



Annual General Report | 2018-2019

ANIMIKII OZOSON
Child and Family Services Inc.

Journey Through Change



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MESSAGE

from the Board of Directors



The Board of Directors is pleased to submit our collective words outlining our activities over this past year. As a governing body we have moved toward the implementation of cultural approaches addressing the issues facing families within the context of decolonization as well as addressing inter-generational issues facing the families and communities involved with the agency. We are working to continue maintaining integrity and transparency through solidifying by-laws, policies, and procedures in light of our agency's move to governing in an union based environment. Our sacred bundle includes the name of our agency, a drum, and a pipe, all of which serve to guide our agency in operating in a manner that guides our work in a strong direction.

The Board acknowledges that the activities over the past year would not be possible without the talented, hard work and dedication of the staff and all personnel. The collective engagement and commitment to excellence continues to drive the innovations that make Animikii Ozoson Child and Family Services an exceptional and caring agency within Manitoba and Ontario.

The Board specifically acknowledges the important work of our past Executive Director, Bonnie Kocsis, who retired in January 2019. This year we welcome a new director, Trudy Lavallee, who played a significant role in helping to create Animikii out of the negotiations that arose from the work that Indigenous communities did through the Aboriginal Justice Inquiry Child Welfare Initiative. We are fortunate that she has been able to hit the ground running in her efforts to keep our agency on track. The Board also acknowledges and appreciates the continued support of our legal counsel, Cochrane Saxberg, including the support of the Southern First Nations Network of Care, and the Province of Manitoba. With the help and mentorship of our sister agencies both here in Manitoba and in Ontario, our board continues to reclaim and incorporate Indigenous customs and traditions through governance as we move forward in solidifying the relationships built with families and communities served through our mandate.

In closing the Board would like to thank all staff, foster parents, our sister agencies in Ontario, for their continued commitment to working with our agency and families. We are proud of the agency's accomplishments and dedication. We are pleased to present the 13th Annual Report for 2018-2019. It outlines the collective activities initiated over the past year.

All our relations,
The Board of Directors
2018-2019



Pictured from Left to Right:
Maria Morrison, Sherry Copenace, Wes Nelson,
Marlyn Bennett, and Sue Hudson

Inset: Lucy Fowler **Missing:** James Cooke



MESSAGE from the Executive Director:



Boozhoo

It is with great honour to present the 2018-2019 Annual Report on behalf of the Board, staff, children and families of Animikii Ozoson Child and Family Services. I am humbled to present my first report to the public as the new Executive Director of the agency.

I wish to acknowledge the lands, waters and people of Treaty One territory and recognize the home of the Metis Nation of which Animikii is physically situated on. I also acknowledge the peoples and communities from the First Nations in Turtle Island specifically situated east of Manitoba provincial boundaries in the Province of Ontario. I give recognition to the agency's sacred items, drum and our Elders: Sherry Copenace and Clarence White.

I want to acknowledge our board, their wisdom, leadership and guidance navigating the agency through many changes this past year, including, some uncharted territory, particularly the new provincial funding model of "single envelope" block funding. Each

member brings invaluable knowledge into the vision of this remarkable agency. The Board remains firmly set on ensuring Animikii is Indigenizing our overall governance and day to day work through agency programming and policies. Animikii welcomed two new Board members, Lucy Fowler and James Cooke.

The composition of the Board both enriches our governance expertise and recognizes the importance of diversity in leadership. I take this opportunity to thank each Board member for selecting me as the new Executive Director and having the confidence in me to help lead Animikii agency into the future, particularly in this "Journey through Change".

Lastly, it is incumbent that I acknowledge Animikii's former Executive Director, Bonnie Kocsis, who retired in early 2019 after spending 7 years as the Executive Director. It's a privilege to "takeover" the helm from a seasoned Indigenous woman leader such as Bonnie. Her past insight into operationalizing the vision of our Board and managing the workload of statutory services through a steadfast development of Indigenizing programs and policies has greatly assisted me in continuing with this work. Thank you Bonnie, for your commitment of service to Animikii Child and Family Services Agency.

I came on as Executive Director in March 2019 at the "tail end" of the fiscal year. A little bit

about me... I grew up in Northwestern Ontario and am a Band member of Kiashke Zaaging First Nation (Gull Bay) located on the shores of Lake Nipigon. These are my beginning roots of where I was raised by good people, educated at both Confederation College and Lakehead University in Thunder Bay and began to develop my goals and dreams in working with our people. I have lived in Winnipeg since 1987 where I formally began my social work career. Throughout these years I have been fortunate enough to work in multiple sectors (fed/provincial government, First Nation, non-profit) encompassing the delivery of social work, in various dimensions, to our First Nation people and communities here in Manitoba. I was involved in Animikii from its onset and am so privileged to be back at this remarkable organization established through an Ojibway naming ceremony in October 2005.

This year's theme is "Journey through Change". It's a fitting tribute for Animikii this past year, as the agency has swiftly navigated through multiple levels of change, be it from staffing changes in key senior level positions, new Board members, some staffing turnovers and preparing for a number of operational changes such as a new Provincial funding regime whereby the agency will be operating under a block funding/Single envelope model and final preparation for its first ever Collective Agreement. We anticipate the Collective Agreement will be ratified in the fall of 2019.

Although more support for families can be instituted in a "fair" block model, Animikii continues to have concerns regarding the feasibility of the current block funding model as being introduced by the government. Moving into the end of this fiscal year, Animikii was still not provided a "final" financial amount by the provincial government as it pertained to the maintenance portion for the 2019-2020 fiscal year. This uncertainty is concerning to the agency in terms of unpredictable and increase in maintenance expenses throughout

the course of the fiscal year. Despite operating within this significant change, Animikii continued to manage fiscally responsible with ensuring the well-being and safety of children as being paramount.

As of March 31, 2019, the Province discontinued its practice of "clawing back" from the agency, the federal Children's Special Allowance (CSA) the agency receives for the children in care. Animikii diligently remitted all CSA dollars to the Province as stipulated by the Province. CSA dollars will now remain with the agency albeit will impact the final maintenance allocation under block funding for the 2019-2020 fiscal year. Regardless, maintaining the CSA at the agency level, will allow Animikii to secure supports to children and families and ensure accessibility to necessary services is achieved under a block funding regime. Challenges, however, will still exist under block funding in a variety of areas, such as specialized and costly care for special needs children. As these needs increase, Animikii will ensure the agency is prepared to provide the appropriate supports and services for these most vulnerable children and their families. Our vision, mission and core values will guide our day to day work in ensuring our children do not "fall through the cracks".

Animikii provided services to 18 children and youth from other provinces under inter-provincial agreements of which no funding "followed" these children, although we are required to provide the same level of services to these 18 children and youth as we do for children who are in the care of the Province. We are, however, expected to absorb this service into already existing caseloads and now within a block funding amount. Insight into this funding and operational reality of Animikii, regardless, ensures that no children and youth will be treated differently nor go without. Animikii appreciates the partnerships we have with a variety of stakeholders such as our sister Ontario First Nation agencies to assist in these

instances and Manitoba First Nation agencies that can “share” supports. In addition, we anticipate that supports such as, Jordan’s Principle and Restoring the Sacred Bond will help our children and youth. The Agency has also established an Ontario intake position.

As of March 31, 2019, the Agency’s case count, all-inclusive was 666; 212 family service files (inclusive) and 454 children in care. Out of the 454 children, the Agency provided courtesy supervision services to 1 child in care with Saskatchewan and 17 children in care with Ontario. Out of the 212 family service files, 183 were receiving Protection services, 1 Voluntary Expectant Parent Services, 2 Protection Expectant Parent Services and 23 were receiving Family Enhancement services. As of March 31, 2019, during the fiscal year the Agency discharged 67 children from care. Out of the 57 children discharged from care, 56 were reunified with family; 2 were returned to family via private guardianship; 2 were discharged to foster caregivers via private guardianship. Seven were transferred to their First Nation community in Ontario; and 9 were transferred to other agencies (Yorkton Tribal Council CFS, Sagkeeng CFS, Winnipeg CFS). An additional 19 were no longer in receipt of extension of services post 18. Animikii provided an extension of services to 38 young adults beyond the age of 18. Sixteen of our youth accomplished a milestone of achieving their high school diploma. Congratulations to all our young achievers! Post-secondary education is on the horizon for many of these youth.

We offered a Men’s Support Group to our programming and it was well-received. Our weekly women’s support group supported young

women and mothers towards healthy living and wellness. We continued to offer Independent Living programming to youth 15-20 years of age that ran on Saturdays throughout 8 week quadrants. The goal of this program is to provide our youth who are approaching the age of majority with the necessary life skills needed as they are exiting care. Partnering for Empowerment is offered to youth 17 of age and over who have completed the Independent living program. This program continues to occur every second Saturday throughout the year in 8 month quadrants. Learning for Essential is offered in partnership with Big Brothers/Big Sisters of Winnipeg and operates within a homework club partnership to help our kids maximize their potential and adopt a more positive attitude in academic and personal pursuits.

I take this opportunity to give credit to the entire staff complement of Animikii. These are an amazing group of people, whose work follows their conviction of supporting the well-being of children, keeping the family together and ensuring the bonds of family, community and culture is intact. I have “walked” into an agency that is strong, skilled, committed and professional. The caliber and knowledge base of my staff and my Senior Management team has allowed for my successful transition into leading this agency under the vision of the Board of Directors. We will forge forward with determination and excitement as we continue our “Journey thru Change” protecting the integrity of Animikii Ozoson and ensuring our children, youth and families have opportunities in their lives.

Chi-Meegwetch my Relations!
Trudy L. Lavallee (King) HBSW, BA



Senior Management Team

Pictured from Left to Right:

Cathy Herrera, Director of Finance

Coreena Stewart, Director of Human Resources

Trudy Lavallee, Executive Director

Ryan Woychuk, Quality Assurance Specialist

Maria McDougall, Director of Services





VISION Statement:

Strong Hearts and Minds, Strong Families, Beautiful Children, Strong Communities 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 Indigenous families and children by empowering them to care for themselves and one another. It is an idea rooted in Indigenous family values, beliefs and cultural traditions. It requires commitment and faith in the strength of families and their ability to change; to improve their

lives and provide a nurturing place for children.

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


CORE Values:



Goals of Service Provision:

- 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 Indigenous caregivers whenever possible, while still ensuring that the child’s best interests are being met
- To keep siblings 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 Indigenous 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 support for cases being transferred to/from each other

HONOURING Our Families, Children and Culture:

A core principle in the Child and Family Services Act identifies an Indigenous child's rights to language and culture. Despite agency's  the challenge of First Nation community in Manitoba, our staff and management team continue to do what they can to support and promote our children and families in accessing ties to their culture and community. To support our staff with understanding the importance of a child's right to language and culture, our staff, children and families engaged in numerous cultural activities. Our staff were given the opportunity to attend a Sundance in mid-eastern Manitoba under the guidance of a respected Elder. A number of our staff and youth offered tobacco for their spirit names.

The agency's continued commitment to support staff with Indigenizing their practice also included feast days and teachings from Elders four times a year honoring the solstice.





INDEPENDENT

Living Program:

On March 31, 2019, there were 322 permanent wards representing 74% of the total number of children in care. Of the 322 permanent wards, 152 (47%) Permanent Wards were between the ages of 11-17. With the assumption that permanent wards remain in care till age of majority, a large number of children aging out of care over the next five years will challenge the agency to invest in its in-house Independent Living Program, collaborate with other systems to offer supportive educational experiences and essential life skills preparation for this young population. Recent Manitoba strategies spell-out the need for systemic collaboration to support youth and young adults, example the "Mental Health and Addictions Strategy: Province of Manitoba Virgo Report", "Manitoba Research Report on Sexual Exploitation" and "A Place Where it Feels Like Home: The Story of Tina Fontaine".

The purpose of the program is to assist our youth approaching age of majority with necessary life skills including budgeting, cooking, resources, addictions, positive relationships/support network, housing, education, in a culturally appropriate way. The program will include cultural teachings and ceremonies.

The Independent Living Program was expanded last year to offer a stage two that built upon foundational topics covered in stage 1. The first stage in the program, offered to youth ages 15- 20 years old, was similar to what was offered the previous year with the addition of a resource called 'SEED'. SEED is a community resource that offers a wide range of independent living resources. The first step included eight sessions and was held from July 4-August 29, 2018. The program was 10 sessions long and was held twice during the past fiscal year (April – June 2019 / Sep – Dec 2018).

The program's second stage, and new to last year, was called "Partnering for Empowerment" and explores community resources that support youth/young adults transitioning out of care. This second stage program is offered to youth who completed





the first stage of the program. This program is designed to assist youth and young adults develop leadership skills, positive self-concepts and a maturity level sufficient to successfully pursue independent living and positive community involvement. The program was created to help youth discover and use their strengths to their full potential through a variety of therapeutic approaches, community development, leadership skills, and culturally sensitive programming.

Both stages of the program offered youth the opportunities to take part in cultural events such as a sweat and naming ceremony. The Partnering for Empowerment program hosted a Sweat and Naming Ceremony at St. Norbert Arts Centre. The program was led by Elder Debra Cielen.

Last year, the agency partnered with a community resource called 'CAN U' that provides educational experiences for youth in areas of nutrition, health, academics, social and leadership skills. The program was six sessions long and held twice during the past fiscal year (April-June, Sept.-Dec.). Partnering

for Empowerment also involved youth developing social support engagement and educational activities that they coordinated for other children in care between the ages of 10-12. This approach provided invaluable opportunities for mentorship and role modeling.

Partnering for Empowerment also organized three community projects for Children in Care: First project was the Indigenous Drawing Contest. There were 12 children and youth who participated. There were 23 children and youth who participated at the U-Puttz event. There were 17 children and youth who participated in the Winter Fun Activity at The Real Escape. Stories

Two youth, Katrena Szeliga and Summer Fiddler, actively participated in the Partnering for Empowerment program and actively shared their ideas for possible projects or events for younger children in care. It is a lot of work, but they both contributed to coordinating a drawing



contest, a U-Puttz event, and the Winter Fun Activity at Real Escape. These events would not have been as successful without their dedication, ideas and commitment. Their participation in the group was encouraging to those around them despite their own challenges with transitioning to Independent Living. They attended group regularly and showed their leadership skills.

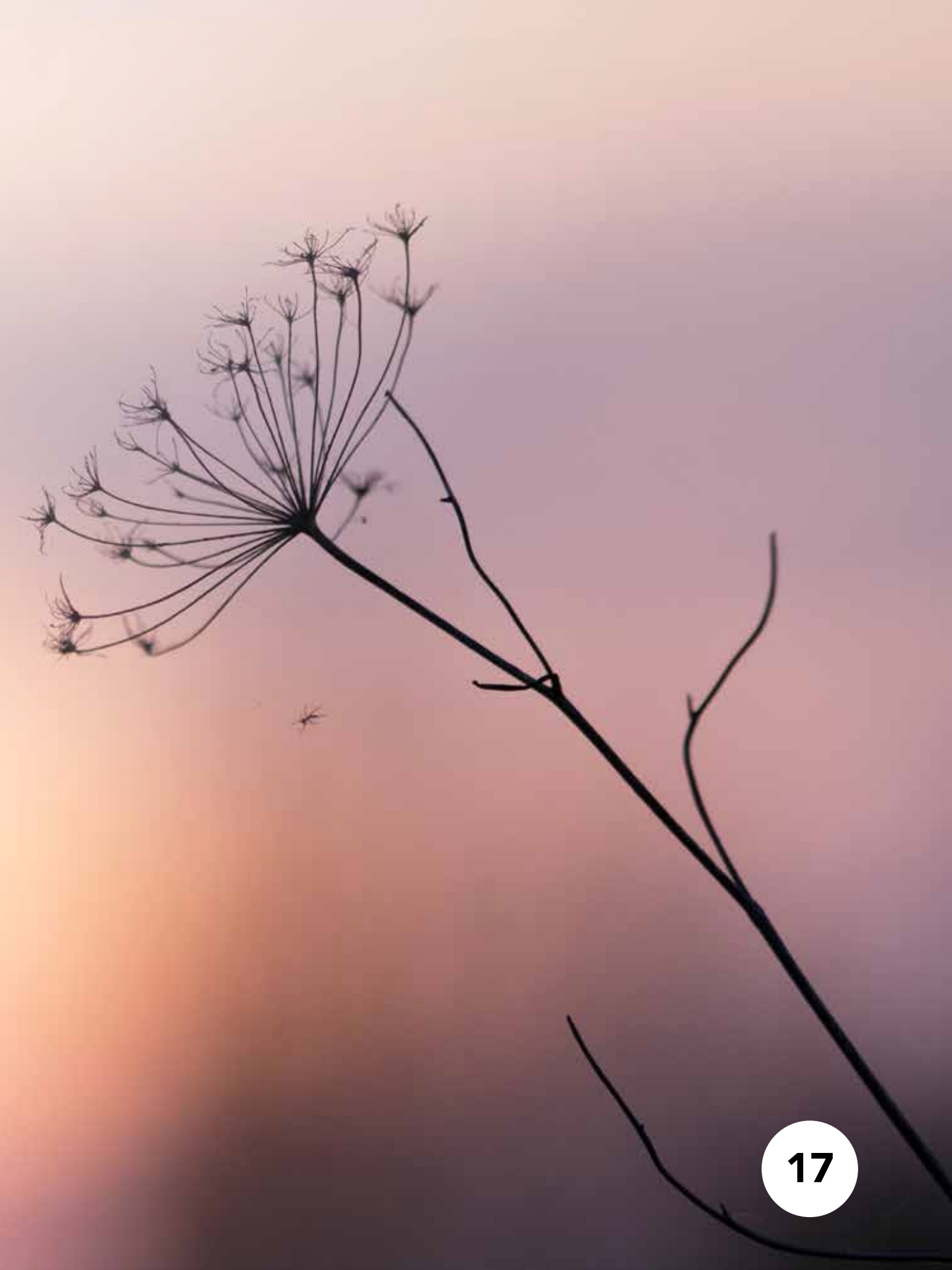
Haizee Mason began attending the Independent Living Program this year. Haizee completed all 10 sessions and was noticed to gain a strong level of confidence and self-esteem from participating in groups. Towards the end of the 10 session group, she displayed more confidence speaking in front of her peers, engaging with guest speakers, eager to learn life skills and openly shared her hopes for the future. Haizee showed remarkable progress as a leader. It was rewarding to see the big change during the program and we offered her a position of youth helper in spring 2019 session.

Money Management Program

The Money Management Program was offered to our youth by Seed Winnipeg Inc., in partnership with AOCFS, from July 4-August 29, 2018. The program provided youth an opportunity to increase their understanding of money management, the benefits of saving money and general finance information to assist youth with developing overall financial management awareness.

Topics covered included: Introduction to Money Stories, Mapping your Assets, Goal Setting/Problem Solving, Banking, Gathering Information, Budgeting, Money, My Community and Me, What's my TV got to do with it?, and Introduction to Credit.

Upon graduation from the program, participants opened a bank account.



KINSHIP

Caregiver Recognition: Honoring Isobel Day



Isobel Day is a loving grandmother, mother, and respected elder. Isobel has dedicated her life to raising her family with strong values, connection to culture and love. When the need arose that her grandchildren were in need of care, Isobel immediately filled the need and offered her home as a safe place for the children to stay. Isobel and her grandchildren are a prime example of the successful continuation of family through kinship care that is a value of Animikii Ozoson Child & Family Services. Through families like Isobel's we are able to see the importance of children remaining with their families whenever possible.

Isobel and her late husband John Peter Day as well as her daughter Pauline Day Smith, have always been close with their grandchildren and became their primary caregivers in 2016. Throughout her grandchildren's lives, they have always known Isobel's home to be warm, inviting, and filled with joy and love. Because the children were already in the matriarchal home, they adjusted very well to their new family arrangements, living with their grandparents and having their auntie available to support them however she could.

Isobel knows her grandchildren very well and her face lights up as she talks about them. She loves to tell stories of her grandchildren and the joy that they bring to her life. Isobel is dedicated to ensuring that they are given the best opportunities in their life and keeps them very busy between school,

excelling in Taekwondo and being present and focused. Isobel is a strong advocate for her grandchildren and ensures that their needs are being met mentally, emotionally, physically and spiritually.

Isobel enjoys passing down family oral narratives and traditions, teachings and sharing her Oji-Cree language. Although she no longer lives in her home community of Garden Hill, she remains connected to her indigenous roots and culture, as a Residential School Survivor, and is committed to passing values of her family this along to her grandchildren.

Isobel and her family have experienced a great amount of tragedy in their family with the passing of her husband, John Peter Day and her son, Jonathan Peter Day. Through this sadness and time of extreme grief, Isobel remained committed to her grandchildren and demonstrated to them the importance of family healing together through supporting Jonathan's children through faith and love. Isobel ensured that her grandchildren remained very close to her and she helped them process their grief in a way that only a grandmother could. Isobel has remained very committed to her family and is the knowledge keeper that her grandchildren look up to on a daily basis.

Isobel admits that she could not do this on her own and so appreciates the help and support her daughter, Pauline also provides for the children. Pauline Day Smith took leave from the workforce, and her professional career goals to provide modern traditional parenting practices to help the children and her mother. Auntie Pauline is a leader in the children's lives by way of overseeing family day to day schedule such as literacy and educational commitments, medical appointments and recreational activities. This family demonstrates the beautiful picture of a matriarchal home, busy working together to raise children and they are seeing their values instilled as they watch the grandchildren know who they are and where they come from. The grandchildren have the foundation they need to be successful, confident and healthy young people.



Isobel leads with compassion and love, who listens and understands as a grandmother should. She is patient and always bringing laughter to everyone's faces. Isobel is able to find joy in many situations and always has a smile on her face. The love of her grandchildren radiates from within her. Isobel's grandchildren are growing up to know the resiliency and strength of their ancestors through the strength, hard work ethic, and dedication that they see in their grandmother and Auntie Pauline on a daily basis. Isobel is also teaching them to be proud of their Indigenous roots which will be a strength that they can carry forward with them for generations to come.

We thank Isobel for her dedication to her grandchildren and for the example she continues to set for our agency of the importance of kinship care.





DIRECTOR of Human Resources: Coreena Stewart

This past year saw a number of significant changes with Animikii Ozoson Child and Family Services. In July of 2018 I was brought on board as a consultant to assist the agency in determining its Human Resources needs. By the end of summer, the staff, the families, the children, the vision and the mission of the agency were firmly cemented in my heart. It was with great honor and excitement that I accepted the permanent role in Human Resources in December.

We continue to see changes and transitions within our staff team as we adjust to the natural changes in career evolution and the other major changes our agency faced in the last year.

As of March 31, 2019, the Agency had 40 permanent staff and 13 term employees and 1 casual employee. Out of the 54 staff, 16 (30%) identify as Indigenous (status, non-status and Metis) and 38 are non-Indigenous. Although we have broadened our recruitment strategy

with an emphasis on Indigenous agencies, it's been challenge to recruit Indigenous staff because of the agency not having a home community in Manitoba that impacts the ability to offer tax free status.

Out of the 31 staff that provide direct services to families and children, 12 staff (23%) identify as Indigenous.

Honoring Staff

Here are our folks as of March 31 that just hit 5 years:

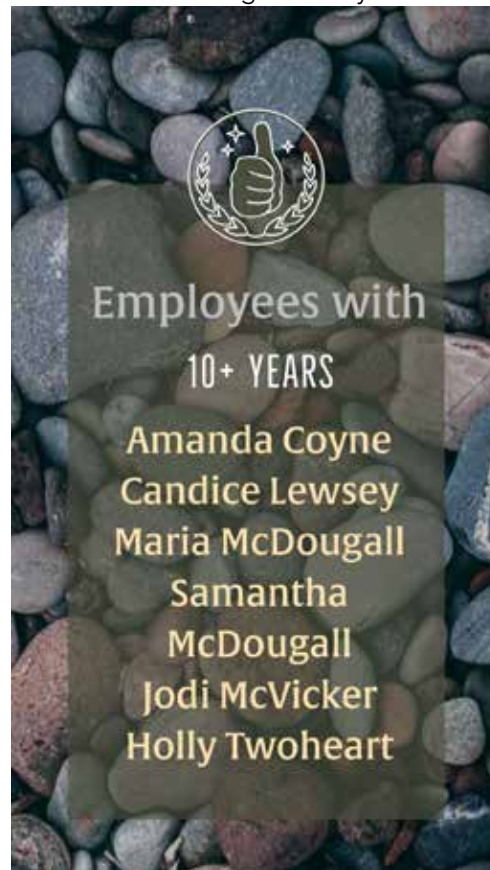




Here are the continued 5-10 years:

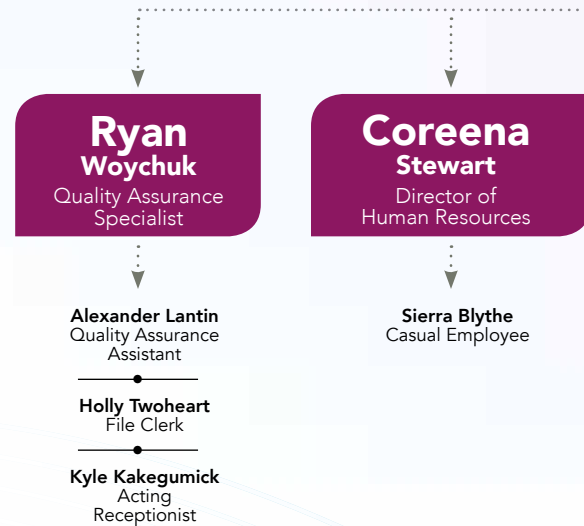


Here are the existing over 10 year staff:





Organizational Chart as of March 31, 2019



Board of Directors

Marlyn Bennett (Chair), Sherry Copenace (Co-Chair),
Sue Hudson (Member), Maria Morrison (Member), Wesley Nelson
(Member), James Cooke (Member), Lucy Fowler (Member)

**Clarence
White**

Agency Elder
SFNNC Elder Council

**Trudy
Lavallee**
Executive Director

Vacant
Executive Assistant

**Cathy
Herrera**
Director of Finance

**Maria
McDougall**
Director of Services

Roselle Jucaban
Finance Clerk

Ruby Manalac
Finance Clerk

Ming Zhang
Finance Clerk/Payroll

**Thandie
Undi**
Supervisor

**Misty
Bousquet**
Supervisor

**Jodi
McVicker**
Supervisor

**Cheryl
Vieville**
Supervisor

**Candice
Lewsey**
Supervisor

Services to Children and Families

Family Enhancement

Alternative Care

Karen Colby
Administrative
Assistant

Carlos Bolanos
Case Manager

Christiane Outridge
Case Manager

Jenny Chan
Case Manager

Kristen Schwartz
Case Manager

Natalie Noel
Case Manager

Sandra Johnson
Case Manager

Amanda Coyne
Administrative
Assistant

Jomar Velasco
Case Manager

Ivan Salazar
Case Manager

Michelle Fast
Case Manager

Samantha Trudeau
Case Manager

Si-il Park
Case Manager

Tamara Segal
Case Manager

Vera Coppola
Case Manager

Marie Tasic
Administrative
Assistant

Alysha Bougie
Case Manager

Douglas Gerrard
Case Manager

Lea Orate
Case Manager

Mitchell Lyle
Case Manager

Nicole McDonald
Case Manager

Nicola Sutherland
Case Manager

Natasha Noel
Case Manager

Randean Tardiff
Case Manager

Samantha Chabbert
Case Manager

**Samantha
McDougall**
Administrative
Assistant

Justin Van Oeveren
Family Enhancement
Case Manager

Matthew Gooch
Family Enhancement
Case Manager

Trudi Tinant
Ontario Intake/
Intake Worker

Danielle Sanness
Circle of Care
Facilitator

**Chantell
Shebagegit**
Family Support
Worker

Darrel Chippeway
Administrative
Assistant

Alicia Mitchell
Alternative Care
Case Manager

Robin Franklin
Alternative Care
Case Manager

Vacant
Alternative Care
Case Manager



Staff and Management of Animikii Ozoson Child & Family Services 2018-2019





QUALITY

Assurance Specialist: Ryan Woychuk



how to improve service delivery
and accountability for families and
children.

Completed a
total of 3 internal
reviews that looked
at the quality of
direct service being
provided to families and children

Overall, Quality Assurance 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, Provincial Child Welfare Practice Standards while incorporating a 'best practice' approach to service provision for families and children. The Quality Assurance Department consists of the Quality Assurance Assistant (QAS), Alexander Lantin; File Clerk, Holly Twoheart; Receptionist, Kyle Kakegumick.

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

Completed numerous statistical CFSIS compliance reviews with follow-up emails and meetings to communicate results and strategize improve/maintain compliance.

Provided monthly statistical analysis reports on Agency case counts and Agency CFSIS compliance; providing recommendations on

as per Provincial standards (ex. use of SDM tools, EPS file management, birth alert follow-up, use of ADPs, quality and frequency of supervision being provided to front-line staff, etc.).

Conducted a total of 40 random 'spot checks' on CFSIS to review compliance and quality of work; including, compliance with agency policy on completion of file transfers, file closings and expectant parent services .

Continued to implement, track, update and report on ongoing compliance with external recommendations, ongoing strategic service plan initiatives, internal reviews and foster parent appeals.

Attended Quality Assurance meetings at the Southern First Nations Network of Care to gather information on upcoming Quality Assurance reviews and changes and compliance requirements to practice standards.

Regularly attended advisory committee

meetings hosted by Winnipeg's designated intake agency, All Nations Coordinated Response Network (ANCR), to collaborate and provide feedback on how to strengthen the working relationship between Animikii Ozoson, ANCR and other sister southern First Nations agencies so that services to families and children go uninterrupted.

Agency representative on the Southern First Nations Network of Care 'Interagency Customary Care Committee'. The committee's purpose was to review and provide operational feedback on proposed Customary Care legislation.

Developed and facilitated in-house training on case documentation, Provincial Case Management Standards, Structured Decision Making (co-facilitated with FE Supervisor), Authority Determination Protocol, Provincial Child Maintenance Manual (co-facilitated with the Finance Department) and lunch information sessions on Interprovincial Placement Agreements and Expectant Parent Services.

Attended out of Province Interprovincial Protocol case management meetings for children in agency care living out-of-province.

Developed and revised several service related policies and procedures including respite allowances to foster parents.

Assisting the Division's CFSIS Help Desk in testing the newly update version of the Child and Family Application (CFSA) and Child and Family Services Information System (CFSIS).

Other tasks completed during the past fiscal year included:

Training other agency file clerks on how to archive information including assisting them with preparing a master list of files to organize what needed to be archived.

Maintaining up to date compliance with agency archiving of service files, including the archiving of foster files.

I would like to thank the team for all their hard work during the past year. I couldn't have done it without you! AOCFS is recognized as a leader in Quality Assurance among Manitoba CFS agencies.

Ryan Woychuk
Quality Assurance Specialist
Ryan.Woychuk@animikii.org





SERVICES

To Children and Families:



Another year has come and gone, and the number of administrative and financial changes faced by the agency made it difficult to provide consistent services, requiring us to focus on what services could still be provided. Although challenging, changes during the past year also created opportunities to find other ways to provide the same support to our families and children. Our ability to work through change comes from being gifted with our sacred items, our drum and our pipe and the seven sacred teachings which guide us in how we work with each other, ourselves and our families and children in care.

Although case managers faced many challenges throughout this last year, their spirits, gifts and positive attributes allowed for our families to receive the best service possible and promoted our continued focus to return children to their families.

We would like to honor and thank staff for both Family enhancement and Family Service teams for their commitment and dedication to our families and the Agency. We couldn't do it without you!

We also look forward to building stronger relationships with our families, communities and sister agencies in Ontario.

Cheryl Vieville,
Supervisor, Family Enhancement
Jodi McVicker, Supervisor,
Candice Lewsey, Supervisor, Alternative Care
Maria McDougall, Director of Services
Thandie Undi, Supervisor
Misty Bousquet (not pictured),
Supervisor

Supervisors, Services to Children and Families
Family Enhancement Supervisor



FAMILY

Enhancement/Prevention:



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. The continued growth and development of the Family Enhancement unit is to increase services to families that we serve by providing in-house programming and in-home support work services to assist with supporting and preserving families. These services work with families to ensure that children remain at home and reducing the number of children coming into care.

In the last year, the Family Enhancement Program was responsible for providing intake services on behalf of ANCR when an Ontario FN family/child, who is receiving mandated services from First Nation agencies in Ontario, require services while in Winnipeg. AOCFS also serves as an intake and ongoing service provider for Buffalo Point First Nation. Due to the volume, and often time sensitive nature of work involving cross jurisdictional services to families from Ontario, the agency used protection funds to hire a designated Ontario intake worker. The main

function for this intake worker is to use the Intake Module (IM) and assess if First Nation Ontario families and children temporarily or permanently residing in Winnipeg require brief or ongoing services.

To support parents and prevent children from coming into care, the Family

Enhancement Unit continued with facilitating some of its in-house programs from last year. The following is a list of in-house programs offered last fiscal year.

Traditional Positive Parenting (October 9 – December 18, 2018)

Program Description: The program is designed to support and provide information to parents on how to develop and enhance parenting skills based on First Nations values and beliefs, at the same time, balancing between the two worlds of parenting: an Indigenous world view that stresses the spiritual, physical, emotional and mental connections with ancestors, future generations, nature and the interconnectedness of all things; and a Western view that emphasizes individuality, professional opinions, a future orientation, and the nuclear family.

Healthy Coping with Addictions (January 23 – March 27, 2019)

Program Description: The program is designed to provide group members with frequent, supportive contact with the facilitator and other people in recovery. It introduces key concepts of addiction and recovery process, helps members

understand relapse, and assists participants with developing strategies to reduce relapse risks. The program is designed for empowerment, personal responsibility for recovery, developing supportive interpersonal relationships, and to encourage participating in recovery programs after completion for long-term recovery goals.

Red Road to Healing (May 1 – July 3, 2018 & January 15 – March 19, 2019)

Program Description: Guided by traditional teachings, the Red Road to Healing program is designed to support, educate, empower, and strengthen women who have experienced family violence through culturally appropriate practices.

Women's Support Group (January 10 – March 14, 2019)

Program Description: Providing a weekly open group for women offers opportunities for participants to support each other in their healing journey. Members act as role models for each other. Seeing others who are contending with the same adversity and making progress in their lives is inspiring and encouraging. Weekly meetings include topics relevant to the issues that may be causing the participants to seek support. Topics include: mental health, violence and abuse, addictions, grief and loss, relationships, self-esteem, trauma, and so

on. The facilitators also incorporate cultural activities into group sessions as another way to support individuals in their healing journey and cultural identity.

Community Engagement Activities

A goal from the previous year was to strengthen the Agency's relationships with families and community by hosting community engagement activities. The Agency hosted these activities through its Women's Support Groups (May 3 – July 5, July 19 – September 20, October 11 – December 20). Therapeutic activities for the women included a variety of craftsmanship group based activities such as drum making, dream catchers, beaded lanyards, head-dress keychains and star blankets. Other community engagement activities included a Christmas party.

Educational Activities

In regard to educational activities, the Agency also hosted 'SEED' to the women through a ten session workshop (January 29- April 16). The program is intended to provide participants with basic skills (i.e., budgeting, etc.) and reassurance that they have the potential to provide for their families. Upon completion of the program, families are eligible for matching dollars in a specialized savings program.





FAMILY Services:

During the past fiscal year, the agency had three family service teams (Team Jodi, Team Thandie and Team Misty) providing mandated protection services to children and families. The primary responsibilities of these teams was to preserve families, protect children, reunify families and repatriate children back to families and home communities.

Our teams make every attempt to work from a holistic, strengths-based, collaborative approach to build strong relationships with parents, children, youth and collaterals to promote strong family units. 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. Our model of practice compliments mutual understanding between caregivers, family members, First Nations communities and AOCFS that emphasizes the shared responsibility of caring for children.

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.

As of March 31, 2019, the Agency's case count, all-inclusive was 666; 212 family service files (inclusive) and 454 children-in-care (including 18 courtesy supervision children-in-care from Ontario, 1 from Saskatchewan). Out of the 212 family service files, 183 were receiving Protection services (PRT), 1 Voluntary Expectant Parent Services (VFS-EPS), 2 Protection Expectant Parent Services (PRT-EPS) and 23 were receiving Family Enhancement (FE) services.

| Fiscal Year | 2014/15 | | 2015/16 | | 2016/17 | | 2017/18 | | 2018/19 | |
|--|---------|------|---------|------|---------|------|---------|------|---------|------|
| Case Type | Fed | Prov | Fed | Prov | Fed | Prov | Fed | Prov | Fed | Prov |
| Voluntary Family Service - financial assistance only | | 0 | | 0 | | 0 | | 1 | | 0 |
| Voluntary Family Service - EPS | | 0 | | 0 | | 0 | | 0 | | 1 |
| Voluntary Family Service | | 1 | | 1 | | 0 | | 1 | | 3 |
| Family Enhancement | | 12 | | 14 | | 16 | | 26 | | 23 |
| Protection | | 184 | | 174 | | 188 | | 187 | | 183 |
| Protection – EPS | | 0 | | 4 | | 5 | | 1 | | 2 |
| Children in Care | | 403 | | 415 | | 440 | | 439 | | 435 |
| Children in Care-Supervision | | 11 | | 15 | | 20 | | 23 | | 19 |
| Adoption | | 0 | | 0 | | 0 | | 0 | | 0 |
| Foster Care Management | | 136 | | 159 | | 148 | | 155 | | 151 |

Reunification

With the goals to return children home and strengthen relationships, the agency continued to offer its in-house reunification program. The program is open to families who are motivated to build on their strengths and prepared to work collaboratively with intensive support services.

Readiness for the family to take part in the program is based on a completed Structured Decision Making (SDM) assessment. As well, readiness is gauged on information identified in the program's 'Willingness to Work' screening tool completed by the parents. During the 2018/19 fiscal year, the program worked with 13 families and successfully reunified 3 families with four children. Although experiencing success, the agency receives no funding to facilitate this program, and as a result is limited in amount of services it can provide. AOCFS foresees this program as a service of excellence with adequate resources.

Families who are experiencing success in the program and after 6 months post reunification support, and require additional support, may be referred to the Family Enhancement Program.



CHILDREN in care:

As of March 31, 2019, the Agency reported 454 children in care and youth/young adults receiving an extension of service. Out of the 454 children, the Agency provided courtesy supervision services to 1 child in care with Saskatchewan and 17 children in care with Ontario.

| Fiscal Year | 2014/15 | | 2015/16 | | 2016/17 | | 2017/18 | | 2018/19 | |
|---------------------------------------|---------|------|---------|------|---------|------|---------|------|---------|------|
| Legal Status | Fed | Prov | Fed | Prov | Fed | Prov | Fed | Prov | Fed | Prov |
| Apprehension (App) | | 7 | | 24 | | 36 | | 10 | | 5 |
| Temporary Ward (TW) | | 35 | | 25 | | 29 | | 52 | | 47 |
| Perm. Ward: Court (PW: Court) | | 259 | | 286 | | 310 | | 313 | | 319 |
| Perm. Ward: VSG (PW:VSG) | | 3 | | 3 | | 4 | | 2 | | 3 |
| Voluntary Placement Agreement (VPA) | | 19 | | 13 | | 11 | | 10 | | 7 |
| Transitional Planning (TP) | | 13 | | 20 | | 33 | | 42 | | 38 |
| Petition Filed (PF) | | 34 | | 32 | | 14 | | 9 | | 16 |
| Order of Supervision | | 0 | | 0 | | 1 | | 0 | | 0 |
| Courtesy Supervision (CS) | | 12 | | 11 | | 18 | | 23 | | 18 |
| Children in Care- Supervision (CIC-S) | | 0 | | 0 | | 0 | | 0 | | 1 |



SERVICES to families from Ontario:



Animikii Ozoson Child and Family Services (AOCFS) agency is unique in the sense that it is the only agency under the SFNNC that has no First Nation home community and considers Winnipeg its home base. This past year we serviced families affiliated with 53 First Nations communities in Ontario, in addition to having responsibility for several more First Nations families from Manitoba. As a result of not having a First Nation home community, this places AOCFS in a unique situation as compared to other Manitoba FN agencies that are able to operate and provide services locally on reserve. AOCFS, therefore, enters into different types of interprovincial/joint case management situations with our sister Ontario agencies to ensure a continuity of services between jurisdictions.

These approaches were always the intention of AOCFS since its inception. Maintaining close working relationships with FN agencies and communities in Ontario are critical in promoting familial and community connections. Equally important, however, is the fact that FN children belonging to FN communities in Ontario are not “falling through the cracks” and getting lost in the system as they did prior to AOCFS. Important to note is that AOCFS does not receive Federal funding for the provision of mandated services for our client base, although approximately 73% of our caseload reflects Indian status/Treaty citizens that would be deemed a Federal responsibility as compared to Manitoba FN children in care. AOCFS is expected to provide the same level of case management service to children in care under Manitoba CFS standards, however, AOCFS does not receive the same level of funding from the Province to do so.

An example of this disparity includes agency responsibility to promote ongoing connection to family and community. To achieve this standard of service, AOCFS must travel to FN communities in Ontario and/or work with their agencies from Ontario. Our current level of funding does not support this output of work, regardless the agency continues to follow through with standard of practice.

Courtesy Supervision Cases/ Interprovincial Placement Agreements

AOCFS provided courtesy supervision to 18 children in care from other provinces (17 Ontario, 1 Saskatchewan). A number of these children from other agencies have spent their entire time in care within the Province of Manitoba. This poses a challenge for ensuring that each of them is connected to family, however that is defined.

From a case management responsibility, a significant amount of administrative work is involved at intake (non-case carrying position) for children in care moving from different provinces moving to Manitoba. Some of this case management work includes gathering essential preliminary information and negotiating an Interprovincial Placement Agreement (IPPA). For ongoing courtesy service, case managers are expected to meet compliance with Manitoba standards, and at the same time taking in to account both FN and Ontario standards. To ensure balance, this type of case management requires additional staff time and resources. Services to courtesy supervision cases require the same, if not more human resource hours along with service related expenditures (i.e., travel costs to Ontario, etc.).

Children originally from Ontario, for a variety of reasons, move to Winnipeg and require continued alternate care placements. This requires our unfunded Alternative Care Department to either find a pre-existing licensed resource or begin licensing a new resource. In some cases, the Ontario agency identifies a kinship caregiver in Manitoba as possible placement for the child. In these situations, AOCFS is required to act quickly to ensure and report on placement suitability, along with beginning the licensing process. Please note, we are not funded to provide this service, but are mandated to do this under Provincial legislation.

Over the past five years, there has been an overall increase in services being provided to children in care from mandated Ontario First Nation agencies. As a result of our ongoing service collaboration with Ontario, AOCFS spends an exceptional amount of resource hours collaboratively case managing cross jurisdictional needs for children being supervised by our Agency. The focus is to secure good case planning while maintaining a child's connection to their community.

Children-In Care per Community Served

As of March 31, 2019, the Agency had 454 children under its care. In 2018-19, the Agency provided courtesy supervision to 17 children from Ontario FN communities and 1 from Saskatchewan. Out of the 454 children receiving services from the Agency, 351 (77%) have ties to First Nation communities in Ontario.

| ONTARIO FIRST NATIONS COMMUNITIES | | | |
|--|----|---|----|
| Algonquins of Pikwakanagan FN (Golden Lake FN) | 1 | Migisi Sahgaigan FN (Eagle Lake FN) | 7 |
| Animakee Wa Zhing #37 (Northwest Angle #37 FN) | 5 | Mishkeegomang FN | 23 |
| Animbigoo Zaagi'igan Anishinaabek FN (Lake Nipigon Ojibway FN) | 1 | Mishkosiminiziibiing FN (Big Grassy) | 2 |
| Anishinaabeg of Naongashiing FN (Big Island FN) | 7 | Naotkamegwanning FN (Whitefish Bay) | 5 |
| Asubpeeschoseewagong Netum Anishinabek (Grassy Narrows FN) | 19 | Negaw-zaaga'igani Nitam-Anishinaabe (Sandy Lake FN) | 81 |
| Atikameksheng Anishnawbek FN (Whitefish Lake FN) | 1 | North Spirit Lake FN | 9 |
| Bearskin Lake FN | 3 | Northwest Angle #33 FN (Northwest Angle #33 FN) | 7 |
| Biinjitiwaabik Zaaging Anishinaabek (Rocky Bay FN) | 1 | Obashkaandagaang Bay FN (Washagamis Bay FN) | 4 |
| Deer Lake FN (Deer Lake FN) | 14 | Ojibways of Onigaming FN (Sabaskong FN) | 3 |
| Eabametoong FN (Fort Hope FN) | 10 | Pikangikum FN (Pikangikum FN) | 7 |
| Flying Post FN | 1 | Rainy River FN | 5 |
| Fort Severn FN | 4 | Sachigo Lake FN | 6 |
| Fort William FN | 2 | Seine River FN | 3 |
| Iskatewizaagegan 39 Independent FN (Shoal Lake #39) | 4 | Shoal Lake #40 | 11 |

ONTARIO FIRST NATIONS COMMUNITIES (continued)

| | | | |
|--|----|---|------------|
| Keewaywin FN (Keewaywin FN) | 15 | Temagami FN | 2 |
| Kiashe Zaaging Anishinaabek (Gull Bay FN) | 2 | Wabaseemoong Independent Nation (Whitedog FN) | 24 |
| Kingfisher FN | 5 | Wabauskang FN | 1 |
| Kitchenuhmaykoosib Ininuwug FN (Big Trout Lake FN) | 2 | Wabigoon Lake Ojibway Nation | 7 |
| Lac la Croix FN | 3 | Wapekeka FN | 1 |
| Lac Seul FN | 12 | Wauzhushk Onigum FN (Rat Portage FN) | 3 |
| Long Lake #58 FN | 12 | Whitesand FN | 2 |
| Marten Falls FN | 9 | Wikwemikong FN | 5 |
| | | TOTAL | 351 |

MANITOBA FIRST NATIONS COMMUNITIES

| | | | |
|-------------------------|---|---|-----------|
| Black River FN | 6 | Pinayamootang FN | 1 |
| Bloodvein FN | 1 | Pukawatagan FN | 1 |
| Brokenhead FN | 3 | Red Sucker Lake FN | 2 |
| Buffalo Point FN | 1 | Roseau River FN | 1 |
| Chemawawin FN | 3 | Sagkeeng FN | 7 |
| Garden Hill FN | 4 | Sayisi Dene FN | 3 |
| Hollow Water FN | 1 | St. Theresa Point FN | 8 |
| Lake Manitoba FN | 1 | Tataskweyak Cree Nation | 3 |
| Lake St. Martin FN | 1 | Tootinaowaziibeeng FN (Valley River FN) | 2 |
| Peguis FN | 1 | Waywayseecappo FN | 1 |
| Pimicikamak Cree Nation | 1 | Wuskwi Sipihk FN (Indian Birch FN) | 1 |
| | | TOTAL | 53 |

SASKATCHEWAN FIRST NATIONS COMMUNITIES

| | | | |
|-----------|----|--------------|-----------|
| Cote FN | 11 | Sakimay FN | 3 |
| Piapot FN | 1 | TOTAL | 15 |

BRITISH COLUMBIA FIRST NATIONS COMMUNITIES

| | | | |
|-------------|---|--------------|----------|
| Scowlitz FN | 1 | TOTAL | 1 |
|-------------|---|--------------|----------|

NEW BRUNSWICK

Elsipogtog FN (Big Cove Band)

2

TOTAL

2

ALBERTA FIRST NATION COMMUNITIES

Siksika FN

2

TOTAL

2

OTHER

Metis

9

Not Indigenous

20

Not Affiliated with a FN Community

1

TOTAL

30

GRAND TOTAL

454

Children in Care with AOCFS per FN Authority in Ontario

| Ontario Based CFS Authorities | Number of Children with AOCFS | Number of Communities Served |
|-------------------------------------|-------------------------------|------------------------------|
| Anishinaabe Abinoojii FS | 37 | 7 |
| Dilico CFS | 21 | 7 |
| Kenora Rainy River District CFS | 5 | 1 |
| Kitapinoonjiiminaanik FS | 19 | 1 |
| Nipissing Parry Sound CAS | 2 | 1 |
| Nogdawindamin FCS | 1 | 1 |
| Renfrew County CFS | 1 | 1 |
| Shawendaasowin CFS | 12 | 2 |
| Sudbury CAS | 5 | 1 |
| Tikinagan CFS | 201 | 15 |
| Wabaseemong Child Welfare Authority | 24 | 1 |
| Weechi-it-te-win FS | 23 | 6 |
| Total | 351 | 44 |



CHILDREN

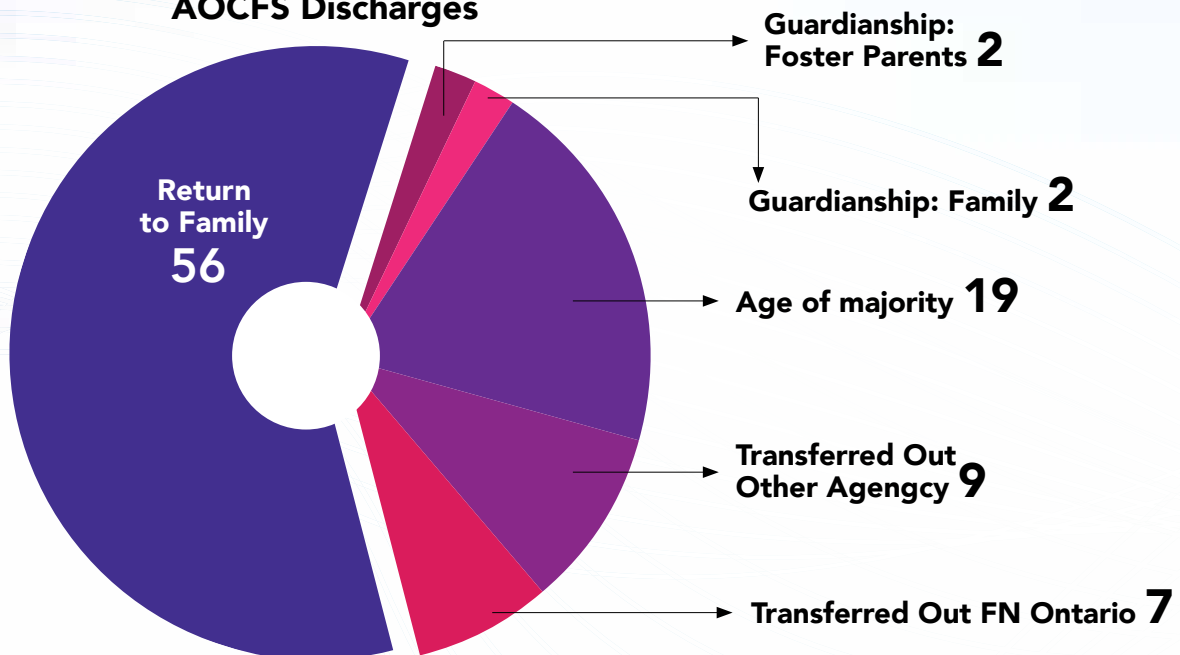
Discharged from Care:

As of March 31, 2019, during the last fiscal year the Agency discharged 67 children from care.

Out of the 57 children discharged from care, 56 were reunified with family; 2 were returned to family via private guardianship; 2 were discharged to foster caregivers via private guardianship; and, 7 were transferred to their First Nation community in Ontario. In addition

to discharges, 9 were transferred to other agencies (Yorkton Tribal Council CFS, Sagkeeng CFS, Winnipeg CFS). An additional 19 were no longer in receipt of extension of services post 18.

AOCFS Discharges



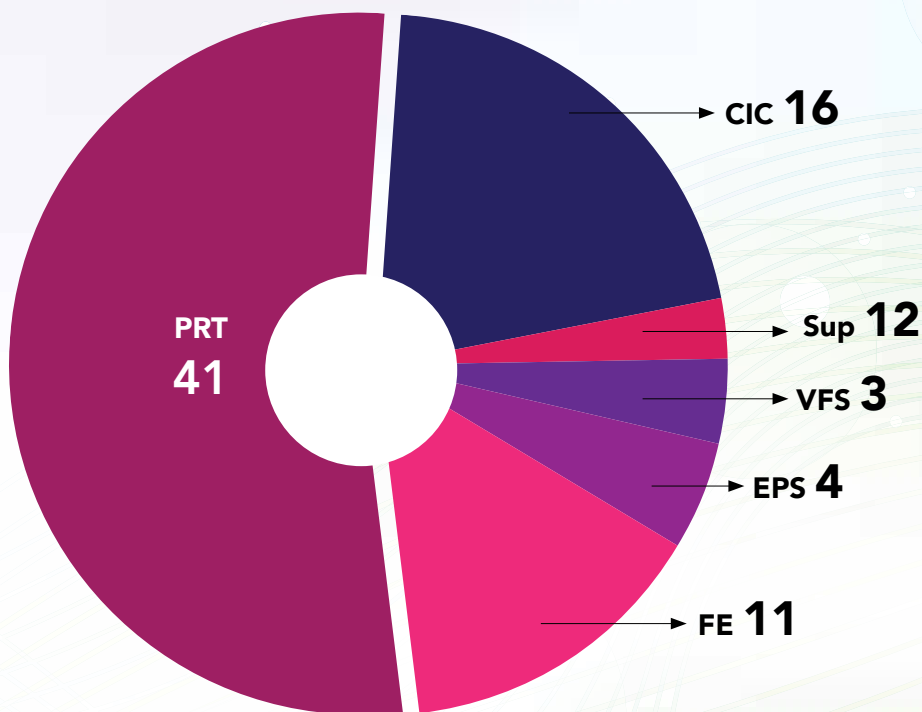
EXTERNAL

Transfers and Referrals for Service:



The majority of transfers received by AOCFS come from All Nation's Coordinated Response Network (ANCR). As of March 31, 2019, the Agency received a total of 83 external transfers, 77 files transfers were from ANCR. Out of the 77 files transferred, 41 were for Protection (PRT) services, 11 were for Family Enhancement (FE) services, 4 for Expectant Parent Services (EPS), 3 for Voluntary Family Service (VFS), 2 Supervision (Sup) files and 16 Children in Care (CIC) files from All Nations Coordinated Response (ANCR).

ANCR Transfers-in



ALTERNATIVE Care:

The Mission of the Alternative Care Unit is to recruit, retain and support a strong circle of care providers committed to the best interests and well-being of our children and youth.



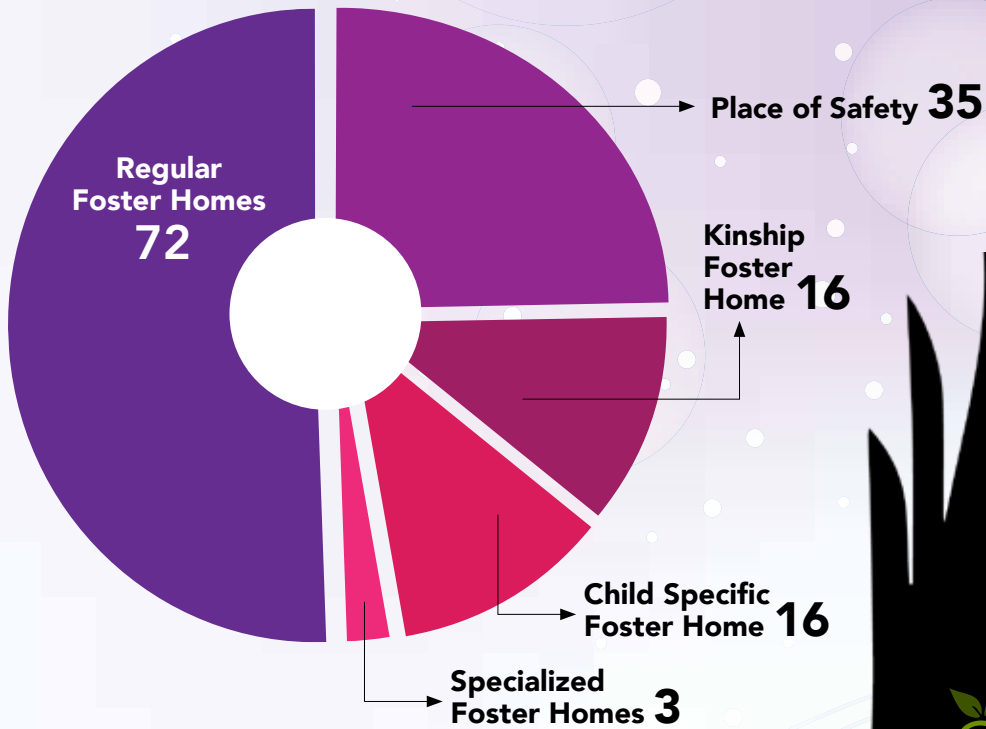
It is my pleasure to present the Alternative Care Unit's report for the 2018-19 fiscal year. The past year was a busy year for the unit.

As of March 31, 2019, the unit had a total of 151 open alternative care resources, resulting in an average case load of 76 resources per Alternative Care Case Manager. Out of the 151 resources, 107 were licensed foster homes, 35 were place of safeties, 5 were new applicants and 4 homes were 'on hold' status. In addition, we had 24 homes on waiting closure status.

From the 107 active homes, 35 identified as kinship (POS, licensed), and an additional 38 as culturally safe homes. Over the next fiscal year, the goal is to increase the number of available kinship and culturally safe resources.

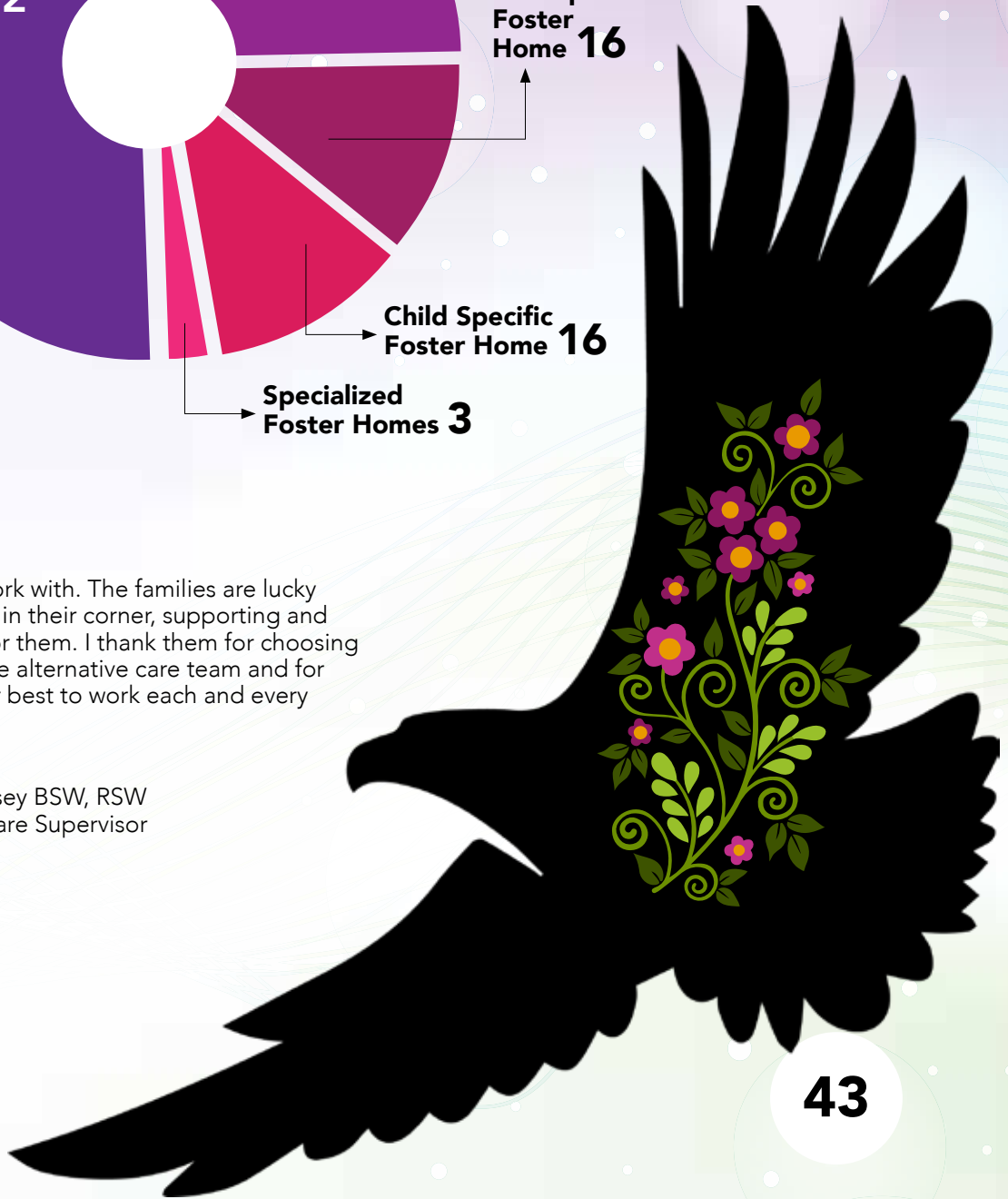
In closing, I'd like to acknowledge the members of the Alternative Care Unit. I could not be more proud of the work they all do. The time and energy they give their kinship and foster care families on a regular basis does not go unnoticed. I appreciate the commitment that motivates them to do their best at all times and the relationships they work hard at forming with

Alternative Care Resources



those they work with. The families are lucky to have them in their corner, supporting and advocating for them. I thank them for choosing to work on the alternative care team and for bringing their best to work each and every day.

Meegwetch,
Candice Lewsey BSW, RSW
Alternative Care Supervisor



| Type of Placement | | 2014/15 | | 2015/16 | | 2016/17 | | 2017/18 | | 2018/19 | |
|--|-------------|---------|------|---------|------|---------|------|---------|------|---------|------|
| | | Fed | Prov | Fed | Prov | Fed | Prov | Fed | Prov | Fed | Prov |
| Foster Home | Regular | | 274 | | 331 | | 329 | | 325 | | 278 |
| | Specialized | | 6 | | 14 | | 11 | | 13 | | 11 |
| Kinship Care Home | | | | | 39 | | 35 | | 38 | | 35 |
| Place of Safety | | | 75 | | 21 | | 41 | | 51 | | 63 |
| Group Home – Residential Care Facilities | | | 35 | | 20 | | 28 | | 23 | | 19 |
| Independent Living | | | 9 | | 16 | | 22 | | 23 | | 28 |
| Correctional Facility | | | 4 | | 5 | | 3 | | 1 | | 5 |
| Health/Mental Health Facility | | | 1 | | 2 | | 6 | | 3 | | 0 |
| Select Adoption Probation | | | 0 | | 0 | | 0 | | 0 | | 0 |
| Own Home/Relative – non-pay | | | 1 | | 4 | | 3 | | 2 | | 3 |
| Other | | | 7 | | 5 | | 7 | | 6 | | 0 |
| Out of Province | | | 2 | | 12 | | 12 | | 15 | | 12 |

Foster Home Recruitment

As noted in our five year comparison, the number of children in care has grown demonstrating a demand to recruit new foster/kinship homes, including specialized homes for medically and behaviorally high needs children. As of March 31, 2019, the agency had 147 children in care that were special needs rated at levels 4, 4+ and 5.

Although recruitment strategies have shown some success, ongoing active kinship/foster home recruitment takes a considerable amount of time. AOCFS' Alternative Care Unit is quite small with only two workers managing 151 homes, which makes it difficult to complete/

renew a foster home license within regulatory timelines. The high worker to resource ratio is due to receiving no operational funding to support this department. The absence of adequate funding results in a continued challenge to proactively develop alternative resources for our children. This struggle is compounded by increasing directives and limitations issued from the Province on what and how agencies can develop placement resources. The Alternative Care Unit also responds to a disproportionately higher number of direct service staff requests for placement, emergency placements, placement preservation, licensing, licensing renewals, CFSIS maintenance and practice standards compliance.



FINANCES:



Ming Zhang – Ming is responsible for our Agency payroll, bank/visa reconciliations, deposits, travel bookings and child maintenance receivables.

Roselle Jucaban - Roselle is responsible for general accounts payable, accounts receivable for operations and travel reimbursements.

This past year was a very challenging year with significant transition occurring. Our finance department saw several changes, the former Finance Director moved to the Southern First Nations Network of Care, I was promoted from acting Director to the Director of Finance and our maintenance billing clerk moved to another agency.

Although this was challenging, the good news is that we have a strong Finance team. Our three finance clerks, Ruby Manalac, Ming Zhang, and Roselle Jucaban strengthened our team. I'm so proud of this team. They work very hard to ensure that we meet all the deadlines and maintain accuracy and consistency within the Finance unit.

My team looks after the following:

Ruby Manalac – Ruby is responsible for Provincial billings, foster care payments, children special allowances and special rates.

Even though this past year was very busy for our department, we were able to implement the new maintenance billing system IMAN. Our efficiency has increased as a result of using this system. In addition, we are now using the ORCHID system on the payable side. This system saves time and increases reliability by reducing duplication of data and the risk of input errors.

Audit update

Our audit for the Fiscal Year 2018/2019 was completed by MNP LLP. The results proved to be in accordance with Canadian Accounting Standards.

Here are a few highlights and stats from our audited financial statements:

Operational funding totalled to \$4.38 million for the year ended March 31, 2019. This is a decrease of 1% from the prior year of \$4.44 million. This was due to the funding freeze.

Provincial maintenance funding totalled to \$13.12 million for the year ended March 31,



2019. A decrease of 9% from the previous fiscal year of \$14.44 million.

Operational expenses totalled to \$4.63 million a decrease by less than 1% compared to the prior year of 4.64 million.

Child maintenance expense totalled to \$12.96 million a decrease by 9.7% as compared to the previous fiscal year of \$14.35 million.

The average daily cost per child in care at March 31, 2019 was \$81.63 compared to \$89.55 in the prior year with an overall decrease of 8.8%.

My focus for this next fiscal year is to cross train my staff on all administrative tasks and managed/work within the new Provincial Block funding/Single Envelope funding model.

I am honored to be a part of an Agency who values ethical conduct and recognizes the Seven Teachings:

Love – accepting people for who they are, what they believe and loving unconditionally

Truth – Be accountable and recognize truth as an opportunity to grow

Wisdom – Knowing “who you are” by sharing your knowledge and learning from others

Courage – To be honest and speak up for what you believe in, moving forward

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

Honesty – Be transparent, open clean and act with integrity

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

Working as a part of this Agency under these values allow me to stay grounded and helps keep me humble.

Thank You/Miigwetch,
Cathy Herrera
Director of Finance

Independent Auditor's Report

To the Members of Animikii-Ozozon Inc.:

Opinion

We have audited the financial statements of Animikii-Ozozon Inc. (the "Organization"), which comprise the statement of financial position as at March 31, 2019, and the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Organization as at March 31, 2019, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

Management is responsible for the other information. The other information comprises the information included in the annual report, but does not include the financial statements and our auditor's report thereon. The annual report is expected to be made available to us after the date of this auditor's report.

Our opinion on the financial statements does not cover the other information and we will not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information identified above when it becomes available and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

When we read the annual report, if we conclude that there is a material misstatement therein, we are required to communicate the matter to those charged with governance.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the 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.

In preparing the financial statements, management is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Organization's financial reporting process.

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MNP

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Winnipeg, Manitoba

September 10, 2019

MNP **LLP**


Chartered Professional Accountants


MNP

Animikii-Ozoon Inc.
Statement of Financial Position
As at March 31, 2019

| | 2019 | 2018 |
|--|-----------|-----------|
| Assets | | |
| Current | | |
| Cash (Note 3) | 2,591,881 | 2,965,689 |
| Accounts receivable (Note 4) | 2,631,165 | 3,054,827 |
| Short term investment (Note 5) | 35,000 | 35,000 |
| Prepaid expenses and deposits | 40,275 | 40,618 |
| | 5,298,321 | 6,096,134 |
| Capital assets (Note 6) | 440,294 | 565,243 |
| | 5,738,615 | 6,661,377 |
| Liabilities | | |
| Current | | |
| Accounts payable and accruals (Note 7) | 1,098,819 | 1,385,190 |
| Deferred contributions (Note 8) | 1,452,439 | 1,338,646 |
| Payable to the Province of Manitoba (Note 9) | - | 526,989 |
| Working capital advances (Note 10) | 1,204,000 | 1,204,000 |
| Current portion of long-term debt (Note 11) | 201,833 | 201,833 |
| | 3,957,091 | 4,656,658 |
| Long-term debt (Note 11) | 336,393 | 538,226 |
| | 4,293,484 | 5,194,884 |
| Net Assets | | |
| Investment in capital assets | 440,294 | 565,243 |
| Unrestricted | 1,004,837 | 901,250 |
| | 1,445,131 | 1,466,493 |
| | 5,738,615 | 6,661,377 |

Approved on behalf of the Board of Directors


 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, 2019

| | 2019 | 2018 |
|---|-------------------|-------------------|
| Revenue | | |
| Southern First Nations Network of Care | | |
| Operations Core | 940,801 | 964,331 |
| Operations Protection | 3,131,793 | 3,120,468 |
| Operations Prevention | 245,729 | 251,820 |
| Operations Other | 58,561 | 61,096 |
| Operations Stabilization fund | - | 46,200 |
| | 4,376,884 | 4,443,915 |
| Province of Manitoba | | |
| Province of Manitoba - Maintenance | 12,836,855 | 14,159,804 |
| Province of Manitoba - Agency Allowance | 218,561 | 212,018 |
| Miscellaneous | 66,392 | 63,643 |
| | 13,121,808 | 14,435,465 |
| Childrens' Special Allowance | | |
| CSA Provincial | 2,089,777 | 2,181,165 |
| Other | | |
| Investment income | 9,279 | 7,683 |
| Employee Parking | 25,081 | 4,169 |
| External Agency Billings | 260,185 | 331,602 |
| Vision Catchers | 985 | - |
| | 295,530 | 343,454 |
| Total revenue | 19,883,999 | 21,403,999 |

Continued on next page

The accompanying notes are an integral part of these financial statements

Animikii-Ozoon Inc.
Statement of Operations
For the year ended March 31, 2019

| | 2019 | 2018 |
|--|-------------------|------------|
| Total revenue <i>(Continued from previous page)</i> | 19,883,999 | 21,403,999 |
| Core Operations | | |
| Salaries | 616,859 | 649,512 |
| Benefits | 89,799 | 100,290 |
| Operating | 872,946 | 787,832 |
| Audit expense | 13,500 | 15,053 |
| Board of Directors expense | 27,240 | 29,772 |
| Insurance | 60,066 | 59,008 |
| Legal | 51,361 | 12,000 |
| Training | 145 | 2,355 |
| Travel | 5,450 | 10,333 |
| | 1,737,366 | 1,666,155 |
| Protection | | |
| Salaries | 2,134,095 | 2,135,937 |
| Benefits | 293,581 | 300,288 |
| Operating | 17,647 | 18,217 |
| Training | 26 | 1,550 |
| Travel | 112,423 | 125,883 |
| Purchased services | 108,924 | 166,157 |
| Contracted resources | 28,905 | 38,084 |
| | 2,695,601 | 2,786,116 |
| Prevention | | |
| Salaries | 101,407 | 84,946 |
| Benefits | 11,039 | 12,300 |
| Operating | 630 | 540 |
| Travel | 2,274 | 2,071 |
| Purchased services | 68,563 | 75,614 |
| Contracted resources | 14,237 | 15,539 |
| | 198,150 | 191,010 |
| Province of Manitoba | | |
| Agency Allowance | 218,561 | 212,018 |
| Child maintenance | 12,742,848 | 14,137,253 |
| | 12,961,409 | 14,349,271 |
| Childrens' Special Allowance | | |
| CSA Province | 2,089,777 | 2,181,165 |
| External Agency Maintenance | | |
| EA maintenance | 223,058 | 300,514 |
| Total expenses | 19,905,361 | 21,474,231 |
| Deficiency of revenue over expenses | (21,362) | (70,232) |

The accompanying notes are an integral part of these financial statements

Animikii-Ozoon Inc.
Statement of Changes in Net Assets
For the year ended March 31, 2019

| | <i>Investment in capital assets</i> | <i>Unrestricted</i> | 2019 | 2018 |
|--|---|---------------------|------------------|-------------|
| Net assets, beginning of year | 565,243 | 901,250 | 1,466,493 | 1,536,725 |
| Deficiency of revenue over expenses | - | (21,362) | (21,362) | (70,232) |
| Amortization of capital assets | (135,002) | 135,002 | - | - |
| Purchase of capital assets | 10,053 | (10,053) | - | - |
| Net assets, end of year | 440,294 | 1,004,837 | 1,445,131 | 1,466,493 |

The accompanying notes are an integral part of these financial statements

Animikii-Ozoon Inc.
Statement of Cash Flows
For the year ended March 31, 2019

| | 2019 | 2018 |
|---|------------------|------------------|
| Cash provided by (used for) the following activities | | |
| Operating | | |
| Cash received from funders | 20,412,174 | 21,386,218 |
| Cash paid to suppliers | (16,801,552) | (17,982,359) |
| Cash paid to employees | (3,246,781) | (3,283,273) |
| Cash paid for interest | (8,053) | (5,471) |
| Interest received | 9,279 | 7,683 |
| | 365,067 | 122,798 |
| Financing | | |
| Repayment of long-term debt | (201,833) | (201,833) |
| Decrease in Province of Manitoba payable | (526,989) | (623,390) |
| | (728,822) | (825,223) |
| Investing | | |
| Purchase of capital assets | (10,053) | (5,881) |
| Decrease in cash resources | (373,808) | (708,306) |
| Cash resources, beginning of year | 2,965,689 | 3,673,995 |
| Cash resources, end of year | 2,591,881 | 2,965,689 |

The accompanying notes are an integral part of these financial statements









ANIMIKII OZOSON

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