



Animikii Ozoson

Child and Family Services Inc.

ANNUAL REPORT

2012 - 2013

*Honouring Sacred
Relationships*

TABLE OF CONTENTS

ANNUAL REPORT 2012-2013



4 MESSAGE FROM THE BOARD OF DIRECTORS

6 MESSAGE FROM THE EXECUTIVE DIRECTOR

8 MESSAGE FROM THE DIRECTOR OF SERVICES

11 HONORARY YOUTH REPRESENTATIVE

12 INTERAGENCY PROTOCOL BETWEEN ANIMIKII AND ONTARIO SISTER AGENCIES

13 ORGANIZATIONAL CHART 2013

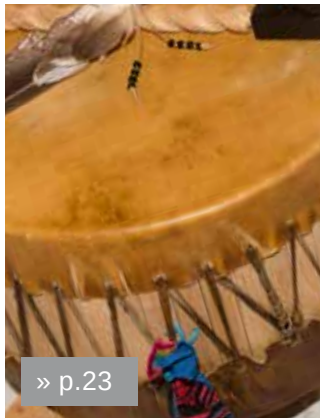
14 VISION, MISSION STATEMENTS AND CORE VALUES

16 OUR NEW AGENCY LOGO

18 SUCCESSES AND CHALLENGES

20 FAMILY SERVICE CASES AND CHILDREN IN CARE STATISTICS

23 HISTORY OF OUR SACRED ITEMS





24 FAMILY SERVICES/FAMILY PRESERVATION PROGRAM

26 FAMILY ENHANCEMENT

28 ALTERNATIVE CARE

30 PERMANENT WARDS

33 ADMINISTRATIVE SUPPORT UNIT

34 HUMAN RESOURCES

37 FINANCE

41 AUDIT MARCH 31, 2013

Message from the Board of Directors

On behalf of the Board of Directors of Animikii Ozoson Child and Family Services Inc., I am pleased to present the 2012-2013 Annual Report. This report evidences the agency's commitment to service delivery and outlines the financial activities that have occurred over the past year.

The past year has been particularly challenging and stressful. Finding a new home for the agency within a limited time period, moving to an interim location while the agency's new office was being renovated, unforeseen delays, including changes at the leadership and governance levels, have been some of the challenges that our agency has faced over the year.

Earlier this year we said good-bye to board member, Paul Cormier, who left Winnipeg to take up a teaching position in Regina at the First Nations University of Canada. Sandra Jackson also resigned from the board to focus more on her consulting business. On behalf of the agency, we wish them much success and all the best in their new endeavours. On the other hand, we welcome Melanie Ferris who joined the board earlier this year. Ms. Ferris is a member of Long Plain First Nation and recently returned to Manitoba after living and working for many years in Toronto.

Animikii Ozoson Child and Family Services Inc. continue to appreciate the support from the Southern First Nations Network of Care as well as the Province of Manitoba. We are most appreciative of their continued guidance, direction and support. We would also like to acknowledge the assistance from Brenda LaRose and the staff of Higgins International, who was extremely supportive and instrumental in helping the board recruit, our Executive Director, Bonnie Kocsis. We would like to acknowledge the key role of the Executive Director in helping the board and staff transition into our new home. We are pleased that Ms. Bonnie Kocsis has come to work with us in guiding the agency forward. She brings with her a range of personal and professional experiences from working on the frontlines and at the supervisory and policy levels, including having been a ward of the Children's Aid Society of Manitoba. Ms. Kocsis was the Acting Children's Advocate for Manitoba from April 2010 until April 2011. We are certain that the agency and staff will benefit significantly from Ms. Kocsis' leadership.

In closing and on behalf of the all the members of Animikii Ozoson CFS I would like to thank all staff for their continued professionalism and steadfast commitment to the very important work that they do with our families, especially given all the challenges experienced this past year. I also



honour the children, families and the communities within Manitoba and Ontario that work with our staff and come to stay within the safety of Animikii Ozoson's nest. With the continued commitment from staff and board members, our agency will continue to provide protection to children and youth and strengthen supports to the families and Aboriginal communities so that together we can all experience and know what it means to "live and walk in a good way."

All our relations, *Marlyn Bennett, Percy Tuesday, Judy Courchene, and Melanie Ferris*



Marlyn Bennett Chairperson and Founder

A member of Sandy Bay Ojibway Nation in Manitoba, Marlyn has worked in the field of child welfare as a researcher for over 16 years. She is currently an independent research consultant and teaches at the University of Manitoba in Distance Education. She is the managing editor of the *International Journal on Child and Adolescent Resilience*. Marlyn is in the final year of her Interdisciplinary doctoral studies. Her studies focus on the transition of First Nations youth from First Nations child welfare care in Manitoba. She is herself, a graduate of the Manitoba child welfare system. This experience has given her a strong understanding of the disadvantaged position youth in care often find themselves in when transitioning toward adulthood.



Percy Tuesday Director and Board Elder

Percy Tuesday is from the Big Grassy River Ojibway Nation in Ontario. He is recognized and acknowledged as an Elder by community and peers. He is a survivor of five residential schools in Ontario and Manitoba. He is a proud grandfather and great-grandfather. Percy is an Addictions and Family Counselor and is proud to have maintained sobriety for going on 27 years. He facilitates individual and group counseling sessions and culturally specific workshops, specializing in The Medicine Wheel and Traditional Teachings. Percy is also well-known as a musician and entertainer, and uses his music in his workshops and counseling sessions.



Judy Courchene Director

Judy is a member of the Sagkeeng First Nation and the mother of one daughter. Judy's professional experience includes managing the human resources program for Indian Oil & Gas Canada, a federal government agency. Judy has several years experience counselling and coaching both managers and employees in the areas of labour relations, staffing, training and development. In addition she has experience in facilitating meetings where employees may be experiencing a conflict situation. She has developed and implemented various policies, as well communicated all new policies to management and staff. Judy retired from public service in May 2008 and is currently engaged in volunteer work.



Melanie Ferris Director

Melanie Ferris (Horse Clan) is an Ojibwe/Sioux woman originally from the Long Plain First Nation. Having pursued her undergraduate and graduate studies in Ottawa, she has spent 15 years in Ontario working in the areas of communications and Aboriginal health. Melanie now lives and works in Winnipeg, where she runs her own consulting firm. Melanie joined the board this year and is pleased to contribute to the sacred work of Animikii Ozoson. Her passion for her work is inspired by the daily teachings she receives from her 7-year-old son, Bright Star.

Message from the Executive Director

Booshoo, On behalf of the Board and staff of Animikii Ozoson Child and Family Services, I am honored to present the 2012-2013 Annual Report. It has been a very busy year for Animikii – one of significant milestones, agency growth and staff changes.

The culmination of long term relationship building with Ontario agency's resulted in the signing of The Interagency Services Protocol on July 13, 2012 in Fort Frances Ontario. Leadership from Anishaanbe Abinooji CFS, Tikinagan CFS and Weechi-it-te-win CFS were in attendance. The ceremony was led by community elders from each of the four agencies with support from community leaders and board members of each agency.

The signing of the agreement is the result of ongoing dialogue and commitment by all agencies to work together in a good way to ensure

shared children and families are receiving appropriate and timely service. It is hoped that the agreement will help further

support those children moving with their families between Manitoba and Ontario. The agreement provides a framework to manage our communication with each other when we need to share necessary and pertinent information to ensure the safety and support of children and their families.

On January 17, 2013 we were able to move to our permanent site at 313 Pacific Avenue and say good-bye to Ray Delaronde and his staff at 800 Adele. We owe them a debt of gratitude for opening their doors on such short notice and making room for 37 extra people in their space. They are gracious and welcoming hosts and treated our families with the utmost care and respect. We say a big Miigwetch to them.

And overall, despite a year of office moves and working with limited resources and infrastructure, Animikii pressed on and accomplished quite a number of successes.

Our foster parents are a very valuable addition to our care team and we wanted to ensure they have timely information on program or policy changes or new resources available. To

Our focus this year has been on relationship building with our sister agencies in Ontario and honoring those relationships that have been developed over the last seven years since our mandate was received in October 2005.

Bonnie Kocsis,
ED



“Staff had identified further training as a goal and we were able to send all staff for training in areas of attachment, CFSIS entry, and case management assessment. All supervisors have now completed or are enrolled for supervisory training.”

this end a foster parent newsletter was developed to increase our connections with them. We thank Joanne Alexander for her creative help and those staff who contributed to the newsletter. We hope to continue with four newsletters a year communicating changes as quickly as possible to our alternative care providers.

Also this year, the management team began working with an internet and communications team to develop our website. We are excited that we will be able to use technology to provide timely information and resources to our youth, parents and foster families. We also hope to utilize the web to provide staff with easily accessible information and learning opportunities.

In addition to his workload, permanent ward worker, Cal Henschel took on and coordinated a pilot for the LEAP (Learning Equality for All People) program to enhance educational outcomes for our youth. It was so successful that the program is slated for the Fall of 2013. We want to give a big thank-you to the many volunteers and support staff who stepped up to ensure the youth had a great time learning.

Work that had begun in response to the external review by the Office of the Auditor General has now been completed with improvements to both the finance and governance functions of the agency. We now have a comprehensive finance policy and procedures manual and we are utilizing an electronic AccPac system for all transactions. Moreover, the Auditor's review resulted in considerable work being done within the Agency's Alt care department, with respect to foster

home licensing and Places of Safety.

The Auditor General also recommended the agency hire a Director of Service; Maria McDougal was the successful candidate. Maria has been with the agency since 2005 and has extensive knowledge of our families and has developed positive working relationships with the Ontario agencies involved. She was gifted with the agency drum and sacred items by the elders from Ontario and also carries responsibility for ensuring we include their traditional practice in our work with our children and families. She is a very welcomed addition to the senior management team.

The Finance Department took part in a maintenance review by the Province of Manitoba. It found overall we were operating well, with few areas requiring improvement.

Since 2005 Animikii has more than doubled as Ontario families continue to move to Winnipeg for resources including medical and educational services. We expect from our discussions with Ontario collaterals that this trend will continue. As well, we continue to see increasing numbers of Manitoba families choosing Animikii Child and Family Services for service.

With the increase in case load and resulting increase in staff, Animikii required a dedicated Human Resource professional. Daniel Jordaan accepted this position following successful completion of his Human Resource Management Certificate. He has worked hard to review and align our Human Resource functions including a large review done by Price Waterhouse on our HR capabilities. This took most of the summer and fall of 2012 and

we are pleased to note that many of the recommendations made by Price Waterhouse were in progress when the report was made available. More recently our Personal Policy and Procedures Manual has been revised to provide supportive and consistent guidelines for all staff. Daniel also started a review of job descriptions and remuneration ensuring our positions fall within the guidelines suggested by the Southern First Nations Network of Care.

Throughout the changes and challenges, staff have remained focused on their children and their families. We provided 18 extensions of care to youth allowing two to continue their studies at University and others to enter and complete their chosen trade programs. Agency staff attended four high school graduation ceremonies for youth. Two long term foster parents have remained committed to their young adults and became "forever" families. Fifty nine children were successfully reunified with their family of origin.

In addition to packing moving and providing regular services, staff managed to plan and hold their summer community outreach activities; planned and hosted another successful AGM; and, held the annual Christmas party where everyone pitched in to serve supper to 600 children families and foster families. Santa and his elves ensured that there were gifts for every child in attendance. It was touching to see the genuine love and care between the families who share these beautiful children and I would like to say a big Miigwetch to the workers who support and encourage them to be that "circle of love and care". This is truly our commitment to relationships "in action".

Message from the Director of Services

Greetings,

The Year 2012-2013 was a year that we focused on "Building Relationships"; relationships built with transparency, inclusiveness and better communication. The agency also hoped to strengthen existing relationships that we have with our staff, our foster families, and the external collaterals that we work with including our Ontario sister agencies and children and families that we service. The agency saw many changes this past year, notably new office space and new leadership which assisted in creating many new opportunities for the staff and families serviced by Animikii Ozoson Child and Family Services.

With our agency under new leadership we are well on our way of building on top of what we had already created. With every new experience or person that we have encountered along the way we have grown. Layer after layer, person after person we see how we have all contributed and committed to an organization that was once only an idea, a fruition of someone's imagination. In fact it is a huge collaboration taking only the best for the children, families and foster families that we work with. In fact if you have ever worked here you probably can see a little bit of yourself in how



***We pray and thank the Creator
for entrusting us to work and
watch over the children and
families that we service. We
hope every day that we are
making the right decisions and
helping to make a positive
difference in the lives of
the families that we
are working with.***



we work and the philosophy that we carry. All the people that we have gathered along the way into our home” “Animikii Ozoson - Thunderbirds Nest” and the evolution that has taken place along the way has clearly made what Animikii Ozoson is today.

This past year we have continued our relationship building with Ontario First Nations Communities and Agencies, in particular Anishinaabe Abinooji Family Services, Tikinagan Family Services and Weechiittewin Family Services. In July, the Ontario Interagency Services Protocol was signed by all four agencies and was honored by a ceremony in Fort Frances, Ontario. It signifies our commitment to collaboratively work together and continue to service our families from Ontario in the best possible way. Building on the Ontario Interagency Services Protocol we have established a committee who will ensure that their perspective agencies are aware and use the protocol as it is intended and maintain the integrity of the document.

We continue to build relationships with our children and families that we serve. We are delighted when our children in care and families come to the office for no specific reason but to share an achievement or good news.

As our agency continues to grow we also face many service challenges which quickly create opportunities to gain awareness and knowledge and at times it also challenges our staff to step out of the box and take a step forward and strive to meet the needs of our Children in Care and families that we work with. Growing case numbers and staff turnover also creates many challenges. At the time the agency received its mandate in October 2005 we had 234 cases at the end of March 2013 we were at 588 cases. That is an additional 354 cases since 2005. We are averaging an increase of 44 cases per year.

Moving forward we hope to work closer with the Ontario agencies and repatriate our families and children back to their home communities whenever possible. We also want to ensure that we take opportunities to provide them with learning experiences that involves their culture and traditions. We want to ensure that communication between agencies is clear and that service is not compromised. We are also committed to ensuring that our staff make community connections and hope that they all are able to visit some of our Ontario agencies and communities.

In closing we would also like to take this opportunity to honor our sacred bundle, our drum and our pipe and acknowledge our elders and helpers Robert Kakaygeesick, Mike Calder and Billy Duberry who assist us throughout the year and to Mike Esquash, Lorne Redsky and the Spirit Sand singers who help bring our drum to life.

We want to also acknowledge the present and past board members as without their commitment and dedication to an idea, Animikii Ozoson would not be here. As well, we would like to also thank all the previous staff members who have touched Animikii Ozoson as they have also given apart of themselves to the agency.

Lastly we want to thank our staff who everyday are out there advocating and helping our children and families.

We pray and thank the Creator for entrusting us to work and watch over the children and families that we service. We hope every day that we are making the right decisions and helping to make a positive difference in the lives of the families that we are working with.

Gitchi Megwetch,
Director of Services
Maria McDougall





Honorary Youth Representative

Benjamin McGillivray, rather Ben as he prefers to be called is our new Honorary Youth Representative. Ben is a welcome part of our team and has brought countless smiles and joy to our staff and our families. He has been eager to help wherever he can at numerous agency events. Ben is an excellent elf, more than once Ben has agreed to be Santa's Elf at our Family Christmas Parties and spent the evening handing out candy canes to our kids. He has also kept busy in summer by greeting and signing in our families and children at the Annual Agency Summer Picnics. Ben has a way with people that makes those around him feel at ease.

We had the privilege of having him join the board members prior to our "official" meeting this past September. Ben is a reminder to us all of the spirit of our children and we are grateful for his presence. Ben has also agreed to be our Honorary Youth Ambassador at our Agency events. This summer he attended 2 picnics and was kept busy handing out prizes, food tickets, name tags to our families and children. We look forward to having him as our Youth Ambassador at our upcoming Christmas Party in December as well.

It is an honor to have Ben as a part of our Agency. Thank you Ben for all you have contributed to our Agency, our staff, and our families.



(Agency Board Chairs / Representatives): Left to right - Basil Green, Marlyn Bennett, Harvey Kakagamic, Roger Spencer

Interagency Protocol Between Animikii and Ontario Sister Agencies

The Interagency Services Protocol was signed in Fort Frances Ontario on July 13, 2012 in a traditional ceremony attended by elders, dignitaries and leadership from the agencies and communities.

The Protocol provides a framework to manage communication, information exchange and inter-agency responsibilities when collaboration is required. The over-arching principle is to ensure consistent and quality services to children and families who are between the Agencies that are parties to the protocol.

We thank all those who took part in this beautiful ceremony.



Agency EDs: Left to right - Ann Hillier, Bonnie Kocsis, Theresa Stevens, and Laurie Rose

Organizational Chart

as of March 31, 2013



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



Vision Statement

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

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

Mission Statement

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

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

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

Our New Agency Logo

The agency received its name in a naming ceremony from the Elders of Shoal Lake First Nation, Ontario in February 2005. “Animikii Ozoson” means *Thunder Bird Nest* and refers to the sacredness of the Thunder Bird’s role in protecting children in their homes (nests).

It is with this in mind that a new logo was sought. The nest to the right was chosen by the agency staff as the new logo. The nest was found by the chairperson’s daughter (Nicole) who had attended the naming ceremony back in 2005. Nicole was 11 years old at the time of the ceremony. As the only child present at the naming ceremony, Nicole represented the spirit of young people. Nicole found the nest the day after returning the ceremony and immediately gifted the nest to the agency. The nest has been with the agency ever since. It seemed appropriate that it would now serve as the agency’s new logo given all of the changes that we have experienced in the last two years. The nest, while empty, is empty for a purpose. Our agency exists to help families when they are in need. Children belong in their own home/nests and hence the symbolism of our logo’s empty nest. Our nest is a place for nurturing and a place of safety only when and if children and families need help.

Our new logo was photographed by Michael Elliott.



Animikii Ozoson

Child and Family Services Inc.

We have retired
our old and
inconsistent logo ...
it served us well between
2005 and 2013





Successes and Challenges

Animikii has a high number of permanent wards and the challenge is consistently how to provide ongoing service with little or no resources to ensure better outcomes. The number of extensions of care continues to increase as we support more young adults as they continue their studies or specialized programs. We are pleased to see a growing interest by some of our young adults in trade schools and other training. Interest in construction and home building seems to be growing.

We supported one of our youth in her swimming for the Paralympics this year. Another young woman won the "SAC" art award. A number of our youth have completed their regalia and are dancing – both hoop and shawl.

We have two youth continuing their university studies through the University of Winnipeg Tuition Waiver Program and there has been interest expressed by others who have left care, but remain close to Animikii staff, in returning to pursue further education. Another youth has completed a diploma program in Hairdressing and is working full time in her chosen career. The agency supported her in acquiring her tools to allow her to begin working immediately.

Our biggest success remains those foster parents who consistently go above and beyond to ensure our children in care have every opportunity. We are pleased to note that many of our children and youth are involved in hockey, swimming, gymnastics and other sports. All youth who wanted to attend camp this summer did have that opportunity.

We want to say a big thank you to those foster parents who have stepped forward indicating interest in remaining "lifetime" family for some of our children in care. They have developed respectful

relationships with biological family thereby increasing better outcomes for children and youth.

Our challenges consistently remain lack of resources specifically targeting those areas that affect our children's lives the most; domestic violence often fueled by addictions, lack of positive parenting history as the result of multiple generational involvement in care. This and poverty for many of our families create almost insurmountable challenges. It

or program. Our foster parents are asked to take on the very critical role of nurturing and supporting sometimes very wounded and challenging children. We require resources to train and support them in this task. Currently we fund this program by taking from each of the protection teams driving up the case loads and putting additional strains on those workers. It is a constant balancing act for Animikii, which only receives provincial funding for its children in care despite their treaty status.

Our biggest success remains those foster parents who consistently go above and beyond to ensure our children in care have every opportunity.

is only through the dedicated one by one work done by our front line staff that we are able to affect enough change to see families succeed in their goals.

Another area of challenge is the lack of funding for alternative care positions

However, staff dedication and commitment has not wavered and I would like to acknowledge those staff who are the catalyst behind Animikii Ozoson's success. Our spiritual "nest" is formed from hard work and commitment.

Family Service Cases and Children in Care Statistics

217

Total Protection Files

5

Total Voluntary Files

18

Total Extensions in Care

1

Total Expectant Parent Files

587

Total Case Count

343

TOTAL
NUMBER OF
CHILDREN IN
CARE

1.

Where are the 343 children placed?

Foster Home	230
Foster Home - Specialized	9
Independent Living	1
Place of Safety	62
Correctional	2
Own Home / Relatives	6
Out of Province	4
Not Known - AWOL	1
Residential Care	26
Select Ada Prob	0
Health / Mental Health	2
TOTAL	343

2.

What is the legal status of these 343 children?

Permanent Ward	208
Apprehension	81
Temporary Ward	32
Voluntary Placement Agreement	20
Voluntary Surrender Guardianship	2
Petition Filed	0
TOTAL	343

3.

What is the Aboriginal status of these 343 children?

Metis	16
Non-Status	70
Not Aboriginal	8
Status (Treaty)	249
TOTAL	343

...as of March 31, 2013

What First Nations communities in Ontario are these children affiliated with?

Bearskin Lake	2	North Caribou Lake	1
Big Grassy	8	North Spirit Lake	10
Big Island	8	Northwest Angle	16
Big Trout Lake	2	Osnaburgh	23
Chippewa of Kettle & Stoney Point	1	Pikangikum	3
Chippewas of Nawash	0	Rainy River	8
Couchiching	6	Rat Portage	0
Deer Lake	10	Red Gut	1
7Eagle Lake	6	Red Rock	1
Flying Post	6	Rocky Bay	2
Fort Hope	10	Sabaskong	10
Fort Severn	8	Sachigo Lake	6
Garden River	2	Sandy Lake	68
Grassy Narrows	21	Scharbert Lake	2
Gull Bay	9	Seine River	8
Keewaywin	18	Shoal Lake	25
Kingfisher	1	Six Nations	0
Lac La Croix	3	Temagami	1
Lac Seul	16	Wabauskang	5
Landowne House	1	Wabigoon Lake	4
Long Lac	8	Whitedog	44
Martin Falls	7	Whitefish Bay	10
Moose Factory	1	Whitesand	7
Muskrat Dam	3	Wikwemikong	10
TOTAL			424

4.

As of March 31, 2013, the agency had 587 open cases, with 424 of them having an Ontario affiliation to 47 different First Nations.

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

Ontario based CFS Agencies	Number of Cases with Animikii Ozoson CFS	Number of Communities Served referring to table above
Anishinaabe Abinooji Family Services	91	7
Dilico CFS	34	7
Frontenac CFS	2	1
Kenora-Patricia CFS	25	1
Kina-Gbezhgomi CFS	10	1
London CAS	1	1
Nipissing / Parry Sound CAS	1	1
Nog-da-win-da-min Family Services	2	1
Tikinagan CFS	206	19
Weechi-it-te-Win Family Services	52	8
TOTAL	424	47

5.

Within the 46 Ontario First Nation communities there are 10 Ontario based Child and Family Service Agencies involved.



Bonnie Kocsis, at the agency's swearing in ceremony and open house held in May 2013.



History of Our Sacred Items

In a meeting with executive director George Simard of Weechi-It-Te-Win Family Services in 2010, he posed the question "Where are your sacred items: your pipe, your drum and your staff?" At the time we had no sacred items and asked for guidance from the Ontario agencies we worked with. We questioned how we would acquire these items and were told not to worry, that in time the items would come when we were ready to receive them. Shortly after, we were approached by a former collateral wanting to gift the agency with a drum that previously belonged to a local community organization who had worked with youth but no longer existed.

The drum was welcomed into our agency in fall of 2011 with a beautiful ceremony. Shortly after one of our Elders Mike Calder, had a dream and gifted us with a "Sacred Pipe" for the agency. The gifts are an important part of our own cultural journey as an agency as we move forward in ensuring a more culturally appropriate service for our children and families.

Family Services / Family Preservation Program

Services to families at Animikii Ozoson follows a continuum of care from two separate teams of workers. Workers provide a range of supportive voluntary and early intervention programs such as service to expectant minor parents and family preservation and at the other end of the continuum; full child protection and child in care services. The two teams have worked very hard to honor the philosophy of Animikii in supporting, guiding, empowering and preserving families and children. When more involvement is necessary we have provided children in care services but always with a focus of repatriating the children to either family members or community members.

While a number of our staff are relatively new graduates with less than two years of family service work they come with an abundance of enthusiasm, dedication and commit-

ment to the agency and the families. While many were able to attend CFSIS and some Core Competency training this year the agency goal is to have all staff complete the Core

Competency based training within six months of hiring. This is quite a challenge as spots are not always available prior to new staff having a full case load.



The 2012-2013 fiscal year has been challenging for staff as they went through multiple changes in staff, senior management and even space. The agency lease on Donald was not renewed forcing the agency to find a new location. The new construction on Pacific not ready in time for our expected move on July 1, 2013. This necessitated staff doubling and tripling up in our temporary location until we finally arrived in our new home in January 2013. The move was an exciting time for staff; a time to adjust to new surroundings and challenges.

The Family Service unit continues to face challenges that are not unique to child welfare. Workers continue to be faced with high case loads with an average case load of approximately 35-40 cases at times. This year the agency was able to hire two term employees to provide work load relief. Another challenge the program faces is employee turnover, which directly impacts workers and service to our families. The agency is working towards retention strategies.

The agency has identified specific needs for our families such as

domestic violence, addiction and parenting skills that require more intense programming. We hope to begin programming now that we are in our own space that will teach, coach, and support our families with an overall emphasis on enhancing family function. The agency has started discussions on how best to do this and where they can be provided to have the most impact.

Other systemic challenges the agency continues to face are funding, lack of prevention programs, high wait list for resources and lack of culturally appropriate foster homes. Throughout them the Family Service Teams have shown their dedication and commitment to the families they work with and continue to work under the umbrella of 'best practice'.

At the end of March 2013, the total number of Family Services cases open to the Protection Units was 225 with 134 children in care. due to their dedicated work the Family Service Team was able to discharge a total of 93 children from agency care. We are pleased to report that reunification with their family occurred for 59 children.

Overall, while we had less of an increase this year overall the agency continues to see a steady increase in the total number of cases from the previous years. New transfers from All Nations Coordinated Response increased this year and we received 133 new intakes including child in care files for the 2012/2013 fiscal year.

One of our goals is to continue to work in partnership with our Ontario agencies towards successful case planning and repatriation opportunities. We value our working relationship with Ontario and understands the importance of working together in order to continue to provide quality services for our families and reduce risk to children. We have

finalized a working Protocol with key Ontario agencies to enhance our communication, information sharing and inter-agency responsibilities when collaboration is required.

Even though the agency was in between moves, staff continued to provide excellent services to our families including, numerous fun events for the families we work with and their children. The Family Service teams planned bi weekly family picnics for our families at St. John's Park. Many families were able to come and enjoy lunch and activities and get to know staff in a less threatening venue. Other events included our annual end of summer picnic where all families and foster families came to enjoy a fun day at Kildonan Park with clowns, magicians and bouncers. In December, we planned a holiday event with Santa, food and gifts for the children with more than 600 guests attending.

Going forward one of Animikii's primary goals is to have all case managers utilizing the Structured Decision Making Tool assessment on open protection cases, to ensure each case is appropriately streamlined to the right service path by June 30, 2013. We look forward to having our Family Enhancement Unit up and running with a designated FE worker. We also look forward to adding support workers to our team to assist case managers with supporting and empowering our families and reducing days care.

Overall, the Family Service Units have their challenges yet continue to persevere with a common goal of working in partnership and building relationships with collaterals and families.

Meegwetch,
Jodi McVicker
Family Service Supervisor





Family Enhancement

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

The Family Enhancement and Family Service (FS) teams work collaboratively together to meet the various diverse needs of our families. An example of the collaboration and great team work is that both programs worked hard in hosting bi-weekly picnics for our families at St. John's Park. These picnics were a huge success as the teams were creative and had themes for each picnic such as "Pirates", "Circus", "Hawaiian", "Mini-Olympics", the themes were a big hit with children and families.

In addition, to enjoying lunch and activities the Agency was honoured to have Leon Laquette begin the picnics with a smudge ceremony and a teaching. The agency

would like to thank Leon Laquette for sharing his teachings and wisdom.

One of the challenges that the Family Enhancement Team faced is that in its early stages of development the team consisted of 2 Family Enhancement case managers and a Supervisor. Unfortunately, the number of families receiving FE services did not meet the threshold of the funding model. On April 1, 2012 the Agency had 13 open Family Enhancement cases and at the end of the fiscal year March 31, 2013 the Agency had 3 cases open within the FE program. Further, the funding model does not support a dedicated Family Enhancement Supervisor. Therefore



The agency would like to thank Leon Laquette for sharing his teachings and wisdom.

the supervisor supervises a blended team of FE and FS workers.

Up until recently the Agency's FE program has been unable to provide 'true' preventive services due to an increase of 17% of protection files. In addition to FE cases, out of necessity, FE workers were also assigned protection cases, in an effort to balance caseloads. Moving forward the Agency is restructuring the protection and prevention caseloads and will have one dedicated FE case manager who is assigned FE cases only. In addition, to having a dedicated FE case manager the program is planning to hire a Family Support Worker to provide preventative support services to FE and FS families it is anticipated that once this process is complete, the Agency's FE Program will continue to roll out as planned with respect to the Differential Response model.

The FE team remains committed to building relationships with Ontario through ongoing communication and collaboration ensuring that our families are receiving quality timely services.

In the next year we look forward to the further development of the FE program and having a dedicated FE case manager and family support worker providing early intervention/prevention services to our families. The Family Enhancement Program looks forward to continued growth, building relationships with our families, community, and with our relations in Ontario.

In closing, we would like to honour and thank both the Family Enhancement and Family Service case managers

for their commitment and dedication to our families and the Agency.

Meegwetch
Cheryl Vieville, BSW
Family Enhancement / Family
Service Supervisor



The alternative care team is responsible for a number of duties within the agency including placement, recruitment and licensing of new resources, counseling, crisis intervention, liaising with and supporting the family service and permanent ward units, completing background checks and assessments on current foster parents and new applicants, building and maintaining relationships with other Child and Family Service agencies and collaterals, training and orientation for foster parents and the planning and hosting of numerous foster parent events.

This past year was a busy and challenging time for the Alternative Care Team. The unit experienced a number of staff changes which resulted in the unit working under capacity with only 2 alternative care workers and a part time administrative assistant. The increase in caseloads, in addition to the agency's move and relocation to a temporary office space, impacted the team's ability to complete their day to day responsibilities in a timely manner and to maintain a high level of service and support to foster families. In spite of these challenges the

team remained focused and committed to the Agency, the Alternative Care Unit and the foster families they work with. I extend a very special "Thank You" to Alicia Mitchell and Robyn Franklin for all of their hard work this past year.

As of March 31, 2013 the team was responsible for managing a total of 120 homes. This is an overall increase of 15 additional resources from last year. Of the 120 homes, 5 are specialized foster homes; 3 specific to high-risk male youth between the ages of 13-21 and 2 specific to high-risk female youth between the ages of 13-21. These specialized foster homes are unique to our agency in that they provide placement to youth who have exhausted all other community placement resources and require an exceptional amount of skill and experience on the part of the foster parent. We are proud to announce that this past year, Kevin Baldwin the foster parent of one of the high risk male youth specialized homes, was formally recognized by the Southern First Nations Network of Care for his hard work and dedication to the youth in his care.



Alternative Care

The mission of the Alternative Care Unit is to recruit and maintain a strong circle of care providers who are committed to the best interests and well-being of our children and youth.

Over the past year, the unit received a large number of inquiries from individual interested in fostering. The team is pleased to report that the majority of all new applicants that applied to the agency, selected Animikii Ozoson based on the agency's positive reputation in the larger community.

Recruitment of extended family and Aboriginal foster homes continues to be the primary focus of the team's efforts in resource development. As of March 31, 2013 the total percentage of agency managed aboriginal homes of our 120 homes was 23%. The goal is to have at least 40% of our agency managed resources designated as Aboriginal homes by the year 2018.

The unit continues to work in partnership with our sister agencies in Ontario to fulfill their requests to license and supervise homes they have identified as appropriate family placements for their children in care.

Although it would be impossible to capture the magnitude of our appreciation for our foster parents and the work they

do, the unit hosts events throughout the year to formally recognize their dedication and commitment to our children and youth. The Alternative Care Team is proud to work with such an amazing group of foster parents.

Looking forward, the team is committed to continuing to build strong working relationships with our foster families, agency service teams and our sister agencies in Ontario, to ensure all of our children and youth receive the highest quality of care. relationships with our foster families, agency service teams and our sister agencies in Ontario, to ensure all of our children and youth receive the highest quality of care.

Meegwetch,
Candice Lewsey-Ortman, BSW
Alternative Care Supervisor



Permanent Wards

In May 2006 the agency developed a permanent ward unit to meet the needs of 103 permanent wards in the care of Animikii Ozoson CFS. The team started with 3 case managers and one unit supervisor. The average caseload at this time was 33. Effective March 31, 2013 AOCFS has doubled to 208 permanent wards and 10 crown wards serviced by 8 case managers. The average caseload is now 27. The agency has seen an increase of services offered to former CIC via extensions in care which also increase the caseload demands on the case managers as they work to prepare our youth for independent living. As of March 31, 2013, AOCFS has 18 youth or 9% of our permanent wards on extensions of care. We anticipate a further 30 internal case transfers and 5 external case transfers in the very near future which will require additional staff and support.



Our permanent wards that are on extension of care will continue to be supported in completing their education. We currently have 18 CIC on extension of care and of these 3 are enrolled in post-secondary education or training. One young adult is currently in receipt of a tuition waiver.

One of the extension of care youth is a young man who is excelling in ballet with a nationally recognized ballet company. He has been attending a prestigious dance studio in Vancouver and has gone to Montreal to attend classes.

Of the youth that are 15 to 17 years the agency will have a transitional plan that is unique to their personal situation. These plans will include goals and direction; that foster parents, case worker, youth and other supports will play an active role in preparing youth to transition successfully out of care. That they will be connected to services such as RAY, employment and education.

In accordance with Section 7(1)(h): Develop permanency plans for all children in its care with a view to establishing a normal family life for these children for the 2012 to 2013 period this is demonstrated by;

- We have had 1 extended family come forward requesting to be considered as an eligible guardianship applicant
- We have 64 children that have been in their current foster home for over 5 years
- We have 20 children that have been in their current foster home for over 10 years
- 162 CIC had family visits during this period of time.
- We had 75 CICs attend camp this year.
- We had 77 CICs involved in extra-curricular activities.
- The entire team is registered for 2 days of attachment training in October 2013 to better understand how to support our CIC in forming strong healthy attachments.

We now have 9 permanent ward workers and we are anticipating a unit support worker to join the team to augment services to aging out youth.

We look forward to the completion of the cultural room and having onsite access to an elder for our children and their respective care providers. This will foster the opportunity to enhance our vision; "Strong Hearts and Minds, Strong Families, Beautiful Children, Strong Community Networks" - building a stronger and healthier foundation for our next generation.

Our goal from April 1, 2013 to March 31, 2014 for the Unit is to recruit a full time permanent ward supervisor to ensure continuity of services and to internally develop 2 positions specifically towards transitional planning for our youth in care. As well, there will be 1 position dedicated to working with Crown Wards of Ontario that are residing in Manitoba.

The unit is anticipating that at least 2 individuals will complete the field advisor program at the University of Manitoba and begin taking BSW Students. Of the 9 Unit case managers, 4 have completed core competency training, 1 will have this completed by December 2013 and 2 are on the wait list to be registered for the next round.

Although I was not with Animikii during 2012-2013, it is with such pleasure and honor that I return to Animikii Ozoson CFS to work again with such amazing youth and children; to see the growth and progress of some of our 'kids'. As well, getting to know the team has been a good experience. I look forward to getting to know the team better and to continue to grow and develop as a unit. The team have demonstrated that they are committed to the well-being of such special kids.

Meegwetch,
Misty Bousquet, BSW
Permanent Ward Supervisor



Administrative Support Unit

The Administrative Team provides a supportive foundation to all programs Animikii Ozoson Child and Family Services. The team works to support the Supervisors, Case Managers and Support Workers so they can devote their time to providing services to children and families. In addition to their regular duties, the administrative team also assist with Family Picnics, Foster Parent Training, Foster Parent Appreciation Dinners and special events. Their commitment and dedication is beyond appreciated.

Janet Anderson is the first person you will meet when you enter the office. In addition to greeting visitors and callers to the agency, Janet is responsible for ensuring all incoming and outgoing correspondence with the Agency is properly distributed and on track. She is also the first one to greet and settle in those on family visits and maintains the visit rooms in good order.

Geraldine has been with the agency for 7 years in various positions. For the last 6 years Geraldine has been the agency CFSIS Clerk and inputs our information on families and children onto the CFSIS database and calculates the monthly and annual agency statistics.

Holly Twoheart started with the agency in 2007 as reception and quickly moved into the file room as the File

Clerk. Holly maintains all Children In Care and Family Service files, ensuring all information is organized and easy to locate. In addition to the files, Holly is also responsible for ordering and keeping track of all children's birth certificates. On occasion, Holly will also cover reception.

Mandy has 6 years with Animikii and for a majority of her time with the agency



has been providing administrative support to the Permanent Ward Team. The support Mandy provides to the team includes disbursement forms for expenses relating to children in care, liaise with child care providers and regular statistics pertaining to the Permanent Ward department.

Karina Malixi is currently providing support for the Family Service team while Samantha is on maternity leave. Karina tracks all placement moves and address changes for families and their children, maintains our disbursement book for family supports and maintains our bus tickets for clients.

Joanne Alexander is the Executive Assistant for the and provides a variety of support to the Board of Directors, Executive Director and Director of Services. Joanne manages minutes, travel and has recently begun the Foster Parent Newsletter on behalf of the Agency.

The last year has been incredibly busy and we anticipate next year will be the same.



Human Resources

Animikii Ozoson Child and Family Service Agency has seen significant growth, which included the further expansion of the Human Resources Department capacity and function. When Animikii Ozoson Child and Family Services received its mandate on October 24, 2005, the Agency was comprised of 15 staff in total. All of these employees were seconded from Winnipeg Child and Family Services, with the exception of the Executive Director and the Director of Finance. Over the years we have grown rapidly and as of March 31, 2013, we have 41 employees; all of whom are direct hires. Sixteen of the 41 have First Nation status, from various Manitoba and Ontario First Nations communities.

Of the 41 people currently employed at Animikii 18 have a MSW, BSW or BA; Our Director of Finance holds his CGA designation. We have six staff currently enrolled in BSW or MSW studies.

Over the past year, a major priority for the Agency was to increase focus on staff recruitment and retention. This was due to experiencing high turnover among recently hired social workers who left within one year of being hired. Through exit interviews, it was discovered that because the Agency does not have a community home base, First Nations staff members do not have the opportunity to receive tax exempt income like other CFS First Nations agencies. This has an impact on the percentage of qualified First Nations workers that will choose Animikii Ozoson Child and Family Services as their first employment option.

Following the initial recruitment and retention strategy this year, the Agency turnover has stabilized as evident by a decrease in the turnover rate from 39.5% in 2012 to 31.7% in 2013; the last eight months of 2013 saw a very significant decrease in staff turnover.

Going forward, Human Resources continues to develop staff retention strategies, further exploring home base options, career fairs, and looking at establishing stronger relationships with universities in our recruitment of First Nation students into the programs. We continue to have ongoing dialogue with our First Nations sister agencies in Ontario and hope to employ members of those communities we serve.

Animikii Ozoson continues to make great strides in strengthening its office culture and family relationships by incorporating sharing circles, cultural practices such as smudging and prayer, and the development of the elders room. The elder is available to all staff and will be a regular attendee to all agency meetings to support staff and increase sensitivity and training for non Aboriginal staff.

The agency has also increased its emphasis on staff training and professional development by increasing opportunities for training with almost all staff including administrative having attended at least one training opportunity this year. We have also formalized our policy on educational support and leaves.

To ensure staff are made aware of all training opportunities as they become available, the Agency is developing an intranet site for employees which will contain all relevant material for everyday operations plus highlight upcoming training and new opportunities. It will include direct links to different policies, regulations and guidelines as well as an HR component with all related forms such as training and leaves. It will also provide information, which may be useful for agency employees when carrying out their roles and duties.

The Human Resources Department has also completed the development of a personnel file checklist and further brought the personnel files into compliance with Agency guidelines and Authority Standards. We have begun a

Health and Safety Committee, engaging staff membership and developing workplace safety protocols ensuring the agency adheres to those standards.

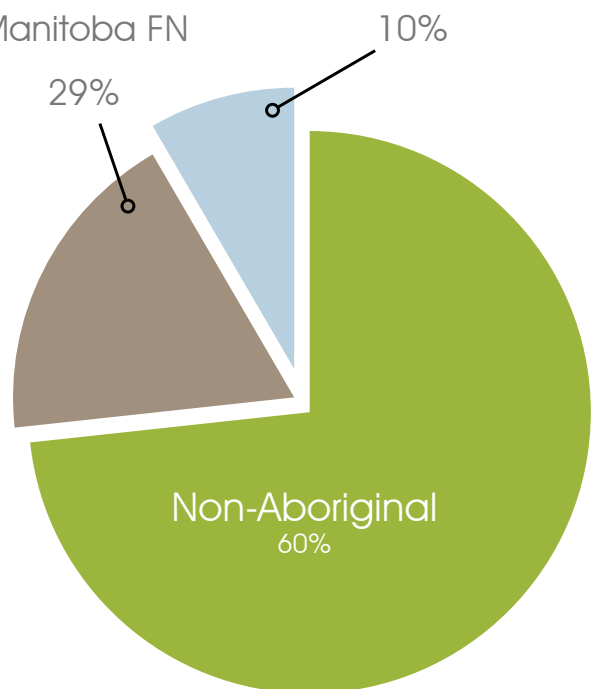
It is a time of great change at Animikii Ozoson and we are excited to share our goals with you. They are;

- Review of all job descriptions to ensure an accurate reflection all positions within the agency, including Human Resources.
- Revise and update the personnel policies and procedures
- Creating an employee retention incentive strategy
- Developing a staff committee focused on incorporating staff activities to increase morale
 - Developing strategies for team building

Meegwetch
Daniel Jordaan
Director of Human Resources

Staff who are
members
of another
Manitoba FN

Staff who are
"Other Aboriginal"



CFS STAFFING 2013

Finance

My name is Steven Bembenek. I am the Finance Director for Animikii and will be reporting on operating results for the year ended March 31, 2013. I started with the Agency in October 2012 and was immediately introduced to several challenges. The Finance team was making its best attempts to continue to operate but had been without a permanent leader for several months and lacked direction. Lastly our financial reporting needed to be caught up and our records put in order. I rolled up my sleeves and got busy.

Our move to our new building meant that our Finance team could spread out somewhat, get their files stored in a more organized and accessible fashion, and reassess their job responsibilities and develop a new focus under my direction. I was lucky to have a team that was willing to step things up as required. Going through our records for the year and ensuring our financial statements were accurate was not without its challenges but once staff were given corrective measures where necessary everything started to click. In the midst of all of this we managed to have our finance policy finalized and approved by the Board and even produced an Executive Spending Policy that also received Board approval. Our annual audit resulted in a "clean" unqualified report and no weaknesses in our internal control systems were noted by our auditors, MNP LLP. This, for me, was what I wanted our department to strive for and in the end is what we achieved.

My finance team includes:

Fang Nan – Fang is responsible for accounts payable transactions and travel reimbursements.

Mike Peters – Mike is responsible for Provincial Billings for children in care and voucher requests.

Cathy Herrera – Cathy is

responsible for Agency payroll, bank reconciliations, deposits, travel bookings and medical cards.

Ruby Manalac – Ruby is responsible for maintaining children in care records, foster care payments, and

***Our Agency
had been
going through
a number of
moves and was
waiting for
renovations to
its final home to
be completed.***

children special allowances and rates.

Summary of Audited Financial Results: Revenues – \$4.01 million for the year ended March 31, 2013. This is an increase of 6.5% from the prior year (\$3.76 million for 2012).

Primarily this increase was due to funding model changes from the prior year.

Expenses – Increased from \$2.73 mill for 2012 to \$3.42 mill for 2013. Cost increases were the result of building rent increases, capital asset amortization on



asset additions and the write-off of old unamortized leasehold improvements from the Donald St office location, salary increases to our current staffing levels, executive search costs, and moving costs.

Our children in care numbers increased to 362 compared to 335 in the prior year. Total maintenance costs were down slightly to \$11,785,819 compared to 11,953,313 in the prior year. Average daily cost per child in care at March 2013 was \$89.20 compared to \$97.76 in the prior year.

The agency provided 123,743 days of care for the year. This is an increase of 16,168 days of care from the previous fiscal year.

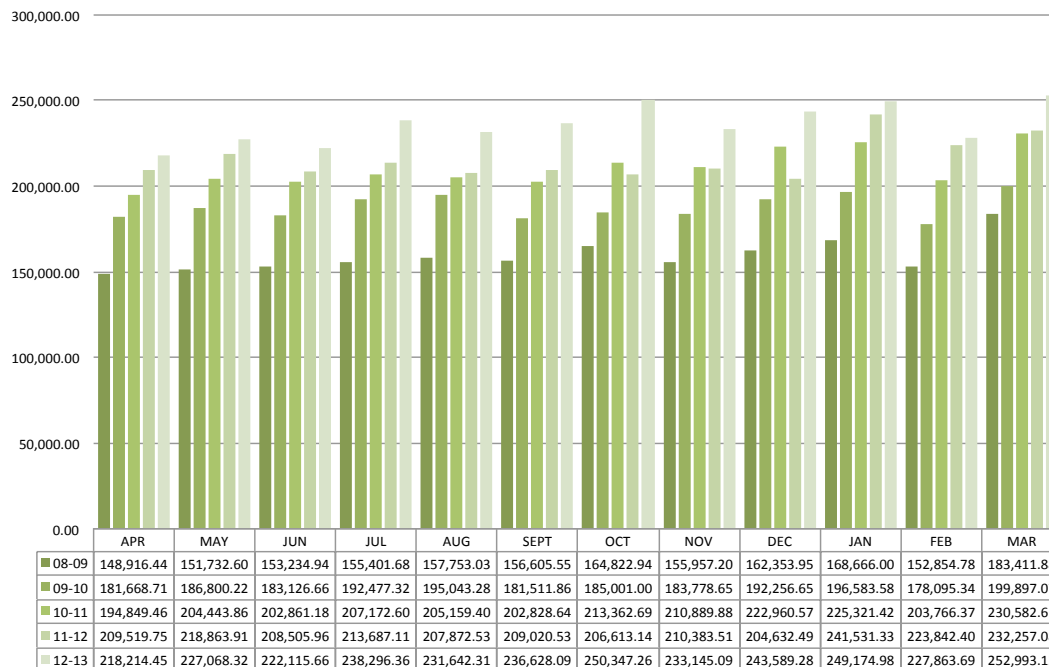
Another year of changes has come and gone. Relationships were developed and stabilized within our Finance team and as a result numerous achievements were realized. With plans on the horizon to continue to strengthen our team added benefits including greater stability, knowledge, and cost reduction will be enjoyed by this Agency.

Meegwetch,
Steven Bembenek
Finance Director



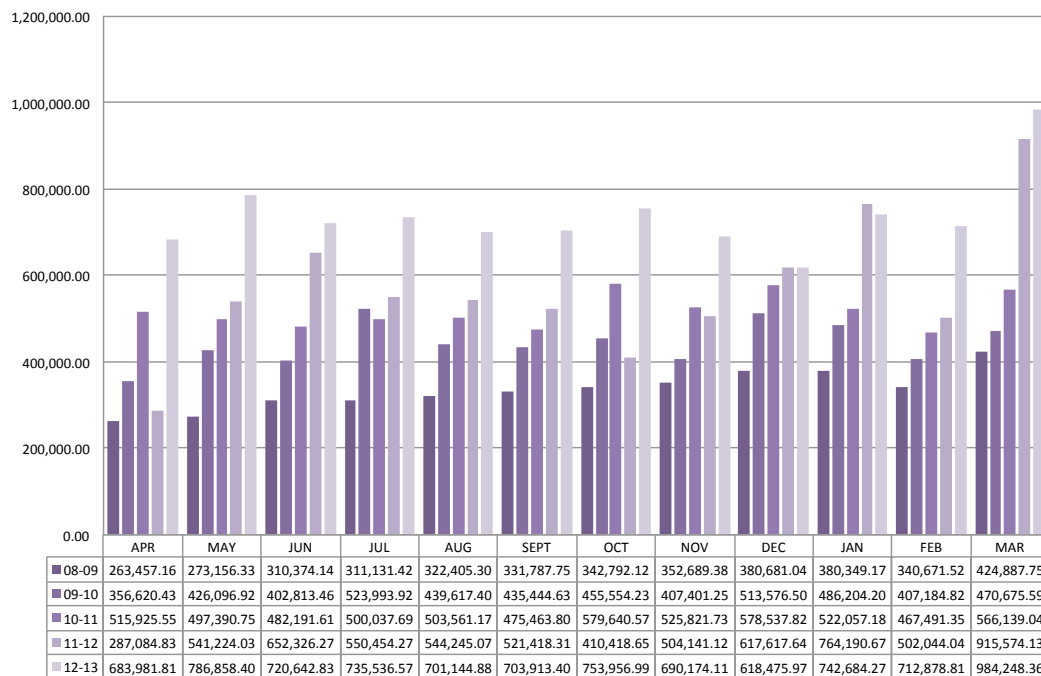
BASIC MAINTENANCE COMPARISON 5 FULL YEARS

BASED ON PROVINCIAL BILLINGS



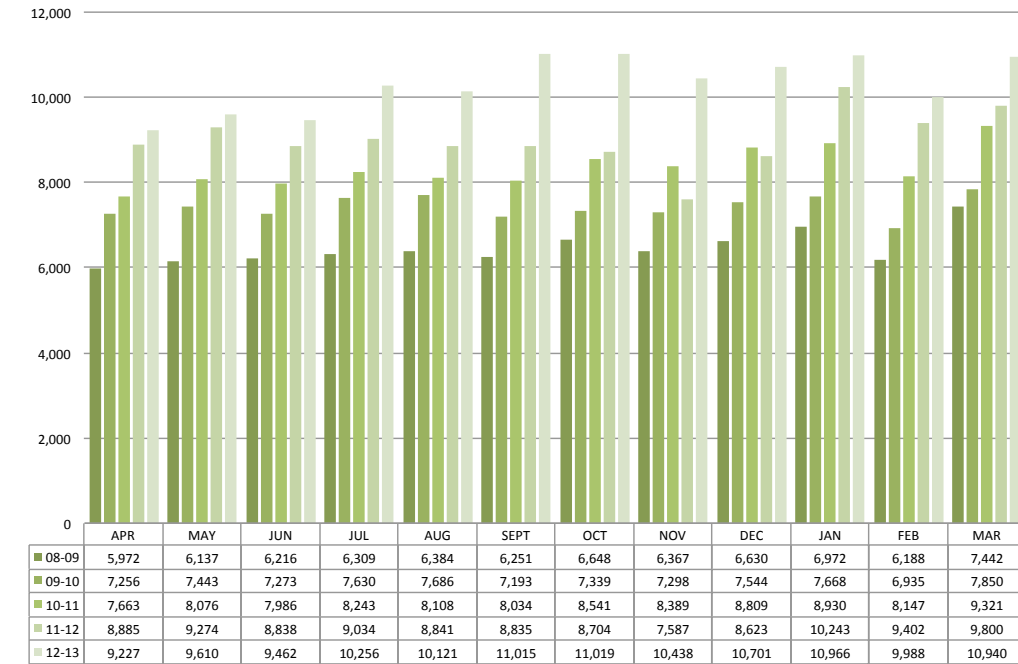
MONTHLY EXPENDITURES COMPARISON 5 FULL YEARS

BASED ON PROVINCIAL BILLINGS

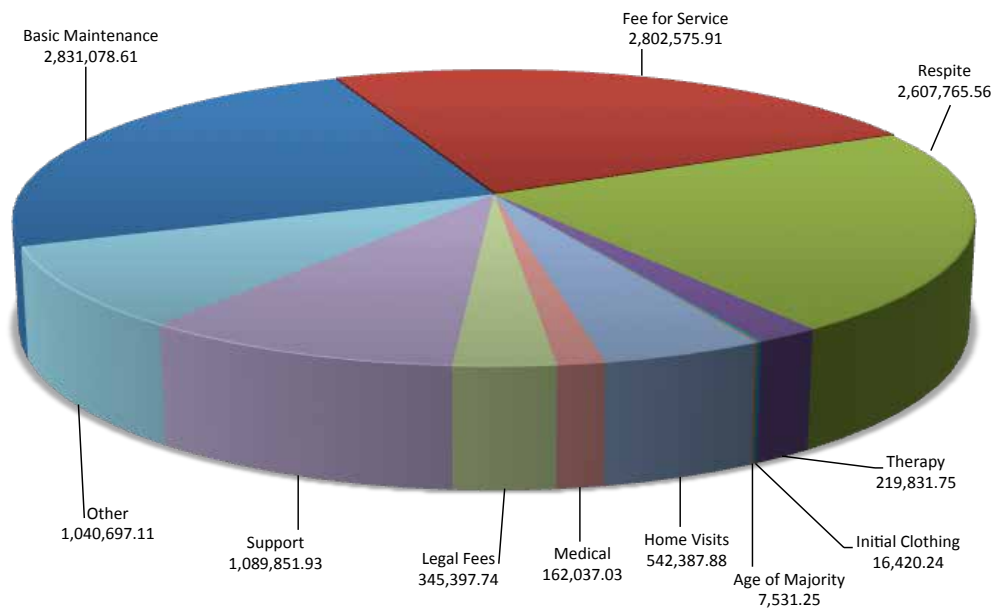


DAYS CARE COMPARISON 5 FULL YEARS

BASED ON PROVINCIAL BILLINGS



MAINTENANCE EXPENDITURES







Audit March 31, 2013

Animikii Ozoson Child and Family Services' 2012/201 Audit was conducted by Meyers Norris Penny, Chartered Accountants. The audit was conducted in accordance with Canadian Accepted Generally Audited Standards; the results of the audit are summarized on the following pages (12 in total) and will be available at the Annual General Meeting.

Management's Responsibility

To the Members of Animikii-Ozoson Inc.:

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

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

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

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


Chief Executive Officer

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, 2013, March 31, 2012 and April 1, 2011 and the statements of operations, changes in net assets and cash flow for the years ended March 31, 2013 and March 31, 2012, 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, 2013, March 31, 2012 and April 1, 2011 and the results of its operations, changes in net assets and its cash flows for the years ended March 31, 2013 and March 31, 2012 in accordance with Canadian accounting standards for not-for-profit organizations.

Winnipeg, Manitoba

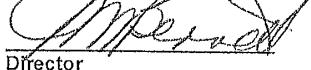
September 13, 2013

MNP LLP
Chartered Accountants

Animikii-Ozoson Inc.
Statement of Financial Position
As at March 31, 2013

	2013	2012 (Restated)	April 1 2011
Assets			
Current			
Cash (Note 4)	1,280,048	1,297,740	2,085,364
Short term investments (Note 5)	129,499	129,499	129,438
Accounts receivable (Note 6)	4,797,055	5,302,678	3,062,754
Prepaid expenses and deposits	30,415	80,367	35,874
	6,237,017	6,810,284	5,313,430
Capital assets (Note 7)	1,085,391	106,834	145,730
	7,322,408	6,917,118	5,459,160
Liabilities			
Current			
Accounts payable and accruals (Note 8)	991,900	249,898	396,551
Deferred contributions	655,202	588,530	574,854
Province of Manitoba payable (Note 9)	3,557,782	4,531,386	3,410,221
Current portion of long-term debt (Note 10)	4,000	4,000	4,000
Current portion of capital lease obligations (Note 11)	10,825	10,286	9,820
	5,219,709	5,384,100	4,395,446
Long-term debt (Note 10)	5,003	9,003	13,003
Capital lease obligations (Note 11)	14,281	25,131	35,417
Deferred contributions related to capital assets	-	5,715	11,429
Working capital advances (Note 12)	1,204,000	1,204,000	1,204,000
	6,442,993	6,627,949	5,659,295
Net Assets (Deficit)			
Invested in capital assets	1,060,828	71,421	100,495
Unrestricted	(181,413)	217,748	(300,630)
	879,415	289,169	(200,135)
	7,322,408	6,917,118	5,459,160

Approved on behalf of the Board


 Director

 Director

The accompanying notes are an integral part of these financial statements

Animikii-Ozoseon Inc. Statement of Operations

For the year ended March 31, 2013

	2013	2012 (Restated)
Revenue		
First Nations of Southern Manitoba Child and Family Services Authority		
Operations	3,893,386	3,622,632
Family Innovations	3,950	-
Insurance liability reimbursement	98,481	-
Other revenue	13,488	139,247
Leasehold improvement reimbursement	974	1,945
	4,010,279	3,763,824
Expenses		
Advertising	25,035	14,051
Amortization	139,263	44,825
Board	9,865	5,772
Differential response	395	22,800
Family support	57,617	113,735
Foster parent training	2,098	4,632
Insurance	55,434	49,955
Interest and bank charges	10,386	9,791
Licences and fees	20	672
Office supplies	186,418	203,765
Professional fees	37,849	34,290
Rent	205,645	135,597
Repairs and maintenance	6,210	8,243
Salaries and benefits	2,615,221	1,938,804
Telephone	41,792	46,314
Travel	23,722	96,423
Total expenses	3,416,970	2,729,669
Excess of revenue over expenses before maintenance	593,309	1,034,155
Maintenance (Schedule 1)		
Maintenance	(3,064)	(544,851)
Excess of revenue over expenses	590,245	489,304

The accompanying notes are an integral part of these financial statements

Animikii-Ozoson Inc.
Statement of Changes in Net Assets
For the year ended March 31, 2013

	<i>Invested in capital assets</i>	<i>Unrestricted</i>	<i>2013</i>	<i>2012 (Restated)</i>
Net assets beginning of year, period, as previously stated	71,421	743,236	814,657	(200,135)
Correction of an error (Note 13)	-	(525,488)	(525,488)	-
Net assets, beginning of year, as restated	71,421	217,748	289,169	(200,135)
Excess of revenue over expenses	-	590,246	590,245	489,304
Amortization of capital assets	(139,263)	139,263	-	-
Invested in capital assets	1,117,820	(1,117,820)	-	-
Payment of capital lease obligations	10,850	(10,850)	-	-
Net assets, end of year	1,060,828	(181,413)	879,414	289,169

The accompanying notes are an integral part of these financial statements

Animikii-Ozoseon Inc.
Statement of Cash Flows
For the year ended March 31, 2013

	2013	2012
Cash provided by (used for) the following activities		
Operating		
Cash received from funders	16,286,899	12,948,169
Cash paid to suppliers	(11,574,222)	(12,890,496)
Cash paid to employees	(2,615,221)	(1,938,804)
Interest paid	(10,386)	(9,791)
Interest received	973	1,945
	2,088,043	(1,888,977)
Financing		
Repayments of capital lease obligations	(10,311)	(9,820)
Repayment of current portion of long-term debt	(4,000)	(4,000)
Increase (decrease) in Province of Manitoba payable	(973,604)	1,121,165
	(987,915)	1,107,345
Investing		
Purchase of capital assets	(1,117,820)	(5,931)
Decrease in cash resources	(17,692)	(787,563)
Cash resources, beginning of year	1,427,239	2,214,802
Cash resources, end of year	1,409,547	1,427,239
Cash resources are composed of:		
Cash	1,280,048	1,297,740
Short-term investments	129,499	129,499
	1,409,547	1,427,239

The accompanying notes are an integral part of these financial statements

Animikii-Ozoson Inc.
Notes to the Financial Statements
For the year ended March 31, 2013

1. Incorporation and nature of the organization

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

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

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

2. Impact of adopting accounting standards for not-for-profit organizations

These are the Organization's first financial statements prepared in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO). The accounting policies in Note 3 have been applied in preparing the financial statements for the year ended March 31, 2013, the comparative information for the year ended March 31, 2012, and the opening ASNPO balance sheet as at April 1, 2011 (the Organization's date of transition to ASNPO).

In preparing these financial statements, the Organization has elected to apply no transitional provisions permitted by CICA 1501 *First-time adoption by not-for-profit organizations* at the date of transition to ASNPO.

The transition to ASNPO has not affected the statement of financial position, statement of operations or statement of cash flows previously reported under Canadian generally accepted accounting principles (GAAP).

3. Significant accounting policies

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

Revenue recognition

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

Capital assets

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

	Method	Rate
Computer equipment	declining balance	45 %
Computer software	declining balance	100 %
Equipment	declining balance	20 %
Leasehold improvements	straight-line	7 years
Photocopier	straight line	5 years

Long-lived assets

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

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

Animikii-Ozson Inc.
Notes to the Financial Statements
For the year ended March 31, 2013

3. Significant accounting policies *(Continued from previous page)*

Measurement uncertainty

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

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

Financial instruments

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

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

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

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

Leases

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

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

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

4. Cash

	2013	2012
Petty cash	48	1,708
Operating bank account	644,688	226,287
Maintenance bank account	635,312	1,069,745
	1,280,048	1,297,740

Animikii-Ozoson Inc. Notes to the Financial Statements

For the year ended March 31, 2013

5. Short term investment

	2013	2012
Guaranteed Investment Certificates	129,499	129,499

The above noted investments all mature within one and bear interest at 1.10% (2012 - 0.75%).

6. Accounts receivable

	2013	2012
Accounts receivable - operations	56,986	2,382,783
Goods and Services Tax receivable	71,181	34,814
Accounts receivable from employees	394	1,300
Accounts receivable - maintenance	4,668,494	2,883,781
	4,797,055	5,302,678

7. Capital assets

	Cost	Accumulated amortization	2013 Net book value
Computer equipment	36,956	35,423	1,533
Computer software	9,402	9,402	-
Equipment	306,840	58,399	248,441
Leasehold improvements	1,041,403	223,559	817,844
	1,394,601	326,783	1,067,818
Assets under capital lease			
Photocopier	56,858	39,285	17,573
	1,451,459	366,068	1,085,391

	Cost	Accumulated amortization	2012 Net book value
Computer equipment	36,956	34,169	2,787
Computer software	9,402	9,402	-
Equipment	49,908	28,405	21,503
Leasehold improvements	180,514	126,915	53,599
	276,780	198,891	77,889
Assets under capital lease			
Photocopier	56,858	27,913	28,945
	333,638	226,804	106,834

Animikii-Ozoseon Inc.
Notes to the Financial Statements
For the year ended March 31, 2013

8. Accounts payable and accruals

	2013	2012
Accounts payable - maintenance	512,485	75,251
Accounts payable - payroll and other accrued liabilities	477,190	174,647
Staff fund payable	2,225	-
	<u>991,900</u>	<u>249,898</u>

9. Payable to the Province of Manitoba

During the fiscal year ending March 31, 2007 the Organization began receiving Children's Support Allowance funding from the Province of Manitoba on an annual basis. This funding was deemed repayable by the Province of Manitoba. The Organization began making payments in 2013 and the payments increase with an increase in funding. The increase in payments is calculated as 20% of the difference between the old funding and the new funding agreement. Payments of \$129,609 are made quarterly as a withholding on the Organization's funding payments from the Southern Authority.

10. Long-term debt

	2013	2012
Pitney Bowes, non-interest bearing unsecured loan with quarterly payments of \$1,000, due April 2015	9,003	13,003
Less: Current portion	4,000	4,000
	<u>5,003</u>	<u>9,003</u>

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

2014	4,000
2015	5,003
	<u>9,003</u>

Animikii-Ozoson Inc.
Notes to the Financial Statements
For the year ended March 31, 2013

11. Obligations under capital lease

	2013	2012
Pitney Bowes Finance lease bearing interest at 4.88% per annum repayable in quarterly blended payments of \$2,967. The lease matures on July 20, 2015 and is secured by specific equipment with a net book value of \$17,573.	25,106	35,417
Less: Current portion	10,825	10,286
	14,281	25,131

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

2014	11,858
2015	11,858
2016	2,951
	26,667
Less: imputed interest	(1,561)
	25,106

12. Working capital advance

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

13. Correction of an error

During the year the Organization determined that accounts receivable for the year ended March 31, 2012 were overstated by \$525,488. The correction of an error has decreased accounts receivable and revenue in the Maintenance Program as the billings in the Maintenance Program were overstated by \$525,488 in the year ended March 31, 2012.

14. Commitments

The Organization has entered into various lease agreements. The new office lease started on June 1, 2012 with the monthly payments of \$20,000. Annual lease payments increase by \$10,000 each year. Below is estimated minimum annual payments:

2014	264,847
2015	274,847
2016	274,556
2017	279,246
2018	289,018

15. Economic dependence

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

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

Animikii-Ozoseon Inc.
Schedule 1 - Schedule of Maintenance
For the year ended March 31, 2013

	2013	2012
Revenue		
Province of Manitoba - Maintenance	11,662,512	11,335,160
Province of Manitoba - Agency allowance	120,243	73,302
	11,782,755	11,408,462
Expenses		
Agency allowance	120,243	73,302
Child maintenance	11,665,576	11,880,011
	11,785,819	11,953,313
Excess (deficiency) of revenue over expenses	(3,064)	(544,851)



Management / Supervisors of Animikii Ozoson CFS (left to right): Steven Bembenek, Cheryl Vieville, Daniel Jordaan, Misty Bousquet, Bonnie Kocsis, Jodi McVicker, Maria McDougall, and Canadice Lewsey-Ortman



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