



Annual General Report | 2019-2020

ANIMIKII OZOSON

Child and Family Services Inc.



STRENGTH | KAH-GII-NIG and Resilience | Mash-Kaah-Wen-Daah-Moo-Win



2019-2020 ANNUAL REPORT

A note on the images that were created for this report –
This report reflects many earth elements, including images of dragonflies and butterflies that speak to Indigenous teachings around gender responsibilities. Also, the stars are representative of the Anishinaabe creation stories, which reflect the knowledge that the Anishinaabe people descended from the stars. The colour splash across the top of each page is representative of the diversity of our nations and within our nations and it also is respectful of our two-spirited relatives. So, these images are homage to genealogies of our Anishinaabe ancestors, one of the original nations of Turtle Island.



Animikii Ozoson

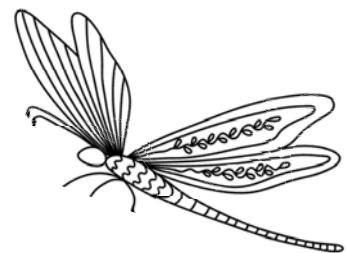
Child and Family Services Inc.



Animikii Ozoson Child and Family Services

TABLE of Contents

Message from the Board of Directors	4-5
Message from the Executive Director	6-13
Vision & Mission Statement & Core Values	14
Code of Conduct	15
Honouring Former Management	16-17
Independent Living Program.....	18-23
Kinship Caregiver Recognition.....	24-25
Organizational Chart as of March 31, 2020	26-27
Human Resources Manager	28-29
Quality Assurance Specialist.....	30-31
Services to Children and Families.....	32
Family Enhancement Prevention	34-35
Family Services	36-39
Services to Children, Youth and Adults.....	40-41
Services to Families from Ontario & Other Agencies in Manitoba	42-45
Children & Youth Discharged from Care and Discontinued Services to Young Adults	46
External Transfers/Referrals for Service	47
Alternative Care	48-49
Finance.....	50-51
Independent Auditor's Report.....	52-59
Poems.....	64





MESSAGE

From the Board of Directors

The Board of Directors is pleased to submit our collective message regarding the work of the agency. As a governing body we continue to implement and embed cultural approaches to address 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 encompasses the name of our agency, the grandmother drum, the staff, and a pipe, all of which serve to guide our agency in operating in a manner that guides our work.

This year we said goodbye to two board members, Sherry Copenace and James Cook, whom we wish the best in all their future endeavours.

The members of the Board recognizes that the activities over the past year would not be possible without the dedicated attention 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 also acknowledges and appreciates the ongoing 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 the executive director, management, all staff, foster parents, and our sister agencies, 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 15th Annual Report for 2019-2020. It attests to the activities that took place over the year that gripped the world in the midst of an unexpected pandemic.

All our relations,
The Board of Directors
2019 -2020



Back Left to Right: Wes Nelson, James Cook, Lucy Fowler

Front Left to Right: Marlyn Bennett, Trudy Lavallee, Maria Morrison, and Sue Hudson

Inset: Sherry Copenace



Wrapping Trudy Lavallee in the Agency blanket to welcome her to the agency as the new Agency Director





MESSAGE

From the Executive Director

Boozhoo Gakina In-Den-We-Maag-Naag (All my Relations)

I am pleased to present the 2019-2020 Annual Report on behalf of the Board, staff, children, and families of Animikii Ozoson Child and Family Services agency. It has indeed been a year of challenge and significant change within the agency due to a couple of notable events. Our agency has “diligently” and succinctly “sailed” through these challenges while being proactive and responsive to external environmental factors.

I wish to acknowledge the lands, waters, and peoples 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 notably from the Ontario Treaties, 3, 9, 5 and Robinson Superior of which most of our families and stakeholders represent. I also acknowledge all the other Ontario and other provincial Treaty communities that represent the children we serve. I give recognition to the agency's sacred items, our Grandmother Drum *Mashkode-Bizhiki Bijjibattoo* (Running Buffalo), pipe, staff, medicines and our Elder Clarence White.

I acknowledge my Board, their support, guidance, and wisdom in helping guide me to lead the agency and providing cultural support to our staff. I want to acknowledge this Board in that they are a “child first” group of people and their actions, decisions preceded this approach. Meegwetch. Sadly, we said “goodbye”

to 2 Board members, Sherry Copenace and James Cooke. Sherry was with the Board for years. She brought a vast array of cultural leadership, knowledge, and ceremony to the growth of Animikii. Her leadership in ceremonies throughout the years for agency events truly provided a stable platform for the agency. Thank you, Sherry, for your many years of service to Animikii and for our children and families. Towards the end of the fiscal year, James Cooke left the Board. Although James was at the agency only for a couple of years, his contributions have been invaluable. James took the lead in the renewal of our Grandmother Drum and other ceremonial items. His leadership also assisted the agency in other visionary/goal-oriented activities. James has and continues to provide cultural knowledge and teachings to our agency and staff. Thank you, James.


Lastly, I want to commend our hard-working staff in their relentless



commitment and dedication to the children and families we serve. I especially want to give a sound recognition to our Case Managers and Support Workers who have shown courage in the front lines helping children, youth and families everyday especially at the beginning of the Pandemic, it was quite unnerving performing front line child welfare due to the unknowns and fears about COVID-19. I want to thank the Supervisors for guiding and supporting their Case Managers and our finance and administrative teams for keeping us at par.

This year's theme is **"Strength and Resilience (Kah-Gii-Nig Maash-Kaah-Wen-Daah-Moo-Win)"**, which is a most fitting tribute to our children, families and agency this past year, considering the escalating challenges we've faced and our strategic responses to maintain stability and provide extra supports. On November 21st our agency, along with 9 other CFS entities under the Southern First Nation Network of Care came under a cyber-attack whereby our information technology capability was crippled. The cyber virus spread immediately through all the agencies connected via the VLAN (Virtual Local Area Network) affiliated with the Southern First Nation Network of Care. Luckily, we were able to utilize our Wi-Fi on the 4th floor and have our staff

set up to access 5 workstations on the 4th floor to access CFSIS capability. In addition, we partnered with the information technology (IT) unit with the Sandy Bay Child and Family Services agency and set up our own IT capability separate from the VLAN to ensure a seamless continuum of services in both operations and maintenance. A big "shout out" to Richard Delaronde, his IT Unit and the Sandy Bay CFS Agency for quickly extending this "olive branch" to Animikii and helping set us up. We continue with this IT partnership. Our Finance unit had to work through the first weekend following the cyber-attack to ensure all our vendor-based transactions and foster parents did not experience any financial disruptions. Great work Animikii Finance! We are also fortunate to have some very techy astute staff that "took the reins" and assisted with this process. The cyber-attack happened the same day as our Children's Christmas party, so it was a hectic time no doubt. I acknowledge our staff that adjusted immediately and



ensured that their work did fall behind too much. Remote access work capabilities have been established as well. We had lost all emails and other pertinent electronic information that has entailed much recovery action and extraordinary costs. Some of that lost information has been regained over the following months. The agency's contingency plan was revamped and guided Animikii through this cyber recovery and stabilization. I want to acknowledge my sister southern FNCFS agencies and Southern Chiefs Organization of whom we all worked together to support each other morally and technically through this crisis. The agency has had to incur significant costs to re-adjust our information technology capability of which we have not been funded for and are expected to cover under the already established block funding budget under the provincial Single Envelope Funding regime. We have had no other choice but to absorb these costs to ensure the agency continues to provide mandated services. Single Envelope Funding does not adequately cover exceptional contingency costs. This has been particularly more difficult for Animikii in that Animikii does not receive federal dollars which covers CFS agency IT costs so these extraordinary costs have and will continue to be a funding pressure. Animikii will continue to address these unfunded expenses to the Province of Manitoba and push for federal funding. First Nation children from Ontario First Nations that are in care in Winnipeg must not be treated any differently than other FN children in care in Manitoba.

No sooner had we recovered from the cyber-attack when the COVID-19 virus Pandemic health orders were instituted

in Manitoba March 17th with "lock down" in the province. The agency had already been pro-active in some agency operations with the looming threat of this virus prior to Christmas as it was a growing concern in other parts of the world. The agency developed a COVID-19 Contingency Plan that is evolving and oversees the implementation of alternative methods of operation and services to families in alignment with Manitoba/ Canada health orders that addresses the safety and health of children, families, and staff. It is important to note, the Pandemic has been especially hard on children and families when "face to face" visits have had to be suspended. We have, however, ensured virtual face to face visits occurred. Physical visits occurred only in tenuous circumstances. In addition, in preparation for staff re-integration back to the office, we brought back programming delivered in a manner ensuring health measures are followed. The clients are quite happy to be back in programming. Programming delivery will align with government COVID-19 health orders and measures. Our children in care, when required, have been equipped with necessary education tools to continue with their schooling needs. The agency employed additional supports for foster parents during this time as well but also had to implement additional health order measures that impacted daily life. We have been advised that all costs associated with the COVID-19 Pandemic are to be taken out of our current block funding Single Envelope Funding budget. This is quite concerning.

Animikii provided services to 17 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 children and youth. We are expected to absorb this service into already existing caseloads and now within a block funding amount which does not recognize those extra maintenance costs. 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 and communities that can “share” supports and collaborate with the agency. We also acknowledge some Jordan Principle programs that have assisted with Animikii case planning. Meegwetch.

This past year was a step forward in forging active partnerships between AOCFS and the sister Ontario FNCFS agencies, leadership and ON First Nation communities; this was due to the new federal legislation, collaboration with the Chiefs of Ontario and Grand Council Treaty 3. Animikii and “sister” ON FNCFS agencies began work to re-vamp the Interagency Services Protocol in the early fall of 2019 but abruptly temporarily suspended the working group due to the Cyber-attack and its information technology “catch up” that impacted Animikii in November 2019 followed by the COVID-19 pandemic crisis in March 2020, which dramatically altered ongoing operations. Regardless, between these 2 events Animikii successfully garnered collaborative relations with the First Nation leadership across Ontario. Ontario First Nation leaders have demonstrated support for the work Animikii is responsible for and recognizes funding limitation and

supports our endeavours in pursuing funding justice and equity with both the province and federal government. Ontario FN leaders recognize and denounce the disparities that FN Ontario children in care in Winnipeg face as compared to other FN children in care in Winnipeg have access to, such as comparable federal funding that recognizes Indian status and treaty rights of ON FN children in care in Winnipeg. Animikii brought Resolution 20/04 to the floor of the Chiefs of Ontario Special Chiefs Assembly on February 6, 2020 in Ottawa which acknowledges the mobility of our FN citizens and support the work undertaken by Animikii and support for the agency in pursuing fair and equitable federal and provincial funding to address the best interests and well-being of Ontario First Nations children in care in Winnipeg. We thank Chiefs Wilfred King, Kiashke Zaaging and Lynn Indian, Big Grassy FN for moving this resolution which received unanimous support from the Chiefs in Assembly. In addition, we were honored to be part of the meeting hosted by the Grand Council Treaty 3 (GCT3) at our office on January 15, 2020. GCT3 presented their sacred law *Abinoojii Inakonigiwin* to both Ontario/Manitoba gov’t officials, as well as federal officials. We were also honored to have the Grand Chiefs of GCT3 and Southern Chiefs Organization at our office for the meeting. The GCT3 presented me with a beautiful blanket. Meegwetch Ontario First Nation leaders!

New Federal legislation: *An Act respecting First Nations, Inuit and Metis children, Youth and Families* came into force January 1, 2020. In response to the TRC’s Call to Action #4, the purpose of the Act is to recognize Indigenous peoples’



jurisdiction over child and family services, as part of an inherent and right to self-governance. The intent of the legislation is to change child welfare service provision to Indigenous children, with the goal of reducing the number of Indigenous children in care and protecting/preserving the child's connection to their Indigenous community, culture, family, and language. We have been and I'm sure will continue to be given formal notification from ON FN communities exercising their right as an Indigenous Governing Body as per the new federal legislation.

AOCFS is at an advantage when it comes to applying this new federal legislation in terms of service delivery. For over 9 years AOCFS has established strong working relationships with FN ON agencies regarding co-case management of files and services, case consultation and implementing customary care practices. Further to this practice, the agency will and has mutually expanded consultative efforts with ON FN. Animikii continues to engage with stakeholders, such as our MB FN agencies, Indigenous Services Canada, Province of Manitoba and the Southern First Nation Network of Care with aligning and establishing a format for "Significant Measures" as it pertains to notifying the legislative recipients as identified in the new federal legislation.

The 5-year first Collective Agreement between Animikii and Manitoba Government and General Employees' Union Local 443 was signed November 27, 2019. We acknowledge the hard work put forward by all in the drafting of our first ever Collective Agreement.

Fiscal year 2019-20 was the first year the Province formally implemented the block funding regime for all agencies in

Manitoba identified as a Single Envelope Funding (SEF) format. For Animikii, the current block funding model raises several deficits unique to our agency. This model does not address the inequities faced by a Provincially funded only agency. Alternative care and supervision cases were never identified under the previous provincial funding model, although the agency must provide alternative care services for children as well as overseeing supervision cases deriving from FN ON agencies. We are forced to find these dollars within the block which was based on approved reconciled maintenance costs from the previous year. Those expenses have not been recognized within those approved reconciled amounts. This puts funding pressures on the agency. (Note: Federal funding provides for alternative care services to federally funded FNCFS agencies). AOCFS currently has 17 interprovincial cases. Coupled with significant Cyber-attack recovery costs and current COVID-19 pandemic costs, this addresses significant funding pressures. It is of the agency's stance that significant external events, such as a Pandemic, should not be recognized under the Contingency Funding policy under the SEF. The Children's Special Allowance (CSA) the agency received was applied to the current Single Envelope Funding formula whereby Animikii saw that amount tailored off the final notational maintenance funding amount we were issued by the Province starting off our block funding. Animikii continues to be involved in legal proceedings that will address this provincial funding decision. Regardless, now that the agency maintains the CSA and it is no longer "clawed" back by the Province, there should be flexibility for



Animikii to secure unmandated services/ supports for CIC. As mentioned last year, other challenges do exist and have become enhanced under block funding such as specialized and costly care for special and complex needs children. Two high needs children alone can range over ½ million dollars a year.

The 4% budget reduction brought in by the Province in 2013-14 as vacancy management continues to impact our ability to provide alternative care or other support services forcing the agency into reallocating funds across programs to maintain and balance services. Ongoing compliance reviews coupled with increased case management demands on an already “stretched” staff composition will continue to affect timely input of data in CFSIS and will place increased pressure on staff as they balance day to day demands and an ever-increasing caseload of complex cases. Added to the equation are the extra legislative responsibilities from the new federal legislation. This entails additional case management duties including paperwork. Nonetheless, the agency has had to make staffing and program changes to balance out workloads as best as possible and ensure the Alt Care Unit is sufficiently staffed to case manage our Kinship, foster and places of safety homes. It is essential that we provide supports to our caregivers as they are dedicated and committed to the children, they are responsible for.

As of March 31, 2020, the Agency's case count, all-inclusive was 611; 181 family service files and 429 children in care (including 16 courtesy supervision children in care from Ontario and 1 from Saskatchewan). Out of the 181 family service files, 156 were receiving Protection

services, 9 Voluntary Expectant Parent Services (VFS), 3 Protection Expectant Parent Services (PRT-EPS) and 13 receiving Family enhancement services. The Agency reported 429 children, youth and adults receiving services. Out of the 429 receiving services, 36 were on transitional planning and 17 were children in care from different provinces receiving courtesy supervision. Overall, Animikii's efforts to reduce the number of children in care and close family files in a timely manner, is currently seeing a decrease in the overall agency case count during the past five years at -2.6%. The overall CIC case count over past 5 fiscal years has declined by -6%. The number of children in care aging out in fiscal year 2020/21 is predicted to be 18. This is a positive indicator, but we predict that within the next couple of years our maintenance expenditures will increase because of an increase in special needs/high risk complex children and youth.

Prior to COVID-19, the agency had held several activities throughout the year for our children, families and staff. Our children's Christmas party on November 21st held at the Salvation Army was a huge success. Approximately 450 people attended, 325 were children. Santa was a “hit”! We had clowns, face painting, cookie decorating and gift giving. Thank you to all who donated to our Christmas Hampers, special shout out to our law firm Cochrane/ Saxberg who donated gifts for raffle draws that went towards the hampers and hosted a wholesome Christmas lunch for the staff. We also had our yearly summer children's picnic at Kildonan park July 18th filled with picture taking, slides, competitive games, candy scramble and a BBQ. 355 people were in attendance. Another great turn-out and fun time by all!



During this past year, the agency has revived our agency Grandmother Drum and sacred items under the guise of an ON FN traditional knowledge holder. The name given to the Drum is Mashkode-Bizhiki Biijibatoo (Running Buffalo). The colours given to our drum light blue, yellow, turquoise and red. Our former Board member Mr. Cooke from the Long Lac First Nation in northwestern Ontario, revived our Grandmother in ceremony and gave her a well-refreshed "look." We feasted our drum January 9, 2020.

Despite all of these external environmental challenges coupled with the departure of a couple of senior staff, Animikii successfully partnered through these challenges through Resilience and Strength due to the teamwork and contributions of hard-working staff and the guidance of supportive Board members and understanding and patience of key stakeholders such as the Southern First

Nation Network of Care, Ontario First Nations, Southern Chiefs and the Province of Manitoba. Meegwetch.

I must acknowledge all my staff and how everybody pulled together during the challenges of the Cyber-attack and more so at the beginning of COVID-19 due to the fear of the unknown. Despite these extreme challenges, my staff demonstrated utmost teamwork and diligence to ensure our children were safe and families supported.

Most of all I would like to tribute this year's Annual Report to the children and families we are honored to serve. The children and families represent the raw meanings of Resilience and Strength as they continue to persevere and exercise resilience through the many challenges they are faced with.

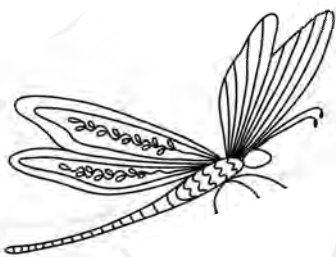
Meegwetch,
Trudy Lavallee





Grandmother Drum

Mashkode-Bizhiki Biijabatoo (Running Buffalo)



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

Code of CONDUCT



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

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

Love:

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



Truth:

Be accountable and recognize truth as an opportunity to grow.

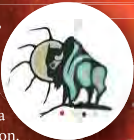


Wisdom:

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

Respect:

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



Honesty:

Be transparent, open, clear and act with integrity.



Humility:

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



Courage:

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



Animikii Ozoson Child and Family Services

3rd Floor - 313 Pacific Avenue
Winnipeg, Manitoba R3A 0M2
T: (204) 944-0040
F: (204) 944-0500
Toll Free 1 (877) 300-5111
reception.animikii@animikii.org



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



HONOURING

Former Management

As mentioned earlier in this annual report, the agency faced several changes. This year we said farewell to our long-term Director of Services, Maria McDougall, Family Enhancement Supervisor, Cheryl Vieville and Services to Families and Children Supervisor, Misty Bousquet.

Marie McDougall (Talking Turtle Woman)



Maria McDougall (Talking Turtle Woman) joined AOCFS shortly after the agency received its mandate in 2005 and became the Director of Services in 2008. She was the agency's drum keeper and supported staff with cultural knowledge and connected them to traditional teachings and ceremonies. Maria would often share the story of how her and 14 other front line and supervisory staff were seconded from Winnipeg Child and Family Services to help start a brand new agency and the excitement over the possibilities that a newly created Indigenous agency would bring. From the beginning, it was important to Maria that our agency and staff were spiritually and culturally connected to our Indigenous families, children, and FN communities, ensuring we worked in a way that was natural and holistic. Although she acknowledged the importance of maintaining compliance with service standards and service policy, she continuously reminded

us of the sacred responsibility we had to respect and honor the lives and stories of families and children we supported in their journey to wellness. Her approach to supporting our hard-working staff was to honor the different gifts and personalities they brought to the agency, always focusing on their strengths. She would incorporate the gifts, ideas and thoughts staff had into the vision of services being provided, grounding the work environment with unconditional support and encouragement.

Her guidance and knowledge will be missed.



We thank them for their significant contributions to the agency over the years and wish them all continued success.



Cheryl Vieville (Sky Bear Woman)

Cheryl Vieville (Sky Bear Woman) started at the agency as the Differential Response Coordinator in 2009. She was promoted to a Family Service Supervisor in 2012 and became the Family Enhancement Supervisor in 2014. She was responsible for bringing the new Manitoba Differential Response service model to the agency, and later was key in starting the agency's in-house support programs for families. She was most appreciated for her insightful contributions at the management table and down to earth support to the staff she supervised. One always knew when Cheryl was in the office by her unique laughter. It would often fill the hallways of our workplace.



Misty Bousquet (Talking Buffalo Woman)

Misty Bousquet (Talking Buffalo Woman) restarted at the agency in June 2013. Misty was known for her passionate advocacy for families and children, often challenging existing practice standards and policies that limited the support to, and preservation of, families and children. Her creative and critical thinking brought new ideas to the agency management table and the staff she supervised. Misty, along with one of her long-term staff that were responsible for the agency's first Independent Living Program that supported youth aging out of agency care. Misty's presence was full of life, engaging and provided staff with a supportive work environment.



INDEPENDENT

Living Program

On March 31, 2020, there were 333 permanent wards representing 74% of the total number of children in care. Of the 333 permanent wards, 150 (45%) 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 require the agency to invest in its in-house independent living program 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 Independent Living Program continued to offer a two-stage resource for youth about to age out or already aging out of care. The first stage in the program was similar to what was offered the previous year and included the Learning is Essential for all People (LEAP) Program in partnership with Big Brothers & Big Sisters'. The first stage was offered between April

13 - June 15, 2019 and Sept. 21- Nov. 23, 2019. There was a total of twenty-four youth that registered for the program, with sixteen receiving their certificates.

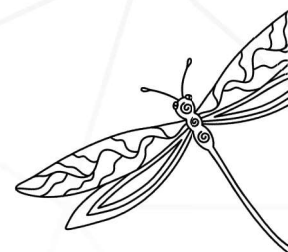
The program's second stage was called "Partnering for Empowerment" and was a thirteen-week program for youth with wanting to further their leadership skills, positive self-concepts and who were ready to pursue independent living. The program connected participants to community resources that supported youth/young adults transitioning out of care. Last year, the agency held the program from April 2019- March 21, 2020 with nine youth registered to attend - four successfully completing the program.

Both stages of the program offered youth the opportunities to take part in cultural events such as a sweat and naming ceremony. On June 8, 2019, twenty-five children and youth attended a Sweat and Naming Ceremony, with nine children and youth receiving their spirit names. As well, on Nov. 16, 2019, twenty-nine children, youth and foster parents attended a Sweat and Naming Ceremony. Three foster parents and six children and youth received their spirit names.





April - June 2019





September - November 2019





LEAP Program



Sweat and Naming Ceremony





Partnering for Empowerment



Halloween Costume Party



The partnering for empowerment Program also put together Halloween Custom Party at Park Alley's Bowling. There were prizes for best custom winners and best score winners. Everyone had a great time.



KINSHIP

Caregiver Recognition



In honor of this year's AGM, Paul Mallin and Angela Rae have been chosen to be recognized as this year's outstanding kinship caregivers.

Paul and Angela have been caring for their three grandsons under kinship care since January 2019. Paul and Angela requested to care for their grandsons, while the boys were in care to ensure the boys were provided with the consistency of family and culture. Angela and Paul have provided outstanding care to the boys and have often gone above what has been expected. They have put the care of all three boys before their own needs, to ensure that the boys have what they need and ensure they feel loved and cared for. Paul and Angela are very involved in all aspects of the children's lives and put forth a tremendous amount of effort to help the boys reach their potential and as a result, the children are thriving. Angela also taught the children to speak their Indigenous language.

Working with Paul and Angela at an agency level, was a pleasure, due to their easy going, pleasant and

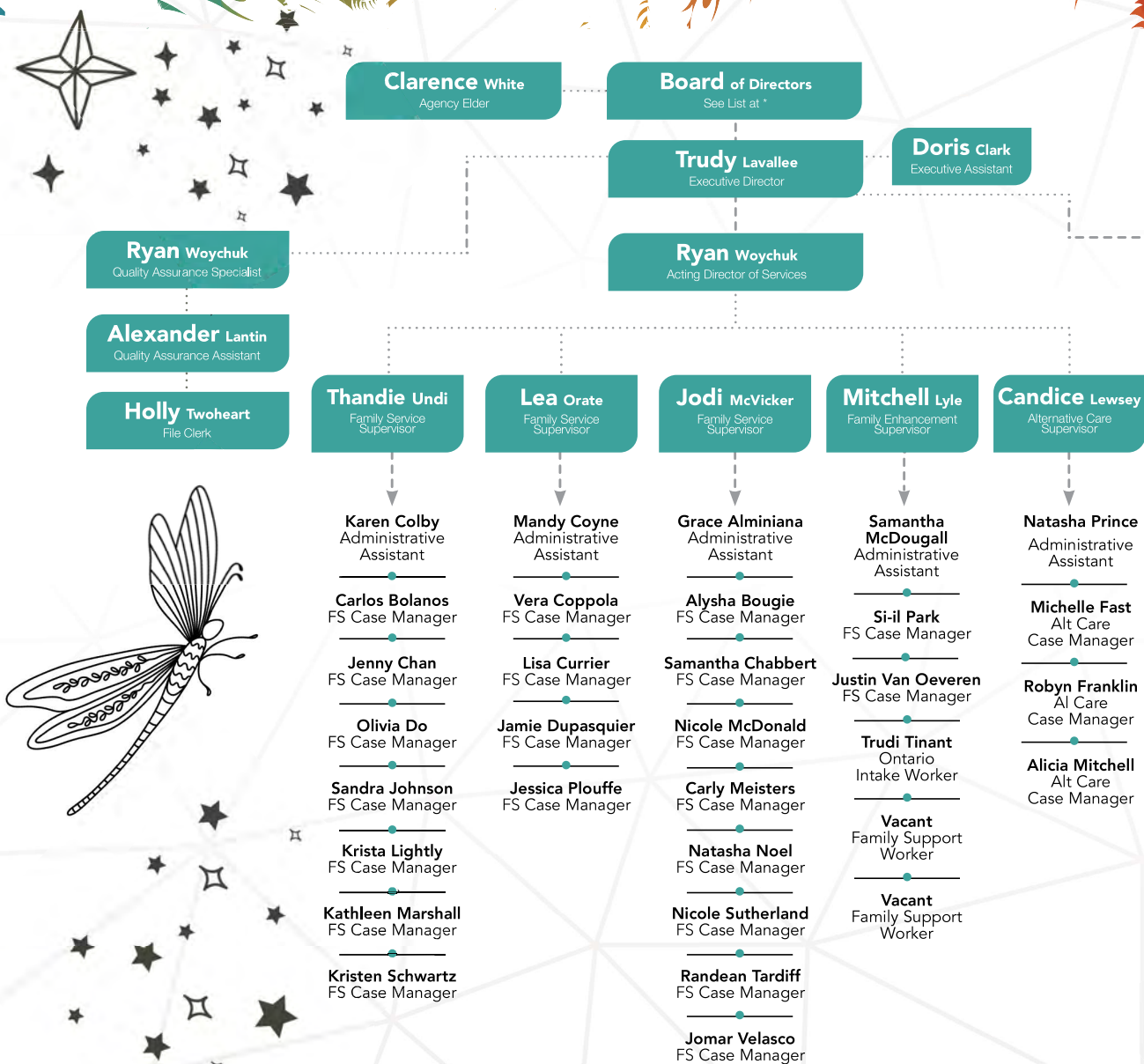


welcoming nature. Angela and Paul have had an unwavering commitment to their grandchildren that has resulted in them receiving guardianship of the children.

We take this opportunity to thank Paul and Angela for all that they have done as kinship care givers with our agency and wish them all the very best.

ORGANIZATIONAL

Chart as of March 31, 2020





*Board of Directors

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

Cathy Herrera
Director of Finance

Ming Zhang
Payroll Clerk

Ruby Manaiac
Maintenance Finance Clerk

Roselle Jucaban
Finance Clerk

Darrell Cook
Human Resource Manager

Kyle Kakegumick
Receptionist



HUMAN

Resources Manager

My name is Darrell Cook and I am a proud member of the Opaskwayak Cree Nation, here in Manitoba. I enjoy the opportunity that Animikii Ozoson CFS has given me to work for an Indigenous organization. The Agency's vision and teachings is something that was taught and instilled in me at a young age and I live by day to day. I started with Animikii on March 4, 2020 and I look forward to what lies ahead.

It has been a very interesting start to my career with Animikii Ozoson CFS. After being on the job for a few days I was introduced to Covid19 and we have been dealing with it ever since. This past year saw some changes and challenges which the Agency was able to overcome and come out stronger than ever.

As of March 31, 2020, we had 53 employees and of those 53, 17 (32%)

are of Indigenous descent. This year noted a 10% increase in our Indigenous staff compliment. We had 45 permanent employees, 3 term employees, 2 maternity leaves and 3 casual employees.

My goals for this year are to enhance recruitment strategies to attract and hire more Indigenous staff, increase training, promote, and build on the one team concept, and continue to maintain/build the cultural programs within the Agency.

I have enjoyed working for the Agency and the staff here have been great to work with and I look forward to working with the team going forward.

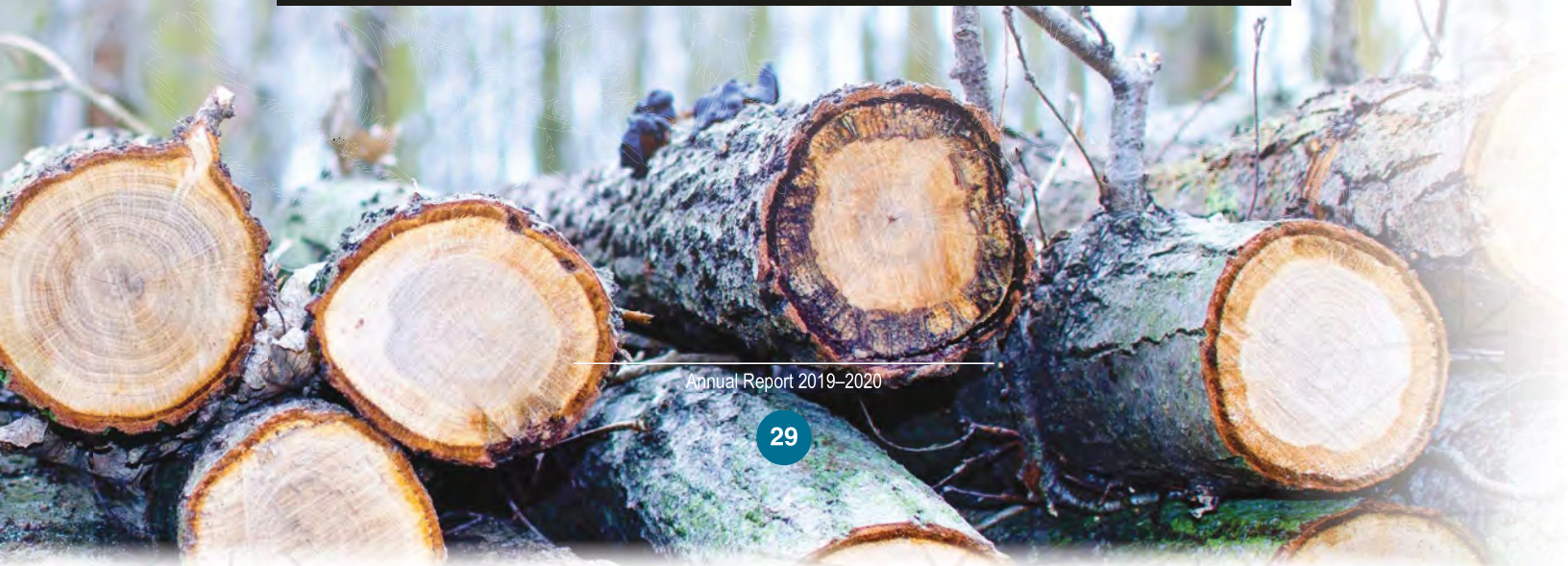
Darrell Cook
Human Resources Manager



Honoring Staff with Milestones this year:



Marie Tasic – 5 years
Mitchell Lyle – 5 Years
Karen Colby – 5 Years
Carly Meisters – 5 Years
Thandie Undi – 10 years
Si'il Park – 10 Years





QUALITY

Assurance Specialist

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.

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 how to improve service delivery and accountability for families and children.
- Completed a total of 5 internal reviews that looked at the quality of direct service being provided to families and children as per Provincial standards (ex. use of SDM tools, EPS file management, use of ADPs, quality and frequency of supervision being provided to front-line staff, etc.).
- Conducted a total of 42 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.
- Completed 12 statistical and 24 unit/worker specific compliance and quality reviews with follow-up meetings to communicate results and strategize improve/maintain compliance.
- 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.

- Revised in-house training material on case documentation, Provincial Case Management Standards, Structured Decision Making (co-facilitated with FE Supervisor) and the Authority Determination Protocol. Training put on hold due to Nov. 2019 Cyberattack and COVID-19.
- Bill C92 training delivered by our law firm.
- Attended Interagency Service Protocol meeting with sister First Nation Ontario agencies signatory to

existing protocol with AOCFS.

- 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), including the introduction of enhanced security procedure for uploading document so to CFSIS.

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





SERVICES

to Children and Families

Introduction

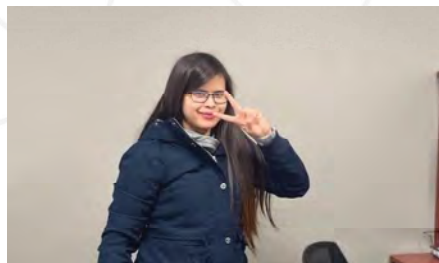
This past year has been one of strength and resilience. There have been many changes that Animikii Ozoson CFS has gone through and I am pleased to say that this has never impacted or compromised the professional integrity that our case managers have had when working with the families, children and youth we serve. We have focused on ensuring that we continue to provide best practice service delivery while also learning new fundamental strategies including the new passing of Bill C-92 in January 2020. This allows us to have an even stronger partnership with our Ontario communities and stakeholders.

Our workers use a strength-based approach when working with families which has been successful in developing healthy and positive working relationships. When we see the strength and self determination in others, it is a way of viewing our families as resourceful and resilient in the face of adversity.

The Services to Child and Families Unit have been challenged with a high employee turnover rate which had directly impacted service to our families and children. The agency is working towards retention strategies; however, we welcomed a new Service Supervisor to the unit, Lea Orate. Lea has been an employee with Animikii Ozoson for 7 years and has stepped into the next phase of her career. We also welcomed Mitchell Lyle as the Family Enhancement Supervisor. Mitchell started his career at AOCFS as a Case Manager and has been with the agency for five years. Congratulations Mitchell.

We would like to acknowledge and thank the past and current staff for their work with our families, youth and children.

Jodi McVicker
Family Service Supervisor





Family ENHANCEMENT Prevention

It is my pleasure to present the Family Enhancement Unit's report for the 2019-2020 fiscal year. Before I begin please allow me this opportunity to introduce myself. My name is Mitchell Lyle and I am the Family Enhancement Supervisor. I started my social work career at Animikii Ozoson Child and Family Services as a Case Manager 5 years ago and have since been promoted to the Family Enhancement Supervisor role in March 2020. This department has seen some changes during the past year. However, the Family Enhancement team and I are looking forward to the continued growth and development with respect to strengthening the supports and services we provide to families.

Family Enhancement is an intensive prevention program that provides short-term services to families to mitigate risk factors by supporting parents to reduce the number of children coming into care. Family enhancement is a voluntary program that involves everyone in the family working together. The main function of family enhancement services is resolve difficulties before they become a crisis for the family to prevent children from coming into care. Animikii Ozoson Child and Family Services recognizes and acknowledges that every family has strengths. At the start of our involvement the assigned family enhancement case manager works with the family to identify those strengths as a way to improve in areas that may not be working very well. The assigned case manager will then set time limited goals that they identify with the family. We then help the family on a path to achieving those goals using a variety of community and agency supports.

During this past year, the Family Enhancement Program was responsible for continuing to provide intake services on behalf of ANCR when an Ontario First Nations 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. The main role of the intake worker designate is to utilize the Intake Module (IM) and assess if First Nation Ontario families and children temporarily or permanently residing in Winnipeg require brief or ongoing services. I am pleased to report that over the last year AOCFS continued to utilize protection funds to employ a designated Ontario Intake worker to ensure that all interprovincial requests for services as well as internal agency intakes were consistently received, documented, assessed and addressed in a timely manner.

To support parents and prevent children from coming into care, AOCFS has developed in-house programs including Traditional Positive Parenting, Healthy Coping with Addictions, Red Road to Healing, as well as a Women's Support Group and a Men's Support Group. Family Enhancement also works with community collaterals to address the needs of families and to develop partnerships.

Family Enhancement Prevention Programs

In efforts to prevent children from coming into care and/or returning to care, the Agency continued to facilitate in-house prevention programs. During the past fiscal year, the agency offered men support groups from May-July 2019. The purpose of the group was to work with men on their journey from a history of being domestically violent. Staffing turnover and other HR matters have impacted programs.

Men's Support Group (May 8, 2019 to July 17, 2019)

Through the provision of weekly open groups members were able to gather and share common issues and experiences associated with personal circumstances. The goal was to provide opportunities for support, education, challenge and growth for men while integrating cultural and spiritual approaches to enhance the interconnectedness of the group. Ultimately, the group aimed to remove stigmatization and isolation and empower participants to solve their own problems. Weekly topics included mental health, violence and abuse, addictions, grief and loss, relationships, self-esteem and trauma.

FAMILY SERVICES

During the past fiscal year, the agency had three family service teams (Team Jodi, Team Thandie and Team Lea) 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.

As of March 31, 2020, the Agency's case count, all-inclusive was 611; 181 family service files (inclusive) and 429 children-in-care (including 16 courtesy supervision children-in-care from Ontario, 1 from Saskatchewan). Out of the 181 family service files, 156 were receiving Protection services (PRT), 9 Voluntary Expectant Parent Services (VFS), 3 Protection Expectant Parent Services (PRT-EPS) and 13 were receiving Family Enhancement (FE) services (1 file in process of being accepted).



AOCFS Case Counts 2019/2020



**Children in Care
(Interprovincial)**

**Protection Expectant
Parent Services
3**

**Voluntary
Services 9**

**Family
Enhancement 13**



Fiscal Year	2015/16		2016/17		2017/18		2018/19		2019/20	
Case Type	Fed	Prov	Fed	Prov	Fed	Prov	Fed	Prov	Fed	Prov
Voluntary Family Service - financial assistance only		0		0		1		0		0
Voluntary Family Service - EPS		0		0		0		1		0
Voluntary Family Service		1		0		1		3		9
Family Enhancement		14		16		26		23		13
Protection		174		183		187		183		156
Protection – EPS		4		5		1		2		3
Children in Care		415		440		439		435		412
Children in Care-Supervision		15		20		23		19		17

Family Service Files per Community Served

At the end of March 31, 2020, the Agency provided services to 181 families. Out of the 181 families receiving services from the Agency, 137 (76%) have ties to First Nation communities in Ontario



ONTARIO FIRST NATION COMMUNITIES	
Alderville FN	1
Algonquins of Pikwakanagan FN (Golden Lake)	1
Anishinaabeg of Naongashiing FN (Big Island)	4
Asubpeeschoseewagong Netum Anishinabek (Gwrassy Narrows)	3
Atikameksheng Anishnawbek FN (Whitefish Lake)	1
Bearskin Lake FN	2
Chippewas of Nawash FN	1
Couchiching FN	3
Deer Lake FN	6
Eabametoong FN (Fort Hope)	4
Flying Post FN	1
Fort Severn FN	2
Fort William FN	1
Iskatewizaagegan 39 Independent FN (Shoal Lake #39)	4
Keewaywin FN	5
Kiashe Zaaging Anishinaabek (Gull Bay)	4
Lac Seul FN	11
Long Lake #58 FN	2
Marten Falls FN	1
Mattagami FN	1
Migisi Sahgaigan FN (Eagle Lake)	1
Mishkeegogamang FN (Osnaburgh)	5
Mishkosiminiziibiing FN (Big Grassy River)	5
Muskrat Dam FN	1
Naotkamegwanning FN (Whitefish Bay)	4
Negaw-zaaga'igani Nitam-Anishinaabe (Sandy Lake)	24
North Spirit Lake FN	7
Northwest Angle #33 FN	5
Obashkaandagaang Bay FN (Washagamis Bay)	2
Ojibways of Onigaming FN (Sabaskong)	2
Poplar Hill FN	2
Rainy River FN	1
Sachigo Lake FN	2
Seine River FN	3
Shoal Lake #40	4
Temagami FN	1
Tyendinaga Mohawk Territory	1
Wabaseemoong Independent Nation (Whitedog)	8
Wabauskang FN	1
TOTAL	137

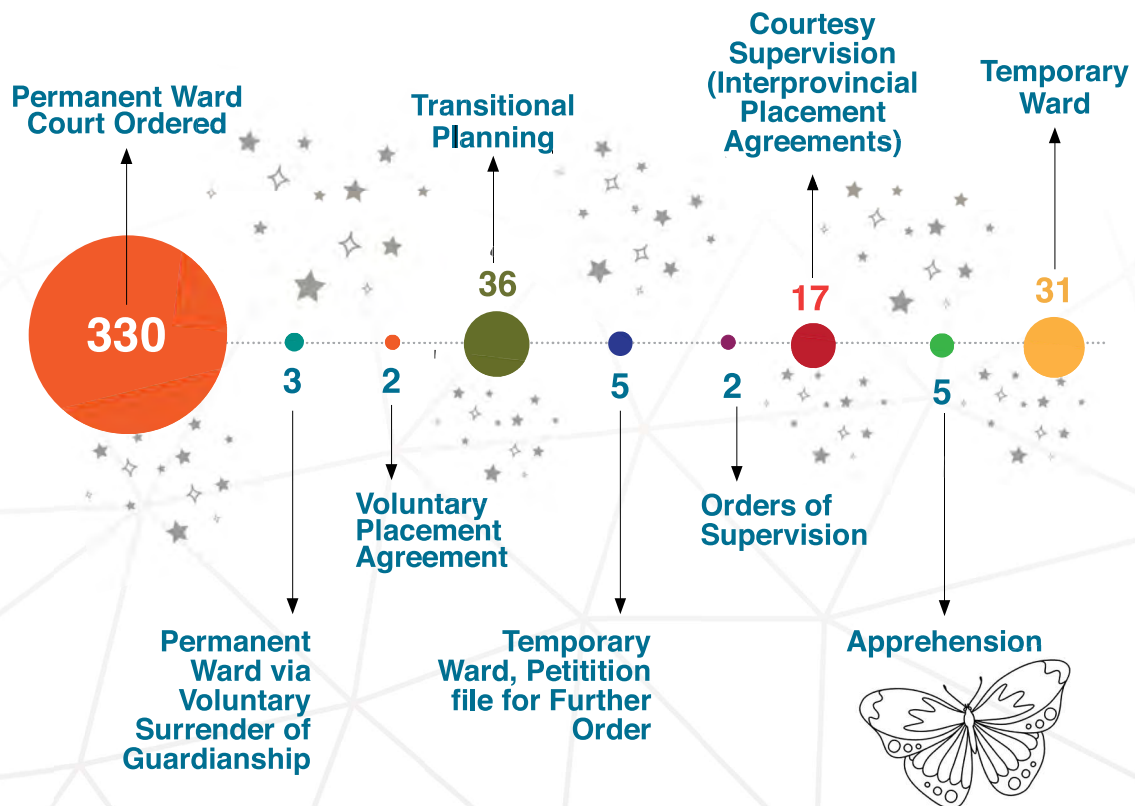
MANITOBA FIRST NATION COMMUNITIES	
Berens River FN	1
Bloodvein FN	1
Brokenhead FN	1
Buffalo Point FN	1
Chemawawin FN	2
God's Lake Narrows FN	1
Misipawistik Cree Nation (Grand Rapids)	2
Mosakahiken Cree Nation (Moose Lake Cree Nation)	1
Nisichawayasihk Cree Nation (Nelson House)	1
Pimicikamak Cree Nation (Cross Lake Band)	1
Red Sucker Lake FN	3
Swan Lake FN	2
TOTAL	17
QUEBEC FIRST NATION COMMUNITIES	
Kebaowek FN (Eagle Village)	1
TOTAL	1
BRITISH COLUMBIA FIRST NATION COMMUNITIES	
Scowlitz FN	1
TOTAL	1
SASKATCHEWAN FIRST NATION COMMUNITIES	
George Gordon FN	1
Sakimay FN	1
Star Blanket Cree Nation	1
Yellowquill FN	1
TOTAL	4
OTHER	
Metis	7
None	1
Not Aboriginal	12
Not Determined	1
TOTAL	21
GRAND TOTAL	181

Services to

CHILDREN

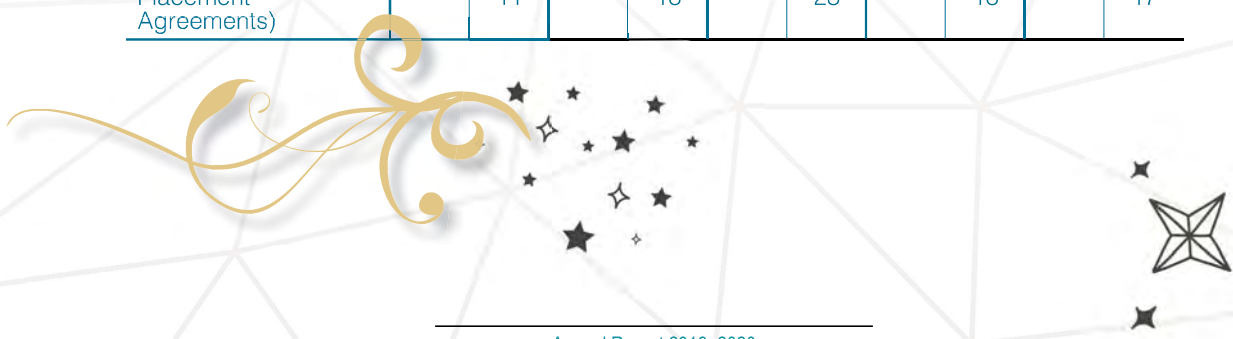
Youth and Adults

As of March 31, 2020, the Agency reported 429 children, youth and adults receiving services. Out of the 429 children, youth and adults receiving services, 36 were adults on an extension of services and 17 were children in care from different provinces receiving courtesy supervision services (1 child in care with Saskatchewan and 16 children in care with Ontario).





Fiscal Year	2015/16		2016/17		2017/18		2018/19		2019/20	
Legal Status	Fed	Prov	Fed	Prov	Fed	Prov	Fed	Prov	Fed	Prov
Apprehension (App)		14		36		10		5		5
Temporary Ward (TW)		25		29		52		47		31
Perm. Ward: Court (PW: Court)		286		310		313		319		330
Perm. Ward: VSG (PW:VSG)		3		4		2		3		3
Voluntary Placement Agreement (VPA)		13		11		10		7		2
Transitional Planning (TP)		20		33		42		38		36
Petition Filed (PF)		32		14		9		16		5
Order of Supervision		0		1		0		1		2
Courtesy Supervision										
(Interprovincial Placement Agreements)		11		18		23		18		17





Services to **FAMILIES FROM** Ontario & Other Agencies in Manitoba

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. Not having a First Nation home community 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 to ensure children receive a parity of services.

These endeavors were always the intention of AOCFS since its inception. 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 79% of our overall caseload reflects Indian status/Treaty citizens that would be deemed a Federal responsibility as compared to Manitoba FN children in care. Overall, 81% of our children in care have ties to FN communities in ON. 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 standards of practice and absorb the costs.

Federal operational funding from the Department of Indigenous Services Canada (ISC) would support this level of practice, as well as recognize the responsibilities under AOCFS at the same level recognized for Manitoba FN CFS agencies. Precedence has already been established by ISC in accepting the fiduciary responsibility for the provision of mandated CFS services on and off reserve and for those deemed a Federal responsibility.



Courtesy Supervision Cases/ Interprovincial Placement Agreements

AOCFS is responsible for providing mandated services to families and children affiliated with Ontario First Nations communities (primarily, but not limited to, Treaty areas 3, 5 and 9), temporarily or permanently living in Manitoba who require child welfare services. This means that when children in care from a different Province, primarily Ontario, move to Manitoba AOCFS is responsible for providing courtesy supervision services on behalf of their guardian agency. As of March 31, 2020, 76% of our total case count consists of families and children who are affiliated with First Nations communities in Ontario. As a result, AOCFS maintains a close working relationship with Ontario FN agencies similar to the working relationships we have with southern agencies in Manitoba. Due to the stability of co-case management and the close working relationship with our sister agencies in Ontario, children under Ontario care may remain in Manitoba for their entire time in care. For example, the longest courtesy supervision file with AOCFS was 13 years. This is particularly true for children with complex medical needs.

From a case management perspective, 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. Children originally from Ontario, for a variety of reasons, move to Winnipeg and require continued licensed placement. It's important to note that mobility of ON FN from northwestern Ontario to Manitoba is quite common. 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. Our MB FNCFS agencies receive federal funding to oversee and deliver these services. FN



children with AOCFS are not afforded a comparable level of funding that ensures their needs will be met.

Services to children in care from Ontario, living in Manitoba, are also monitored for compliance and quality of service by other Manitoba governing bodies (i.e., MACY, Southern Network, etc.) in the same manner as children in care of AOCFS. Since the child from Ontario is receiving mandated services in our jurisdiction, we are required to open a file, and as a result, comply with case management standards on CFSIS. Compliance requirements are monitored on a monthly basis by the Southern Network. 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.).

Services provided receive the same scrutiny when complaints are received about day-to-day service provision, or during reviews following a critical incident to a child receiving courtesy supervision services from AOCFS.

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, 2020, the Agency reported 429 children, youth and adults receiving services. Out of the 429 children, youth and young adults receiving services, 36 were adults on an extension of services and 17 were children in care from different provinces receiving courtesy supervision services (1 child in care with Saskatchewan and 16 children in care with Ontario). Out of the 376 children in care with AOCFS, 335 (81%) have ties to First Nation communities in Ontario. Note: 335 children in care does not include the 16 children in care of Ontario.

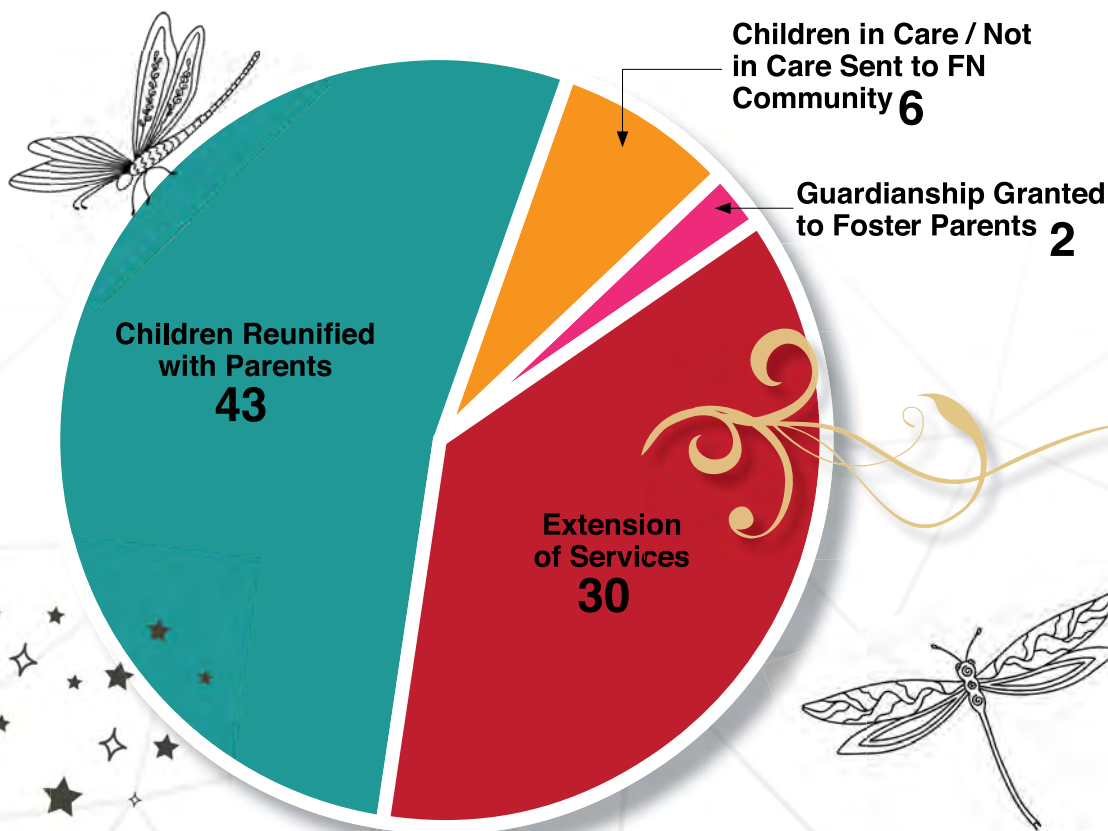


MANITOBA FIRST NATION COMMUNITIES	
Berens River FN	6
Bloodvein FN	2
Brokenhead FN	1
Buffalo Point FN	1
Chemawawin FN	3
Garden Hill FN	4
Hollow Water FN	1
Lake Manitoba FN	1
Lake St. Martin FN	1
Peguis FN	4
Pimicikamak Cree Nation (Cross Lake)	1
Pinayamootang FN (Fairford)	1
Pukawatagan FN (Mathias Colomb)	1
Red Suck Lake FN	1
Roseau River FN	1
Sagkeeng FN	5
Sayisi Dene FN	3
St. Theresa Point FN	6
Tataskweyak Cree Nation	1
Tootinaowaziibeeng FN	2
Waywayseecappo FN	1
TOTAL	47
ALBERTA FIRST NATION COMMUNITIES	
Siksika FN	1
TOTAL	1
BRITISH COLUMBIA FIRST NATION COMMUNITIES	
Scowlitz FN	2
TOTAL	2
SASKATCHEWAN FIRST NATION COMMUNITIES	
Cote FN	10
Kawacatoose FN	1
Piapot FN	1
Sakimay FN	3
TOTAL	15
OTHER	
Metis	4
None	3
Not Aboriginal	21
Not Determined	1
TOTAL	29
GRAND TOTAL	429

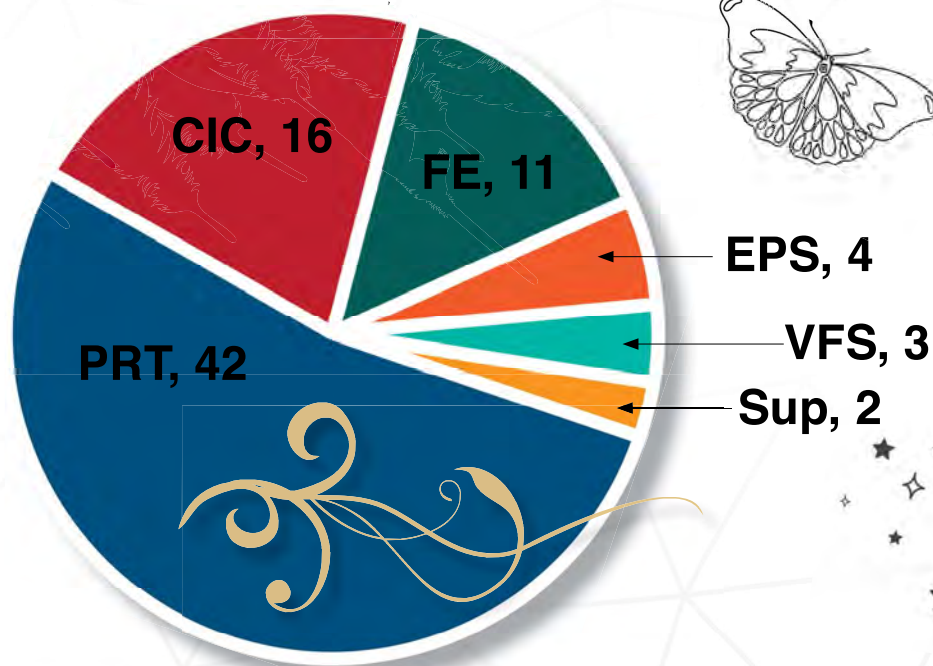
ONTARIO FIRST NATION COMMUNITIES	
Algonquins of Pikwakanagan FN (Golden Lake)	1
Animakee Wa Zhing #37 (Northwest Angle #37)	5
Animbigo Zaagi'igan Anishinaabek FN (Lake Nipigon Ojibway)	1
Anishinaabeg of Naongashiing FN (Big Island)	7
Asubpeeschoseewagong Netum Anishinaabek (Grassy Narrows)	15
Atikameksheng Anishnawbek FN (Whitefish Lake)	1
Bearskin Lake FN	2
Couchiching FN	1
Deer Lake FN	11
Eabametoong FN (Fort Hope)	8
Flying Post FN	1
Fort Severn FN	5
Fort William FN	2
Iskatewizaagegan 39 Independent FN (Shoal Lake #39)	4
Keewaywin FN	15
Klashke Zaaging Anishinaabek (Gull Bay)	1
Kingfisher FN	5
Kitchenuhmaykoosib Inninuwug FN (Big Trout Lake)	2
Lac la Croix FN	2
Lac Seul FN	14
Long Lake #58 FN	9
Marten Falls FN	9
Migisi Sahgaigan FN (Eagle Lake FN)	10
Mishkeegogamang (Osnaburgh) FN	22
Mishkosiminiziibiing FN (Big Grassy River)	2
Muskrat Dam FN	1
Naotkamegwanning FN (Whitefish Bay)	6
Negaw-zaaga'igani Nitam-Anishinaabe (Sandy Lake)	72
North Spirit Lake FN	11
Northwest Angle #33 FN	7
Obashkaandagaang Bay FN (Washagamis Bay)	4
Ojibways of Onigaming FN (Sabaskong)	3
Pikangikum FN	6
Poplar Hill FN	1
Rainy River FN	5
Sachigo Lake FN	5
Seine River FN	3
Shoal Lake #40	11
Temagami FN	2
Wabaseemoong Independent Nation (Whitedog)	20
Wabauskang FN	3
Wabigoon Lake Ojibway Nation	7
Wauzhushk Onigum FN (Rat Portage)	3
Whitesand FN	2
Wikwemikong FN	8
TOTAL	335

Children and Youth **DISCHARGED FROM CARE** and Discontinued Services to Young Adults

As of March 31, 2020, the agency discontinued services to 51 children in care and extensions of services with 30 adults. Out of the 51 children, 43 were reunified with family; 6 were discharged and sent to their home FN communities in Ontario; and, 2 were discharged to foster caregivers via private guardianship.



External TRANSFERS/REFERRALS For Service



Most transfers received by AOCFS come from All Nation's Coordinated Response Network (ANCR). As of March 31, 2020, the Agency received a total of 78 external transfers. Out of the 78 files transferred, 42 were for family services (PRT, FE), 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.

In addition to ANCR, the Agency received transfers from other Manitoba agencies/authorities and direct referrals from Ontario agencies with requests to provide courtesy service, brief service, short-term and long-term services to families and children.



ALTERNATIVE Care

The Alternative Care Unit is responsible for the recruitment, licensing, support and retention of all placement resources of the agency. The unit is comprised of three alternative care case managers, one administrative assistant and one supervisor.

As of March 31, 2020, the Agency had a total of 152 active resources, resulting in an average of 52 managed homes per Alternative Care Case Manager. Out of the 152 open resources, 110 were licensed resources, 29 were Place of Safety's, 8 were new applicants and 5 resources were 'on hold' status. Not included in these numbers are 13 resources on waiting closure status. Out of the 152 active resources, 43 are designated as culturally appropriate.

Of the 110 licensed resources, 74 were general homes, 15 were kinship homes,

18 were child-specific, 3 were specialized resources for male youths, and 3 licensed resources were on hold status.

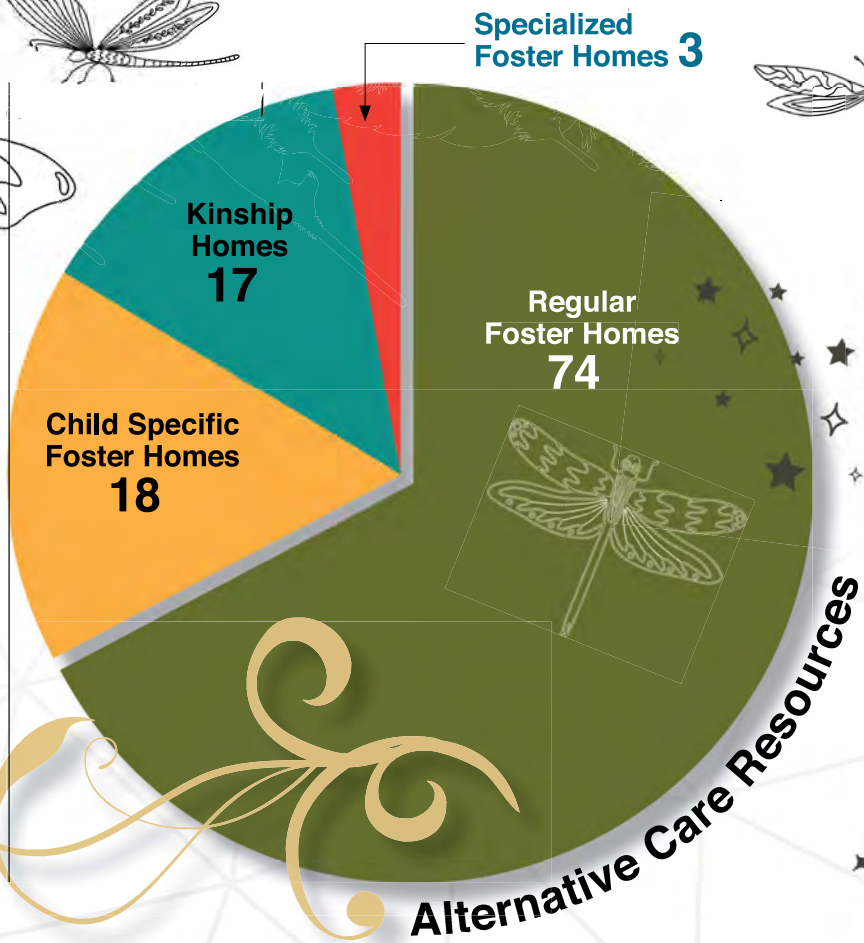
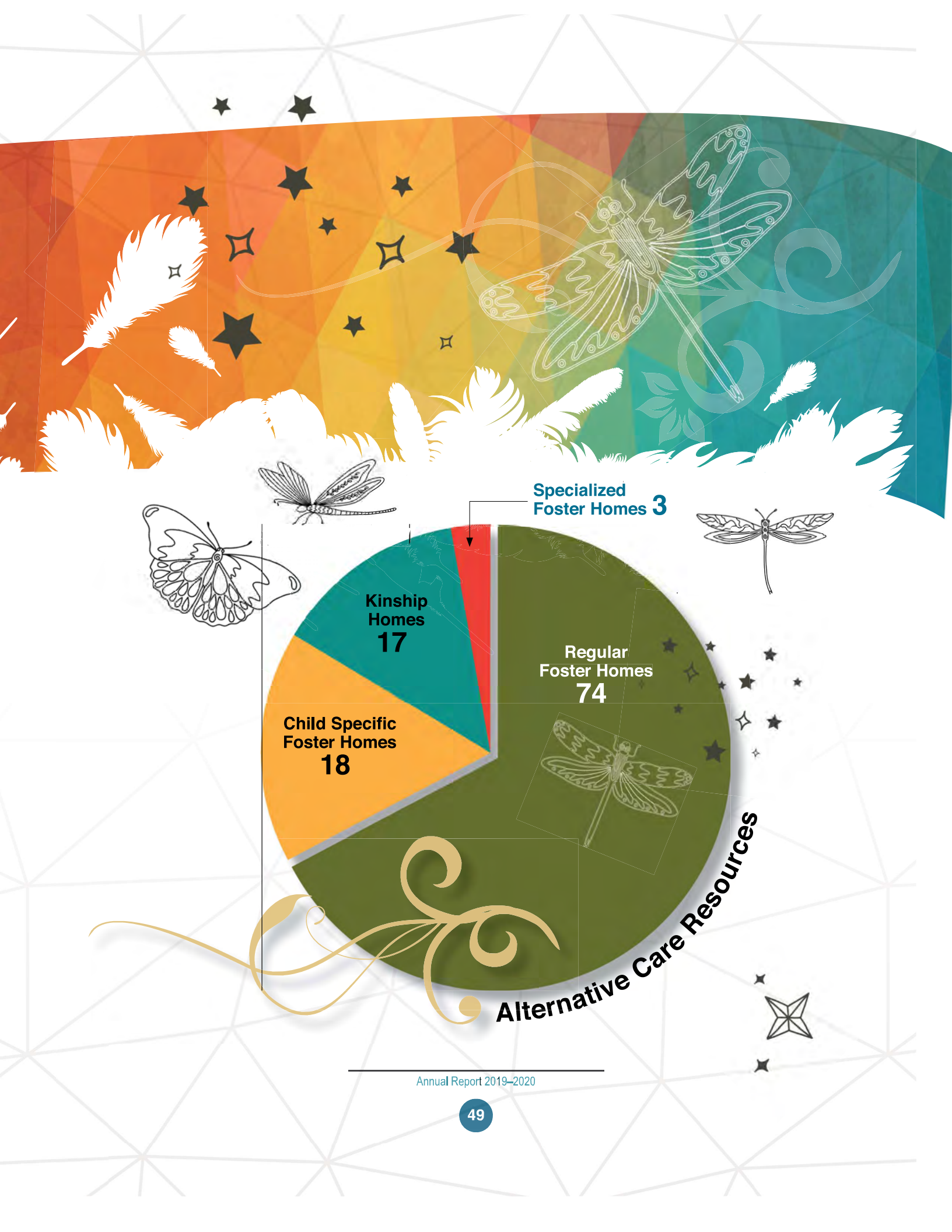
Of the 29 Place of Safety's, 7 were general, 3 were child specific, 19 were kinship and 1 place of safety had an 'on hold' status.

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.

Thank you,

Candice Lewsey, BSW, RSW
Alternative Care Supervisor







FINANCE

The Finance department continues to fulfill its role by providing responsible accounting and Financial management of Animikii Ozoson Child & Family Services (AOCFS). Creating and implementing strong internal control as well as ensuring that funds are being used properly and in accordance with the funding agreement and the Agency approved Finance Policy and Procedure.

Our committed Finance team includes:

- Ruby Manalac – Ruby is responsible for Provincial billings for children in care, foster parents' payment, children special allowances, special rates, etc.
- Ming Zhang – Ming is responsible for our Agency payroll, bank reconciliations, deposits, travel bookings, etc.
- Roselle Jucaban – Roselle is responsible for general accounts payable, accounts receivable, travel reimbursements, etc.

We experienced another difficult year that put my team in a very challenging position. When the cyber incident happened on Nov/2019 we had no choice but to do things manually

and work weekends to avoid disruption of service to our staff, foster parents, children, and families. My team still managed to meet all the deadlines and maintain accuracy and consistency within our unit. Great job team!

Prior to the cyber incident, our computer system environment was managed by the SFNNC. The Agency staff are set up as user on the VLAN and must log on to access servers that contain the Agency computer files. Servers are physically located at the SFNNC office. After the cyber incident, the AOCFS with the approval of the Board of Director decided to move away from the SFNNC VLAN. We established a partnership with the Sandy Bay IT support to help us in setting up our own IT system effective Dec/2019. When the COVID-19 hit global pandemic on March 2020, the Cyber incident became a blessing in disguise as the Agency stands ready to carry out the work from home policy and procedure with no disruption of services to our children and families. Processes and procedures continue to be reviewed to determine changes that can be made to streamline and increase efficiency.

With the announcement of Single Envelope Funding (SEF) came a change in policy at the Province which enables the Agency to start keeping Children's Special Allowance (CSA), in the past it had to be remitted to the Province of Manitoba when received. With the implementation of SEF, SFNNC are now responsible in managing Child Maintenance funding allocations to the agencies on a quarterly basis and are tasked to review and



check the Provincial billing submitted by the Agencies monthly.

Audit update

Our audit for the Fiscal Year 2019/2020 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, 2020. Same as last year as the operational funding to the Agencies was no longer based on the historical funding model and was to be frozen at the 2018/19 funding levels for three years effective April 1, 2019.

Child Maintenance funding totalled to \$12 million for the year ended March 31, 2020. A decrease of 8% from the previous fiscal year of \$13.12 million. Child maintenance funding was calculated based on the approved actuals 2018/19 amounts and in consideration of CSA funds.

Child maintenance expense totalled to \$12.77 million a decrease by 1% compared to the previous fiscal year of \$12.96 million.

The average daily cost per child is \$80.82 compared to \$81.63 in the prior year with an overall decrease of 1%.

Looking ahead, our goals for the new fiscal year include:

- Continuing to manage and work within the Single Envelope Funding model by developing or enhance existing guidelines, practices, or procedure of children in care maintenance expenditures to ensure funds are used in the most efficient, consistent and beneficial to our children in care.
- Ongoing professional development for each of our Finance Staff.
- Exploring additional funding sources including setting up a Charitable Status for the Agency.
- Completion of the update and rewrite of our Finance Policy and Procedure Manual.
- Enhancing and improving our existing IT to ensure a reliable, safe, and secure information technology system.

As I always quote from day 1 to date, I'm honored to be a part of this Agency who values, ethical conduct and the Seven Teachings (Love, Truth, Wisdom, Courage, Humility, Honesty, and Respect). Using these values in my decision always leads me on the right path.

Thank you/Miigwetch,

Cathy Herrera
Director of Finance





INDEPENDENT

Auditor's Report





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, 2020, 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, 2020, 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.

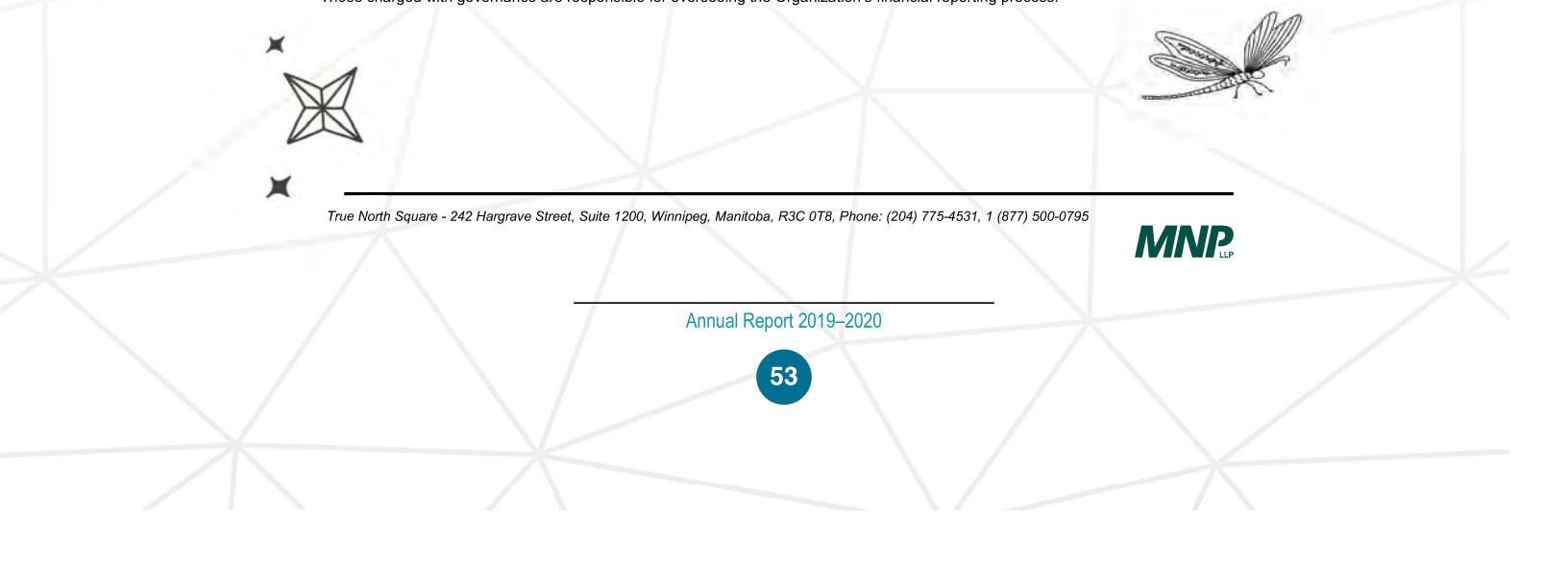
When we read the annual report, if we conclude that there is a material misstatement therein, we are required to communicate the matter to those charged with governance.

Responsibilities of Management and Those Charged with Governance 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.



True North Square - 242 Hargrave Street, Suite 1200, Winnipeg, Manitoba, R3C 0T8, Phone: (204) 775-4531, 1 (877) 500-0795

MNP
LLP



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

October 13, 2020

MNP LLP
Chartered Professional Accountants



MNP
LLP

Animikii Ozoson Child and Family Services



Animikii-Ozoon Inc.
Statement of Financial Position
As at March 31, 2020

	2020	2019
Assets		
Current		
Cash (Note 4)	6,599,253	2,591,881
Accounts receivable (Note 5)	60,251	2,631,165
Short term investment (Note 6)	35,000	35,000
Prepaid expenses and deposits	64,725	40,275
	6,759,229	5,298,321
Capital assets (Note 7)	388,562	440,294
	7,147,791	5,738,615
Liabilities		
Current		
Accounts payable and accruals (Note 8)	1,091,394	1,098,819
Deferred contributions (Note 9)	2,967,744	1,452,439
Working capital advances (Note 10)	1,204,000	1,204,000
Current portion of long-term debt (Note 11)	201,833	201,833
	5,464,971	3,957,091
Long-term debt (Note 11)	134,560	336,393
	5,599,531	4,293,484
Net Assets		
Investment in capital assets	388,562	440,294
Unrestricted	1,159,698	1,004,837
	1,548,260	1,445,131
	7,147,791	5,738,615

Approved on behalf of the Board of Directors

 Director

Director

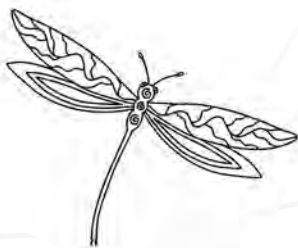
The accompanying notes are an integral part of these financial statements



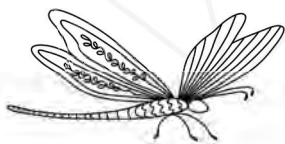
Animikii-Ozoon Inc.
Statement of Operations
For the year ended March 31, 2020

	2020	2019
Revenue		
Southern First Nations Network of Care		
Operations Core	940,534	940,801
Operations Protection	3,132,679	3,131,793
Operations Prevention	245,104	245,729
Operations Other	58,590	58,561
	4,376,907	4,376,884
Province of Manitoba		
Province of Manitoba - Maintenance	11,580,445	12,836,855
Province of Manitoba - Agency Allowance	367,555	218,561
Miscellaneous	58,064	66,392
	12,006,064	13,121,808
Childrens' Special Allowance		
CSA Provincial	889,180	2,089,777
Other		
Investment income	30,000	9,279
Employee Parking	23,482	25,081
External Agency Billings	177,629	260,185
Vision Catchers	3,825	985
	234,936	295,530
Total revenue	17,507,087	19,883,999

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, 2020

	2020	2019
Total revenue <i>(Continued from previous page)</i>	17,507,087	19,883,999
Core Operations		
Salaries	639,930	616,859
Benefits	80,431	89,799
Operating	791,874	872,946
Audit expense	16,669	13,500
Board of Directors expense	34,851	27,240
Insurance	63,043	60,066
Legal	50,980	51,361
Training	5,832	145
Travel	10,951	5,450
	1,694,561	1,737,366
Protection		
Salaries	2,147,145	2,134,095
Benefits	274,899	293,581
Operating	17,401	17,647
Training	2,233	26
Travel	90,256	112,423
Purchased services	58,477	108,924
Contracted resources	49,498	28,905
	2,639,909	2,695,601
Prevention		
Salaries	112,640	101,407
Benefits	20,679	11,039
Operating	480	630
Travel	1,740	2,274
Purchased services	35,548	68,563
Contracted resources	68	14,237
	171,155	198,150
Province of Manitoba		
Agency Allowance	216,613	218,561
Child maintenance	12,555,984	12,742,848
	12,772,597	12,961,409
Childrens' Special Allowance		
CSA Provincial	8,038	2,089,777
External Agency Maintenance		
EA maintenance	117,698	223,058
Total expenses	17,403,958	19,905,361
Excess (deficiency) of revenue over expenses	103,129	(21,362)

The accompanying notes are an integral part of these financial statements



Animikii-Ozson Inc.
Statement of Changes in Net Assets
For the year ended March 31, 2020

	<i>Investment in capital assets</i>	<i>Unrestricted</i>	2020	2019
Net assets, beginning of year	440,294	1,004,837	1,445,131	1,466,493
Excess (deficiency) of revenue over expenses	-	103,129	103,129	(21,362)
Amortization of capital assets	(92,459)	92,459	-	-
Purchase of capital assets	40,727	(40,727)	-	-
Net assets, end of year	388,562	1,159,698	1,548,260	1,445,131

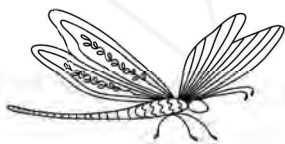


The accompanying notes are an integral part of these financial statements

4

MNP
LLP

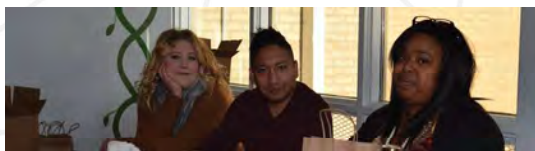
Animikii Ozson Child and Family Services

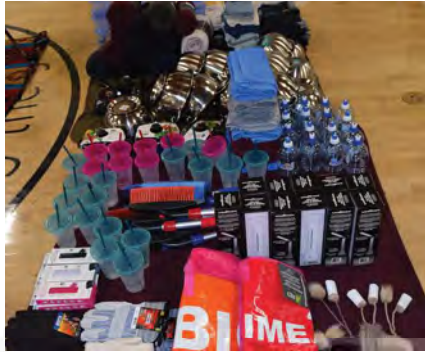


Animikii-Ozson Inc.
Statement of Cash Flows
For the year ended March 31, 2020

	2020	2019
Cash provided by (used for) the following activities		
Operating		
Cash received from funders	21,597,323	20,412,174
Cash paid to suppliers	(14,092,204)	(16,801,552)
Cash paid to employees	(3,275,724)	(3,246,781)
Cash paid for interest	(9,463)	(8,053)
Interest received	30,000	9,279
	4,249,932	365,067
Financing		
Repayment of long-term debt	(201,833)	(201,833)
Decrease in Province of Manitoba payable	-	(526,989)
	(201,833)	(728,822)
Investing		
Purchase of capital assets	(40,727)	(10,053)
Increase (decrease) in cash resources	4,007,372	(373,808)
Cash resources, beginning of year	2,591,881	2,965,689
Cash resources, end of year	6,599,253	2,591,881

The accompanying notes are an integral part of these financial statements











I TALKED WITH THE MOON

I talked with the moon tonight
I asked her for a favor
I asked her to cover you
I asked her to visit your waters
To take love and forgiveness
To dip it in moonlight
To offer it to you
And once you had enough
To remind you, "He is thirsty, too"



From Beautiful Razor:

Love Songs and Other Lies (Al Hunter, Kegedonce Press, 2012)
(From Rainy River FN, ON)

Nothing is so strong as gentleness,
Nothing so gentle as real strength.
Chief Sitting Bull





Every generation of children comes the chance to create a Canada anew. A chance to create a First Nations community anew. One that represents the ancestors' dreams of that community.

Cindy Blackstock





ANIMIKII OZOSON

Child and Family Services

3rd Floor - 313 Pacific Avenue Wpg, MB, R3A 0M2

T: (204) 944-0040 • F: (204) 944-0500

Toll Free 1 (877) 300-5111 • reception.animikii@animikiicfs.org

Photography, design and layout by
EB² Image Design Research - www.eb2image.com
Printing by All Nations Print Ltd. - www.allnationsprint.com