

**ANISHINAABE ABINOOJII
FAMILY SERVICES**

.....
**ANNUAL REPORT
TO THE COMMUNITIES**



Communities Served



Protection Services

Asubpeeschoseewagong Netum Anishinabek
 Iskatewizaagegan No. 39
 Independent First Nation
 Migisi Sahgaigan First Nation
 Naotkamegwanning First Nation
 Northwest Angle #33
 Animakee Wa Zhing #37
 Obashkaandagaang First Nation
 Ochiichagwe' Babigo' Ining First Nation
 Shoal Lake #40 First Nation
 Wabaseemoong Independent Nations
 Wabauskang First Nation
 Wabigoon Lake Ojibway Nation
 Wauzhushk Onigum Nation

Prevention Services

Asubpeeschoseewagong Netum Anishinabek
 Iskatewizaagegan No. 39
 Independent First Nation
 Migisi Sahgaigan First Nation
 Naotkamegwanning First Nation
 Northwest Angle #33
 Animakee Wa Zhing #37
 Obashkaandagaang First Nation
 Obishikokaang First Nation
 Ochiichagwe' Babigo' Ining First Nation
 Shoal Lake #40 First Nation
 Wabaseemoong Independent Nations
 Wabauskang First Nation
 Wabigoon Lake Ojibway Nation
 Wauzhushk Onigum Nation

WIISOKIITAATIWIN OF ANISHINAABE ABINOOJII FAMILY SERVICES

MAAMAJIGOWIN

To have a Gathering Place for
our children, families
and communities.

PEZH-EGO-GAH- BO-WE-TAH

We are Standing as One
with our communities
and our Nation.

MISHKOGABAWIN

We are providing services
focused on Empowerment
of the Whole.

NIIGON KIICHI- ENADAMOWIN

We are moving Forward
with Dignity.

BIIMAATIZIWIN

We are helping our children
and families to achieve
the Good Life.

WEH-WENI-PE- MA-TIZ-E-WIN

We are achieving Sufficient
Sustained Stability.



OUR MISSION

Our Mission is to protect Anishinabe Abinoojii¹ and to support the healing, well-being and strengthening of families through Abinoojii Inakonigewin, to achieve the preservation of families.

[1] Anishinabe Abinoojii means Anishinaabe children

Values

Sacred teachings
Bravery / Courage – zoongide'iwin
Wisdom - nibwaakaawin
Respect – maanaaji'itiwin
Truth – debwewin
Honesty – gwekwaatiziwin, gaangiinaaweshkisii
Love - Zhaawenjigewin
Humility – dibaasendendiwin

Gizhe aatiziwin

To practice the sacred Teachings in respect of natural law
To practice quality and fairness
To be caring
To have respect for life
To Honor our community



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A Message from the Board Chairperson and the Executive Director

Boozhoo, Aniin Anishnabeg,

The past year has seen us continue to grow to meet the needs of our children, youth, families and communities. We are strengthening our partnerships and relationships we have with our leadership in moving towards the realization of Abinoojii Inakonigewin as the Law within our territory, with Community Codes in each of our respective communities.

With the assistance of the Executive Director in carrying the Vision of the Board of Directors, we are getting the Agency organized and are making progress. In January 2018, our new five year Strategic Plan was endorsed by our Chiefs and we quickly organized our 28 Elders Council, Giigidizhiminaanig, to assist us. From the large body of Elders, they chose a working group of four members, one from each direction, to carry out the work for Giigidizhiminaanig. The Elders Council endorsed Customary Care and Custom Adoption as the only service provision for the Agency. We are reviewing our service practice manuals to ensure they are culturally competent and congruent with the needs of our people, and developing curriculum to support Customary Care, Custom Adoption, Prevention Services and Family Preservation.

We are proud of the Agency and its staff, and the tremendous effort they put further every day. Child welfare is not an easy road for the indigenous people of Treaty no 3 and beyond. There are National initiatives we are involved with, such as the National Inquiry into the Murdered and Missing Indigenous Women and Girls which has resulted in the formation of a Commission to meet with groups and gather information, Jordan's Principle, the Canadian Human Rights Tribunal and the National Child Welfare Reform.

We acknowledge the sacred gifts that have assisted us along the way; our grandmother Drum Niiobenisiik, who provides significant support and meaning to the work we do, and our Elders Council who provide us with guidance and direction with our vision, values and mission today and every day.

Maria Swain

Kawawaskanssat, Binesiikwe

Maria Swain, Board Chairperson

Larry Jourdain

Maminotequeneb, Ogimajiweb, Beshaanakwad

Lawrence W Jourdain, Executive Director



01

Governance

Standing Committees of the Board of Directors

The Corporate Officers of the Board are the Chair, Vice Chair, Treasurer and a Member at Large. These positions form the Executive Committee of the Board, and will handle the business of the Corporation, between regular meetings, as necessary.

By Law No 1, the terms of reference for the Board of Directors, sets out the governance procedures for the Board of Directors regarding meetings, voting, what constitutes quorum, eligibility and terms for membership of the Corporation, as well as defining their relationship with their one staff person, the Executive Director.

By Law No. 1 also gives the Directors of the Board the authority to establish and disband committees as it sees fit. It can establish “ad hoc” or temporary committees as necessary. The Building Committee has been established as an ad hoc Committee to seek proposals and provide research for the Boards consideration of a new building to house the agency and all its staff.

This past fiscal year we received confirmation of our Charitable Status for Abinoojii Obimaatziwin, our charitable corporation. This corporation provides the ability to mortgage, borrow or acquire securities and/or assets on behalf of the corporation. By Law No. 1 and 2 further define the responsibilities of this corporation.

The Standing Committees are Finance, Services and Personnel. Each standing committee oversees operations, develops policy and makes recommendations to the Board about its area of responsibility. Each Committee has a Terms of Reference.

Our five year Strategic Plan, endorsed in January 2018, speaks to five pillars of action, and they are:

- Engage and Empower the Youth
- Develop a Communication Strategy
- Implement inherent jurisdiction; based on the natural law given by the Creator
- Human Resource Strategy
- Strengthening Traditional Knowledge and Practises



Following are the Committee members who managed the agency for the 2017-2018 term:

Executive Committee

Maria Swain, Board Chair, Asubpeeschoseewagong'Netum'Anishnabek

Leon Mandamin, Vice Chair, Iskatewizaagegaan #39 Independent Nation, vacated March, 2018

Julia Redsky, Treasurer, Shoal Lake 40 First Nation

Director at Large, vacant

Services Committee

Leslie Gardner, Chair, Wabigoon Lake Ojibway Nation

Reno Cameron, Ochiichagwe'Babigo'Ining Ojibway Nation

Rene White, Nautkamegwanning First Nation

Finance Committee

Julia Redsky, Chair, Shoal Lake 40 First Nation

Diane Munn, Wabauskang First Nation

Eleanor Skead, Wauzhushk Onigum Nation

Personnel Committee

Chris Lawson, Chair, Obishikokaang First Nation

E.M. Cindy Cameron, Wabaseemoong Independent Nation

Toni White, Animakee Wa Zhing #37

Stella Sinclair, Obashkaandagaang First Nation

Building Committee

Gwen Reid, Director of Finance and Administration, and a variety of Board members and agency staff

Abinoojii Obimaatziwn Charitable Foundation

Rene White, President

Diane Munn, Vice President

Leslie Gardner, Treasurer/Secretary

02

Audited Financial Statements



Summary of Financial Statements

Report of the Independent Auditor on the Summary Financial Statements

To the Board of Directors of Anishinaabe Abinoojii Family Services

We have audited the accompanying financial statements of Anishinaabe Abinoojii Family Services which comprise the statement of financial position as at March 31, 2018, and the statement of operations, the statement of changes in net assets and the statement of cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information. The financial statements have been prepared by management of Anishinaabe Abinoojii Family Services based on the financial reporting directives provided by the Ministry of Children and Youth Services.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation of these financial statements in accordance with the financial reporting directives provided by the Ministry of Children and Youth Services; this includes the determination that the basis of accounting is an acceptable basis for the preparation of the financial statements in the circumstances, 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.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require

that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained in our audit is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, these financial statements present fairly, in all material respects, the financial position of the Anishinaabe Abinoojii Family Services as at March 31, 2018 and the results of its operations and its cash flows for the year then ended, in accordance with the financial reporting directives provided by the Ministry of Children and Youth Services.

Chartered Professional Accountants,
Licensed Public Accountants
Kenora, Ontario | August 8, 2018

Summary Statement of Financial Position

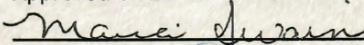
March 31	2018	2017
Assets		
Current		
Cash	\$3,377,196	\$1,830,179
Accounts receivable	853,463	1,219,076
Prepaid expenses	7,310	2,553
	4,237,969	3,051,808
Capital Assets	1,097,888	1,194,280
	\$5,335,857	\$4,246,088
Liabilities and Net Assets		
Current		
Accounts payable	\$2,477,236	\$2,241,780
Government contributions repayable	60,538	2,873
	2,537,774	2,244,653
Deferred contributions		
Ontario Child Benefit Equivalent Pooled Fund	1,716,851	823,405
	4,254,625	3,068,058
Net Assets (Deficit)		
Invested in capital assets	1,097,887	1,194,280
Unrestricted (deficit)	(16,655)	(16,250)
	1,081,232	1,178,030
	\$5,335,857	\$4,246,088



Summary Statement of Operations

For the year ended March 31	Child Welfare	Prevention	One time Service Amendments	2018	2017
Revenue					
Ministry of Children and Youth Services				\$ 23,686,512	\$ 23,754,321
Association of Native Child and Family Services Agencies of Ontario	-	-	-	-	338,137
				24,024,649	23,754,321
Expenditure					
Salaries				6,964,499	6,913,669
Benefits				1,167,913	1,239,284
Travel				1,393,841	924,378
Training and recruitment				328,501	178,431
Building Occupancy				1,162,111	1,118,664
Professional Services - non client				2,117,913	1,742,591
Program Expense				196,704	266,893
Boarding home payments				9,604,940	10,353,835
Professional Services - client				749,015	317,496
Client personal needs				849,070	1,278,045
Health and Related				201,063	176,734
Financial Assistance				40,917	85,708
Admission prevention				31,271	-
Promotion and Publicity				162,277	195,379
Office Administration				380,636	357,606
Miscellaneous				52,818	104,831
Technology				253,479	171,032
				25,656,968	25,424,576
Expenditure Recoveries and other income				1,697,060	1,663,568
				23,959,908	23,761,008
Excess of Revenue over (expenditure) before amounts repayable				(64,741)	(6,687)
Government contributions repayable				(65,146)	(23,670)
Excess of revenue over (expenditure) for the year				\$ (405)	\$ (30,357)

Approved on behalf of the Board:



Director



Director



03

Annual Reports

A Executive Committee

Following our last Annual General meeting, which was brought to a halt due to the passing of the mother of our brother and Master of Ceremonies, Howard Copenace, we were to convene to complete our process of selection for Executive Committee membership with our Elder Clifford Skead, in the spring of 2018 as he had instructed.

We were saddened to have lost Clifford this spring, and have been unable to complete our processes. We offer our support, love and comfort to his family. There have been many passings of our traditional Knowledge Keepers this past year, and we do our best to move the business forward in their absence.

The Executive Committee attended many meetings with Wabaseemoong Child Welfare Authority in their process of bringing their Community Codes to life. We attended several meetings with our Elders and of 28 created a working council of four, representative of the four directions with a balance of male and female Elders. They will provide their advice and guidance on the development of our Strategic Plan and the services we provide to our communities.

Gitchi Miigwech to all our Helpers this past year.



B Finance Committee

The past year has seen some changes in the Finance department. In March last year the Director of Finance and Administration resigned and we had a vacancy to fill moving forward. We continue to strive to streamline the productivity and efficiency of our department.

Ministry Funding Formula

- In 2013-2014 the Ministry announced a new child welfare funding model.
- Funding allocated to Child Welfare Agencies would be calculated using 50% socio-economic allocation and 50% volume-based allocation.
- The Child Welfare funding formula meant Aboriginal agencies were looking at an increase up to a maximum of 2% annually over a 5 year phase in ending in 2017-2018.
- With this funding formula also came notifications of the Agency's approved budget allocations for a three year period. The Ministry used this as a way to provide the agency with the next two years allocation for planning and managing costs and services over a multi-year period. The five year period is now over. We have no notification of new funding formula.
- As a term and condition of funding, the agency was also required to enter into an Accountability Agreement with the Ministry that includes a balanced budget plan demonstrating that our agency can operate within its approved budget allocation, signed by the Board of Directors. This is ongoing into next fiscal year.

Expenditures in 2017-2018

- There was a small amount of revenue over expenditures of \$64,741 at the end of the fiscal year. The agency had a repayable to the Ministry of Children and Youth Services in the amount of \$65, 146 at year end. As a result, we ended up with a small deficit of \$405.
- Majority of expenditures in Child Welfare Agencies are for Client boarding costs, which accounts for approximately 47% of our Agency's gross expenditures (48% in 2016-17). One of the contributing factors to high boarding costs continues to be the high cost associated with placing high needs children. This fiscal year AAFS opened a group home in Dryden with the hope of helping our high needs children closer to home.
- We are keen on expanding our Alternative Care resources within Treaty 3 territory and we are continually trying to develop programs and build services locally that will allow us to serve needs of our children and families much closer to home

In 2017-18 the Finance unit administered net expenditures of \$20,213,895. For Child Welfare, \$2,934,000 for Prevention services and \$856,666. For one time programs for: Training, Education Liaison, Ontario Child Benefit Equivalent (OCBE) and Jordan's Principle.

Some of our goals for 2017-2018 included:

- The continuation of completion of new payroll data entry software (electronic payroll and attendance management system, eliminating paperwork, creating an efficient and effective system with access to up to date attendance records).
- Continue with the funding model review.
- Phase two of the Building Committee – In 2017/18 we completed the building needs assessment.

INFORMATION TECHNOLOGY DEPARTMENT

The HelpDesk

Helpdesk calls totalled 1218 tickets from January 2017 to the end of December 2017.

The top 10 helpdesk ticket categories are below.



PROJECTS SUMMARY FOR THE YEAR:

- Office 365 Integration; Skype and OneDrive
- Office Moves
- Branch Office Finance Data Backups
- Network Switch Upgrade
- Agency-wide Antivirus deployment
- Branch office Server Upgrades
- Disaster Recovery



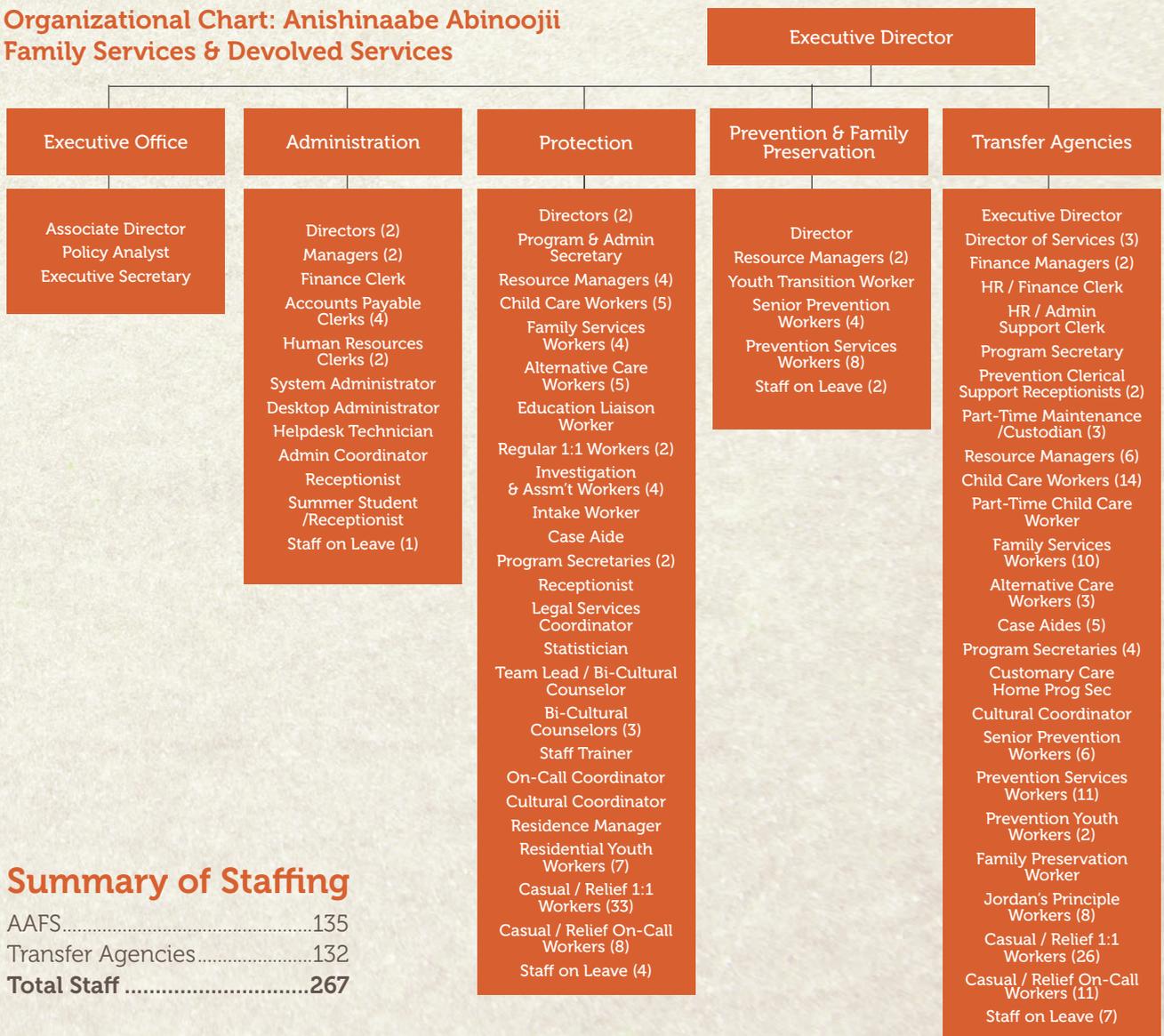
C Personnel Committee

The Personnel Committee facilitates the recruitment of the Executive Director position, develops and recommends Personnel Policy for the Board, hears and settles appeals of grievances not settled through the internal process, and performs other functions as directed by the Board from time to time.

The Personnel Committee helps to ensure that AAFS is well managed and efficiently structured, with well defined responsibilities for employees. Through policies and procedures the Personnel Committee ensures the agency employs individuals who are qualified, motivated, and desire to achieve results efficiently and with a high degree of personal satisfaction.

The Director of Human Resources is the staff resource for this committee.

Organizational Chart: Anishinaabe Abinoojii Family Services & Devolved Services



Summary of Staffing

AAFS.....	135
Transfer Agencies.....	132
Total Staff	267

Staff Recognition

The Personnel Committee and the Board of Directors take this opportunity to say miigwetch to all AAFS staff and Transfer agency staff for their commitment to our agencies and to the children and families we serve. In particular this year, the following staff for achieving these years of service milestones:

15 Years of Service

Mable Mandamin, Resource Manager
Anna Redsky, Child Care Worker
Gus Paishk, Alternative Care Worker
Lester Kavanaugh, Senior Prevention Worker

10 Years of Service

Todd Madison, Systems Manager
Clarence White, Cultural Coordinator
Celina Blackhawk, Agency Trainer
Prairie White, Family Services Worker
Samara Cameron, Child Care Worker
Kathy Jack, Alternative Care Worker
Diane Fisher, Program Secretary

5 Years of Service

Charlton Pahpasay, Family Services Worker
Bailey Hicks, Child Care Worker
Melanie Burnard, A/Alternative Care Worker
Marvin Roulette, Prevention Youth Worker
Trevor Miller, Casual/Relief 1:1 Worker
Annette Pahpasay, Casual/Relief 1:1 Worker
Sarah Kejick, Casual/Relief 1:1 Worker

*Years of service based at September 1, 2018 and effective March 2001 when services were transferred from the former Abinoojii Family Services to Weechi-it-te-win Family Services.





D Services Committee

Giigidzhiminaanig, our Elder's Council, convened in April, 2010, became more formalized this past year. The Elders Council plays a pivotal role in providing guidance, direction, and spiritual support to compliment the cultural services for our agency. Their tireless energy in sharing their wisdom and spiritual guidance is very much appreciated.

On January 2018 our 14 member community Chiefs passed a Record of Decision to strengthen the role and function of the Elders Council within the agency. The 28 Elders, one male and one female from each of the member communities met on March 2018. This meeting identified an Elder from each of the 14 Elders to form the Elders Council. Of the 14 selected, 4 Elders (2 male and 2 female) were identified to sit as Elders to represent the 4 directions.

The four sitting Elders, the Working Group, will assist the agency with the development of its Customary Care Programs, as instructed by their Pronouncement, and assist the agency with the forward momentum to become culturally competent and congruent, in line with the five year Strategic Plan.

Our Cultural Coordinator works in close consultation with our Elders to provide a full range of cultural services and other services such as Sharing Circles, Sweats, Shake Tents, Naming ceremonies, coordinating feasts, smudging and individual consultations for healing and counselling.

Our Fall 2017 Feast took place at Pow Wow Island in Wauzhushk Onigum Nation, as well as our Spring Feast, and was held in conjunction with our "Honoring Our Children" Pow Wow.

Gitchii miigwech to our First Nations for their fine hospitality.



Anishinaabe Abinoojii Family Services

PRONOUNCEMENT OF THE ELDERS COUNCIL

CUSTOMARY CARE PROGRAM OF ANISHINAABE ABINOOJII FAMILY SERVICES

Pronouncement of the AAFS Elders Council respecting the services of AAFS as a Customary Care Program for Anishinaabe children, families and communities.

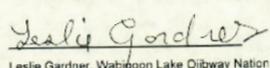
We hereby pronounce and proclaim the following:

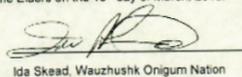
1. The programs and services provided by and extended by AAFS are hereby pronounced and proclaimed as the Customary Care Program of AAFS including prevention, protection, alternative care and counseling programs.

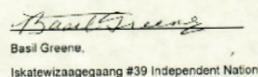
Actions:

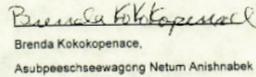
1. The Elders Council are instructing the Board to make a similar proclamation and declaration of the Customary Care Program.
2. Thereafter, the Elders Council are instructing the Chiefs to render a similar proclamation and declaration of the Customary Care Program.
3. Henceforth, AAFS will deliver services in accordance and compliance with the Elder's Declaration dated the 23rd Day of April, 2010.

The Undersigned confirm the Pronouncement of the Elders on the 10th day of March, 2018.


Leslie Gardner, Wabigoon Lake Ojibway Nation


Ida Skead, Wauzhushk Onigum Nation


Basil Greene,
Iskatewizaagegaang #39 Independent Nation


Brenda Kokopenace,
Asubpeeschseewagong Netum Anishnabek



Anishinaabe Abinoojii Family Services

Role of the Elders Advisory Council

The role of the Elders is integral in the reservation and maintenance of Anishinaabe Abinoojii Family Services member community cultures. Accordingly, Anishinaabe Abinoojii Family Services will continue to facilitate this process through our Elders Advisory Council to:

- Provide cultural and spiritual advise and guidance;
- Provide guidance on repatriation, cultural and language strategies and initiatives;
- Assist in Feast, Ceremonies and other events as required;
- Guide and provide direction in implementation of our 2018-2024 Strategic Plan; and
- Define Protocols for the Elders Advisory Council role when called upon in gatherings, meetings and Conferences.


Basil Greene, Iskatewizaagegaang #39 Nation


Brenda Kokopenace, Grassy Narrows First Nation


Ida Skead, Wauzhushk Onigum Nation


Leslie Gardner, Wabigoon Lake Ojibway Nation

Signed this eighth day of July, 2018

Niigoniikaapawitang Nanadaamowin Program (Putting the people first when helping)

The program offers counseling with three counselors and a Team Lead/Bi-Cultural Counsellor. The program will foster cultural awareness through active participation in an inclusive learning process, gaining an understanding of historical trauma and impacts of oppression and how this relates to current issues related to child welfare and children's mental health.

The program offers a number of programs and initiatives:

- Provides one-to-one counseling for children up to 12 years of age.
- Appointments are arranged every two weeks. However, will assist on an emergency basis.
- A bicultural program that delivers Anishinaabe traditional practices and mainstream techniques.
- Counseling sessions.
- Educational programming - Group settings.
- Builds upon children's strengths with their artistic talents and creativity.
- Age appropriate visual learning and modification where required.
- Culture congruency incorporating bicultural tools, teachings with self-empowering techniques of building upon self-esteem, healing and ensuring positive initiatives are achieved.

Measurable Outcomes - Builds upon self-identity, self-esteem, encourages positive initiatives and incorporates healing for our children, youth and families that participate in the programs.

See statistic chart(s) on page 26.

Family Prevention Services

Boozhoo, Ma Mino Ga Bo Wic Ndizhinikaaz, Nameh dodem, Wabaseemoong Ndoonjii. My English name is Karen Taylor and my clan is the Sturgeon and I'm from Wabaseemoong Independent Nation also known as White Dog First Nation. I am the Director of Services for Prevention and Family Preservation. I am proud and honored to be the leader and helper to guide staff in enhancing and bringing new services into the communities, and more importantly, into the homes of our families to help strengthen family connections in order to reduce the number of children being removed from their homes.

Culture Camp was held in July, 2018 in the beautiful community of Iskatewizaagegan #39. Our theme this year was "Bringing the Culture Back" and everything related to our Traditional way of life was our main focus. Activities included how to set gill nets, filleting the fish, cooking the fish over a fire, learning how to make a traditional skirt or ribbon shirt. The youth also participated in building a sweat lodge and teaching lodge which was used immediately following their construction. The youth also participated in traditional games like pick up sticks and Moose balls (similar to lacrosse).

Family Preservation Workers – The aim of this newly created role is to preserve families in crisis by offering short-term services designed to assist families in crisis with the ultimate goal of improving parenting and family functioning while keeping children safe. We have hired staff and are in the process of training to commence these services.

Youth Transition Worker – This new position will provide transition planning to youth who are no longer in care and those who plan on transitioning out of care very soon. They will focus on those with special and/or high needs, mental health related issues, substance abuse issues, and those at risk of homelessness. Our Staff are motivated and look forward to serving the youth.

Bii-Zin-Da-De-Dah (Listening to One Another) is a community-driven Wellness program that has a strong emphasis on Cultural traditional Parenting. This program focuses on working with Youth and families with children from ages 10 – 14 years. Traditional Parenting is truly focusing on Minobimaadiziwin "A Good Way of Life" and what it means to us and our communities. Through a series of sessions, families rediscover their strengths and reconnect with each other through meals, games, Elder's teachings and activities with the ultimate goal of strengthening the family. We want to come together to Eat, have fun and more importantly learn together.

Legal Services

Our Legal Services Coordinator (LSC) case conferences with workers and teams in all aspects of court cases, repatriation cases, serious occurrences and acts as a liaison between staff and the Agency child welfare lawyer.

The LSC provides legal services presentations and Serious Occurrence Training to staff to clarify legal services responsibility within the CYFSA as well as Worker/Legal Service Coordinator responsibility within the Agency. The LSC also co-trains with the Agency Trainer to deliver New Worker Training 'Court and Legal processes'.

We are proud to say our court costs remain among the lowest in the Province. We continue to utilize our community based Family Services Committees and traditional Alternative Dispute Resolution processes to alleviate the need for court proceedings. Our Crown Ward children are aging out of care and we rarely pursue this legal status.

Services we have transferred to the communities

Transferred services is the process we undergo to transfer the day to day service delivery functions to the First Nation Child Welfare Agencies to perform daily management of service activities in their respected Nations. Our transfer service agencies enter into a service agreement with us which lays out the obligations of both parties. This report will capture three transfer agencies that manage Protection, Prevention and Caregiver Programs.

Service data for the three transfer agencies is captured in our overall report as shown in pie charts.

1. Kitapinoonjiimiinaanik Family Services

This agency provides protection, prevention and caregiver services to members of Asubpeeschoseewagong Netum Anishinabek. A major event for this agency was acquiring Jordan's Principle Funding for its High Risk youth. Many of the staff identified for this program have been hired and are now serving the children. An Anishinabek consultant with MSW credentials was hired to re-assess High Risk youth in their care.

Another activity currently in progress is the establishment of a Family Healing Centre. This Centre will provide holistic healing services for families and their children. The agency is working in collaboration with Health Canada to access capital and operational funding for the Centre. The hiring of staff is targeted to take place in the Spring of 2019.

2. Shawendasowin Family Services

This agency provides Protection, Prevention, Investigation and Assessment and Caregiver services to members of Naotkamegwaning First Nation. Also it provides Protection services to its neighbor community, Northwest Angle #33 First Nation.

Recently Naotkamegwaning First Nation entered into a new phase with their child welfare program. They are in the process of developing their child caring system pursuant to the Abinoojii Anakonigewin. This Code will become the child welfare law for their community. An Anishinabek lawyer is assisting Shawendaasowin and First Nation to define their Code.

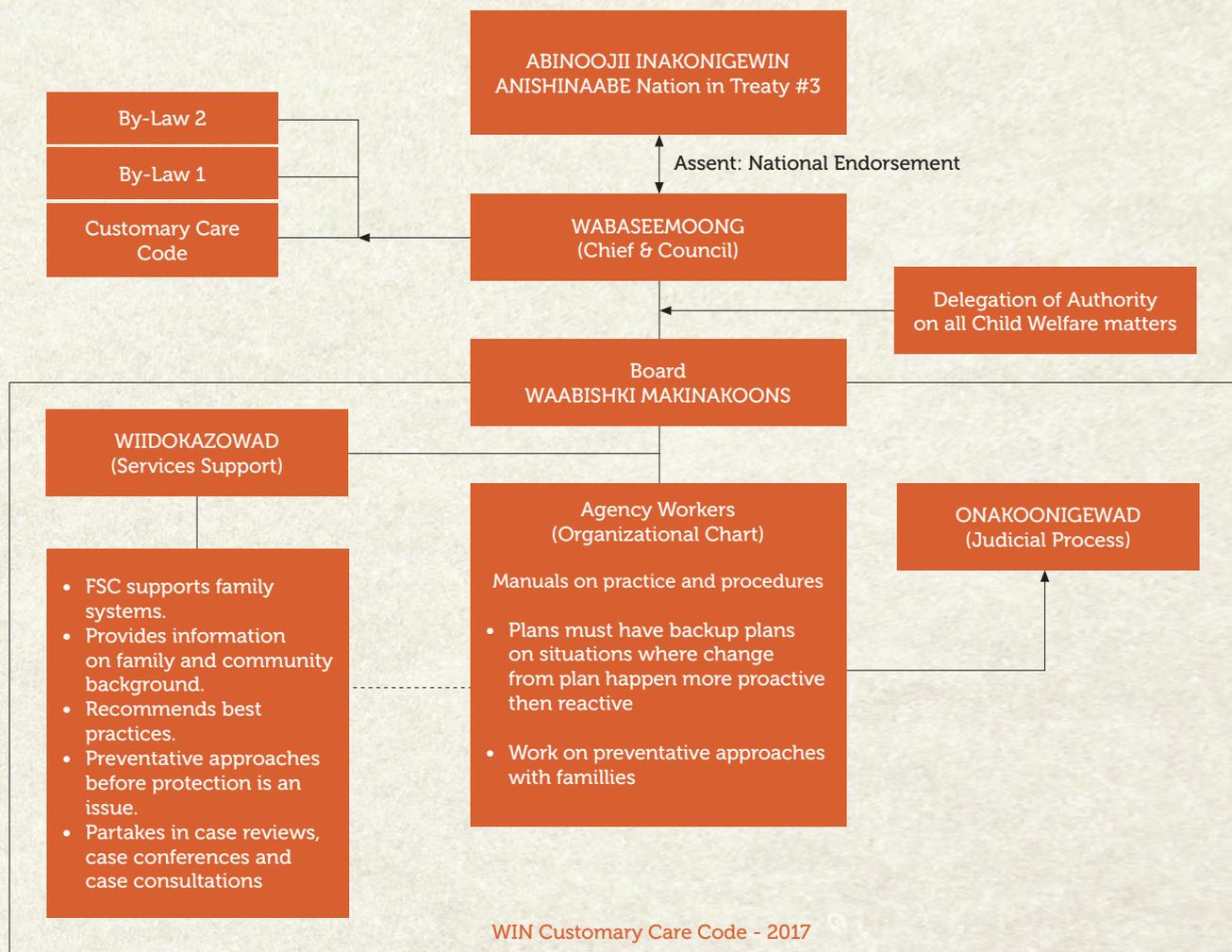
Shawendasowin made a submission to Jordan's Principle and to their delight it was approved. This funding will enable them to expand their current services.

3. Wabaseemoong Child Welfare Authority

This agency provides Protection, Prevention and Caregiver services to its three communities, Islington, Swan Lake and One Man Lake. From 2003 Wabaseemoong Independent Nation initially received prevention services from us and protection services in 2005. In September, 2011 we and Wabaseemoong entered into a Service Agreement which gave over daily management of Protection, Prevention and Caregiver programs to WCWA. The development of the Customary Care Code commenced in 2011 after it received endorsement by the Treaty #3 Chiefs at a National Assembly. Several consultations occurred with its community members and in 2017 it was codified at a special meeting of the community. MP Bob Nault was in attendance for the ceremony. Below Wabaseemoong Independent Nations Customary Care Code Functions Chart which show the governance structure. This Code, once enacted will become the Customary Care Law for Wabaseemoong pursuant to Abinoojii Inakonigewin.

To date, much work has been accomplished to build the foundation for the Code by drafting Service, Training, Finance manuals and five Year Strategic Plan, and the staff have received training on the manuals. The agency's Mission Statement is "Under the guidance of the Little White Turtle, WCWA strives to provide exceptional services to children and families through our traditions, culture, values and language"

WIN Customary Care Code - Functions Chart



Investigation and Assessment

The Investigation & Assessment Team, centralized at the Kenora office, provides investigation services for 11 of our 14 Treaty 3 communities in the Kenora district. The exceptions are that Shawendaasowin Child and Family Services in Naotkamegwaning First Nation provides services to their community and to Northwest Angle #33, and Tikinagan Child and Family Services provides service to Lac Seul First Nation communities, due to proximity.

When a report is made to the agency that a child may be in need of protection, the Intake Worker captures the information then forwards to the Resource Manager who determines the type of service to be provided. Not all situations result in an investigation and/or removal of a child. There are many resource partners, including Prevention Services whom we may community link families to in order for them to receive support services.

In addition to investigations the team also provides assistance in the form of serving court papers, completing records checks, as well as safety checks or home visits for other agencies. The team is tasked with providing services to multiple First Nations and transferred agencies which involves adhering to many different working protocols and practices.

See statistic chart(s) on page 24.

Education Liaison Worker

The Education Liaison worker is a new program and interest has been growing rapidly. The program is an education initiative to support youth in care with ongoing education. The Liaison worker provides support through advocacy and provides educational awareness and makes referrals for youth to achieve their educational goals.

- The worker has seen 83 youth.
- 6 Crown Wards/former Crown Wards that have made positive decisions in regards to their education and employment.
- 6 youth under CCSY/CWS received awards from TELUS Mobility for furthering their education and received free Mobility cell phones
- 3 Workshops for staff were provided to several agency and transfer agency teams.
- 3 Caregiver presentations were made
- The Worker has organized and a former Crow Ward has presented to local programs such as LEAP and the Ne Chee Friendship Centre. This opportunity has created positive role modelling
- Meetings have been booked with every school to implement student success plans
- Meetings are scheduled for every youth within the 30 days of school year start up

Some of our youth require full time Education Assistants and we aren't funded for this activity. There have been discussions with the Board of Education and Principals at the schools by the Education Liaison Worker to fill this gap in service provision.

The program offers our youth a voice in determining their own educational experiences and in planning for their future. The opportunities are endless and the chances of seeing our youth succeed are exciting.

Wasay-naa-goot Dryden Specialized Group Home

- In January 2018, The Ministry issued a full license as a specialized Group Home as we met all ministry requirements and expectations
- The Wasay-naa-goot Dryden Specialized Group Home is a staffed children's residence for children on the FASE/FASD Spectrum. The home provides local, residential resources for youth who require staff residential care due to the challenges of their FASD and other diagnoses. The home will house 6 youth, 12-17 years of age, either gender.
- Our vision is to support youth with FASD, or suspected FASD. Guiding principle are to ensure the rights of youth, encourage positive initiatives, build upon self-esteem, education and culture congruency.
- Within the Specialized home, staff will provide structure in a safe environment for the youth. They are provided with nutritious meals, their own bedroom, support with their plans of care, educational needs and transitional planning to enable the youth successful reunification with their family and community.
- The program provides and supports the plans of care through individualized and comprehensive planning, incorporating Aboriginal healing practices and approaches, as well as maintaining the clinical approaches under the direction and supervision of contracted psychologists and tele-psych consultations as needed.

Interventions may include:

- Traditional healing practices (sweats, spiritual names, ceremonies)
- Counselling (by clinicians and/or elders)
- Occupational therapy/physical therapy
- Medications
- Educational supports (IEP, IPRC and educational assistants tutoring)
- Social skill development (recreational/team activities, coaching/mentoring)
- Individualized therapy (art therapy, horse therapy, aromatherapy)
- Strengths development (supporting individual interests and talents: sports, art, music)
- The key to success of our youth in the specialized home is to ensure positive initiatives are achieved with advocating and implementing best practices for youth and their transitional planning.

Emergency After Hours / On Call Services

AAFS has an On Call Coordinator responsible for scheduling workers, updating and preparing required documentation each week, compiling statistics, as well as hiring and training on call workers.

Our After Hours service responds to all calls of alleged protection concerns for any child or family in our catchment area. When calls are received we consult with and use the resources that are available with our communities. AAFS covers calls for the Kenora and Dryden area as well as our surrounding First Nations. We coordinate and collaborate with Wabasseemoong Child Welfare Authority and Kitapinoonjiiminaanik Family Services to provide services to Wabaseemoong and Grassy Narrows, and also with Shawendaasowin Child and Family Services in Naotkamegwaning to provide services to their community and Northwest Angle #33.

Each on call shift consists of 13 workers and includes an On Call Supervisor, 2 Kenora frontline workers, frontline workers in Dryden, Wabaseemoong, Grassy Narrows, Naotkamegwaning and Animakee Wa Zhing #37 Windigo Island, 3 retainers in Kenora and retainers in Dryden and Wabaseemoong.

Anishinaabe Abinoojii Family Services had a total of 2,274 contacts after hours between April 1, 2017 and March 31, 2018.

See statistic chart(s) on page 25.

Agency Staff Trainer

In addition to providing child welfare training to our staff in the foundations of Child Welfare Practice Professional series in order to become and authorized protection worker, the Trainer also conducts in-house sessions for our staff and other agencies on the following areas:

- Serious Occurrence reporting
- On-Call/Emergency After Hours service protocols
- Non-Violent Crisis Intervention
- Forensic Interviewing Training and Supervising Forensic Interviews
- Trauma Informed Screening and Assessment Tools, webinar
- Overview of the changes to the legislation of recreation marijuana use in the workplace, webinar
- Fetal Alcohol Spectrum Disorder – Strategies for Supporting
- Indigenous Focus Group for child welfare Trainers

The Trainer is involved with drafting Cultural Competency Curriculum. This curriculum will begin to train our staff to become culturally competent and proficient in traditional methods that will assist and empower them for the benefit of our clientele.

This year the Trainer has focused on framework consultations of the Bii'Zin'Da'Deh'Dah; Listening to One Another Program, a community-driven and culturally competent program for Indigenous families. This program takes root in the principle that family wellbeing is a cornerstone of individual and community wellness.

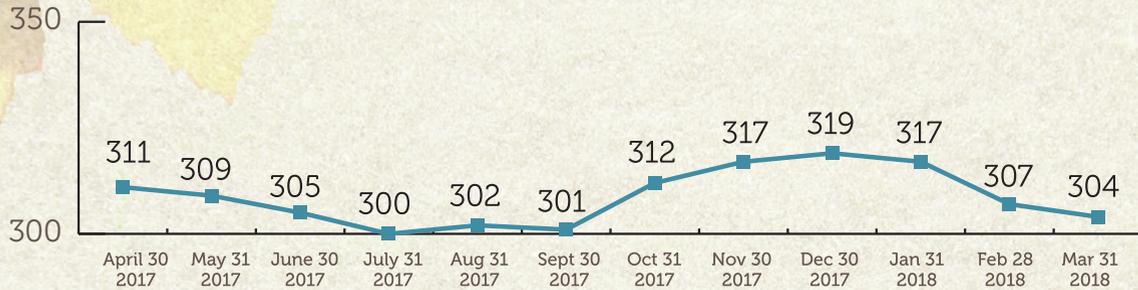
The Trainer also participated in Heart and Spirit Train the Trainers session regarding this Indigenous Family Development and Assessment Program, hosted by the Ontario Association of Children's Aid Society (OACAS) and (ANCFSAO) Association of Native Child and Family Services of Ontario.

She also plays an active role as an agency resource coordinating and participating in cultural activities such as our annual Cultural Camp, Team Retreats and Interagency Traditional events.

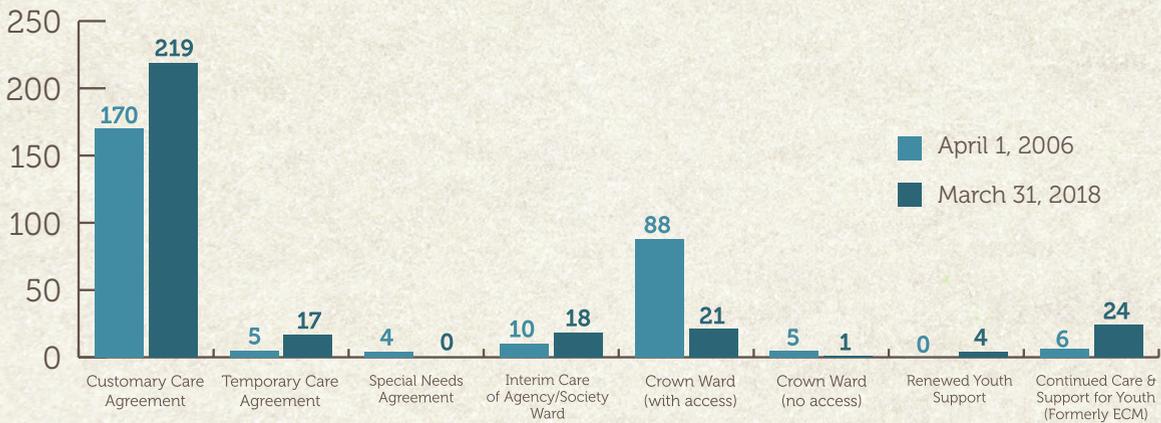
04

Statistical Information

CHILDREN IN CARE BY MONTH April 2017 - March 2018



CHILDREN IN CARE BY LEGAL STATUS COMPARISON

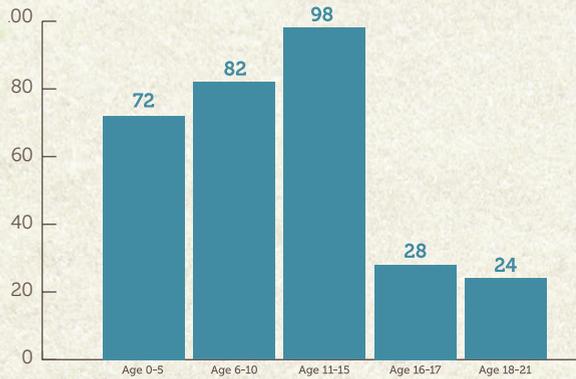


AAFS ON-CALL/AFTER HOURS Total number of calls: 2,274



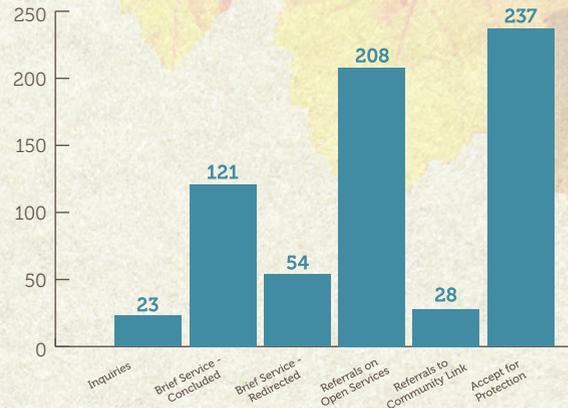
CHILDREN IN CARE BY AGE

As of March 31, 2018



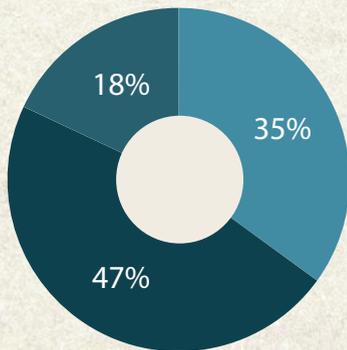
INVESTIGATION & ASSESSMENT TEAM

Contacts by Service Type,
April 1, 2017 - March 31, 2018



ALTERNATIVE CARE

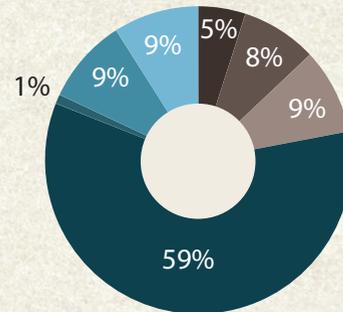
Caregiver Home Demographics
as of March 31, 2018



- Aboriginal Caregiver Home - On Reserve (47%)
- Aboriginal Caregiver Home - Off Reserve (18%)
- Non-Aboriginal Caregiver Home (35%)

CHILDREN IN CARE BY PLACEMENT TYPE

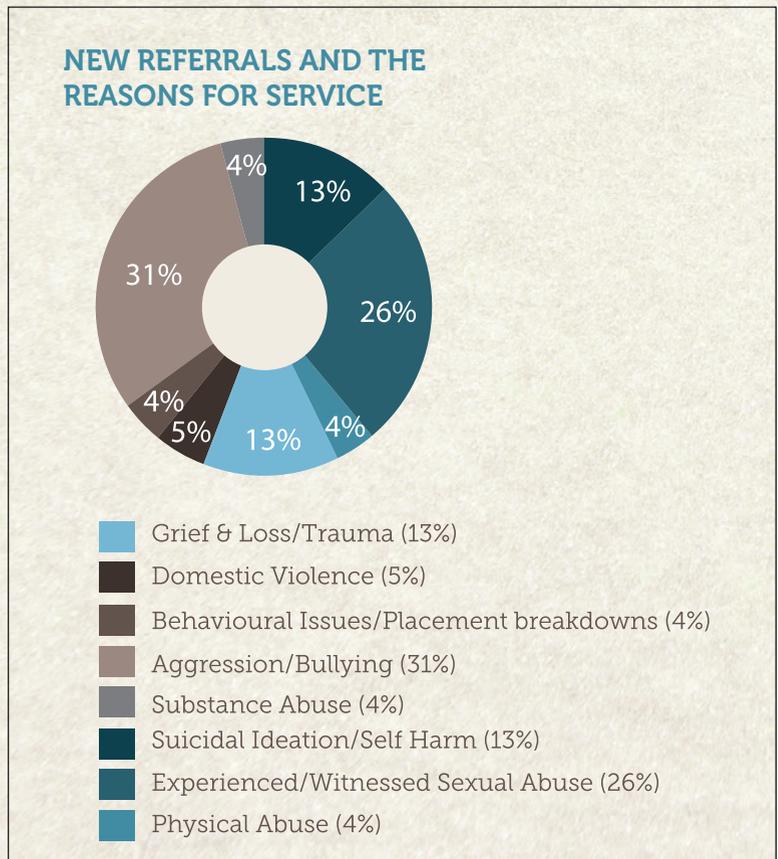
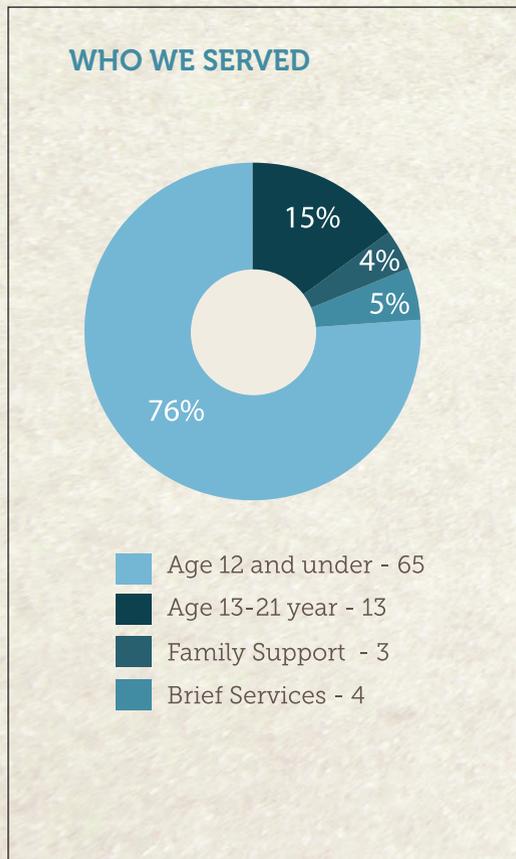
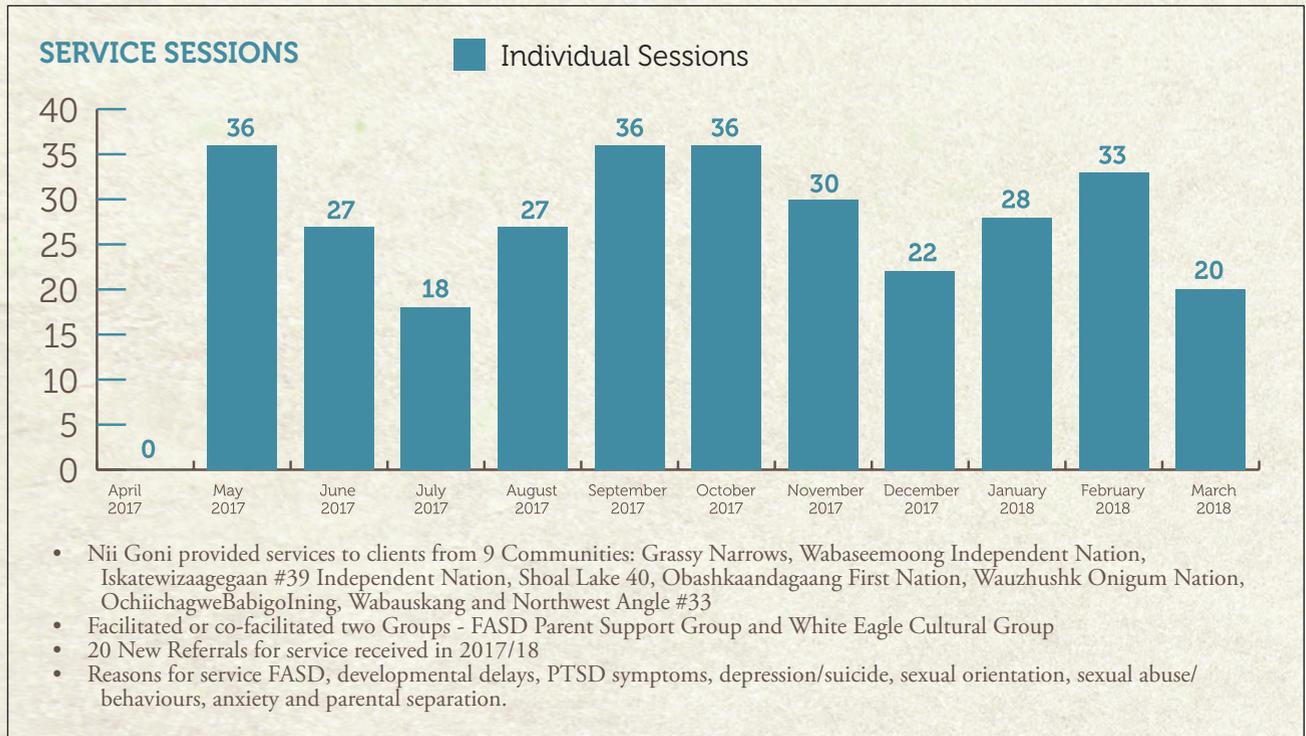
as of March 31, 2018



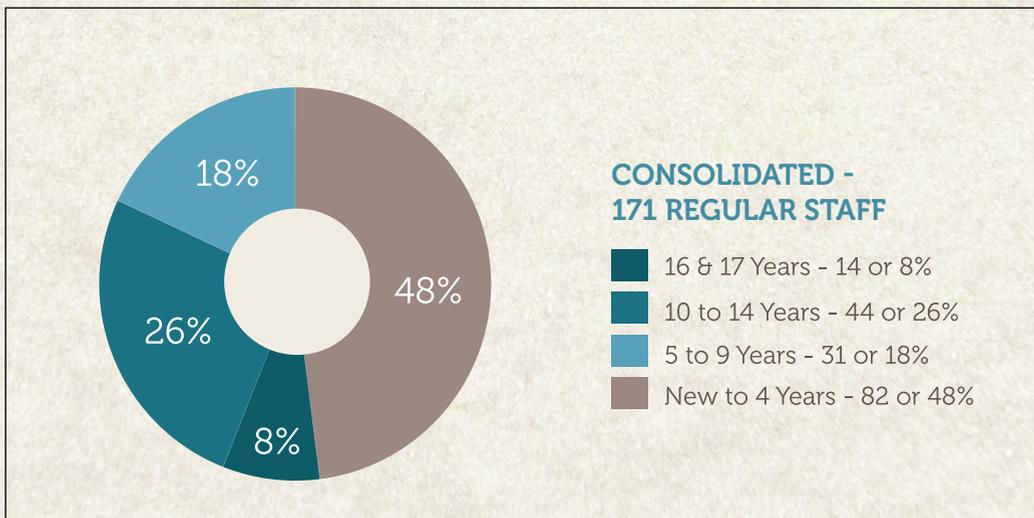
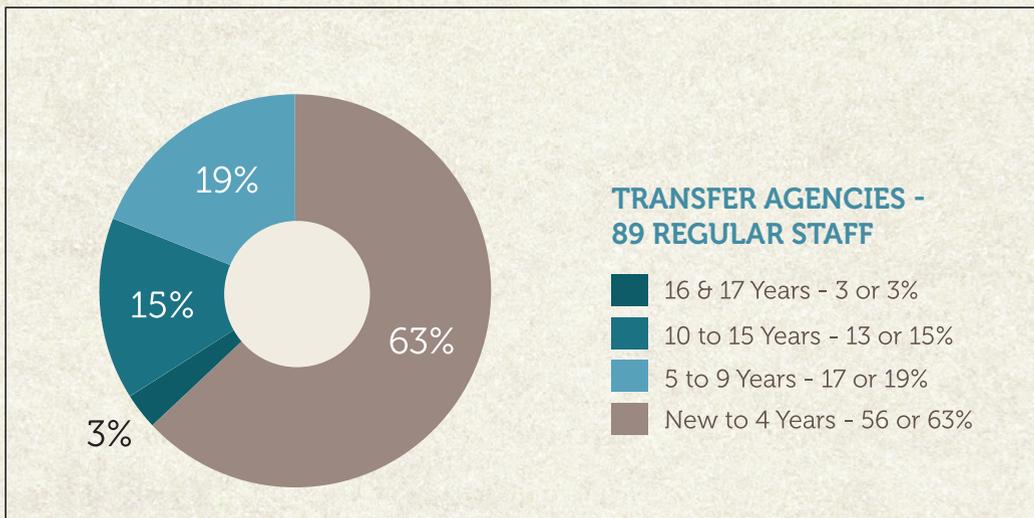
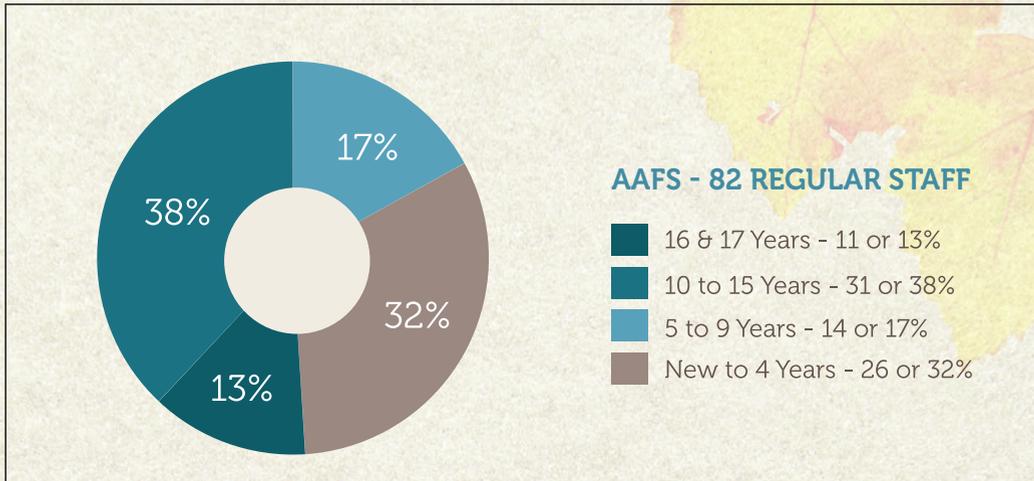
- Caregiver Home (59%)
- Treatment Foster Home (1%)
- Agency Operated Home & Group Home (9%)
- Other Society Foster Home (9%)
- Outside Paid Resource - Group Care (5%)
- Outside Paid Resource - Foster Care (8%)
- Continued Care & Support for Youth/ Renewed Youth Support (9%)

Nii Goni Kaa Pa Wii Tang Na Na Daa Mo Win Service Statistics

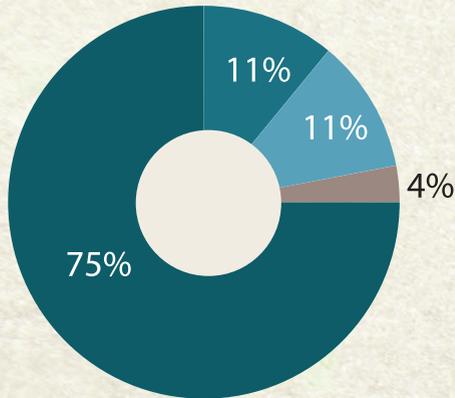
April 1, 2017 – March 31, 2018



Years of Service (Excludes Casual/Relief Staff)



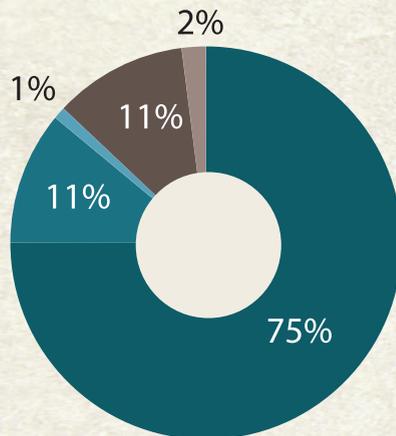
Band Membership



AAFS - 68% OF REGULAR STAFF ARE ABORIGINAL

80% of Aboriginal Staff are either fluent in our language or understands when spoken.

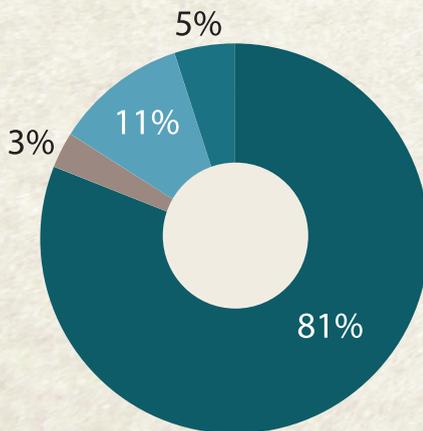
- Northern Treaty #3 - 42 or 75%
- Southern Treaty #3 - 6 or 11%
- Other Treaty - 6 or 11%
- Metis/Inuit - 2 or 4%



TRANSFER AGENCIES - 85% OF REGULAR STAFF ARE ABORIGINAL

96% of Aboriginal Staff are either fluent in our language or understands when spoken.

- Own Communities- 57 or 75%
- Other Northern Treaty #3 - 8 or 11%
- Southern Treaty #3 - 1 or 1%
- Other Treaty - 8 or 11%
- Metis - 2 or 2%



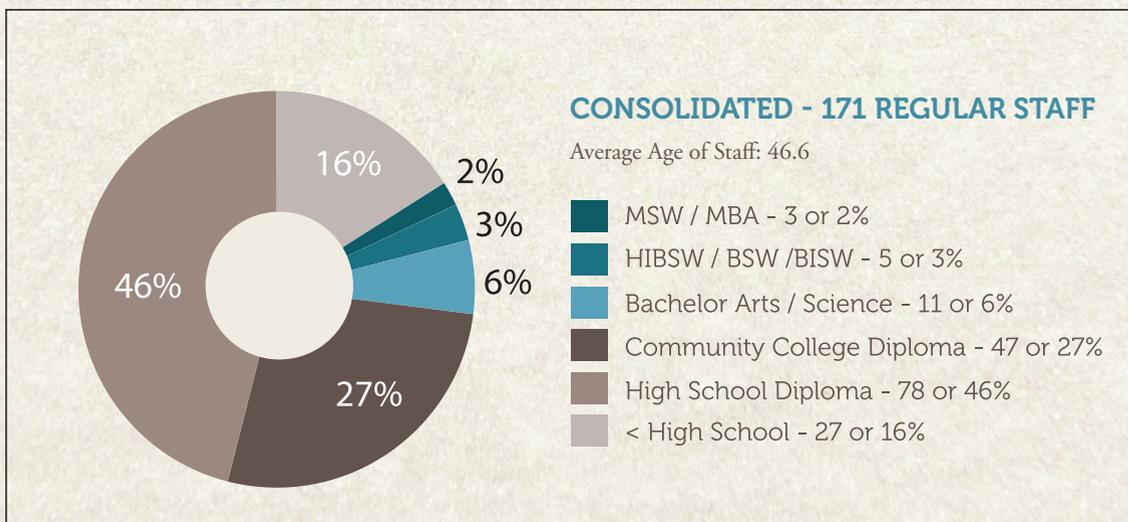
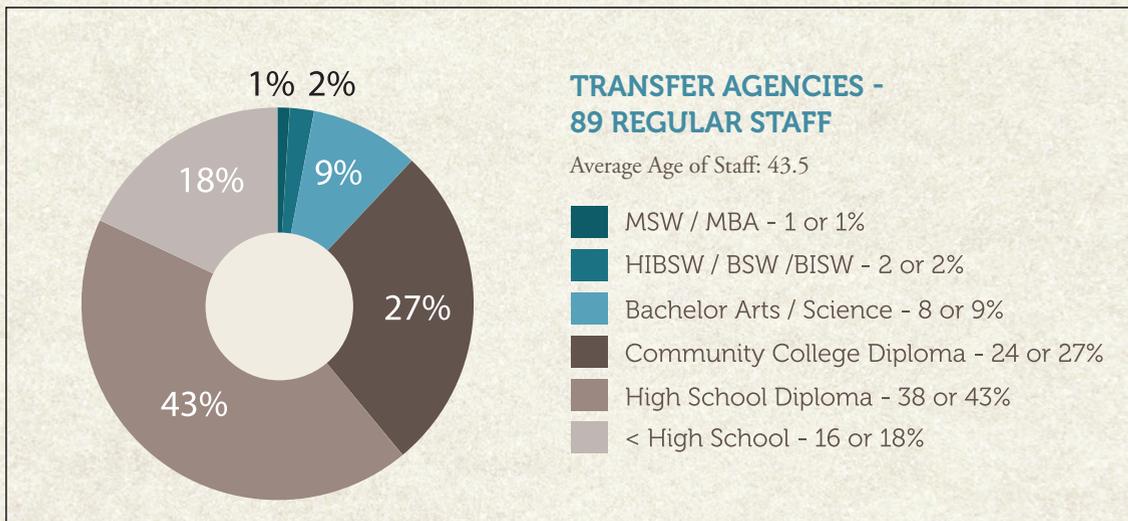
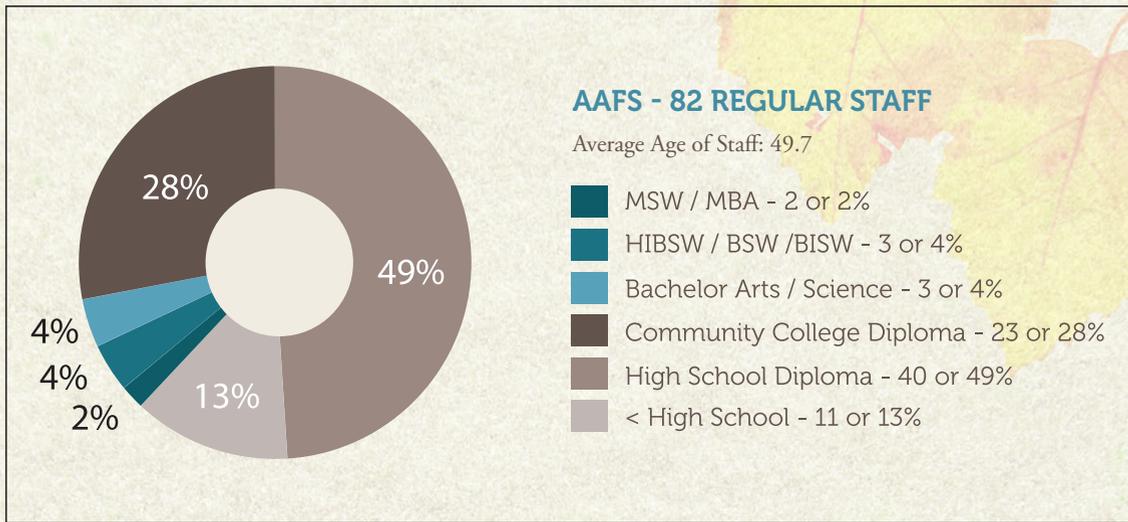
CONSOLIDATED - 77% OF REGULAR STAFF ARE ABORIGINAL

89% of Aboriginal Staff are either fluent in our language or understands when spoken.

- Northern Treaty #3 - 107 or 81%
- Southern Treaty #3 - 7 or 5%
- Other Treaty - 14 or 11%
- Metis/Inuit - 4 or 3%

Educational Achievements

(Excludes Casual/Relief Staff)



05

Contacts



Management and Operations

Executive Office

Lawrence W. Jourdain, Executive Director
Dennis Petiquan, Associate Director
Betsy Mandamin, Policy Analyst
Kristine Reynard, Executive Secretary

Finance, Administration & Human Resources

Gwen Reid, Director of Finance and Administration
Julie Pearson, Director of Human Resources
Lisa Bull, Finance Manager
Todd Madison, Systems Manager

Child Welfare Services

Sean Spencer, Director of Services
Carolyn Sinclair, Director of Services
Anne Perrault, Program and Administration Secretary

Kenora and Area Team:

Doreen Parmeter, Manager

Dryden Team:

Tammy Pelletier, A/Manager

Alternative Care Team:

Sandy Carlson, Manager

Investigations and Assessments:

Roberta Cantin, Manager



Cultural Services

Clarence White, Cultural Coordinator

Services Transferred to the Communities

Shawendaasowin Child and Family Services Carmen Bird, Director of Services
Wabaseemoong Child Welfare Authority, Adolphus Cameron, Executive Director
Kitapinoonjimiinaanik Family Services, Sylvia Pahpasay-Wapioke, Director of Services

Family Prevention Services

Karen Taylor, Director of Prevention and Family Preservation Services
Preston Copenace, A/Resource Manager, West
Robert Gardner, A/Resource Manager, East

Head Office

Finance and Administration

1 Apartment Drive, Wauzhushk Onigum Nation
Box 1360, Kenora, ON P9N 3X7
Phone: (807) 548-1099 | Toll Free: 1-866-548-1099
Fax: (807) 548-1345

Services

Protection Services

20 Main Street South, Kenora, ON P9N 1S7
Ph: (807) 468-6224 | Toll Free: 1-866-420-9990
Fax: (807) 468-6643

Prevention Services

20 Main Street South, Kenora, ON P9N 1S7
Ph: (807) 468-6224 | Toll Free: 1-866-420-9990
Fax: (807) 468-6643

Niigonikapaawitong Nanadaamowin

20 Main Street South, Kenora, ON P9N 1S7
Ph: (807) 468-6224
Fax: (807) 468-6643

Executive Office

20 Main Street South, Kenora, ON P9N 1S7
Ph: (807) 468-6224
Fax: (807) 468-9846

Community Based Offices

PROTECTION SERVICES

Shawendaasowin Child and Family Services

Naotkamegwaning First Nation
(Naotkamegwaning, NWA 33 First Nations)
Ph: (807) 226-2844

Kitapinoonjiimiinaanik Family Services

Grassy Narrows First Nation
Phone: (807) 925-2525
Kenora Office: (807) 468-8238, Market Square

Wabaseemoong Child Welfare Authority

Wabaseemoong Independent Nation
Ph: (807) 927-2222, ext 296

Dryden Office

(Eagle Lake, Wabigoon, Wabauskang First Nations)
Ph: (807) 223-4953

PREVENTION SERVICES

Shawendaasowin Child and Family Services

Ph: (807) 226-5172

Kitapinoonjiimiinaanik Family Services

Ph: (807) 925-2522

Wauzhushk Onigum Nation

Ph: (807) 548-5663

Wabaseemoong Child Welfare Authority

Ph: (807) 927-2000, ext 299/298

Ochiichagwe'Babigo'Ining First Nation

Ph: (807) 548-5876, ext 225/258

Migisi Sahgaigan First Nation

Ph: (807) 755-1586

Obishikokaang First Nation

(Frenchmen's Head Kejick Bay, Whitefish Bay)
Ph: (807) 582-3805/582-9610

Northwest Angle #33

Dog Paw location - Ph: (807) 226-9926
Angle Inlet location - Ph: (807) 733-2200/733-3682

Animakee Wa Zhing #37

Windigo Island location - Ph: (807) 733-3758
Regina Bay location - Ph: (807) 226-1170

Iskatewizaagegan #39 Independent Nation

Ph: (807) 733-2560

Shoal Lake #40 First Nation

Ph: (807) 733-9952

Wabauskang First Nation

Ph: (807) 529-6348

Wabigoon Lake Ojibway Nation

Ph: (807) 938-2313

Obashkaandagaang First Nation

Ph: (807) 543-2532



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