWICK First Nation Communities	
Big Cove / Elsipogtog FN	1
QUEBEC First Nation Communities	
Eagle Village FN	1
OTHER	
Non-Status	16
Metis	20
Not Aboriginal	21
TOTAL:	57
GRAND TOTAL:	414



Ontario First Nations working with Animikii Ozoson CFS

Ontario Based CFS Agencies	Number of children with Animikii Ozoson CFS	Number of communities served referring to previous table
Tikinagan Child and Family Services	147	19
Anishinaabe Abinoojii Family Services	87	11
Dilico Child and Family Services	9	4
Weechi-it-te-Win Family Services	28	7
Ojibway Tribal Family Services	7	1
Nipissing / Parry Sound Child and Family Services	2	1
Sudbury Children's Aid Society	5	5
Family and Children's Services of Renfrew Country	1	1
Total	285	45





ORGANIZATIONAL CHART

AS OF MARCH 31, 2015

Board of Directors

Marlyn Bennett (Chair)	Sherry Copenace (Co-Chair)	Jade Harper (Treasurer)	Sue Hudson (Director)	Lori Mainville (Member)	Lisa Lacosse (Director)	Ryan Gorrie (Director)
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Clarence
White

Agency Elder
SFNC
Elder Council

Joanne
Adair

Executive
Assistant

Bonnie
Kocsis

Executive
Director

Ryan
Woychuk

Quality
Assurance
Specialist

Daniel
Jordaan

Director of
Human
Resources

Steve
Bembenk

Director of
Finance

Maria
McDougall

Director of
Services

Alexander Lantin
Quality Assurance Specialist

Holly Twoheart
File Clerk

Jennifer Moar
Receptionist

Karen Colby
File Clerk/Receptionist

Kyle Kakegumick
(term)

Catherine Herrera
Finance Clerk

Michael Peters
Finance Clerk

Ruby Manalac
Finance Clerk



Candice

Lewsey

Alternative Care
Supervisor / Abuse
Coordinator

Michele Landon
Administrative
Assistant (term)

Alicia Mitchell
Alt Care Worker

Lorna Booker
Alt Care Worker

Robert Sarmiento
Alt Care Worker

Robyn Franklin
Alt Care Worker

Cheryl

Vieville

Family
Enhancement
Supervisor

Cheryl Wavey
Administrative
Assistant

Lorraine Lacque tte
(on leave)
Family
Enhancement Worker

Matthew Gooch
Family Enhancement
Worker

Terri-Lee Bousquet
Family Enhancement
Worker

Diane Adams
Program Coordinator

Joanne Alexander
Family Support
Worker

Jodi

McVicker

Family
Services
Supervisor

Marie Tasic
Administrative
Assistant

Caitlin Morrison
Family Services
Worker

Carly Meisters (term)
Family Services
Worker

Justin Van Oeveren
(term)
Family Services
Worker

Lea Orate
Family Services
Worker

Mitchell Lyle
(term)
Family Services
Worker

Natasha Noel
Family Services
Worker

Terri-Lynn Julian
Family Services
Worker

Vi Hancock
Family Services
Worker

Yohannes Engida
Family Services
Worker

Misty

Bousquet

Permanent
Ward
Supervisor

Amanda Coyne
Administrative Assistant

Cal Henschel
Permanent Ward
Worker

Kim Schellenberger
Permanent Ward
Worker

Marie Leoppy
Permanent Ward
Worker

Vacant
Permanent Ward
Worker

Tamara Segal
Permanent Ward
Worker

Si-il Park
Permanent Ward
Worker

Vacant

Permanent
Ward
Supervisor

Janice Mickelson
Permanent Ward
Worker

Kev Wood
Permanent Ward
Worker

Lara Coppola
(term)
Permanent Ward
Worker

Thandie Undi
Permanent Ward
Worker

Vacant
Permanent Ward
Worker



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 June 2014 after many years working in Child Welfare for another First Nations Agency and the Province of Manitoba.

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), regulations and 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;
- 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 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.
- Coordinates, implements, reviews, updates and generates reports on the Agency's follow through with recommendations and inquiries from external governing bodies such as the Province, Office of the Auditor General and recommendations from the Office of the Children's Advocate.

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 the Office of the Children's Advocate following the death of a child in care. We have reduced the total number of external recommendations from 43 to 2.
- Completed a total of 22 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.
- Continued to implement, track, update and report on ongoing compliance with 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 Agency specific direct service supervision manual. The purpose of developing this manual was to promote a consistent quality of supervision to staff based on current requirements per Provincial legislation, regulations and practice standards.
- Worked with the Director of Human Resources on redeveloping

department specific staff evaluations.

- Participated in a sub-committee comprised of management from Animikii Ozoson and Ontario sister agencies to strengthen the interagency relationship and collaboratively update and revise the Interagency 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. The new ISP was signed in July 2014.
- Regularly attended meetings with 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 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.

I also want to thank my assistant Alexander Lantin for his valued assistance and hard work. My lead file clerk (Holly Twoheart) with the assistance of Karen Colby were successful in completing our new system for archiving our closed files utilizing the Provincial Archive training system. I want to thank them for their hard work this year. I also want to thank the entire administrative team who have come together to work on best practice models of tracking information and ensuring the right information gets to the right places. They are wonderful dedicated people.

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

FAMILY SERVICES/PROTECTION

Over the last year, the Family Service Unit has continued to provide child welfare services from a holistic and collaborative perspective. Our focus has been to build strong relationships with parents, children, youth and collaterals by working alongside our families and communities to support and promote strong family units. We use a model that compliments mutual understanding and respect between caregivers, family members, First Nations and Animikii Ozoson, and emphasizes the shared responsibility for the planning of all children who come to the attention of child and family services. We work in collaboration with extended family, utilizing their support, guidance and in some cases, as placement resources for children, if they require out of home care. We continue to work in partnership with Ontario agencies towards successful case planning and repatriation opportunities.

This past year, the Family Service Unit provided services to 184 families. We had a total of 77 new admissions which is a decrease from last year. The Unit also provided services to 127 Children in Care. This year we had 80 children admitted to care, which is the same number as last year. Also in this fiscal year 49 children were discharged or transferred back into the care of their parents, relatives and/or communities. We are pleased to say we have been successful in the repatriation of several children back to their home communities this past year. Over the next year we will continue to work with an integrated approach to reassess children in care for the purposes of reunification and repatriation to caregivers, family members and members of their community.

Our goal for families is to strengthen and preserve the family unit. In order to be successful in the work we do with families, we strive to provide services that address the needs of each family member and increase the likelihood of

positive outcomes for the entire family unit. Ongoing professional development has assisted in preparing Family Service Workers with the knowledge and expertise to deliver these services in a way that will benefit our families. Staff in the Family Services Unit have participated in the following professional development workshops: Aboriginal Family Violence: Trauma, Healing and Resiliency, The Impact of Intimate Violence on Children, The Stepwise Approach to Child Interviewing, and Understanding FASD. These specialized training opportunities assist Family Service Workers in learning and better understanding the issues that our families face.

The Agency has two In-Home Support Workers providing support to numerous families in an effort to improve family functioning and prevent the children from entering care. These workers provide a variety of services which include; advocacy, parental role modelling, connecting to community resources/services and in some cases respite services. Our Support Workers are valuable members of our team and a significant support to our families.

In order to continue providing the best services we can to families, children and collaterals, we have made changes to the way we distribute case files within the agency. We are gradually changing from a specialist to a generalist case management model, which will reduce unnecessary case transfers and increase continuity in services to children and families. The same strength-based approach and family-centred services will continue to be integral components of the new model along with consistency, stability and best practice for families and children.

The Family Service Unit is very excited to develop an Intensive Reunification Program in the next fiscal year. This program will be designed for families who have children in foster care and

are motivated to make changes in order to have their children returned back into their care. We know that success of reunification increases when families receive supportive and therapeutic services both pre and post reunification, and are working toward offering these services to families. The goal of this program will be to strengthen and support families so reunification is successful and children are not re-entering the child welfare system.

As the Family Service Unit, we continue to build relationships and work in partnership with many different service providers, both internally and externally. These mutual relationships are crucial to providing the best services possible to families and children.

In closing, we will continue to embrace new opportunities to provide quality services to the children and families we work with.

Jodi McVicker
Family Service Supervisor



PERMANENT WARDS

This past year has been a busy, but exciting year. Management has been mindful of the ever increasing numbers of permanent wards in the Agency and made the decision to expand the permanent ward program into two teams. This would allow for more support to team members as they began to develop programs that will better address the needs of our youth. A new supervisor was hired to head up the second team and the Agency welcomed Sandra Hrycaiko.

In the 2014-2015 fiscal years our team provided services to 287 permanent wards and 3 youth who had guardianship surrendered. We also continued to provide services to 16 adult youth who were receiving extension of care support at end of year. We are very proud of the 9 youth who graduated high school this year and noted the increase in numbers of youth interested in post-secondary or trades related education.

Our goals this year included developing and enhancing services for children in care transitioning out of care. We have targeted transitioning youth for the specialized programs we are developing

to ensure there are less barriers to their successful transition to adulthood. We are happy to announce that we have another 9 youth that are on track to graduate from high school in June 2015. Of them 3 are applying for University of Manitoba or other post-secondary programs. The Agency will be hosting an Age of Majority Celebration in late spring 2015 to honour and celebrate the young men and women that reached their age of majority this year. We look forward to catching up with these young adults.

Recently, the Agency has begun discussing specialist versus generalist caseloads. It is considered by many that it is a best practice approach to have children stay with the same worker throughout their time in care. Typically, children come into care through the protection stream but are transferred to another worker if they become permanent wards of the Agency. If those workers change positions or go on leave the child/youth and the families (both foster and biological) have to adjust to yet another worker. Generalist caseloads would allow the agency to minimize the number of workers a child and their families have to work with. This will be an

ongoing dialogue for the upcoming year.

Another discussion taking place is how best to incorporate the traditional teachings into programs for our youth. The majority of our permanent wards hold status with Treaty 3, 5 or 9 communities but have lived for the most part in Winnipeg as their families attempt to improve their education or job prospects. Many have not had exposure to their territories teachings. This year we were able to increase the numbers of young men and some young women who are now taking part in ceremonies such as sweat lodge or Sundance. One of our young women successfully completed her first Sundance this year and we are very proud of her.

We are also pleased to report the hiring of two of our young adults for entry level positions in the Agency for the summer while waiting to return to University or further schooling. A special thank you to Kyle and Lexi for their assistance with reception, file room and special events.

We look forward to our next year of planning both for and with our amazing youth.

Misty Bousquet
Permanent Ward Supervisor



FAMILY ENHANCEMENT

Family Enhancement is an intensive prevention program that provides short-term services to families to mitigate risk factors that, if left unaddressed may elevate and require protection services. Family Enhancement also works with community collaterals to address the needs of families and to develop partnerships. Through building relationships and partnerships with community collaterals and developing internal programs the Agency will be able to increase the services provided to the families that we serve.

In the last year, the Family Enhancement Program has undergone restructuring and has been given dedicated staff to focus on further program development

activities. As of February 2015, the program created a Program Coordinator position responsible for developing, coordinating and facilitating internal programs while continually building partnerships with community collaterals. The creation of this position will promote Agency's capacity to provide services and programming to more families; including follow-up support services that enhance family functioning.

The continued growth and development of the Family Enhancement unit is to increase services to the families that we serve and reduce barriers to accessing much needed programming. In 2015, the Family Enhancement team is planning to host community family

engagement opportunities that will begin the process of working together in a trusting relationship. We hope that our planned cultural activities will set the tone of respect and openness needed to truly support family. The team is also developing internal programs that will be delivered in October 2015. We are in the planning stages for Parenting from an Aboriginal Perspective and Domestic Violence. We are very excited to begin this work.

On behalf of the Agency, I would like to thank the Family Enhancement team for their contributions in the development of the Family Enhancement Program and their commitment to children and families.

Cheryl Vieville

Family Enhancement Supervisor

ALTERNATIVE CARE

It is my pleasure to present the Alternative Care Department's report of 2014-15. The past year was a busy year for the department. In recognition of the impact positive working relationships have on ensuring all children receive quality care, the team invested countless hours over the past year building and strengthening relationships with the caregivers in our circle of care. As a department we value our caregivers as an integral part of the Alternative Care Team and acknowledge much of what we do each day would be impossible without them.

Building relationships also meant expanding our recruitment efforts. At different times throughout the year we introduced new strategies to recruit new caregivers. These strategies included, placing advertisements in local newspapers, a referral fee incentive program, hosting an information booth at the Agency's annual picnic and posting information on the agency's newly developed website. The use of these new strategies generated a large number of inquiries from individuals interested in fostering. The team facilitated 6 foster parent orientations in response to the interest, which were all

well attended. At the end of the fiscal year the department was responsible for licensing, managing and supporting a total of 125 placement resources.

The Agency's caregivers are entrusted with the responsibility for nurturing and supporting children and youth who often have specialized needs and behavioural difficulties. Placement preservation, forming and repairing attachments and receiving quality care for all children requires the ongoing professional development of our caregivers. Throughout the year, the team supported caregivers with developing their care giving skills by assisting them in identifying their training needs. At the end of the fiscal year over 52 caregivers and respite providers completed trainings offered through the Southern First Nations Network of Care. Some of the trainings attended included Mental Health First Aid, Making Sense of Trauma, FASD Basics, History of Residential Schools and CPR/First Aid.

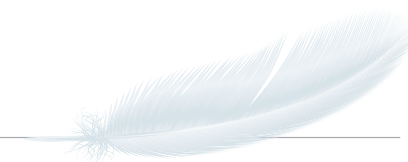
The department continued its efforts to develop an agency specific specialized training series that addresses the specific needs of the agency, the agency's children in care and their

caregivers. Progress has been made towards the completion of the training curriculum and roll out of the first 3 training modules are planned for the winter of 2015.

This past year the team invested a great deal of time and effort completing administrative tasks to satisfy Provincial Standards, Auditor General Recommendations and CFSIS Compliance Directives. The team's primary focus was annual re-licensing of foster homes, licensing of place of safeties and inputting required information into the foster care management system. As a result of the team's effort full compliance was achieved for annual re-licensing and CFSIS by December 2014.

I would like to thank the team for their unwavering dedication and commitment to the work of the department; for working tirelessly at building positive relationships, supporting caregivers and developing and maintaining quality placement resources for all children.

Candice Lewsey, BSW, RSW
Alternative Care Supervisor



ADMINISTRATIVE SUPPORT UNIT

The Administrative Team is consists of the following team members:

Cheryl Wavey	Family Enhancement Administrative Assistant
Jennifer Moar	Reception
Holly Twoheart	File Clerk
Karen Colby	File Clerk/ Reception coverage
Kyle Kakegumick	Greeter/File and reception back up
Mandy Coyne	Permanent Ward Administrative Assistant
Marie Tasic	Family Service Administrative Assistant
Michele Landon	Alternative Care Administrative Assistant

The Administrative Team provides a supportive administrative foundation for all Agency departments. The team works tirelessly to support management and case managers so that they can focus more of their time to providing services for families and children. The team also actively assists the Agency with Agency family picnics, foster parent training, foster parent appreciation dinners and special events.

Cheryl Wavey is from Fox Lake Cree Nation and has been living in Winnipeg for the last 17 years. Cheryl joined the agency in June 2014 as the Family Enhancement Administrative Assistant. She provides support to the Family Enhancement Unit and assists workers with social histories, file transfers and closing summaries. Cheryl also assists the team with file maintenance and uploading information to CFSIS.

Jennifer Moar from Hollow Water FN has been with the Agency for 2 years as primary receptionist. She handles all the incoming phone calls as well as all incoming and outgoing correspondence. She welcomes all the visitors that come to office and tries her best to accommodate them. She recently joined the Workplace Safety and Health Committee. During the past year Jen took the Non Violent Crisis Intervention training.

Holly Twoheart is from Fort Alec and started in 2007 as the Agency's receptionist. Holly then took on the daunting task of developing and maintaining the Agency file room. Holly is now the senior file clerk for the Agency. She is 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 tracked and organized. 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. Holly has completed specialized file archive training with the Province and has with Karen Colby's assistance, successfully archived approximately 150 files. Holly has taken the following training this past year: Minute Taking and a refresher in Archiving.

Karen Colby started with the Agency on October 13, 2014. She provides support as secondary file clerk and coverage for reception. Since starting Karen has assisted Holly with successfully archiving approximately 150 files. Karen has completed the following training; Minute Taking, Non Violent Crisis Intervention and Archiving.

Mandy Coyne has been with the Agency since 2006 and provides administrative support to two Permanent Ward Units. Some of her duties include updating CFSIS; maintaining the Agency's master list for all children in care; assisting workers with Social Histories; assisting with Transfer and Closing Summaries; completing passport applications; and completing daycare subsidy applications for all permanent wards. In the past year Mandy has taken Attachment training, Non Violent Crisis Intervention Training, Minute Taking, ADP Training and Agency Employment Management for CFSIS. With the help of the Family Services Administrative

Assistant, Marie Tasic they were able to add additional information to the master list to ensure that all monthly stats were captured and updated on a regular basis.

Marie Tasic started with the agency in June 2014 as Family Services Administrative Assistant. Marie tracks all placement changes for families and children in care to maintain an internal data base for statistical purposes, and updates CFSIS on a regular basis. Other duties include completing travel letters for staff; updating medical passports for children in care; and, provide assistance to workers with their Social Histories, VPA's, Transfer and Closing Summaries. Marie has attended the following training: CFSIS training, ADP, and minute taking.

Michele Landon is from Wabaseemoong FN, and has been living in Winnipeg for the past eighteen years. Michele has been with the Alternative Care Team for the past year and a half as the Alternative Care Administrative Assistant. Her responsibilities include updating and maintaining a majority of CFSIS for the foster care management screens and processes criminal records, child abuse registry and prior contact checks. In addition, she creates Agency event invitations, tracks attendance of care providers at foster care orientations and workshops, creates and prepares various certificates related to training or foster parent licensing and maintains department specific statistical information on foster home licensing requirements.

Kyle Kakegumic is originally from Sandy Lake FN, Ontario and joined the agency in 2014 during the renovations to the elevator in the building. Initially he served as agency greeter but his willingness to learn new tasks had him soon working with the various teams completing administrative tasks then moving on to reception training. Kyle is beginning University this fall so will be reducing to part time.

It has been a great year! We look forward to the upcoming year and working together to support the Agency's delivery of service to families and children.

HUMAN RESOURCES

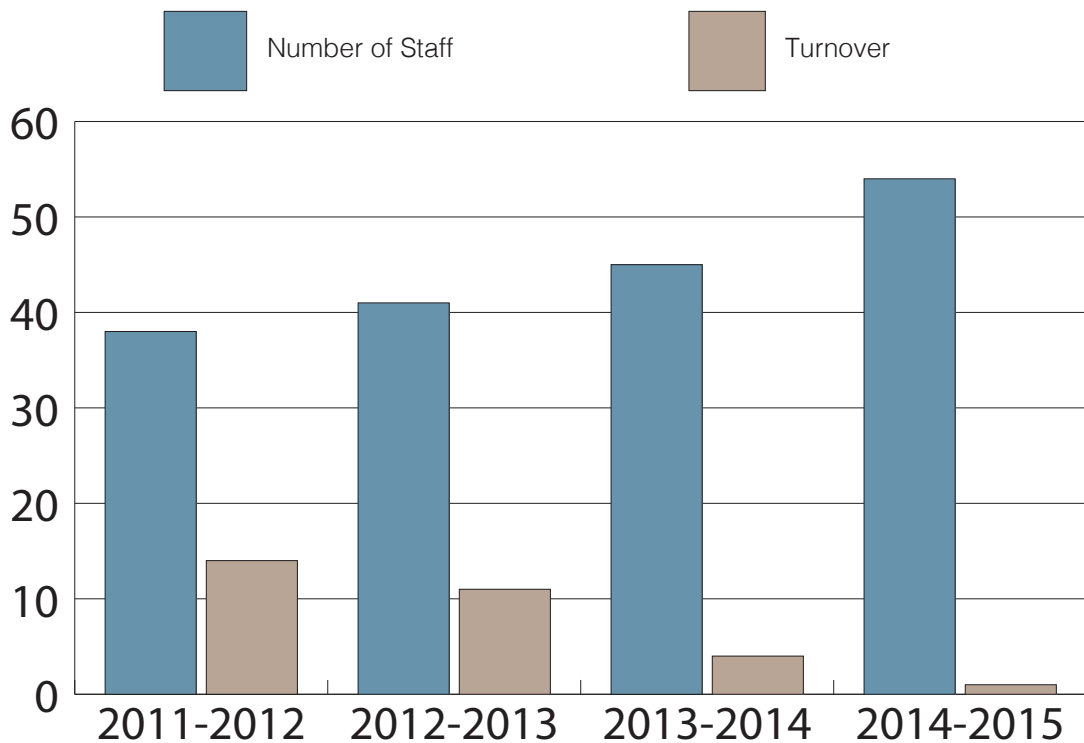
During the past fiscal year, the Human Resource department has continued to enhance recruitment and retention strategies for the Agency, as well as, support Agency staff. Recruitment strategies employed were similar to the year prior with making all attempts to broaden the geographical scope for advertising Agency postings and attending University/College job fairs. Management have discussed our recruitment needs with Leadership from Ontario FN communities and this has led to a modest increase in Ontario applicants.

The HR Department continues to update staff policies and procedures including agency conflict of interest, internal workforce qualifications and bereavement leave policies. Some exciting changes that will be

implemented over the next year to the HR department will be to incorporate a Human Resource Management System (HRMS) program. One of the goals of this system is to further support staff by allowing them quicker access to their service records for example vacation and sick time. Retention strategies have continued and include HR and Management team assisting and organizing staff appreciation activities such as staff service recognition awards at the Agency's last AGM. Moreover, strategies such as social committees, active health and safety committees and staff support through the use of elders has been showing results in overall staff commitment to the Agency. This year the agency also began hosting feast days and other cultural teachings, which all staff greatly appreciated.

As of March 31, 2015, the Agency had 48 permanent staff and 6 term employees. Out of the 54 staff 12 are from First Nations, 11 identify as other Aboriginal (Metis) and 31 are non-Aboriginal. As part of the strategy to broaden our scope and increase our Ontario based workforce, thus providing culturally appropriate services to our primarily Ontario client base, advertising now includes the Province of Ontario, with a focus on the North Western region. The Agency hopes to continue to increase the number of Aboriginal staff however remain hampered by lack of tax-free status for FN staff.

Daniel Jordaan
Director of Human Resources



FINANCE

Integrity, innovation, character, inspiration, vitality, and belief are key factors in the success of any organization. Of these traits, integrity and innovation have always been the driving force of my career. I am honored to be a part of an Agency that also highly values these traits and openly recognizes and supports the effort our department puts forth. Our Agency affords our Finance Team the ability to be vigilant and always ensure our integrity is intact. We are also allowed to carry the torch of innovation for our Agency. One may see this as carrying a heavy weight of responsibility but our team prefers to show the grit and determination needed to rise and accept these challenges.

We have experienced a year of steadfastness in our department. There has been zero staff turnover. Our dedicated 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 general 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 attendance of planning phase meetings for Curam software.
- Adoption of the new Child Maintenance Handbook set out by the Province of Manitoba.
- Adoption of a new IT Service Level Agreement with the Southern First Nations Network of Care.
- Various training courses aimed at payroll, leadership, and personal development topics.
- Successful implementation of an in-house payroll system utilizing AccPac.
- Ongoing maintenance of our website and the development of our own employee and Board of Directors intranet.
- Completion of Phase I renovations to the 4th floor of our building along with the move of key Management and the Finance Team to these new offices.

Summary of Audited Financial Results:

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

Revenues – \$4.36 million for the year ended March 31, 2015. This is an increase of 5.8% from the prior year (\$4.12 million for 2014). Primarily this increase was due to funding model changes from the prior year.

Expenses – Increased 7.2% from \$3.69 mill for 2014 to \$3.95 mill for 2015. Cost increases were primarily the result of increases in salaries and benefits, rent and building maintenance, and family support and enhancement costs.

Our children in care numbers increased to 414 compared to 387 in the prior year. Total maintenance costs increased by 3.4% to \$11,952,897 but the average daily cost per child in care at March 2015 was \$79.10 compared to \$81.82 in the prior year, an overall decrease of 3.3%.

The agency provided 143,837 days of care for the year. This is an increase of 5,621 days of care from the previous fiscal year.

Looking ahead our goals for the new fiscal year include:

- A complete update and rewrite of our current Finance Policy and Procedures Manual.
- Implementation of new software for HR and payroll functions.
- Ongoing professional development for each of our Finance staff.
- The rollout of our intranet for our staff and Board of Directors.
- Ongoing participation and input in the Curam project.
- Oversee and complete renovations for our new Programs area on the 4th floor of our building.

Steven Bembenek BSc, CGA
Director of Finance



Independent Auditors' Report

To the Members of Animikii-Ozozon Inc.:

We have audited the accompanying financial statements of Animikii-Ozozon Inc., which comprise the statements of financial position as at March 31, 2015 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 Animikii-Ozozon Inc. as at March 31, 2015 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

June 30, 2015

MNP LLP
Chartered Accountants







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