

SOUTHERN FIRST NATIONS NETWORK OF CARE

**FIRST NATIONS OF SOUTHERN MANITOBA
CHILD AND FAMILY SERVICES AUTHORITY**

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***2008-2009
ANNUAL REPORT***

Animikii Ozoson Child and Family Services

• Ontario First Nations members residing in Winnipeg and other families as assigned by the Southern Network

**Anishinaabe Child and Family Services (ACFS)**

• Dauphin River • Pinaymootang • Lake Manitoba
• Lake St. Martin • Little Saskatchewan

**Child and Family All Nations Coordinated Response (ANCR) Network**

• Winnipeg • Headingley • East St. Paul • West St. Paul

**Dakota Ojibway Child and Family Services (DOCFS)**

• Birdtail Sioux • Canupawakpa • Dakota Plains • Long Plain
• Roseau River • Sioux Valley • Swan Lake

**Intertribal Child and Family Services (ICFS)**

• Dakota Tipi • Fisher River • Kinonjeoshtegon

**Peguis Child and Family Services**

• Peguis

**Sagkeeng Child and Family Services**

• Sagkeeng

**Sandy Bay Child and Family Services**

• Sandy Bay

**Southeast Child and Family Services (SECFs)**

• Berens River • Bloodvein • Brokenhead • Buffalo Point • Hollow Water
• Black River • Little Grand Rapids • Pauingassi • Poplar River

**West Region Child and Family Services (WRCFS)**

• Ebb & Flow • Gambler • Keeseekoowenin • O-Chi-Chak-Ko-Sipi • Pine Creek
• Rolling River • Skownan • Tootinaowaziibeeng • Waywayseecappo



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Message from the Board of Directors

Greetings from the Chairperson

On behalf of the Board of Directors of the Southern First Nations Network of Care – First Nations of Southern Manitoba Child and Family Services Authority, I am pleased to present the 2008-2009 Annual Report. This report provides an overview of the past year's activities.

The Board of Directors has been working for the past year on a number of initiatives. A highlight of last year was the 'For Our Children' Gathering with representatives from the Southern First Nations child and family agencies and communities. The Gathering brought forward many of the issues facing southern First Nations communities and the Authority will continue to work on priorities identified at the meeting.

We thank the staff of member agencies and the Southern Network for their dedication and hard work.

Wendy J. Whitecloud

Chairperson

Message from the Chief Executive Officer

Greetings from the CEO

On behalf of the staff of the Southern First Nations Network of Care (First Nations of Southern Manitoba Child and Family Services Authority), I am pleased to present this Annual Report, and provide an overview of the work and activities of the Southern Network for 2008/2009.

The broad vision of the Southern Network is that First Nations children, families, and communities will be healthy, empowered and enjoy an enhanced quality of life. It is a vision that is shared by the southern First Nations CFS agencies. It is a vision that inspires us to meet the challenges that arise. It gives us hope to keep moving forward, committed to giving our children a brighter future.

In this coming year, there will be an opportunity to build what was envisioned when the First Nations CFS agencies were first set up – working with families from a preventive, supportive, and strength-based approach. Our agencies have done an excellent job in developing prevention and support programs, in spite of the fact that this work was not properly funded. Now we are seeing this approach incorporated into the delivery of child and family services, including building prevention services into funding models. It will take energy and determination to make sure that we do this right, so that our children will be the ones who benefit from this.

There are many dedicated and committed people that make up our Network. Many of us believe that the Creator brought us here for a purpose, and that we each bring gifts needed to help our families and

children. It is by putting our gifts together, by working with one mind, by looking to Creator for guidance, that we will see good things come about for our children, our families, and our communities.

Meegwetch, Ekosi, Wopida Tanka to everyone for all your efforts.

Elsie Flette

Chief Executive Officer

Board of Directors

(As of March 31/09)

Wendy Whitecloud	Sioux Valley First Nation	Chair
Priscilla Sternat Mclvor	Sandy Bay First Nation	Vice chair
Wayne Helgason	Sandy Bay First Nation	Finance
Joan Jack	Berens River First Nation	Secretary
Eugene Blackbird	Keeseekoowenin First Nation	Board Member
Betty Fehr	Pinaymootang First Nation	Board Member
Michael Hart	Fisher River First Nation	Board Member
Jennifer Courchene Smith	Sagkeeng First Nation	Board Member <i>(resigned as of September 29, 2008)</i>

Note: Although board members are each nominated by a southern First Nations CFS Agency, they are advocates on behalf of all of those served by the Southern First Nations Network of Care and not specific geographic areas, southern First Nations Agencies, and/or interest groups.

Staff Listing

(As of March 31/09)

Executive Core

Elsie Flette, BSW, MSW	Chief Executive Officer
Dan Richard, B.Comm, CA, CAFM	Chief Financial Officer
Lorna Croitor	Executive Assistant

Finance and Administration

Gladys McKay	Finance & Administration Officer
Jacqui Meeches	Provincial Child Maintenance Administrator
Vlastimir Drakul, BSc., MCSE	Systems Administrator
Earl Hall	Systems Support
Karen Desjarlais	Reception

Human Resources

Kent Brown, CHRP Candidate	Director of Human Resources
Cindy Myran	Human Resources Assistant / FIPPA Coordinator
Shane Patterson, BA	Elder / Spiritual Caregiver
Robert Allec, BSW, MSW	Governance & Strategic Planning Specialist (Term)
Evelyn Folster	Education & Training Coordinator

Service Support

Vacant	Director of Agency Support
Bert Crocker, MSW	Case Management Consultant (Term)
William Gillespie, BSc, MSW Underway	Case Management Manager
Tara Cook, BSW	Intake Coordinator
Deborah Chornoby, BSW	Children in Care Specialist
Suzanne Mozdzen, BSW, MA	FASD Specialist
Penelope Sutherland, BSW	Alternative Care Specialist (seconded to SBCFS)
Charlene Nepinak	Administrative Assistant
Colleen Hornbrook	Administrative Assistant, Intake (On Leave)
Deborah Simeon	Administrative Assistant, Intake (Term)

Vision Keepers (Quality Assurance)

Tara Petti, BA, BSW, MSW Underway	Director of Vision Keepers (Quality Assurance)
Sylvia McKay, BSW	Vision Keeper
Kim Hotomani, BSW	Vision Keeper
Vacant	Vision Keeper
Lisa Medd	Vision Keeper (Term)
Darlene Ahmo	Administrative Assistant

Alternative Care

Donna Lalonde, BA, CHRP	Alternative Care Manager
Dolores Compton, BA	Alternative Placement Team Worker
Amy Marcil-Dallaire, BA	Alternative Placement Team Worker
Vacant	Resource Development Worker
Vacant	Resource Development Worker
Cynthia Richard	Administrative Assistant, Foster Care Recruitment
Derek Erstelle	Facilities Manager, Ahsanook (Term)

Policy & Strategy

Louise McKay, BA, MSW underway	Director of Policy & Strategy
Colin Kinsella, BA, MA	Policy Analyst, Standing Committee
Vacant	Policy Analyst, Standing Committee
Emma Edwards, BSW, BA	Differential Response Coordinator (seconded to ACFS)
Vacant	Administrative Assistant - Standing Committee

Communications

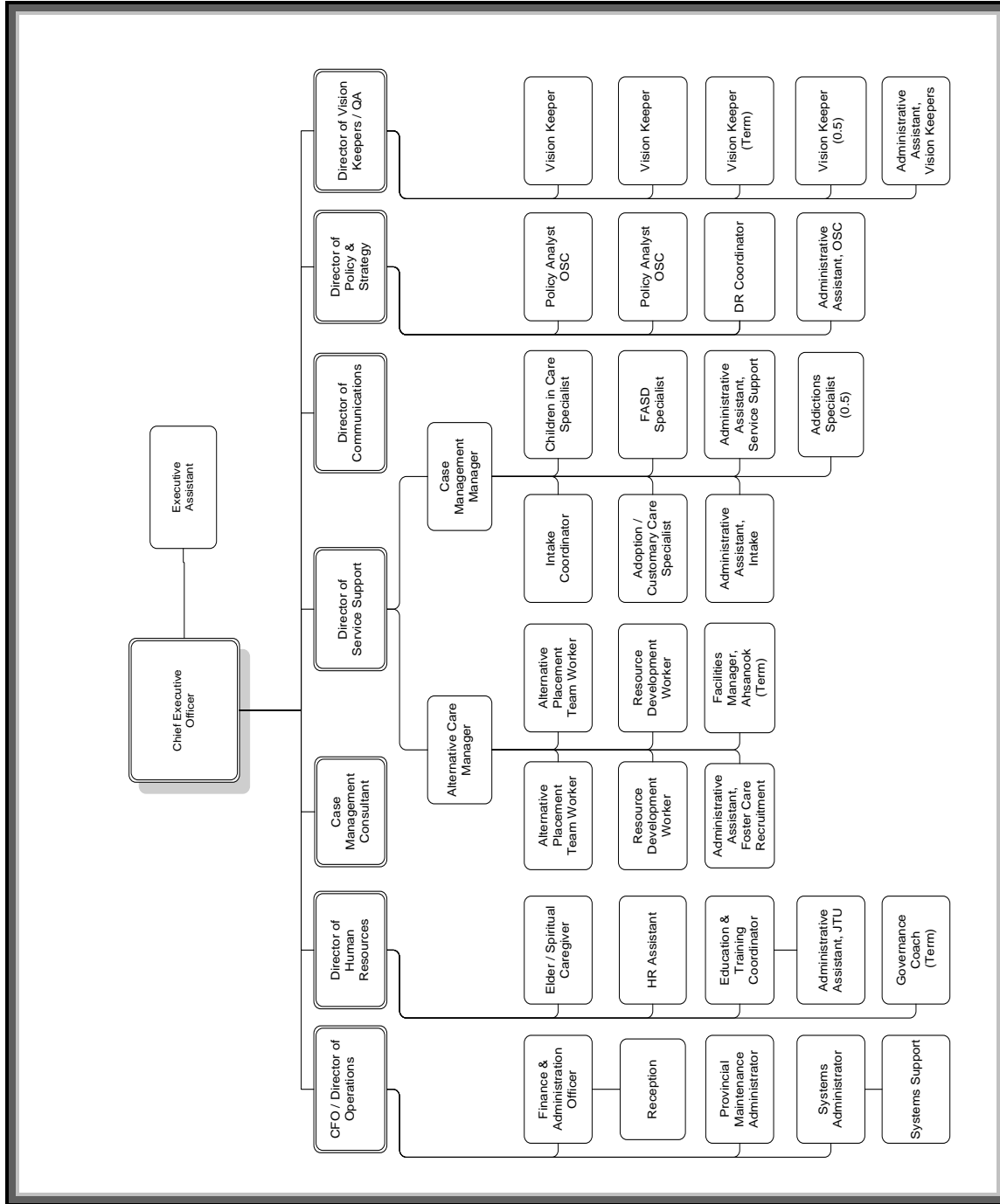
Jim Compton	Director of Communications
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Positions administered on behalf of all Authorities

Vanessa Thorwesten	Administrative Assistant - Joint Training Unit
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Organizational Chart

(As of March 31/09)



Organizational History

The First Nations of Southern Manitoba Child and Family Services Authority (Southern Network) was established under *The Child and Family Services Authorities Act (CFSAA)*, proclaimed in November 2003.

The Southern Network operates under the name ***Southern First Nations Network of Care***.

The organization was incorporated in April 2002. Prior to the proclamation of the legislation, the organization focused on completing the developmental tasks required to assume the responsibilities under the legislation. An Interim Board, made up of the southern First Nation CFS Agency Directors, guided this work. The permanent Board was established upon proclamation, in November 2003.

The Child and Family Services Authorities Act is a key outcome of the Aboriginal Justice Inquiry-Child Welfare Initiative (AJI-CWI). This initiative began with the signing of the Memorandum of Understanding (MOU) in April 2000. The AJI-CWI undertook a major restructuring of the Child and Family Services System in Manitoba. The four CFS Authorities represents a key feature of this system.

There were seven existing southern First Nation CFS Agencies, providing services to 36 First Nations, that came under the Southern Network at the time of proclamation: Anishinaabe Child and Family Services (ACFS), Dakota Ojibway Child and Family Services (DOCFS), Intertribal Child and Family Services (ICFS), Peguis Child and Family Services, Sagkeeng Child and Family Services, Southeast Child and Family Services (SECFS), and West Region Child and Family Services (WRCFS).

An eighth agency, Animikii Ozoson, was mandated by the Southern Network in October 2005. This agency provides services primarily to Ontario First Nations members who live in the City of Winnipeg. Animikii Ozoson is also the agency that accepts cases of families in Winnipeg who choose the Southern Network but who are not connected to the southern First Nations.

In February 2007, the Winnipeg joint intake agency, known as the Child and Family All Nations Coordinated Response Network (ANCR) was mandated by the Southern Network. The tenth agency, Sandy Bay Child and Family Services Agency, was mandated September 1, 2007. Prior to this, Sandy Bay received child and family services through DOCFS.

Governance

Vision

“First Nations children, families, and communities will be healthy, strong, empowered, and enjoy an enhanced quality of life”

Mission Statement

In partnership with its CFS agencies, Southern First Nations Network of Care makes a difference in the quality of life of all children by ensuring their protection through the provision of safe homes with responsible caregivers, promoting the wellness of families and strengthening of First Nations peoples and communities. Services and resources will align with community needs; and activities will be more focused on prevention than crisis management. It will serve as a model of successful self-governance that will inspire similar levels of professionalism, compassion and effectiveness among all CFS agencies.

Goals

1. To actively participate, within a caring network, to encourage, support, and coordinate community responses to keep children safe from abuse and neglect
2. To restore responsibility to First Nations communities for the well being of their children and families and work alongside communities to support and preserve healthy families
3. To develop, support, and maintain a culturally competent service delivery system to ensure that services provided to children, families, and communities are built on a First Nations philosophy, incorporate First Nations helping approaches, promote cultural pride, and help families and communities overcome the effects of colonization

4. To assist agencies to develop and enhance services using a community based approach that values, encourages, and supports the involvement of citizens of the First Nations
5. To develop a First Nation workforce that is trained and competent in First Nations knowledge and helping approaches
6. To have parity of services for all First Nation children and families, regardless of where they reside, with an equitable distribution of resources
7. To engage in respectful and participatory partnerships with other sectors and collateral agencies in order to provide holistic and comprehensive services that promote the well being of our children
8. To work cooperatively with First Nations communities, on and off reserve, to address socio-economic issues that contribute to the breakdown of families
9. To work with First Nations leadership in restoring full jurisdiction over child and family services back to First Nations

Mandate

The Southern First Nations Network of Care (Southern Network) receives its mandate from the First Nations in southern Manitoba and from the provincial *Child and Family Services Authorities Act*.

Board of Directors

Board Appointment Process

The CFS Authorities Act states the Board of Directors of the Southern Network (SN) shall be appointed by the Assembly of Manitoba Chiefs Secretariat Inc. on the recommendation of the Southern First Nation members of the Assembly.

With regards to the appointment process of SN Board members, the following is a summary as outlined in section 3.05 of the SN By-Laws:

- Each Agency selects an individual who meets the qualifications under the by-law section 3.03.
- Each Agency submits in writing the name of the individual it has selected and the written consent / approval of the tribal Council or Chief and Council. This same process is followed for re-appointment of current board members.
- Once the above process has been completed, the Southern Network will forward the names of qualified individuals to the Assembly of Manitoba Chiefs Secretariat Inc. for appointment to the Board for a four year term.
- The 11th position on the Board is designated as a 'Director At Large'. The SN Board is responsible for selecting and submitting the name of a qualified individual to the Assembly of Manitoba Chiefs Secretariat Inc. to fill the position, based on the skill set deemed required by the SN Board.

If an Agency fails or refuses to select or submit to the Southern Network an individual to be its representative on the Board within three (3) months of a vacancy, the SN Board may select an individual to fill the vacant position by utilizing the same process used to fill the Director at Large position.

Activities of the Board of Directors

The Board utilizes a policy governance model to conduct its business. This includes:

- Policies about monitoring organizational performance through outcomes/results
- Policies about monitoring executive performance through executive limitations
- Policies about how the Board carries out the governance function
- Policies about the Board – CEO relationship

Throughout the year, all Board members were active participants in the quarterly board meetings. In addition, the Board Executive met quarterly, or as needed. As of March 31, 2009 there were 7 board members, with 3 vacancies. Pending approval of amendments to the Authority Board by-laws, an additional position will be added in 2009/10, for a total of 11 board seats. The process to fill the vacancies is underway.

The Board takes a proactive approach in shaping a southern First Nations CFS service delivery system that is culturally appropriate and improves the quality of life for First Nations children and families.

The Board utilizes an annual work plan to assist in managing its work. This work plan was updated at every Board meeting. Highlights for 08/09 included:

- Fulfilling the functions of an audit committee, including receiving regular financial reports, appointing the auditor, and receiving and accepting the annual audit report
- Participating in Board training
- Completing a self assessment of board performance
- Reviewing / revising board policies
- Receiving / reviewing regular monitoring reports from the Southern Network executive
- Monitoring of the work of the Southern Network in agency reviews that were undertaken
- Promoting and enhancing input from community members as part the board's responsibility to engage with and link to the community. Activities completed in 2008/09 included:
 - CFS Think Tank in October 2008
 - Youth Think Tank in November 2008
 - 'For Our Children' Gathering in February 2009
- Participation in meetings and briefings with the AMC Grand Chief

- Representing the Southern Network at agency events
- Policy development work

The Board plans for 09/10 include:

- Completion of by-law review and revision
- Ongoing policy development work
- Partnering with the Treaty Relations Commission Office to host the 7 Generations: Our Legacy of Hope conference
- Work on Outcome / Results measurement
- Continue working to build links with the communities served by the Southern Network
- Quality Assurance Review of the Southern Network
- Board training
- Advocacy on behalf of First Nations children, families and communities

2008/09 Operational Objectives

Areas of Focus

The strategic areas of focus for 2008/2009 were identified as follows:

1. Implementation of a Differential Response service delivery model
2. Quality Assurance Review of the Southern First Nations Network of Care
3. CFS Think Tank, Youth Think Tank, and CFS Gathering
4. Communications
5. Ahsanook Centre Development

The following table summarizes the key directional statements for each area of focus.

08/09 Areas of Focus	Key Directional Statements
Differential Response	<ul style="list-style-type: none"> • Implement a Prevention Focused (Differential Response) service delivery model • Implement Test Sites / Pilot Projects • Prepare a full system wide roll out plan
SN Quality Assurance Review	<ul style="list-style-type: none"> • Develop QA Framework based on Board Approved Terms of Reference • Initiate QA Review of Southern Network • Review Report and Recommendations
CFS Think Tank and Forum	<ul style="list-style-type: none"> • Develop, plan and implement a CFS Think Tank October 21-22, 2008 • Develop, plan and implement a CFS Youth Think Tank November, 2008 • Develop, plan and implement an Annual CFS Symposium (Forum) February 2009 in partnership with AMC and JTU
Communications	<ul style="list-style-type: none"> • Carry out various Media and Public Outreach and Awareness Activities • Develop special initiatives • Develop print material • Identify and develop Key Strategic Opportunities and Partnerships
Ahsanook	<ul style="list-style-type: none"> • Implement Ahsanook Project • Create Planning Committee with key partners • Relocate staff to 800 Adele Street

Aboriginal Justice Inquiry – Child Welfare Initiative

(AJI-CWI)

The Aboriginal Justice Inquiry – Child Welfare Initiative (AJI-CWI) was established to address the recommendations of the Aboriginal Justice Inquiry. The inquiry was commissioned in 1988 to examine the relationship between Aboriginal peoples in Manitoba and the justice system. The report from the inquiry, released in 1991, documented many serious problems in the child and family services system. The report recommended a major restructuring of the system.

In August 2000, the Province of Manitoba and First Nations and Metis leaders jointly established the AJI-CWI.

By 2006, under the AJI-CWI, most of the restructuring of the child and family services system was completed, including the establishment of four new CFS Authorities:

- The Metis Child and Family Services Authority
- The Southern First Nations Child and Family Services Authority
- The Northern First Nations Child and Family Services Authority
- The General Child and Family Services Authority

As well, the restructuring included:

- enacting *The Child and Family Services Authorities Act* and amending *The Child and Family Services Act* and *The Adoption Act*
- establishing new service delivery arrangements and partnerships throughout the province
- transferring responsibility for more than 3,600 cases, along with human and financial resources, to the Metis and First Nations Authorities and their agencies

Currently, the Authorities in collaboration with government continue their work, initiated under the AJI-CWI, to improve the child and family services system. Significant progress continues to be made in regard to funding models and prevention programs.

Funding Models

In December 2008, a working group of the Assembly of Manitoba Chiefs, representatives of the First Nations of Southern Manitoba CFS Authority and the First Nations of Northern Manitoba CFS Authority, and the Manitoba and federal governments completed a draft framework and funding model for on-reserve CFS program delivery and funding. The funding model includes maintenance, enhanced operations, and differential response (DR) components. It is anticipated that this strategy will:

- strengthen and support First Nations families to care for their children
- reduce the number of First Nations children in care
- reduce and potentially eliminate inequities in funding and services relating to residencies on or off reserve

In early 2009, the working group's proposed framework and funding model was submitted to the federal government.

Prevention Programs

During 2008/09, work on the theme of prevention focused on four areas: Inter-Sectoral Collaboration, FASD, suicide prevention, and safety education.

Inter-Sectoral Collaboration

In June 2008, the Child and Family Services Standing Committee named two co-chairs of the Child Welfare Inter-Sectoral Committee (CWIC). The CWIC's purpose is to work on recommendations relating to increased collaboration and integration of systems. Both co-chairs represent child welfare interests in the planning and design of major inter-sectoral initiatives, including FASD and suicide prevention strategies.

FASD

In March 2008, Standing Committee and Healthy Child Manitoba came together to coordinate FASD recommendations through the Provincial Coordinated FASD Strategy. Work on the Strategy is ongoing.

In April 2008, the Manitoba government announced funding for the creation of FASD Specialist positions at each of the four CFS Authorities. These positions have all been filled. The role of the specialists is to develop, implement, and evaluate FASD services delivered by CFS agencies. As well, the specialists offer expertise in case planning and help to improve access to needed services.

In April 2008, the FASD Strategy Implementation Team (SIT) was established. The SIT is comprised of the four Authority FASD Specialists and representatives from Healthy Child Manitoba. Its purpose is to design work plans for implementing FASD recommendations.

In May 2008, the Spectrum Connections program was launched. This program is delivered by FASD Life's Journey Inc. and provides services for youth and adults living with FASD.

Work is underway to develop new standards for FASD services for children, using best practice models. An independent contractor retained by the Authorities has completed initial consultations and research, and has written a final report on findings.

Three communities in Manitoba have accepted invitations to be sites for expansion of Healthy Child Manitoba's Stop FASD program. The three communities are Portage la Prairie, Flin Flon, and Dauphin. Stop FASD provides mentoring and other supports to pregnant and post-natal women at high risk of having alcohol and/or drug-exposed births.

Suicide Prevention

In December 2008, the Manitoba government, in collaboration with the Authorities, announced Reclaiming Hope – a youth suicide prevention strategy. The strategy will provide funding both to enhance existing services and to create new ones. Projects funded by the strategy will help to support communities, promote mental health, and improve access to mental health care.

Suicide intervention training was provided to over 440 CFS staff, foster parents, and other care providers across the CFS system in Manitoba.

Safety and Education Materials

Resources on water safety and healthy living have been distributed to agencies, residential child care facilities, and communities. The resources on healthy living provide information on a variety of lifestyle issues, such as sexual activity, drug and alcohol consumption, housing, and nutrition.

Changes for Children Initiative

The Changes for Children Initiative was established in October 2006 to address the 289 recommendations of the external reviews of the CFS system which were completed in fall of 2006. During the past year, activities completed or initiated under this initiative focused on the following seven major themes.

1. *Establishing Primary Prevention Programs to Keep Children Safe*

- Suicide prevention materials distributed
- Recreational component of basic foster rates increased
- Central fund for purchase of child safety equipment created
- Youth Identification Project launched
- Co-chairs of the Child Welfare Inter-Sectoral Committee named
- Standing Committee/Healthy Child Manitoba partnership to work on FASD recommendations in Changes for Children started
- FASD Specialist positions created
- FASD Strategy Implementation Team (SIT) established
- Spectrum Connections program launched
- Research and initial planning on new standards for FASD services for children started
- Three communities for expansion of Stop FASD program accepted
- Funding for the Reclaiming Hope youth suicide prevention strategy announced
- Suicide prevention training provided to over 250 staff, foster parents, and care providers
- Water safety and healthy living educational materials distributed

2. Developing Early Intervention Models for Families

- Differential Response (DR) promotion and educational activities conducted by Authorities with their agencies
- Research on DR best practices completed
- Comprehensive plan for establishing DR test sites completed by Authorities
- Manitoba-specific DR model and cross-Authority strategy for funding test sites developed
- Preliminary framework for evaluating DR test sites developed
- New standardized risk assessment tool being developed
- Development of strengths-based family assessment tool started
- Authority DR Coordinator positions created

3. Enhancing Support for Front-Line Child Protection Workers

- Staff Workload Relief
- Training
 - Ongoing training provided by Joint Training Unit
 - Set training priorities for key areas of practice
 - CFSIS training
 - Foster parent training curriculum development project started
- Information System Redevelopment
 - Work on temporary redesign of CFSIS completed

- Commitment to replace CFSIS made
- Work to establish design principles started
- Extensive consultations completed with over 100 CFS staff
- Service Delivery Standards
 - Standards Development Protocol completed
 - 18 new standards documents drafted and approved
 - Training Modules for new standards developed

4. Improving Communication in the CFS System

- Communication processes for managing intake of new cases across agencies implemented
- Consultation process for developing new service delivery standards established
- Cross-Authority communications team established
- Changes for Children website launched
- Planning to develop Authority websites started
- Funding for communication tools provided to agencies
- Joint resolution for staff and youth engagement developed
- Consultations with stakeholders on progress on Changes for Children held regularly
- Development of a youth engagement strategy started
- Vision Catchers Fund and mentorship program for youth leaving care established
- A variety of staff engagement activities carried out
- Conference for Child Abuse Committee Coordinators

5. Strengthening the New Governance Structure

- Additional resources for quality assurance provided to each Authority
- Staff team recruitment for Office of the Child and Family Services Standing Committee

6. Addressing Funding and Jurisdictional Issues

- Manitoba and federal government agreed to implement Jordan's Principle
- Manitoba and federal government agreed to use individual case reviews to resolve issues
- Draft framework and funding model for on-reserve CFS program delivery and funding completed

7. Improving the Process for Completing Child Death Reviews

- Interim protocol developed to outline revisions to Section 10 Review process
- Reviews by the Chief Medical Examiner under *The Fatalities Act* replaced by Child Death Review Special Investigations with the proclamation of *The Children's Advocate's Enhanced Mandate Act*
- Scope of Child Death reviews expanded
- Ombudsman tasked to write annual reports on progress of the implementation of recommendations from the Child Death Review Special Investigations

Office of the Standing Committee

In spring 2008, the Office of the Child and Family Services Standing Committee was established as a permanent resource to support the work of Standing Committee. The Office is located at 202 -150 Henry Avenue in Winnipeg.

The following 15 permanent positions were created at the Office:

- 1 Coordinator
- 1 Administrative Assistant
- 9 Policy Analysts (2 from each Authority and 1 from the Child Protection Branch)
- 4 Administrative Support positions (1 for each Authority)

Since being established, work at the office has focused on:

- Designing plans for the continued implementation of the 289 recommendations of the external reviews
- Participating in inter-sectoral initiatives
- Delivering training on new practice standards
- Providing professional support to assist Standing Committee to complete its foundational work

Finance

The Finance Unit is responsible for the financial management of the Southern Network. In addition, the unit is responsible for working with the agencies on financial matters. This includes the allocation of funds to the agencies for the provincial workload, and monitoring the expenditures and financial reports.

Key activities in 2008/2009 included:

- Preparation and monitoring of the annual budget, monthly financial statements, General Ledger, Accounts Payable/Receivable, inventory control, and working with the Auditor to coordinate and complete the audit process
- Preparation and presentation of financial reports to the Board of Directors at all Board meetings
- Completion of funding agreements between the Southern Network and the agencies
- Allocation of provincial funds to the agencies and monitoring expenditures and financial reports
- Meeting with agency finance staff on a monthly basis to review finances
- Attendance at monthly Agency Relations meetings to review financial matters with Directors
- Negotiation of space and planning for 800 Adele - Ahsanook Program
- Participation in the working group development of the federal funding model
- Participation in the working group development of the interim provincial funding model
- Participation in the working group for a coordinated quality assurance and compliance review of the agencies by the Authority and INAC
- Professional development workshop in Calgary to attend the Aboriginal Financial Officers Association of Canada national conference
- Interviews conducted to hire a Controller

Administration

The Southern Network's annual operational planning work session was held in September 2008 and an operational plan review was held in March 2009. The planning session considers the direction from the Board of Directors and the various child and family initiatives underway, as well as the operational requirements of the Authority. The annual work plan is a product of this work session.

Implementation and use of the Southern Network's internal data base began in 08/09. This database will assist the Authority in tracking, monitoring, and evaluating its work, thereby improving services.

In 2008/2009, the Southern Network processed the following communications through the reception desk:

Communication Method	08/09		07/08		06/07		05/06	
	Total	Monthly Average	Total	Monthly Average	Total	Monthly Average	Total	Monthly Average
<i>Phone calls</i>	25,986	2,166	23,061	1,922	17,542	1,462	16,699	1,392
<i>Faxes</i>	3,220	269	2,318	193	1,706	142	1,791	149
<i>Correspondence</i>	2,624	219	2,432	203	2,221	185	1,958	163

Information Technology

The Southern First Nations Network of Care (Southern Network) Information Technology (IT) Unit maintains the agencies' and the Authority's computer systems. The IT Unit responds to requests from Southern Network agencies for desktop support. The IT Unit makes recommendations on the needs of agencies for new, and/or the replacement of existing, equipment.

The Southern Network continues to be involved in discussions with the Province to provide computers for every position within the agencies. The focus is on the pre-AJI provincial positions, new positions created since the transfers, and the positions responsible for federally funded work. Adequate maintenance and support dollars for supporting, maintaining, and refreshing agency computer systems is being requested.

Resources and support are required to assist the southern First Nations CFS agencies in fully utilizing the CFSIS program. This work will continue in 2008/09, along with participation in inter-Authority groups working to improve and re-engineer this data base.

Connectivity for some of the southern First Nation communities continues to be an issue. The Southern Network is working with the Province of Manitoba to find a solution. Access to high speed internet for the agencies and all office sites is necessary to help facilitate agency use of CFSIS and the Intake Module. A Southern Network proposed solution is being considered by the provincial government for funding and implementation.

The Southern Network began the work to enhance their capacity to provide desktop and network support coordination by making the strategic decision to hire an IT Manager. The interviews for this key position were conducted in late fiscal year of 2008/09 with the expected hiring in early 2009/10. The overall IT program will be reviewed and enhanced with the support of this newly created position at the Authority.

Human Resources

The Human Resource (HR) Unit has increased its size this past year to further develop the Authority and its agencies in the capacity of human resources systems. A Spiritual Caregiver was hired, as well as a board governance and strategic planning coach. The Education and Training Coordinator position was placed under the supervision of the HR Director in order to streamline staff training and development functions.

The HR Unit has two key responsibilities:

- Developing and supporting the human resource capacity for the Southern Network
- Assisting and supporting the southern CFS Agencies in the development and maintenance of their human resource systems

This includes improving the HR practices within the Authority and the agencies. This includes Employee Relations; Compensation and Benefits; Health and Safety; Training and Professional Development; Human Resource Policies and Procedures.

During 08/09, key activities included:

- Development of an orientation package for new staff
- Revised Human Resource policy and procedures
- Established Health and Safety Committee
- Established model for Spiritual Caregiver
- Policy and governance development for agency boards
- Assisted agencies in salary and benefits review
- Advising agencies and staff on personnel matters
- Responding to requests for information
- Revision of performance review procedures
- Recruitment and hiring
- Conducting quality assurance reviews of HR practices and making recommendations for change

Work continued on a Recruitment and Retention Strategy. A key focus was to address the challenge of building an Aboriginal workforce. Education, training, recruitment and retention, professional development, workload management, healthy work environments, and fair compensation and benefit packages are all elements to improve and enhance the workforce.

Plans for 09/10 include hosting a conference that will celebrate and promote indigenous ways of healing and helping. We hope to partner this initiative with other collateral agencies.

Building an Aboriginal work force is an objective for the Southern Network, the southern First Nations CFS agencies, and ANCR. As of March 31/09, the Aboriginal status of staff was as follows:

	Southern Network	Agencies	ANCR
Aboriginal status	91%	83%	40%
Non-aboriginal status	9%	17%	60%

Whistleblower Legislation

There are no complaints under this legislation to report for 08/09.

Freedom of Information and Protection of Privacy Act (FIPPA)

“The Freedom of Information and Protection of Privacy Act (FIPPA) is an information rights statute that gives an individual a legal right of access to records held by Manitoba public bodies, subject to specific and limited exceptions. The Act also requires that public bodies protect the privacy of an individual’s personal information existing in records held by public bodies. FIPPA came into force on May 4 1998 and replaced The Freedom of Information Act.”

Additional information can be found at: <http://www.ombudsman.mb.ca/fippa-faq.htm>

FIPPA Coordinator

The role and responsibility of the FIPPA Coordinator is to act as liaison between the First Nations of Southern Manitoba CFS Authority and its member-agencies. All FIPPA requests are directed to the FIPPA Coordinator from the Provincial Access and Privacy Coordinator. The FIPPA Coordinator coordinates the compilation of information and ensures timelines are met. All responses to FIPPA requests are vetted for final approval through the Chief Executive Officer.

During 2008/09, approximately forty-three (43) FIPPA requests were received at the Authority. Three (3) were both Authority & Agency-specific, thirteen (13) were Authority-specific and twenty-seven (27) were Agency-specific.

A further breakdown of the Agency-specific requests was as follows:

Info from all agencies	12
Info from ANCR	11
Info from Animikii Ozoson	1
Info from SECFS	3

Disposition of the (43) forty-three requests were as follows:

Requests completed/closed	32
Time estimate only	7
Information not required	2
Pending	2

Training

Training for Authority and member-agency staff, in particular the Human Resource Managers / Coordinators / Administrators, is being scheduled for early-fall of 2009. The training will be provided by an Access and Privacy Coordinator and will outline FIPPA legislation and the roles and expectations of each party involved.

Agency board development and strategic planning

A governance program was established in 2008/09, with a full-time agency board governance coach responsible for:

- Establishing a partnership with the Southern First Nations Network of Care agencies to ensure effective Board of Directors governance practices
- Working in collaboration with the Vision Keepers (Quality Assurance) unit and CFS agencies to review the agency's governance practices and making recommendations to ensure quality services are provided
- Providing advisory and support services to agency boards to assist them in fulfilling their roles and responsibilities. This included setting agency priorities and desired results/outcomes, developing board policies, oversight of the agency, hiring of the Executive Director and monitoring their performance.
- Identifying training needs of agency boards and collaborating with the Education and Training Coordinator to develop training plans

Key activities during the past year included:

- Conducted board governance practice reviews of three agencies
- Worked in collaboration with the agency boards to develop and implement an action plan to address recommendations from agency reviews
- In collaboration with the Joint Training Unit, organized training for agency board members
- Coached the agency board members in the development of board policy manuals

Plans for 09/10 include:

- Participating in the reviews of agency governance practices and agency boards
- Organizing training for all agency Executive Directors on reporting to their Boards.
- Establishing a standard for agency boards that includes membership criteria and agency board operating standards

- Working with agency boards and the Education and Training coordinator to organize training on improving agency governance practices

Long-term plans include:

- Development of a CFS agency governance website to:
 - enhance transparency and accountability to community members, stakeholders and general public
 - provide learning tools e.g. on-line training modules
 - provide resource information on strategic planning
 - educate and inform
- Collaborating with the Southern Network Elder/Spiritual Caregiver and to explore culturally relevant practices which could be adapted to Board governance.

Elder/Spiritual Caregiver

The role, responsibility and service of the Elder/Spiritual Caregiver for the Southern Network is to assist/support the Authority and the ten member agencies through spiritual and cultural service delivery. The Elder/Spiritual Caregiver for the Southern Network provides spiritual and cultural care to Southern Network staff, agency staff, children in care, and families receiving services.

Spiritual and cultural care consists of a variety of services such as counseling, facilitating and conducting ceremonies (i.e. pipe ceremonies, sharing circles, smudge ceremonies, sweat lodge ceremonies), providing and sharing relevant oral teachings (i.e. medicine teachings), medicine picking, developing and delivering cultural presentations, attending relevant gatherings, developing and delivering relevant cultural programs, sitting on relevant committees, sitting on Elders Council. The service will continuously adapt as the CFS system transforms and increasingly adopts indigenous ways of practice.

This program is in a developmental stage. This year's goal was to get the program and services underway for the year. The next phase would be putting the plan into action and service for the Southern Network and its member agencies.

Plans for Upcoming Year include:

- Establishment of an Elders Council
- Medicine Picking and teaching program
- Powwow Program
- Southern Network Staff Cultural Camp
- Sweat Lodge Program
- The Good Life Program (Bringing in Elders to teach and share knowledge on traditional parenting practices, concepts, human development from Aboriginal perspective, kinship, ceremonies)
- Reviewing programs with a view to incorporating indigenous knowledge and practice

Education and Training

Education and training are key elements of any strategy that seeks to establish and maintain a qualified Aboriginal workforce for the child and family services system. The Education and Training Coordinators from the four Authorities are located at the Joint Training Unit (JTU) on the 3rd Floor at 831 Portage Avenue. The Changes for Children Initiative provides funds for this unit. Various training, workshops and meetings were held at this joint location.

The Southern Network was a partner in the funding of the First Nations CFS Diploma program at Yellowquill College. This program was developed jointly by Dakota Ojibway CFS and Yellowquill College. This two year program expects to see 13 graduates in June 2009.

The Human Resource Management Diploma cohort, in partnership with the University of Winnipeg, began in November 2007. Classes are underway, the team has bonded well and graduation is targeted for April 2009.

In January 2009, the Southern Network and Metis Authorities partnered in a BSW cohort through the University of Manitoba. This program had 47 participants. Negotiations for the development of Child and Youth Care training have begun with Red River Community College. The JTU coordinators are working in partnership with the province on revisions to the CORE training curriculum such as Supervision and Orientation to the Child Welfare System. There has been work done with various collaterals, such as KLINIC and the Manitoba Fire Commissioner, in the development of new training curriculum.

The Critical Incident Stress Management and Community Trauma Post-vention (CISM-CTP) training continued to roll out. This provided an excellent opportunity for building positive working relationships and partnerships with the RCMP, Dakota Ojibway Police Service, health centres, schools, Band Offices, local fire departments, healing centers, daycares, and the southern First Nations CFS agencies. The upcoming year will concentrate on operationalizing the teams in each of the agencies that have received the training.

In partnership with the RCMP “D” Division, Winnipeg Police Service, and the Child Protection Branch, all four Authorities participated in one week of extensive training in the Dr. Yuille Step-wise training in Child Interview Techniques. The result of this is that child welfare workers and the police will be working together as partners to conduct interviews.

The JTU and Child Protection Branch co-hosted the second Child Abuse Committee Coordinators Conference in January 2009. This was well attended and participants recommended that this type of conference be held annually.

In September 2008, the four Authorities, in partnership with the Downs Syndrome Society, held a Downs Syndrome conference with attendance of over 80 people.

On April 28 & 29, 2008, the Southern Network held a 2 day workshop in Long Plain “Building a Strategy for Recruitment and Retention of Staff.” The event was well attended with a lot of information shared.

This year there were 3 training sessions of Applied Suicide Intervention, with the plan to fund one to two trainers from each of the CFS agencies in the upcoming year. A ‘Train the Trainer’ is planned for September 2009. There will be 2 – 3 training sessions for each agency in the upcoming year.

The Southern Network hosted a think tank on October 21 & 22, 2008, in partnership with the Assembly of Manitoba Chiefs that was open to all the southern First Nation CFS agencies. The objective was to hear from families, elders, youth, community members, leadership and service providers about the future of our children. This input will be used to help shape the future direction of services for our children. The Think Tank also served to identify the key themes for the February CFS Gathering “For our Children”.

Again in partnership with the Assembly of Manitoba Chiefs, the Southern Network hosted a Youth Think Tank: “Voices of our Youth” on November 21, 2008. This gave youth an opportunity to voice concerns about issues that impact them, and to have input in shaping the future direction of services for our youth.

In February 2009, in partnership with the Assembly of Manitoba Chiefs, the Southern Network hosted a gathering “For our Children” at the Victoria Inn. Over 200 people attended this event. Work sessions resulted in excellent feedback from the participants. The workshops on ‘Street Gangs & Drugs’, ‘Colonization’, ‘Building Healthy Relationships’ and ‘FASD’ were very popular and filled to capacity. The workshops were highly recommended by the two Think Tanks that were held previously.

In addition to numerous training events, the 08/09 activities of the Southern First Nations Network of Care included participation on a number of committees and working groups related to training including:

- Foster Care Education Committee
- Southern Network Workforce Qualifications Standard Committee
- Core Competency
- Youth Suicide Strategy Work Group
- Changes for Children
- Child Protection Branch
- Winnipeg Police Service
- University of Manitoba Working Group
- Joint Training Unit
- Authority specific committees
- Southern Network ‘For Our Children’ Gathering
- Annual General Meeting
- Team Building events

In 08/09, there were over 1,700 registrants who attended training, workshops and/or enrolled in the various educational programs. This included agency staff, CFS Authority staff and other community service providers. The following table identifies the number of participants for each event.

**Southern Network Training
April 1, 2008 - March 31, 2009**

Type of Training	No. of Participants
Aboriginal Financial Officers Association of Canada (Conference)	3
Aboriginal Financial Officers Association of Canada (workshop)	2
Applied Suicide Intervention Skills Training (ASIST)	89
Attachment & Treatment: Theory Techniques Certificate Training	31
Bachelor of Social Worker Co-Hort (partnership with Metis Authority)	47
Board Development Training	6
Board Training - Sagkeeng	12
Board Training - Sagkeeng & Peguis	22
Case Related Court Preparation for Social Workers	14
Child Abuse Committee Training	6
Child Abuse Coordinators Conference	13
Child Abuse Trainer Workshop	4
Colonization/Decolonization	14
Conflict Management / Lateral Violence	6
CORE 101	10
CORE 102	10
CORE 103	10
CORE 104	10
Crisis Intervention	48
Critical Incident Stress Management & Community Trauma Postvention	106
Cross Cultural Training	15
Down Syndrome	12
Dr. Yuille Step-Wise Training	5
Excel - Level 1	8
Excel - Level 2	8

Southern Network Training
April 1, 2008 - March 31, 2009

Type of Training	No. of Participants
Family Enhancement Program (Information session) - ANCR	3
Fetal Alcohol Spectrum Disorder	44
First Aid/CPR	80
For Our Children Gathering	402
Forensic Child Interview Techniques	30
Foster Home Assessment Studies	11
Human Resources Diploma Program	19
Intake/CFSIS - Training on Maltreatment Window	12
Investigating Child Abuse (RCMP)	8
Managing Your Priorities	14
Mediation Skills - Non Violent Wheel (Level 1)	16
Non-Violent Crisis Intervention	52
Recruitment & Retention	76
Relationship Based Strengths Approach to Discipline (RBSA)	163
Southern Network Board Training	10
Spectrum Connections (FASD)	9
Strategic Planning (Sagkeeng)	13
Street Gangs & the Drug Trade They Rule	71
Synergy for Success Conference (Wpg Police)	2
Techniques & Intervention Strategies for Working with Tough Kids & Parents	12
Think Tank	86
Training of Trainers	1
Understanding & Working with Children & Youth Who Have Been Sexually Exploited (CORE)	37
Voices Youth Retreat	2
Whistleblower Act	18
Youth Forum	15
Total:	1717

Communications

The Communications Unit of the Southern Network (SN) produces, communicates, and distributes information designed to build awareness and understanding of First Nations Child and Family Services in Manitoba and advance those objectives and vision. The Unit works to ensure that the messages and positions of the SN are communicated effectively and that the Board Chair and/or the Chief Executive Officer (CEO) is involved in, and given the opportunity to respond to, media portrayals of First Nations Child and Family Services in Manitoba. The Communications Unit provides on-going assistance and makes recommendations on critical issues as they arise.

The Communications Unit is part of the SN Core Administration / Support Services. Any communications materials or strategies are subject to review and approval by the Director of Communications, Chief Executive Officer and the Communications Sub-Committee for Standing Committee. Final approval must come from the CEO and/or designate. Relevant Policy Analysts or Team Leaders are also involved in the preparation and review of materials.

Presently there are five strategic areas identified under the SN “Communications Strategy”:

- Media and Public Relations
- Public Awareness and Public Education
- Strategic Communications Policy and Planning
- Coordinate / Facilitate Communications
- Corporate image and identity

Listed under each are the activities that have taken place over the year from April 2008 to March 2009.

Media and Public Relations

The Communications Unit works to develop materials and provide information to the media and general public about the SN, its activities and positions, as well as the overall mandate/mission and priorities therein. The Unit recognizes that the majority of Manitobans receive their information about First Nations primarily through the media and works to establish a constructive working relationship to

ensure the SN is viewed as a constructive and productive organization. The Unit also utilizes other channels to reach the public directly (speaking opportunities, publications, Internet, etc.).

- Ongoing media relations have been undertaken throughout the year. Interviews with the Free Press, CBC News, Global, CTV and APTN have been set up and conducted.
- Pre-interviews with media, briefing of the Board Chair or CEO, messaging and eventual interviews were arranged for the Board Chair or CEO. On a number of occasions background and responses were done by the Communications Director.
- On average there have been 30 E-mails and 30 direct calls per month to the Director of Communications. In total, this is more than 700 media inquiries and follow-up per year.

Public Awareness and Public Education

The Communications Unit will develop and implement public Awareness and public education strategies based on its activities and positions to promote awareness and understanding of the issues, priorities and mandate/mission /history of First Nations Child and Family Services in Manitoba.

- Ongoing meetings with the province, Changes for Children and related agencies in relation to the celebration of the 5th Anniversary of the proclamation of the CFS Authorities Act, in conjunction with the Aboriginal Justice Day events.
- Ongoing meetings with SN team to conduct and deliver a series of roundtables which cumulated with a “Gathering Strength Conference”.
- Ongoing “Press Releases” have been developed and issued for ANCR initiatives, Southern Authorities activities. Joint releases with the CFS Branch have also been developed and issued.

Strategic Communications Policy and Planning

The Communications Unit develops and implements SN Communications in relation to specific strategies for specific events, products, issues or initiatives. The Unit provides advice, recommendations and communications support to specific child and family policies and protocols.

- Key messaging has been developed with the Ministers media announcements that involve the SN
- Liaison and consultation with provincial communications about reviews, press material, questions and answers, and general planning.

Coordinate/Facilitate Communications

The Unit serves to coordinate/facilitate communications activities across the four Authorities; First Nations of Southern Manitoba CFS Authority; First Nations of Northern Manitoba CFS Authority; Metis Child and Family Authority; and the CFS General Authority, in order to ensure consistency and clarity in public activities.

- Meetings with the province and related agencies in relation to specific Media responses.
- Meetings with staff from the Office of the CFS Standing Committee in relation to workshops, exhibits and conferences.
- Ongoing communications between the inter-Authority communications team have resulted in updates and press releases being developed and issued for Changes for Children, Standing Committee and the CFS Authorities.
- All Authority meetings to coordinate cross Authority staff update

Corporate Image & Identity

The SN “Communications Strategy” calls for the development of a corporate image/identity commonly known as the “Brand”. The Communications Unit participated in the development of a document that includes the “interests, beliefs and wishes” of all the key SN stakeholders. These include SN staff, management, Board of Directors and mandated agencies. Geared to promote openness and inclusiveness, the document incorporates a broad range of opinions that add depth to SN communications strategy. Ultimately it will ensure broad support for achieving stated goals.

- “Brand Strategy” initiated and completed. Involved consultations with staff, management, Board of Directors and mandated agencies
- Development of key messages, image statements (i.e. mission, vision), and logo
- Development of print materials using these brand messages
- Identifying website look and developing website content
- Launch of the website is slated for summer 2009

Vision Keepers - Quality Assurance

The Vision Keepers – Quality Assurance Team carries out the responsibility of the Southern Network with respect to monitoring and reviewing the quality of work of the Southern First Nation CFS agencies. This includes monitoring compliance of agency services with legislation, regulation, and standards. This team is responsible for conducting regular quality assurance reviews of the southern FNCFS agencies and for coordinating other reviews under section four of the CFS Act.

Additionally, the Vision Keepers program utilizes consultants and contract workers in areas such as Human Resources reviews; Finance reviews; and Case management reviews. The following table provides an overview of the reviews currently underway, the current status, and actions taken to date.

Agency	Type of Review	Date Called / Started	Completion Date (projected or actual)
ACFS	Quality Assurance	Spring 2007	Late fall 2009
Peguis CFS	Section 4 into the death of a child in care / Operational	Oct 4/07	Late Fall 2009
SECFS	Section 4 Operational Review / inquest recommendation	Sept 17/07	Late Fall 2009
ANCR	Quality Assurance / HR Audit	Condition in granting ANCR its mandate	Winter 2009
All Agencies	Places of Safety, Foster Home Licencing and Face to Face Contact with Children in Care Audits	Fall 2008	Completed

Along with reviews into case situations and circumstances that arise, the SN is beginning to schedule regular quality assurance reviews of all agencies on a four year rotational cycle. This is in addition to other agency reviews or specific program reviews / audits that may be called from time to time.

The following table provides a schedule of the planned reviews:

Agency	08/09	09/10	10/11	11/12	12/13
ACFS	QA Review Foster home license and place of safety audit Face to face contact audit	Special Needs Committee Audit	DR Readiness Review		
Animikii Ozoson	Foster home license and place of safety audit Face to face contact audit	QA Review Special Needs Committee Audit	DR Readiness Review		
ANCR	QA - Service Model HR Audit Place of safety audit		QA Review DR Readiness Review		
DOCFS	Foster home license and place of safety audit Face to face contact audit	Special Needs Committee Audit	DR Readiness Review	QA Review	
ICFS	Foster home license and place of safety audit Face to face contact audit	QA Review Special Needs Committee Audit	DR Readiness Review		
Peguis CFS	Section 4 Death of child / Operational Foster home license and place of safety audit Face to face contact audit	Special Needs Committee Audit	DR Readiness Review		QA Review
Sagkeeng CFS	Section 4 Death of child / Operations Foster home license and place of safety audit Face to face contact audit	Case file review Special Needs Committee Audit	DR Readiness Review		QA Review
Sandy Bay CFS	Foster home license and place of safety audit Face to face contact audit	Special Needs Committee Audit	QA Review DR Readiness Review		
SECFS	Section 4 Operational / Inquest recommendation Foster home license and place of safety audit Face to face contact audit	Special Needs Committee Audit	DR Readiness Review		QA Review
WRCFS	Foster home license and place of safety audit Face to face contact audit	Special Needs Committee Audit	DR Readiness Review	QA Review	

Agency Relations

The Southern First Nations Network of Care (Southern Network) seeks to carry out its responsibilities under the CFS Authorities Act from a capacity building and support approach. Building and promoting relationships between the Southern First Nations Network of Care (Southern Network) and the Southern First Nations CFS agencies is one way to achieve this end.

There were a variety of ways in which this was done in 08/09:

- Monthly Agency Relations meetings were held. Typically these are two day meetings. The CEO met with the agency directors on the first day, while the CFO met with the agency finance administrators; both groups met together on the second day. These meetings covered a wide variety of topics and were used to update agencies, seek input on issues, share information, and address concerns. These meetings are geared to working together to build a better future for our children.
- Southern Network staff attended agency meetings, celebrations, events, and workshops
- A number of events involving all of the agencies took place: think tanks, CFS Gathering, Standards Training, Recruitment and retention work sessions
- The Southern Network assisted in providing training to the agencies covering a variety of topics relevant to child welfare
- A number of inter-agency committees and working groups continued to work on various components of service
- Worked jointly with agency representatives on a number of initiatives, including the regional table on federal funding.
- Partnering with agencies on initiatives (e.g. DOCFS /Yellowquill CFS Diploma Program)

- Case support and consultation provided by Southern Network staff
- Meetings with individual agencies and/or agency and Authority staff
- Opportunity for regular in-camera meetings with agency directors to jointly address issues that arise

The responsibilities of the Southern Network include monitoring and directing agencies, and to maintain credibility that the reviews of agencies will be objective, fair, and thorough. At the same time, the Southern Network strives to work with agencies in a supportive and capacity building manner. To manage this dual role, and to ensure that support and resource services are enhanced, the Authority has organized its services into two service units, each with a Director and program staff. One unit is Agency Service Support and the other is the Vision Keepers-Quality Assurance Team.

Duties and Responsibilities under Legislation

The Southern First Nations Network of Care (Southern Network) carries out the duties and responsibilities assigned in *The Child and Family Services Authorities Act*. The following provides an overview of the type and volume of work in 2008/09.

Authority Determination Process

The Authority Determination Process (ADP) is a key feature of the restructured system. It is the process by which an Authority of Service and a service provider is determined, based on the choice of the family. Families complete an ADP form at the point of Intake; they may subsequently request a Change of Authority.

In 08/09, the Southern Network received a total of 30 Change of Authority requests. 27 were approved and 3 were denied. The nature of the transfers was as follows:

From SN to another Authority	3
From another Authority to SN	27

There were 56 requests for information and/or follow up on the Authority Determination Process. These requests originated from agencies, families, and collaterals. Examples of the types of requests include:

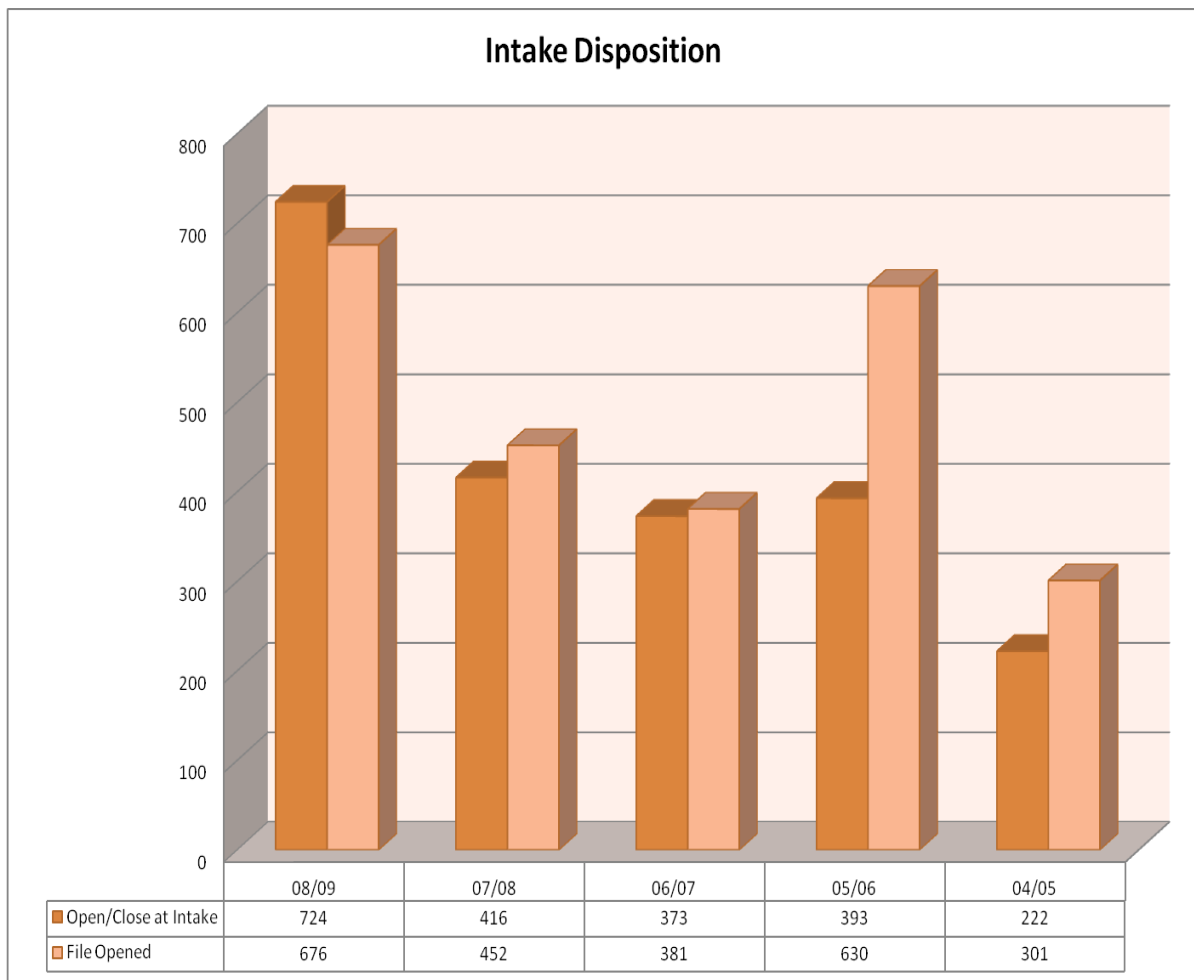
- Information about the services provided by Southern Network agencies
- Follow up on assigning an appropriate service provider agency
- Coordination of service where more than one Authority was involved with a family

Intake

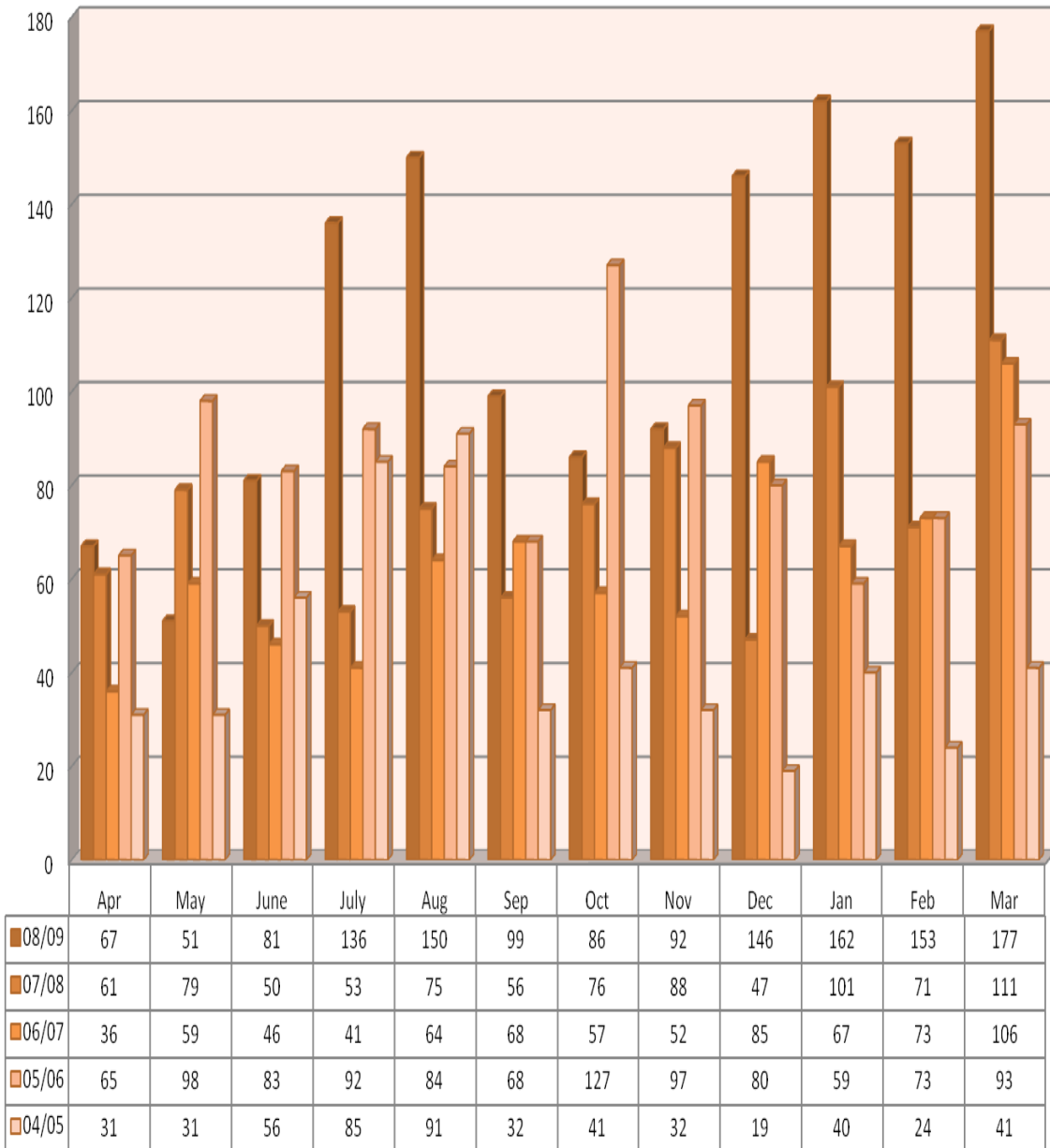
The Intake Coordinator serves as a direct resource and liaison for the Southern Network, agencies and collaterals. The Intake Coordinator screens all intakes, completes the intake where possible, completes the initial documentation, and forwards the file for further follow-up where required.

A total of 1400 Intakes (an average of 166.5 per month) were received in 08/09. Of these, 52% were opened and closed at Intake (generally within a five day period) and 48% were assigned for further follow up.

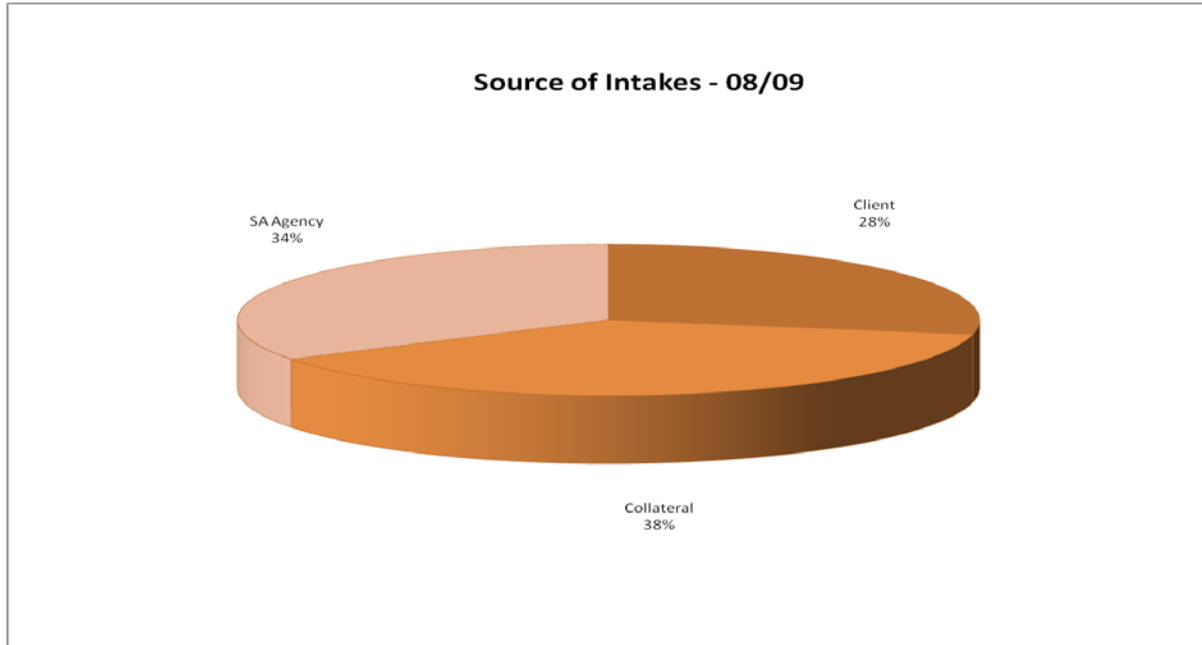
The following graphs show the total number of Intakes for 08/09, the number of intakes per month, source of intakes, type of contact, agency subject of intake, the nature of intake and provide a comparison to previous years.



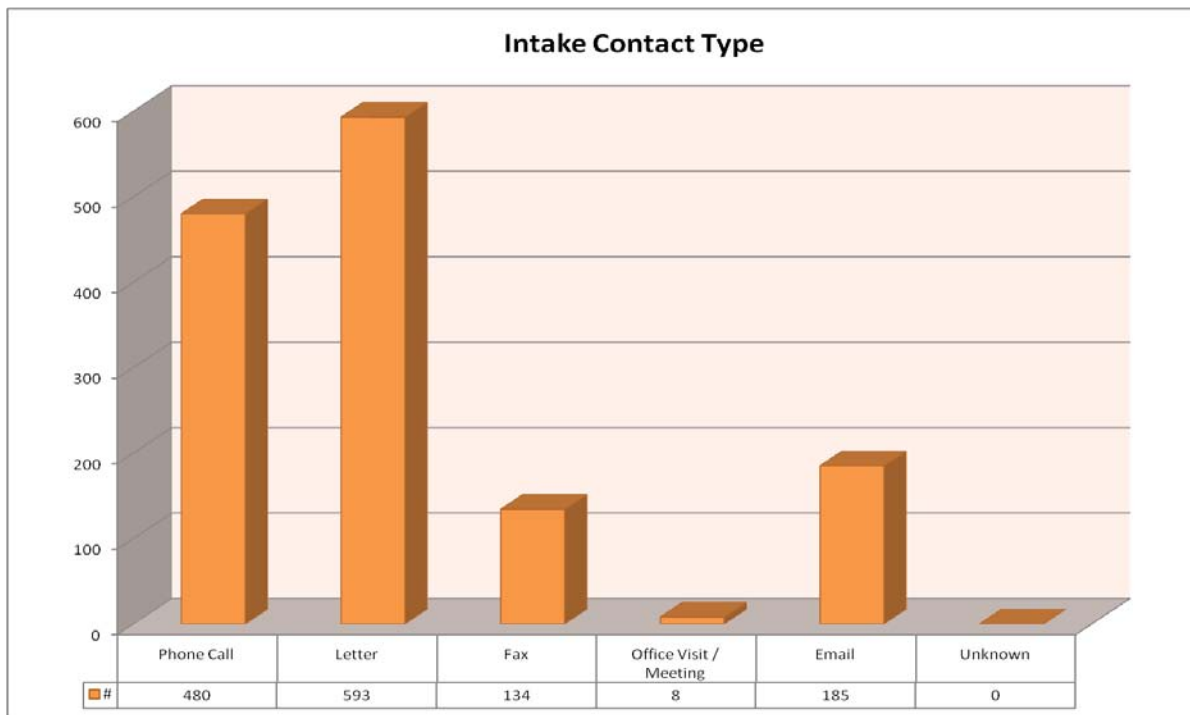
Intake Volume by Month



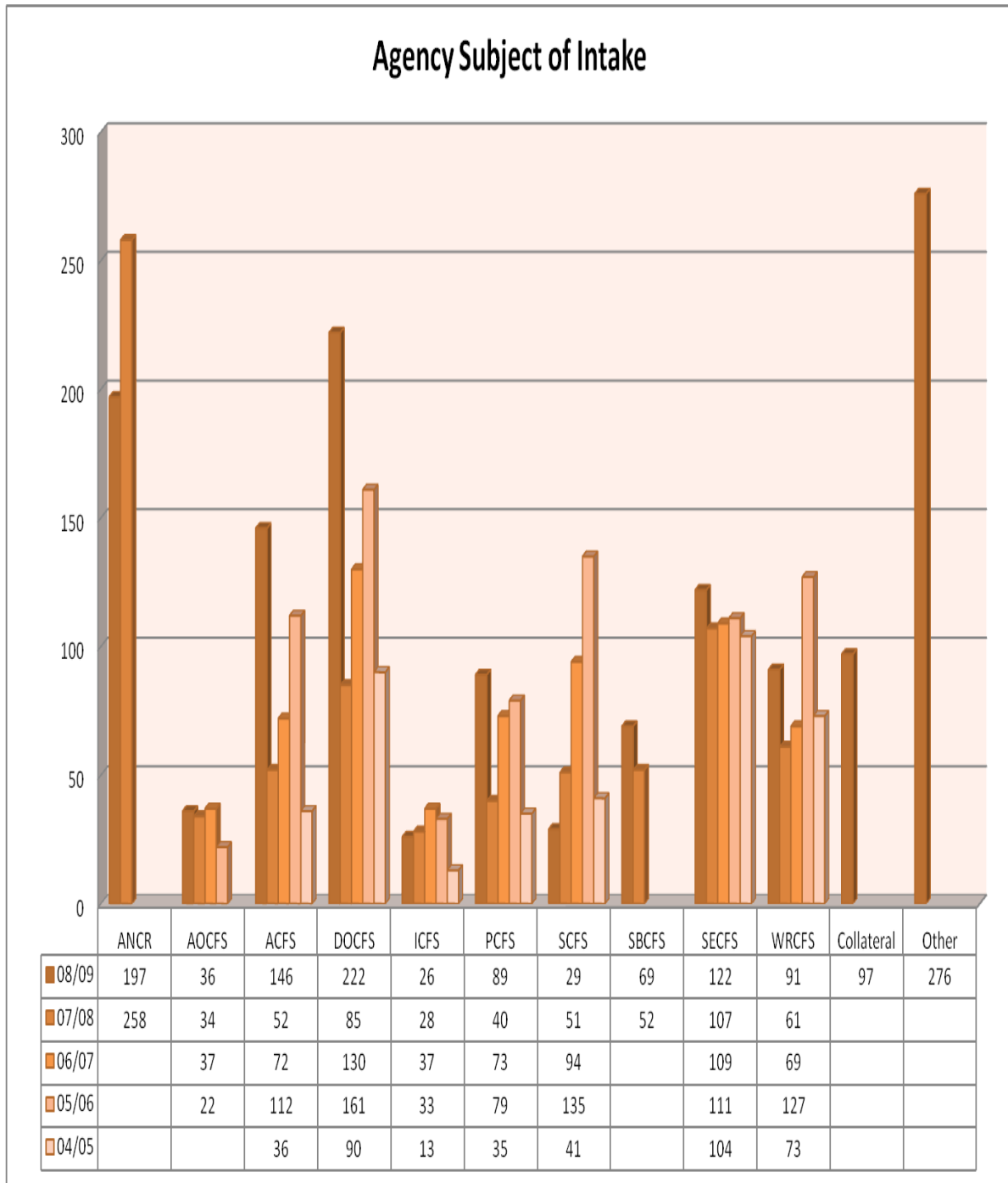
The source of intakes included 472 originating from southern First Nation CFS agencies, 535 from collaterals and 393 intakes originating from clients.



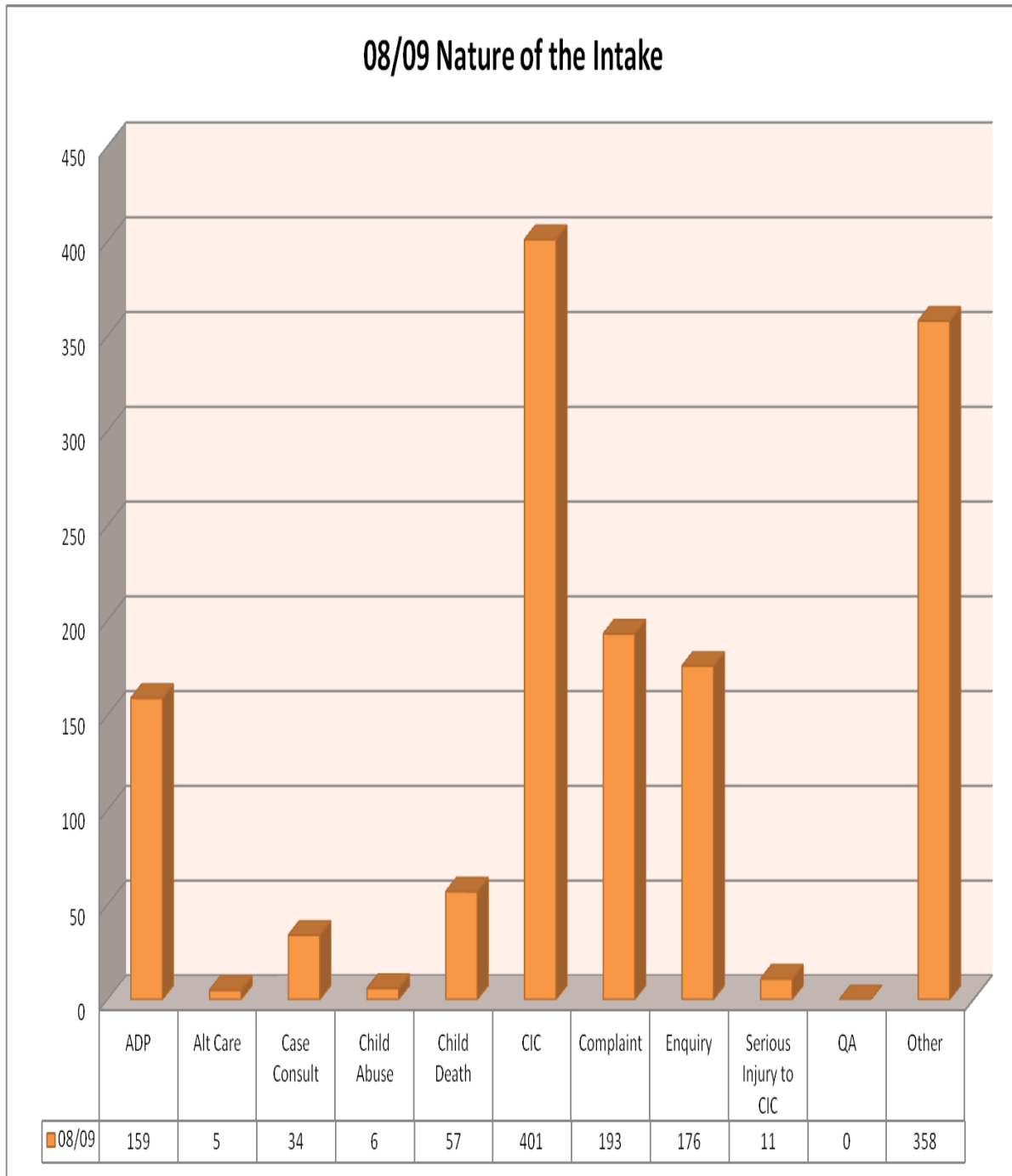
The type of Intake contact included 480 phone calls, 593 letters, 134 faxes, 8 office visits / meetings, and 185 emails.



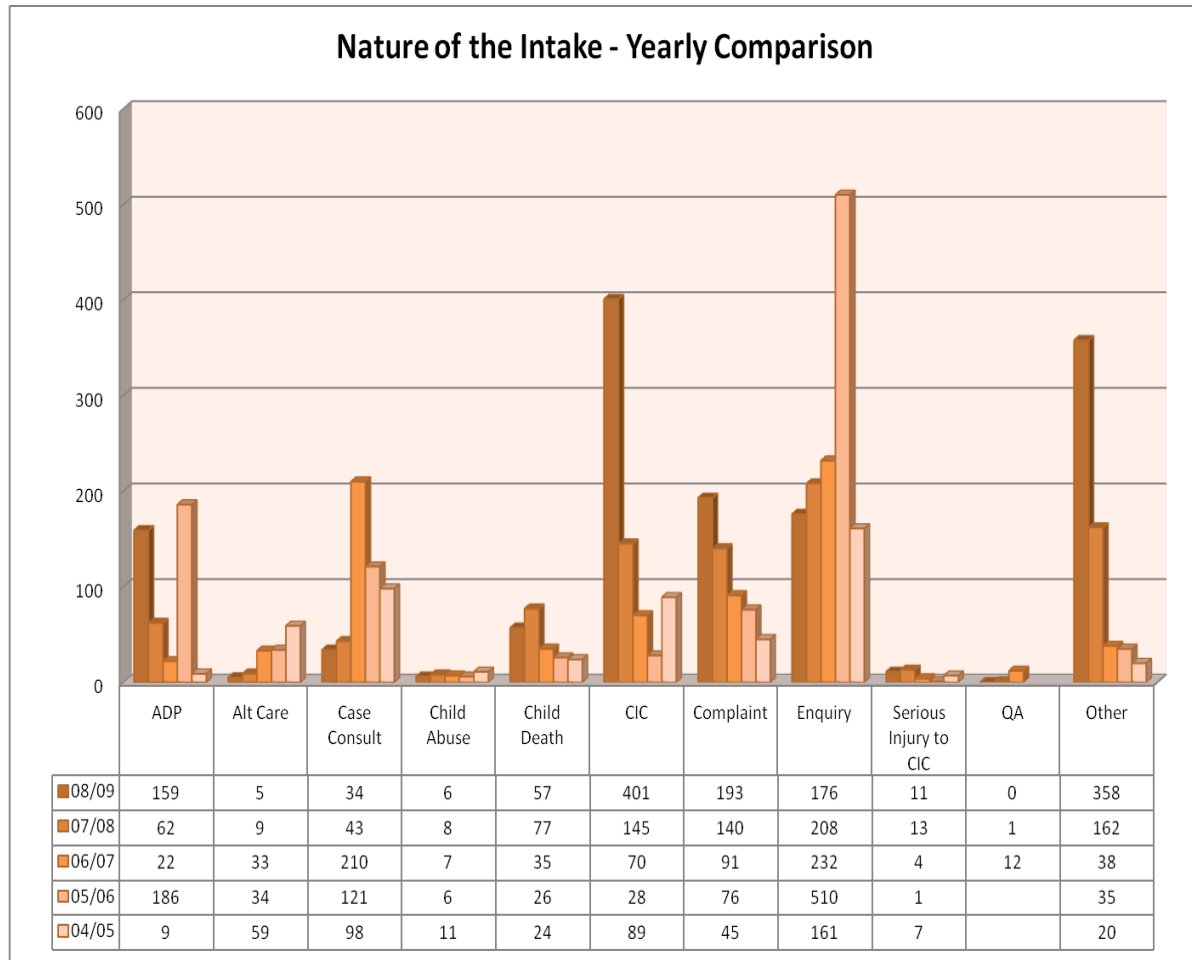
Of the total intakes, 73% (1,027) related to a Southern First Nation CFS Agency. The remaining 27% (373) of the Intakes were related to other agencies / organizations or issues of a general nature.



The most frequent nature of Intake included enquiries/request for information, case consultations and other. The nature of the intakes for 08/09 was as follows:



The following table provides a comparison of the types of intakes since 04/05:



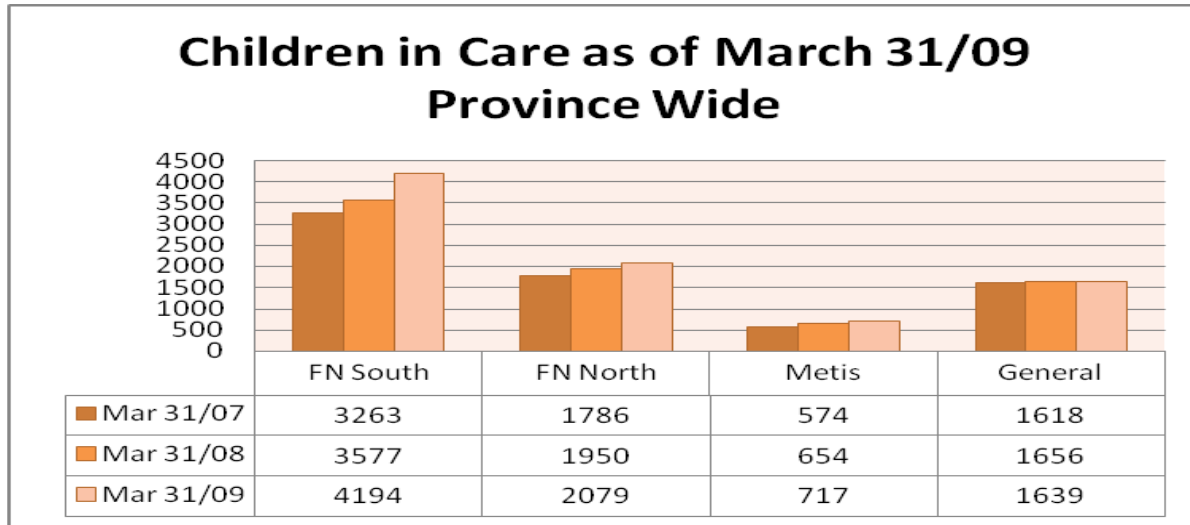
Mandating Agencies

Under the legislation, CFS Authorities are responsible for mandating new agencies. No new agencies were mandated in 08/09.

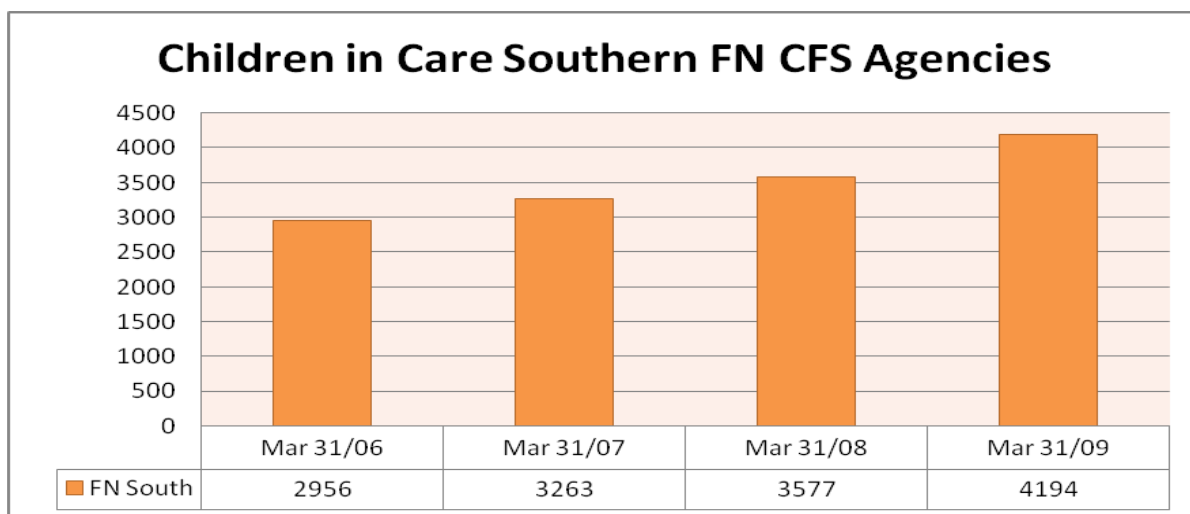
Note: The statistical information used for Children in Care and Case Management comes from the Province of Manitoba year end case numbers. These numbers are reported by the agencies. If agency file reviews indicate any error in the data provided, the numbers will be corrected and noted in subsequent annual reports.

Children in Care

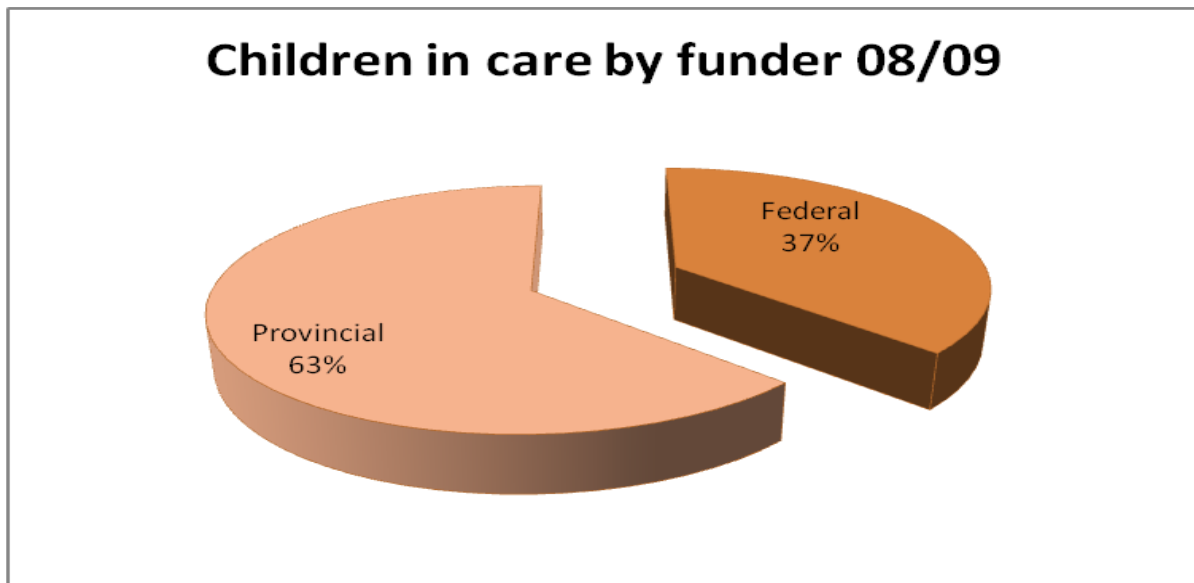
As of March 31/09, there were 8629 children in care in Manitoba, 49% were from Southern First Nations agencies. The following table illustrates the children in care by Authority:



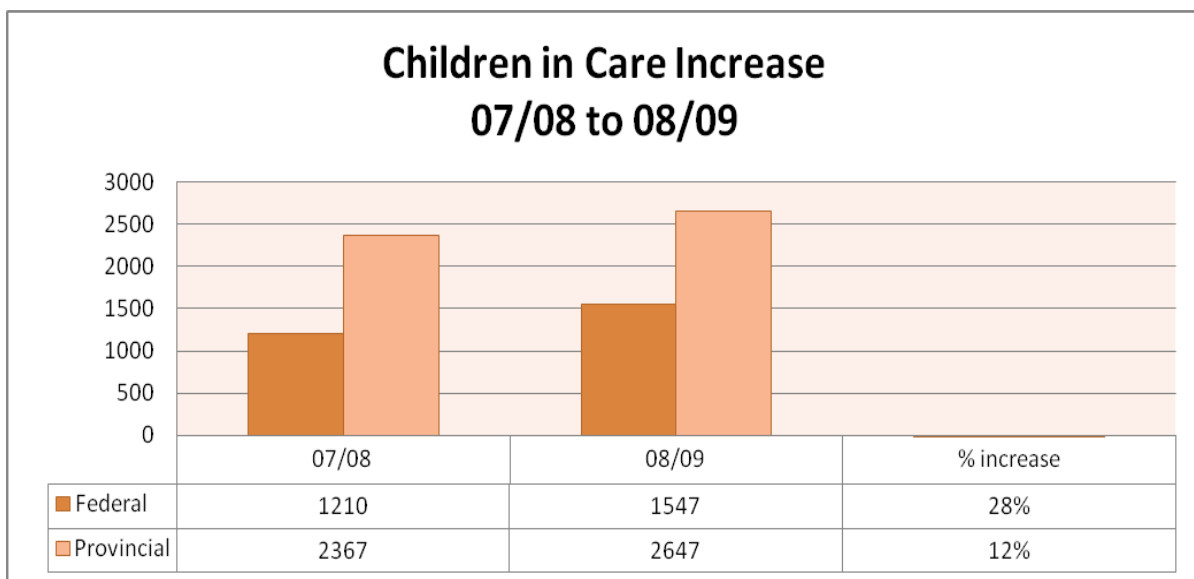
As of March 31/09, there were 4194 children in care of the southern FNCFS agencies. This represents a 17% increase in volume from 08/09. The following chart compares the number of children in care with the southern FN CFS Agencies in 08/09 with that of previous years. This includes both federal and provincial funded cases.



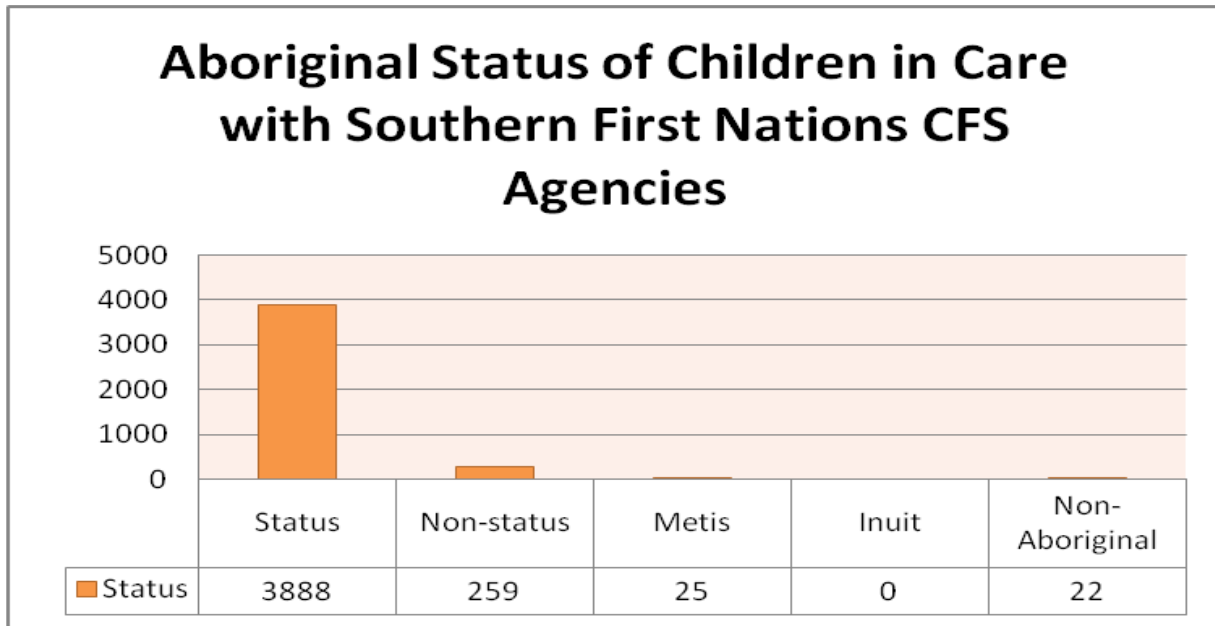
Of the 4194 children in care with the southern First Nations CFS agencies at the end of March 31/09, 37% were federally funded. This compares to 34% federally funded as of March 21/08.



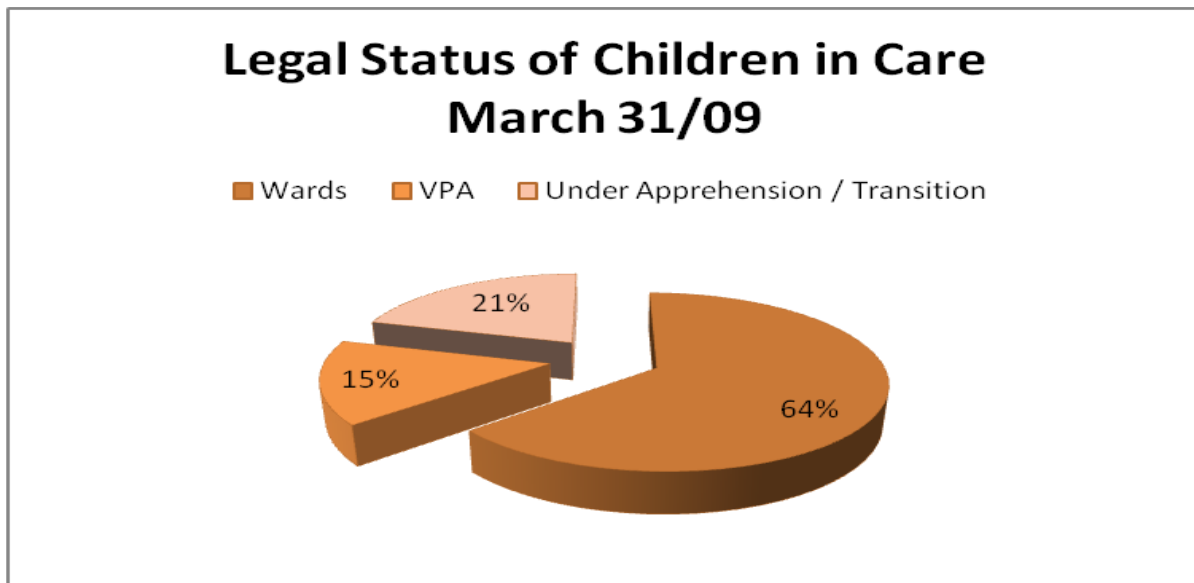
Children in care increased by 17% overall for the southern First Nations CFS agencies. When the children in care are separated out by funder, there is a 28% increase in federally funded children compared to a 12% increase in provincially funded children.



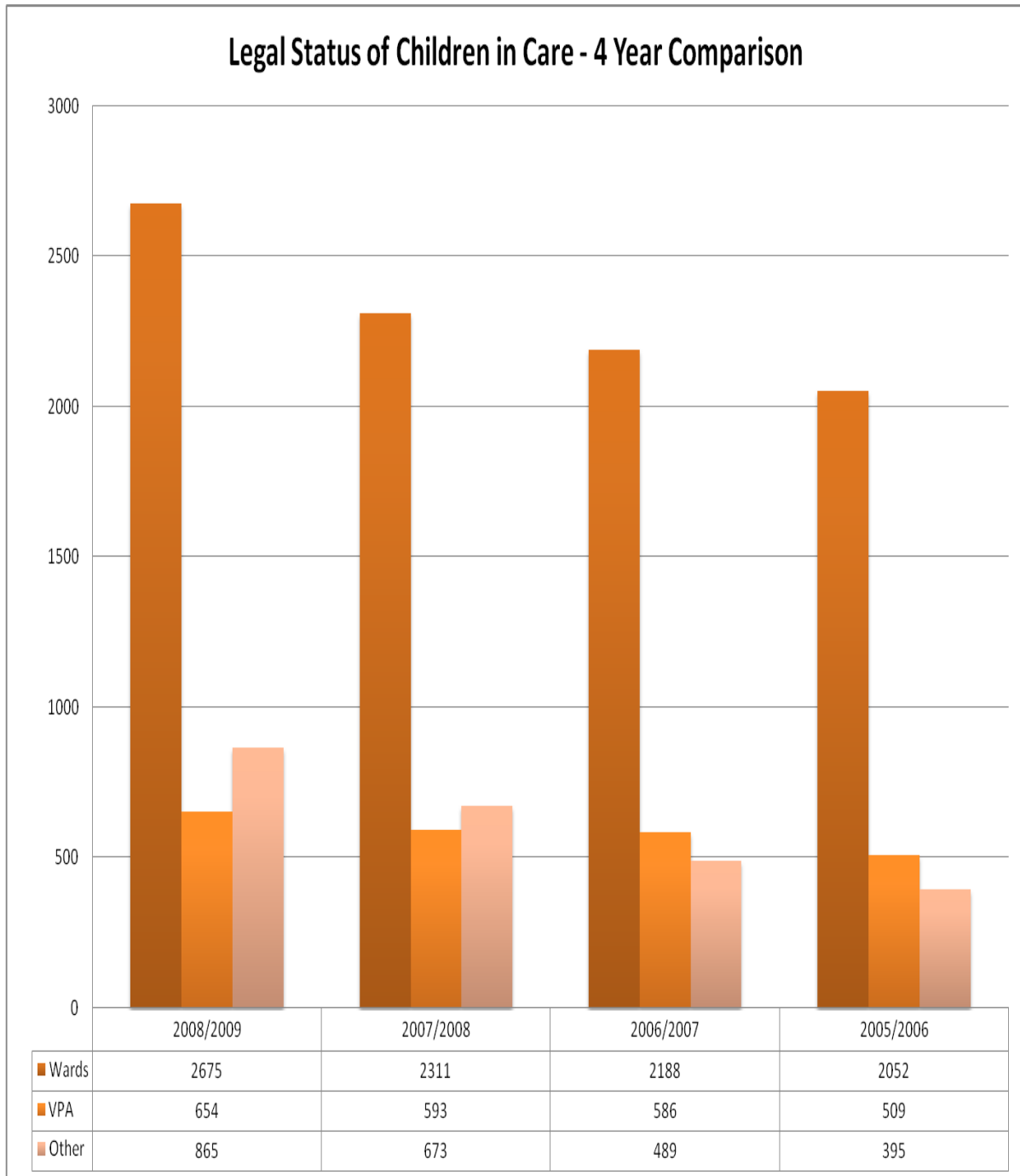
Of the children in care with southern FNCFS agencies, 93% had status, 6% were non-status, and 1% were Metis. Twenty children (.5%) were non-Aboriginal.



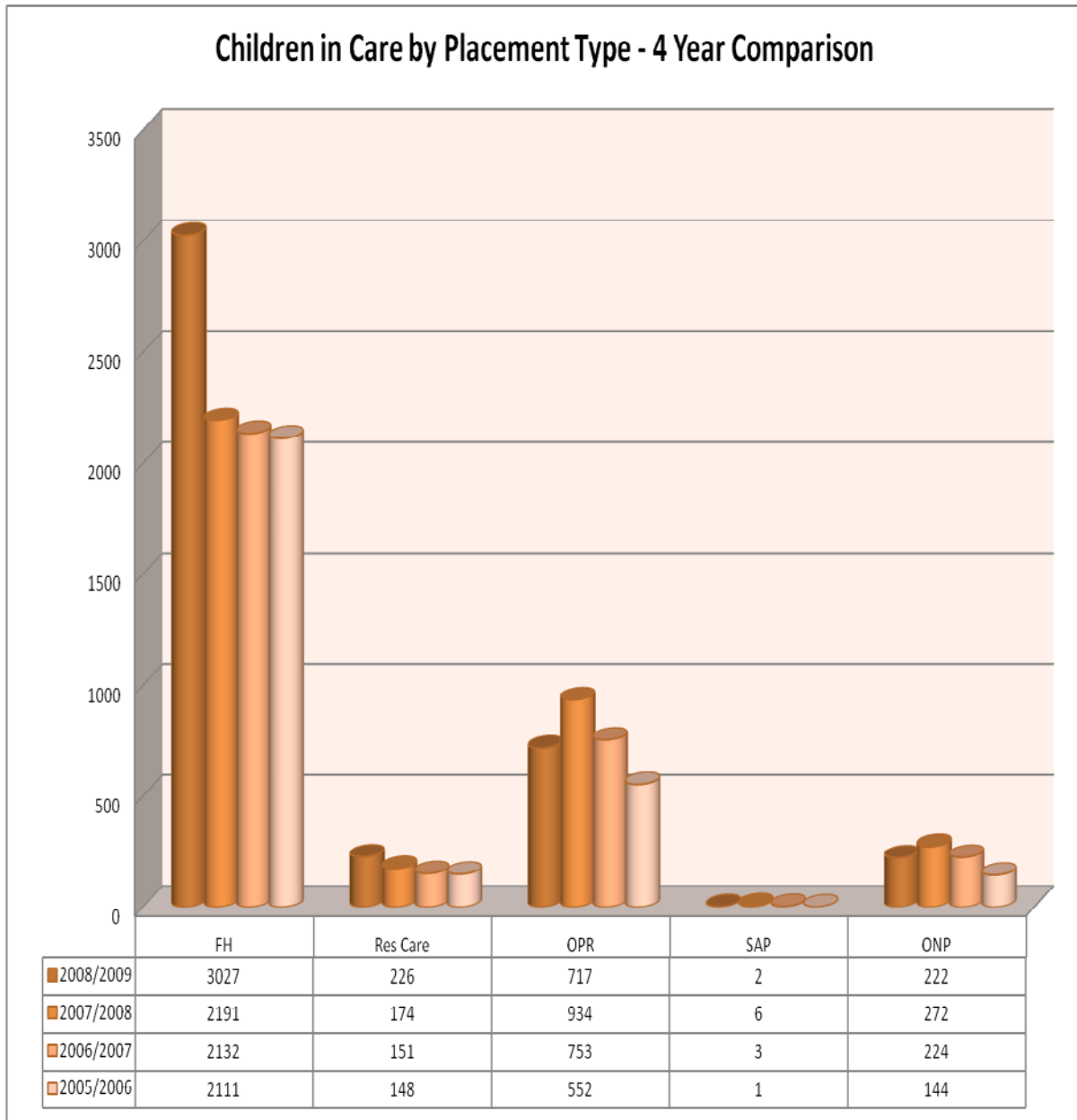
Of the 4194 children in care at March 31/09, 64% were wards (permanent wards, temporary wards, and voluntary surrender of guardianship), 15% were in care through a voluntary placement agreement (VPA), and 21% were either under apprehension or in transitional planning (extension of care).



The following table provides a comparison of children in care by legal status in 08/09 with previous years.

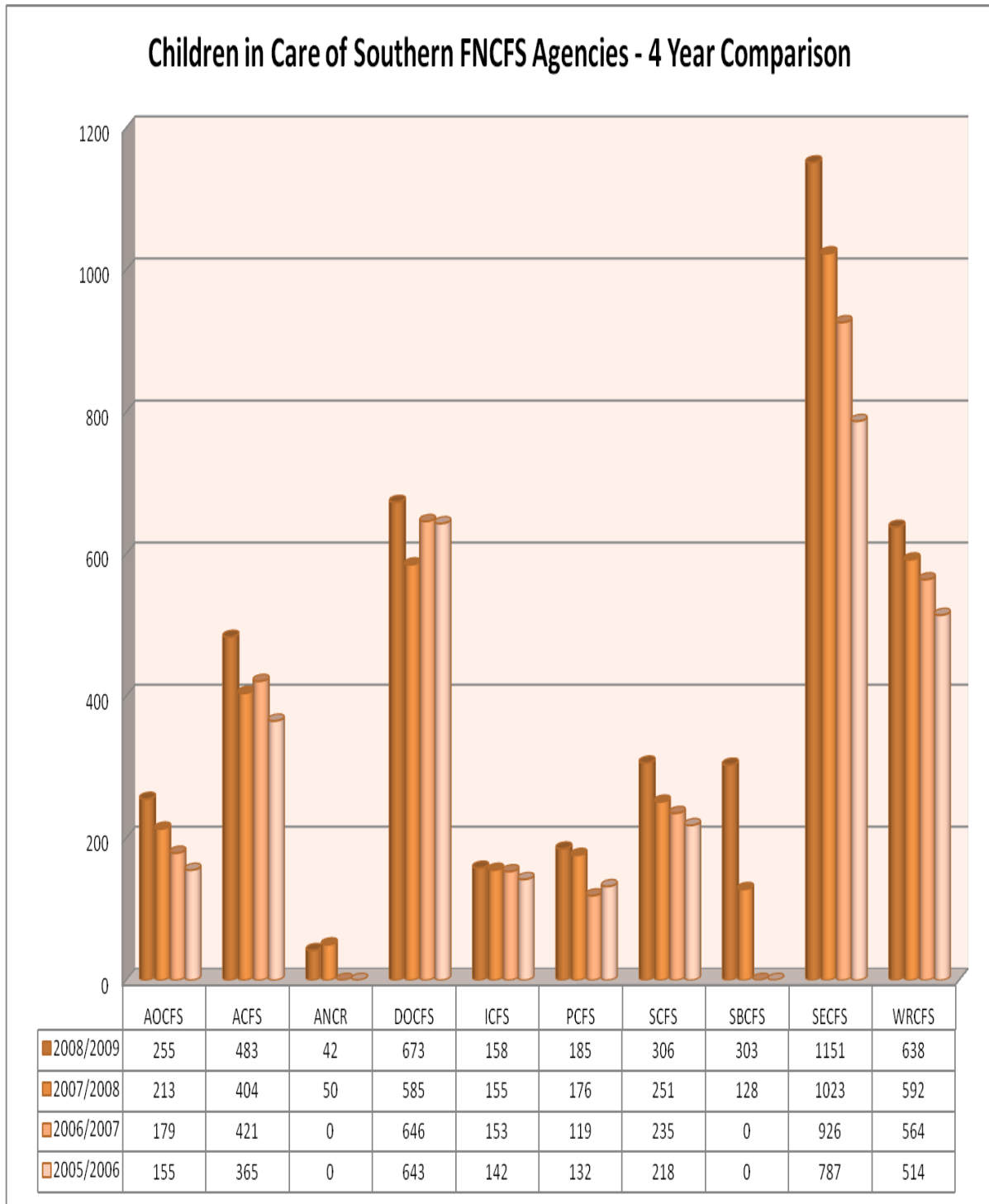


As of March 31/09, 72% (3027) of the children in care were placed in foster homes. The following table shows the comparison of placement type for children in care in 08/09 with previous years.



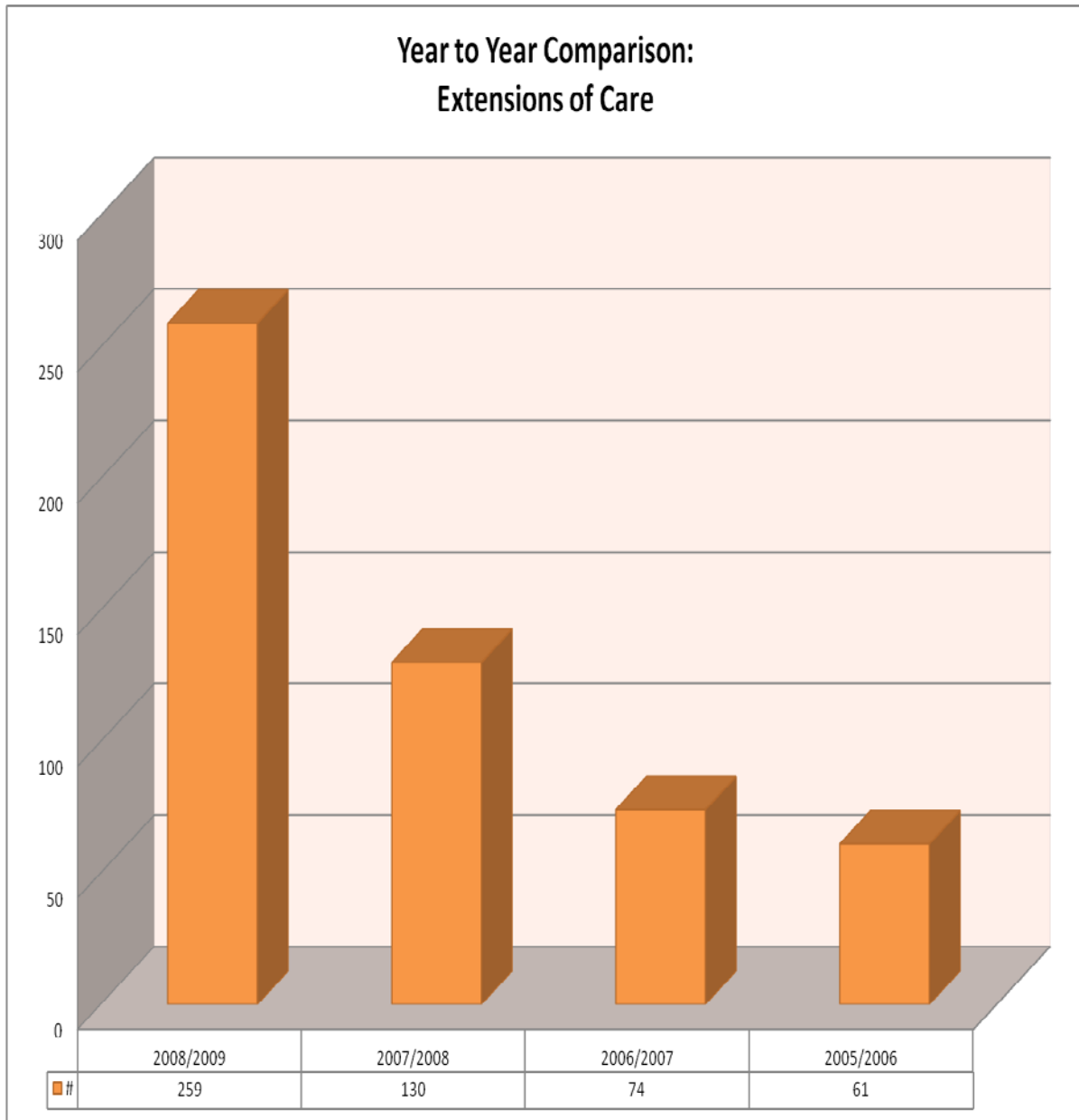
Note: FH – Foster home (includes foster homes; specialized foster homes)
 RC – Residential Care (includes group homes; treatment centers; group care arrangements)
 OPR – Other paid resource (e.g. places of safety; independent living; out of province placements)
 SAP – Select adoption placement
 ONP – Other non-pay care (e.g. health facility; correctional facility; reunification in own home; non-pay with relatives)

The number of children in care as of March 31/09, along with a comparison with previous years, by agency, is provided below:

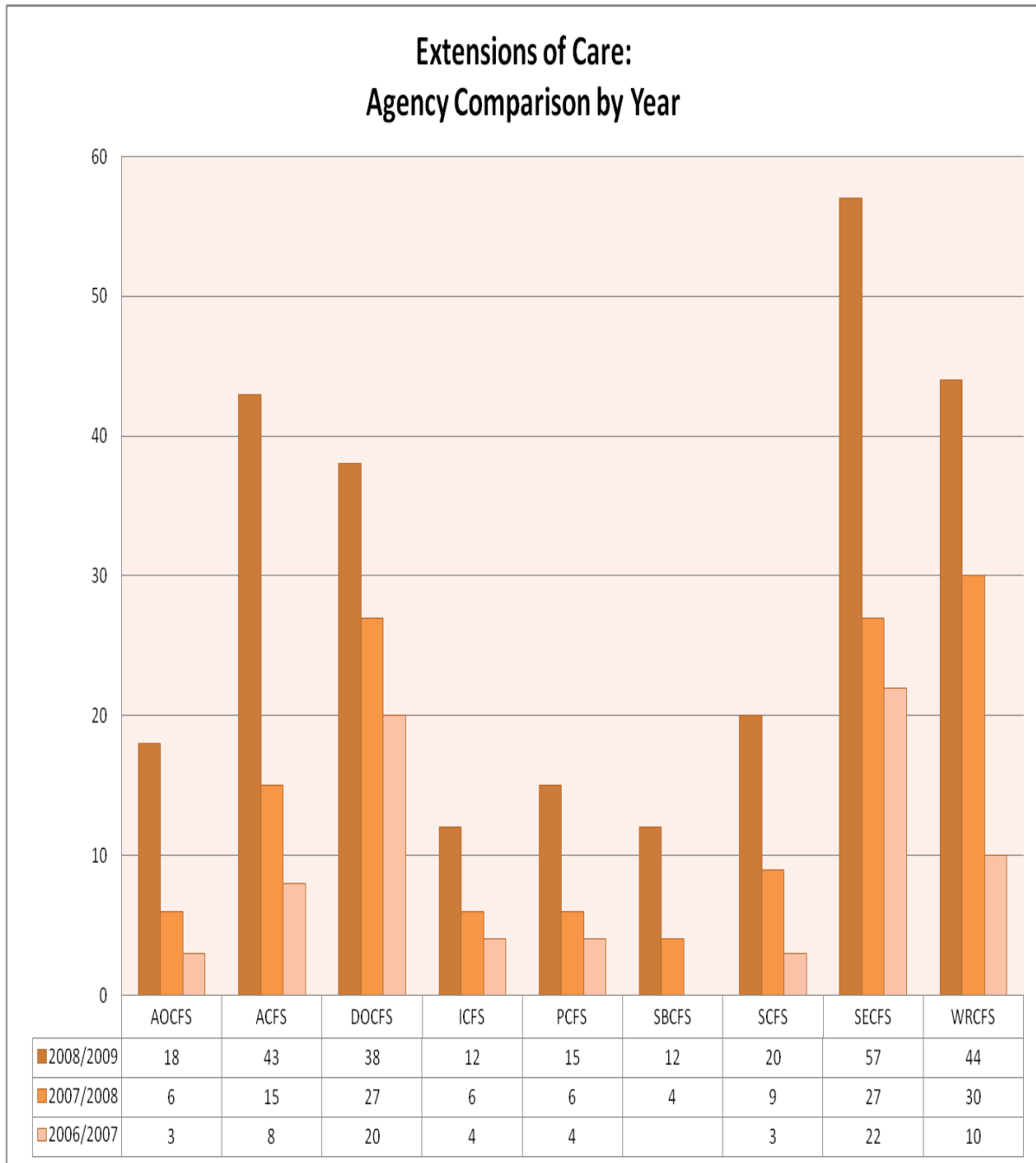


The *CFS Act* allows for extensions of care for children who reach the age of majority but continue to require support and who are in agreement with an extension.

In 08/09, Southern Network staff reviewed and approved 259 requests for extensions of care for children reaching the age of majority, compared to 130 such requests the previous year.

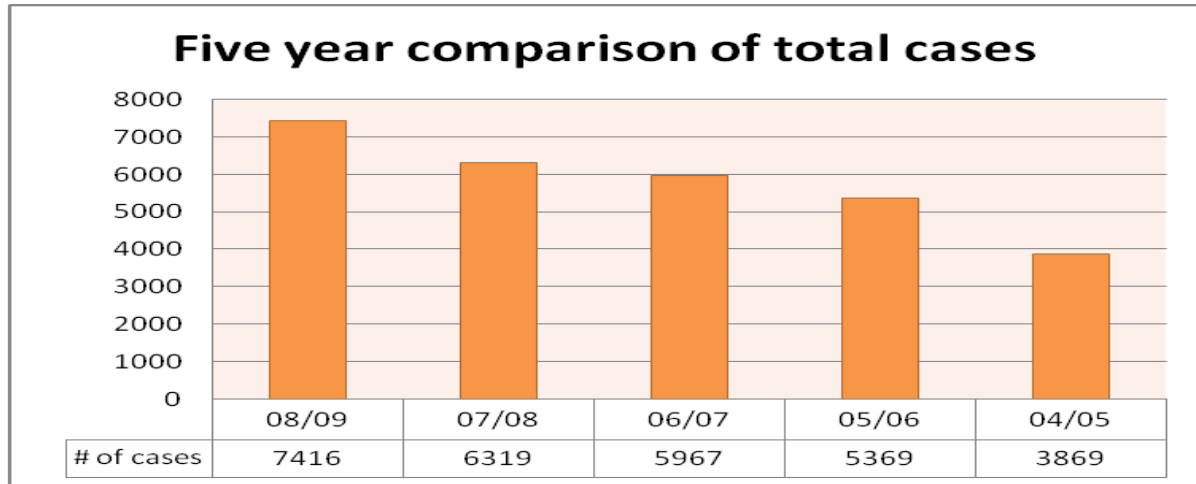


By agency, the Extensions of Care were distributed as follows:

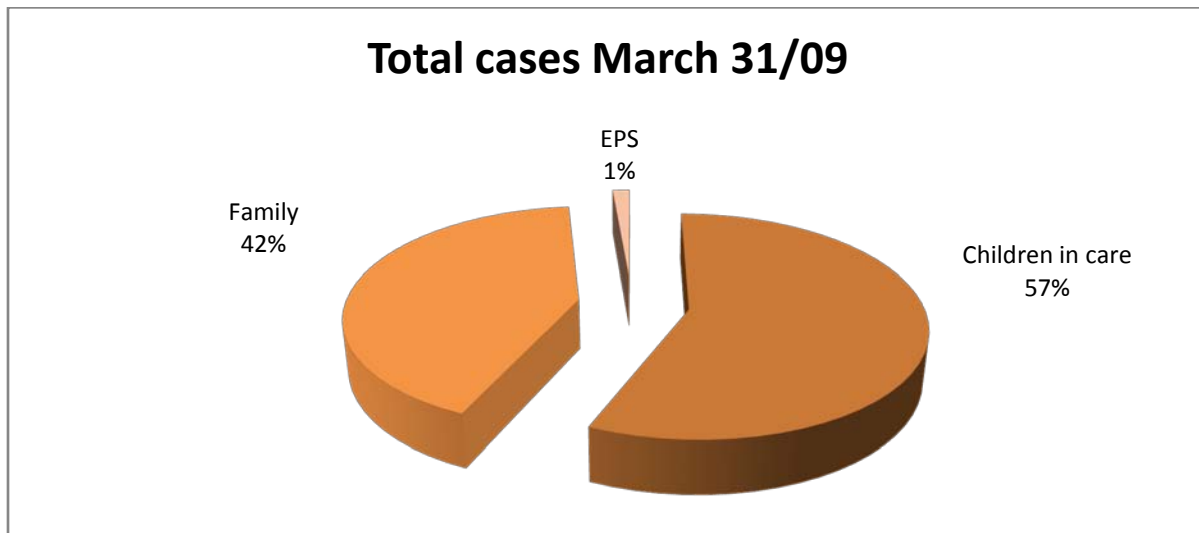


Case Management

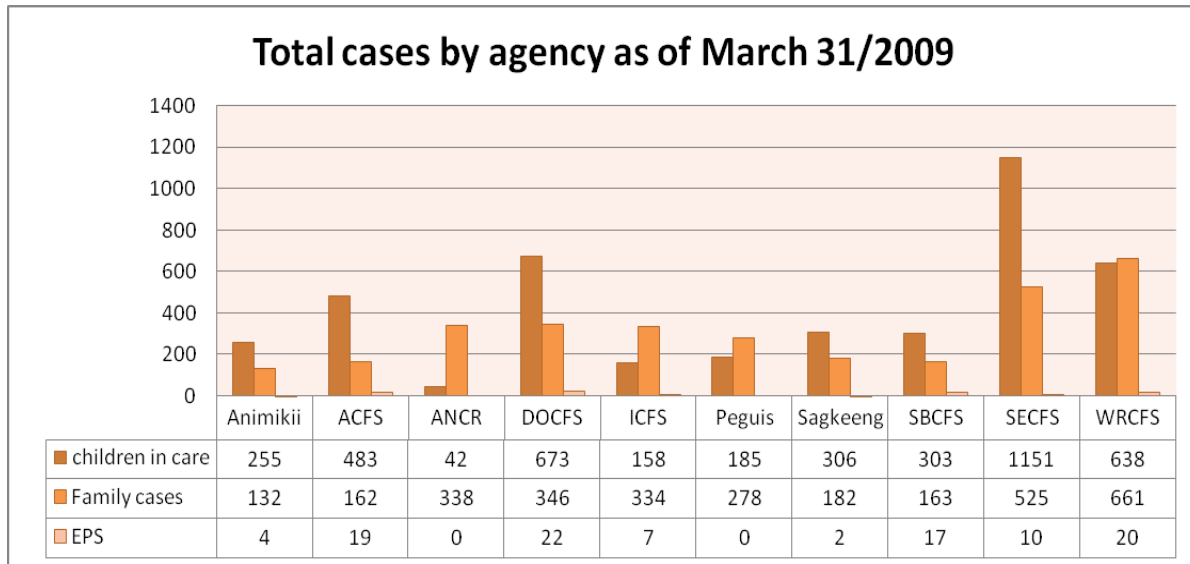
As of March 31/09, the southern First Nations CFS agencies and ANCR had a total case count (children in care and family service cases) of 7416, compared to 6319 cases at the end of March 2008. This represents a 17% increase in volume. This number includes both the federally and provincially funded cases. The following chart shows a five year comparison:



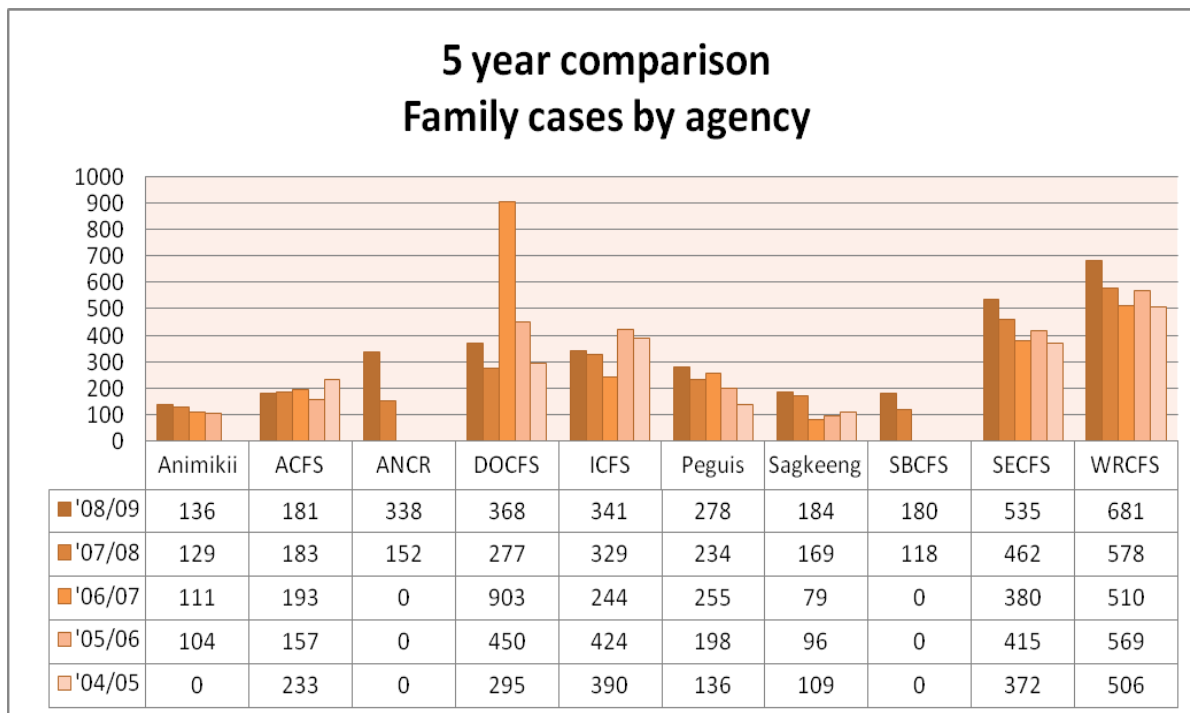
Of the total cases as of March 31/09, 4194 (57%) were children in care, 3121 (42%) were family cases, and 101 (1%) were cases of expectant adolescent parents (EPS) receiving services.



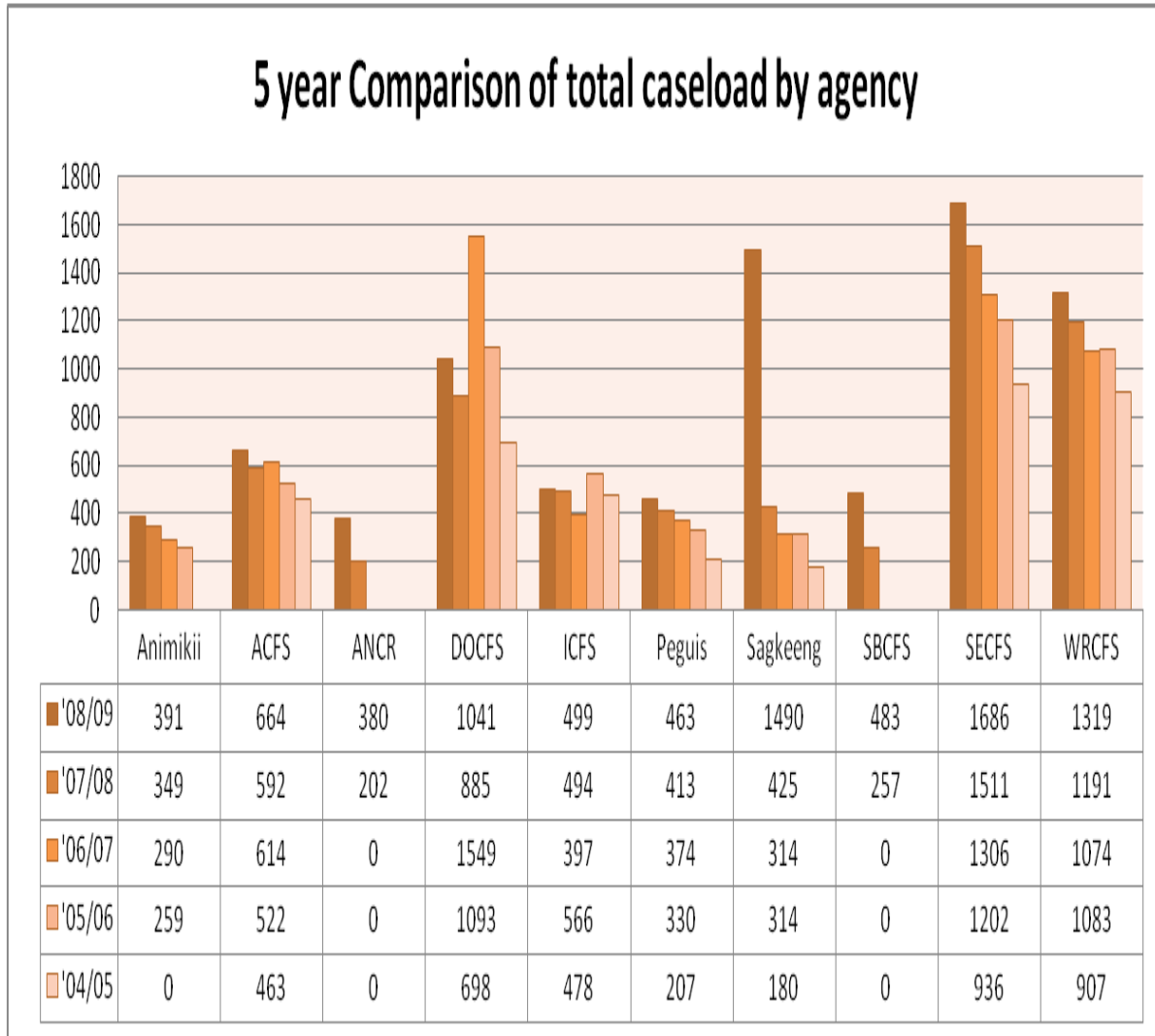
By agency, these were distributed as follows:



By agency, the family cases (including the expectant minor parent cases), along with a comparison with previous years, were distributed as follows:



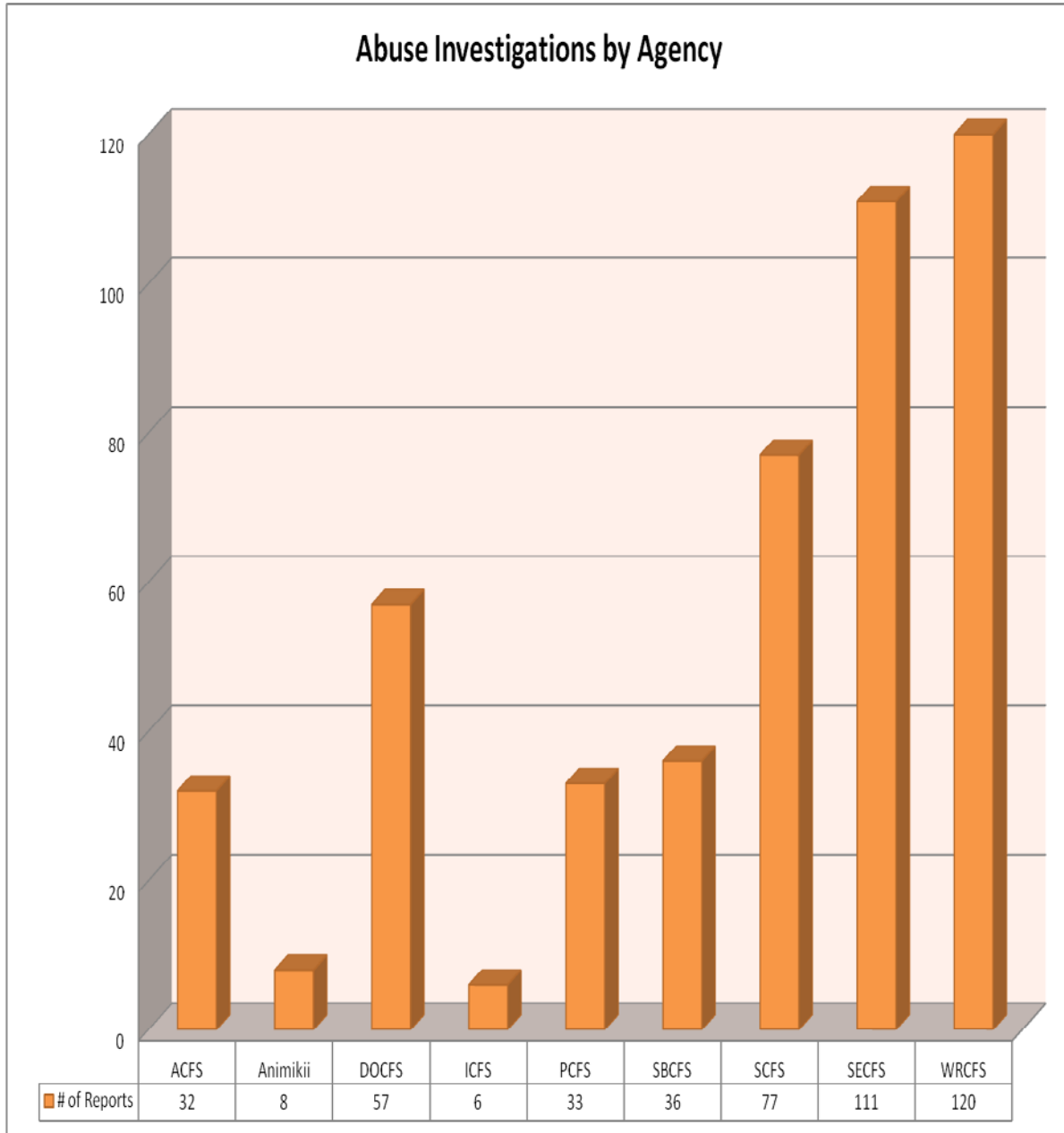
The following chart provides a 5 year comparison of total caseload by agency:



Non-identifying Reporting of Alleged Abuse

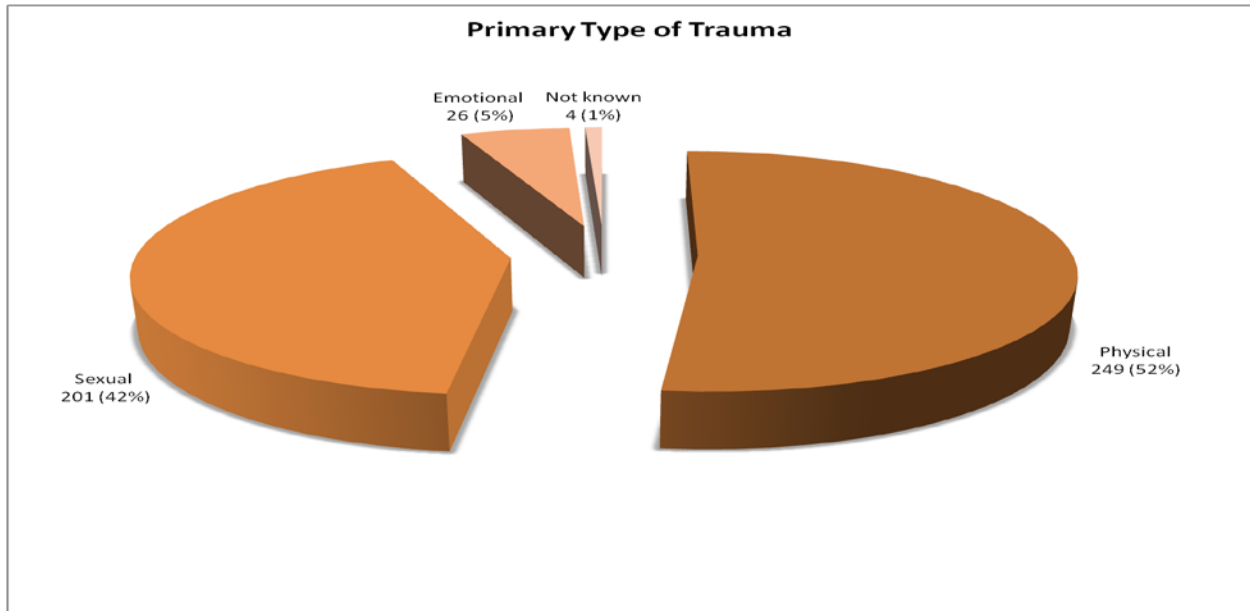
Reporting from the Southern First Nations CFS Agencies, excluding ANCR

The Southern Network received 480 reports of suspected abuse from the southern First Nations CFS agencies in 08/09. The breakdown by agency is as follows:



Primary type of trauma

The primary trauma reported were identified as: physical abuse (52%), sexual abuse (42%), emotional abuse (5%), and unknown in 1% of the cases.



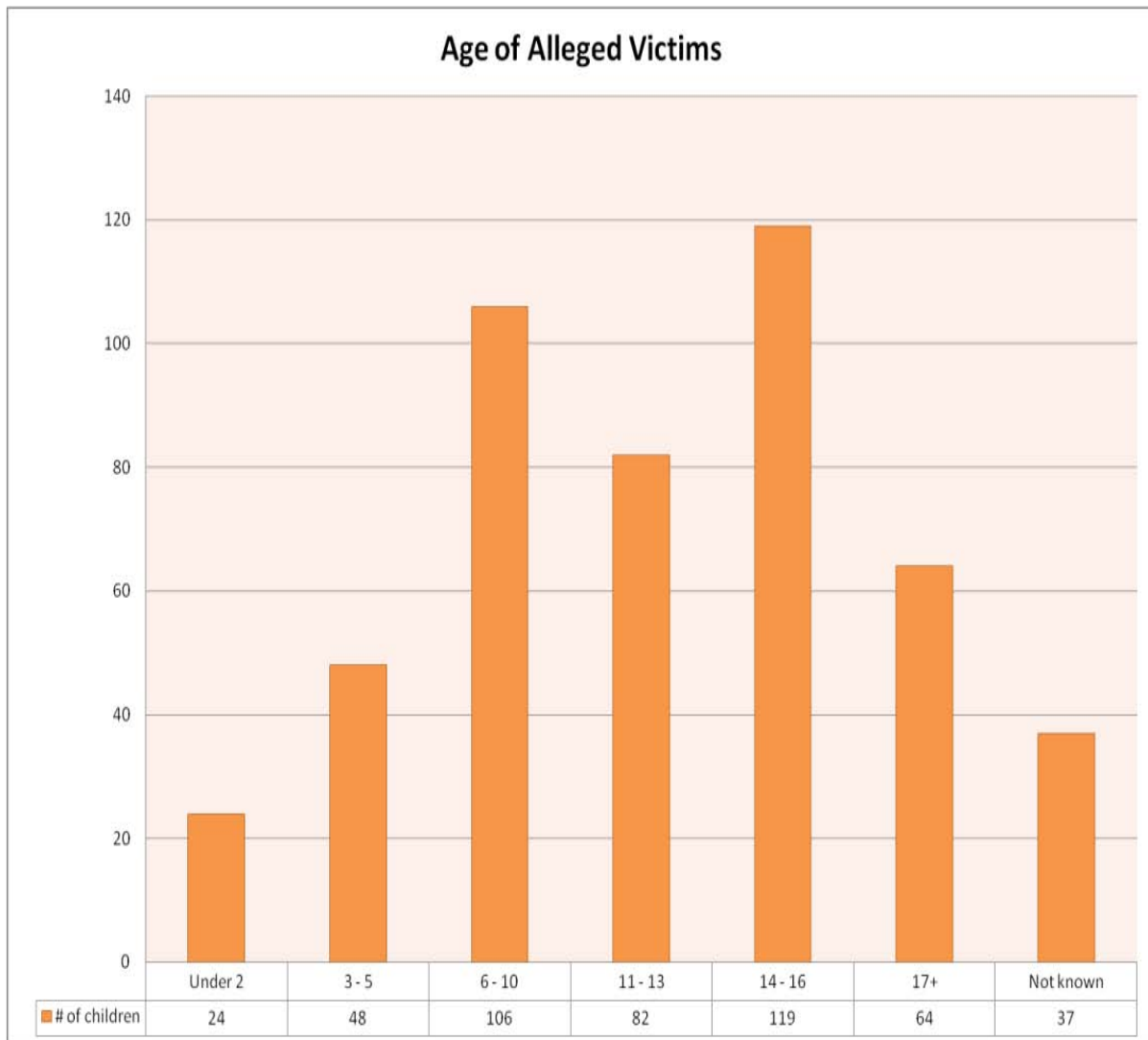
Gender of alleged victims

Of the 480 alleged child victims, 58% were female.



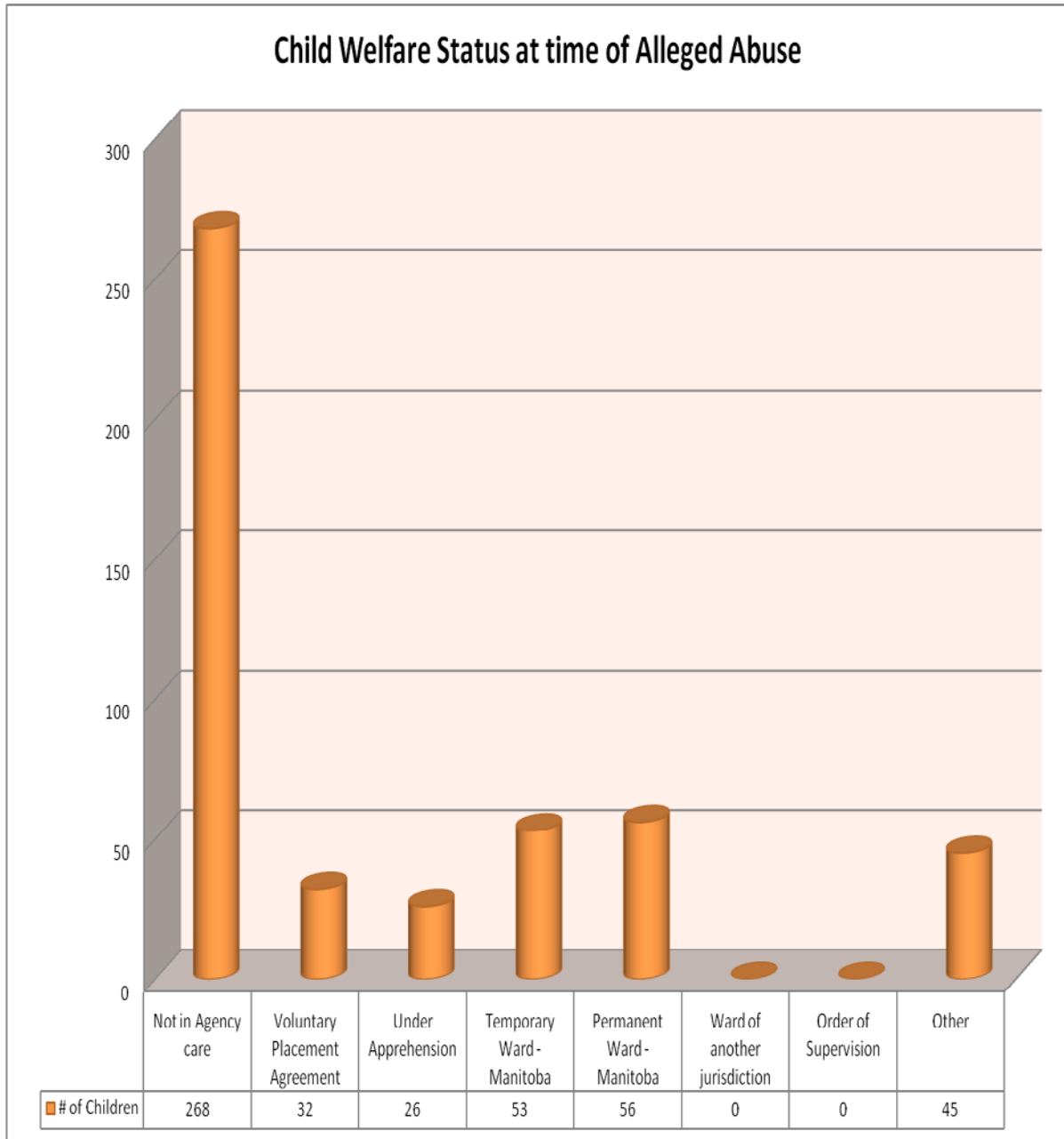
Ages of alleged victims

Thirty-seven percent (37%) of alleged victims were 10 years of age or under. Twenty-five percent (25%) of the alleged victims were in the 14-16 age groups.



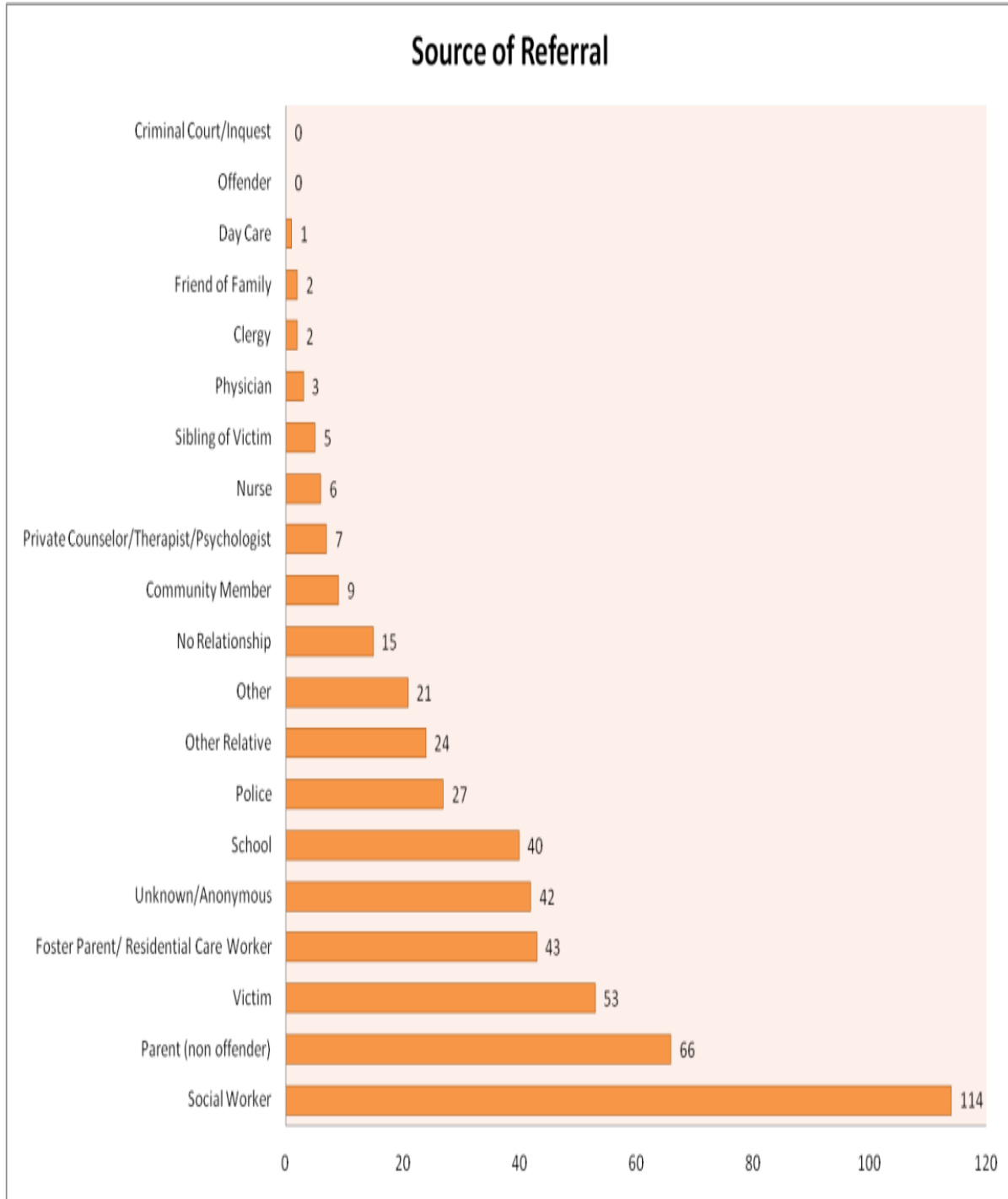
Child welfare status at time of alleged abuse

Of the 480 children, 56% were not in the care of an agency at the time of the alleged abuse; 44% were in care. Of the children in care, 56 were permanent wards.



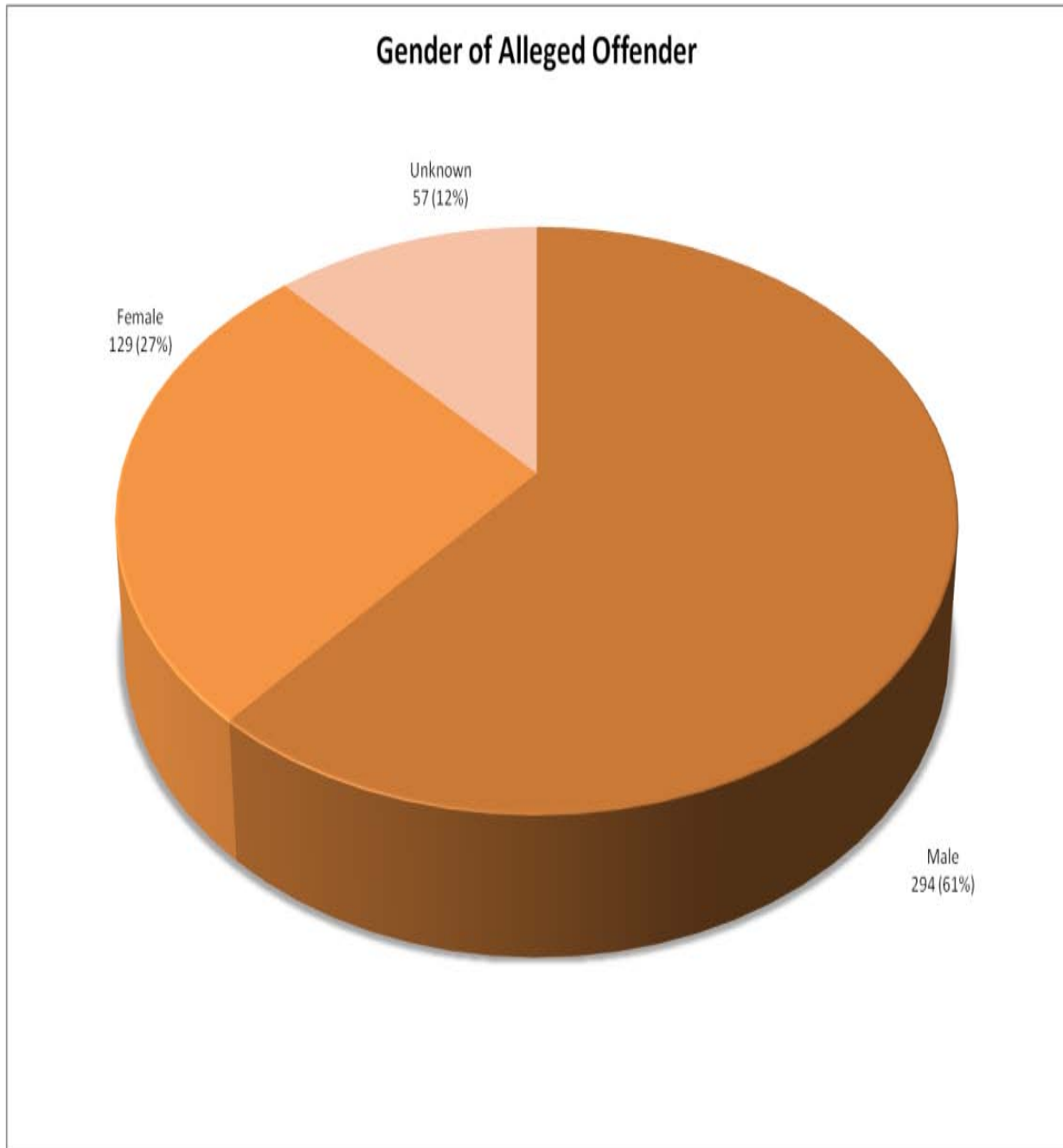
Source of referral

The primary referral source was a social worker and the second main source of referral was a non-offending parent.



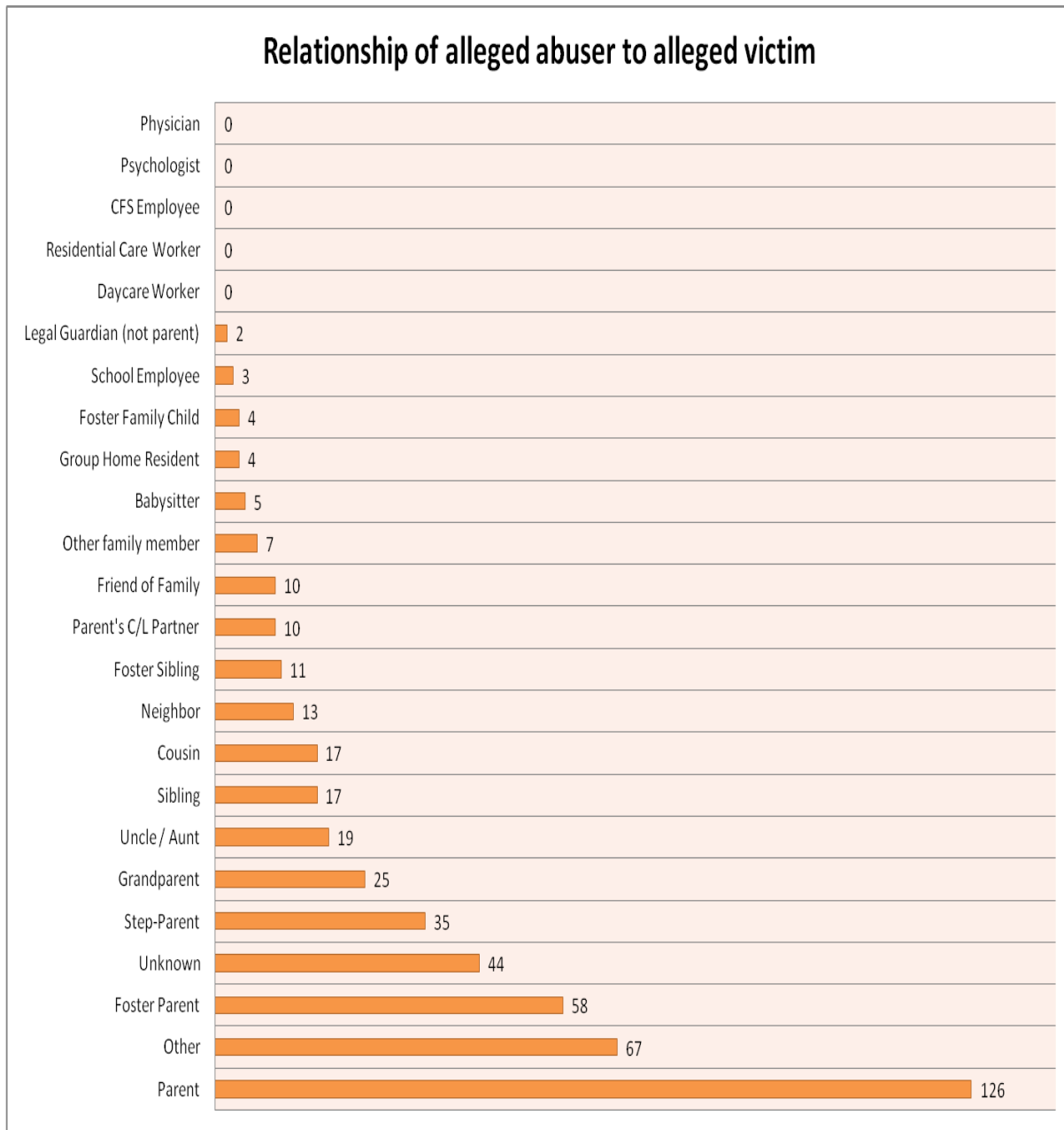
Gender of alleged abusers

Sixty one percent (61%) of the alleged abusers were male.



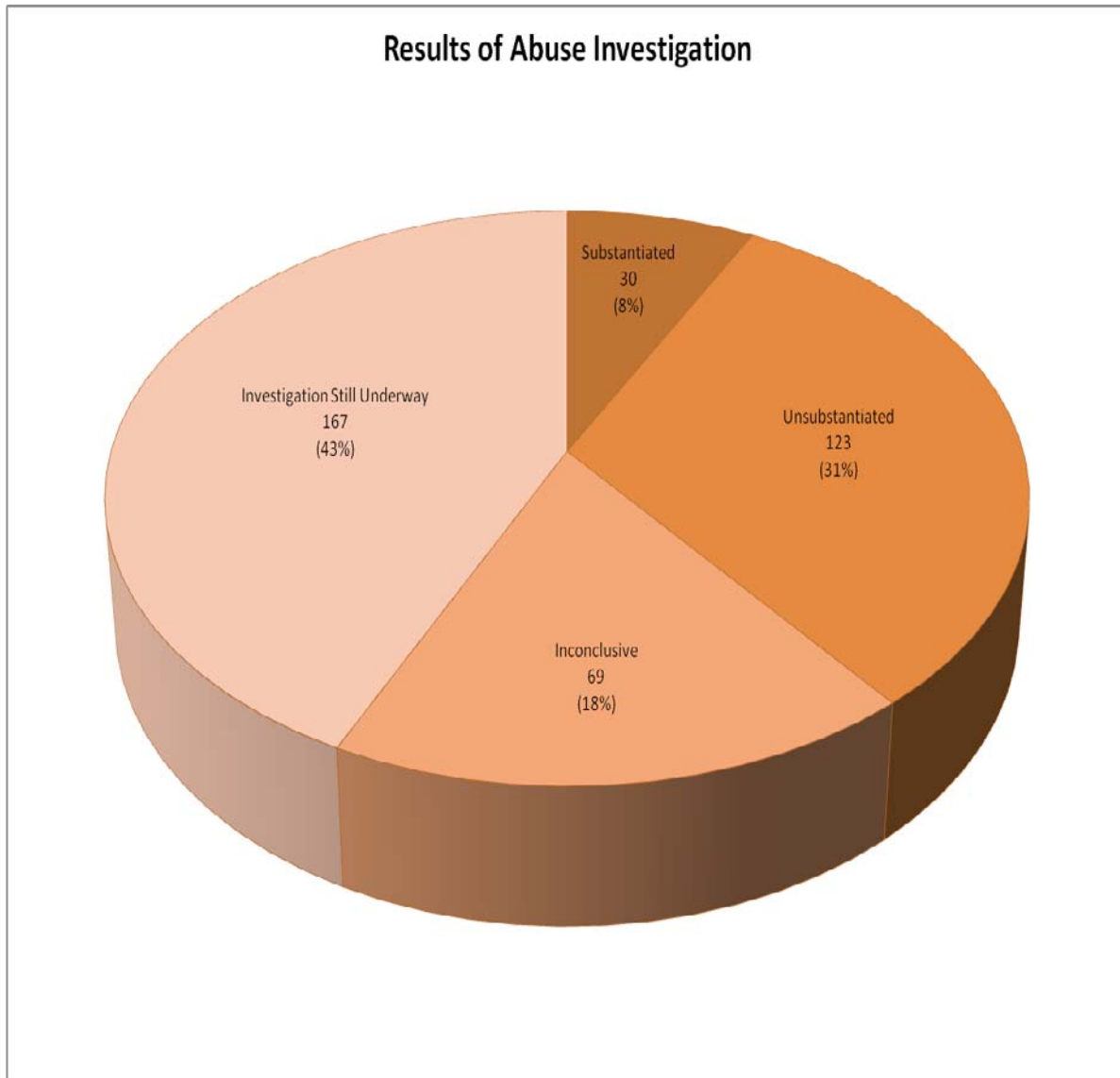
Relationship of alleged abuser to alleged child victim

In 26% (126) of the reports, the alleged abuser was a parent, the largest single category. Family members (parent, sibling, grandparent, cousin, step parent, stepparent, common-law partner) accounted for 54% (256) of the alleged abusers. Foster family members (foster parent, foster sibling, foster parent own child) accounted for 15% (73) of the alleged abusers.



Outcome of abuse investigation

Following the abuse investigation, and where the results of the investigation were known, abuse was substantiated in 8% of the cases. It was unsubstantiated in 31% of the cases and inconclusive in 18%. As of March 31/09, the investigation was still underway in 167 (43%) cases.

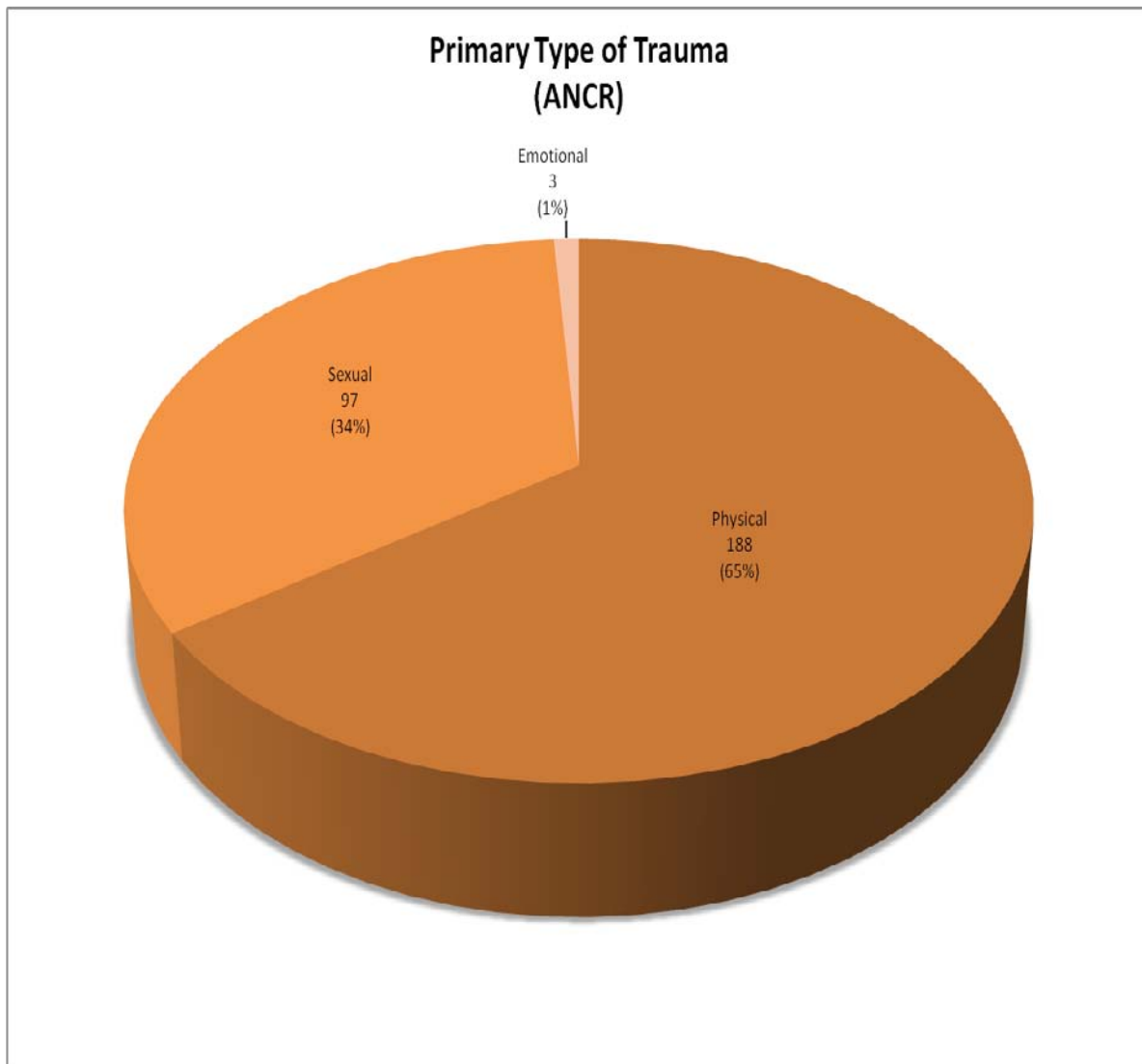


Reporting from ANCR

ANCR is mandated to do abuse investigations on behalf of all CFS agencies in Winnipeg, including East St. Paul and Headingly. Prior to ANCR receiving separate agency status, joint intake services and abuse investigations in Winnipeg were provided through a joint intake response unit (JIRU) at Winnipeg CFS. The following abuse statistics represent 08/09 reporting period.

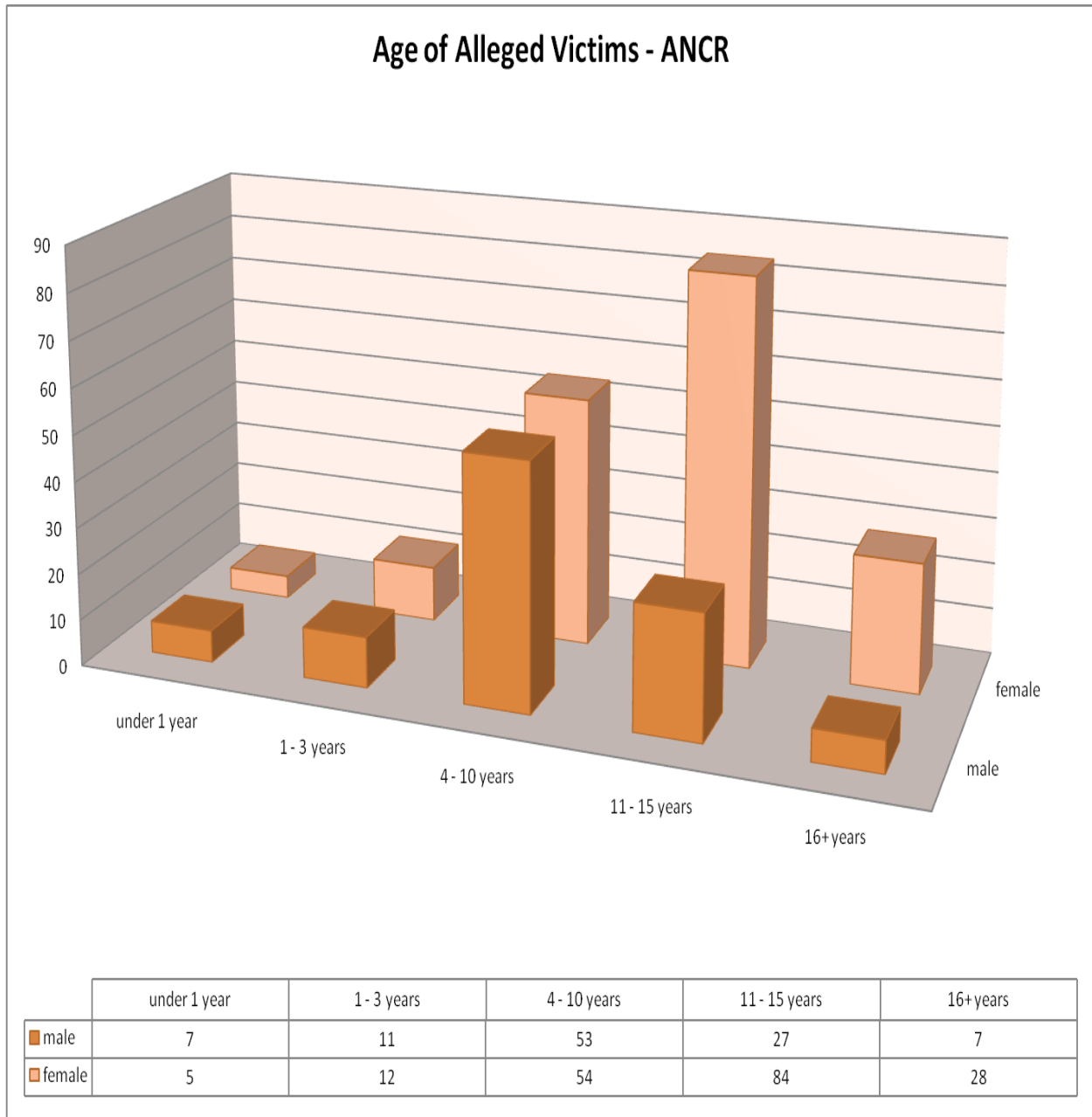
Primary type of trauma

Of 288 reported cases of suspected abuse, physical abuse was the primary trauma in 65% of the reports.

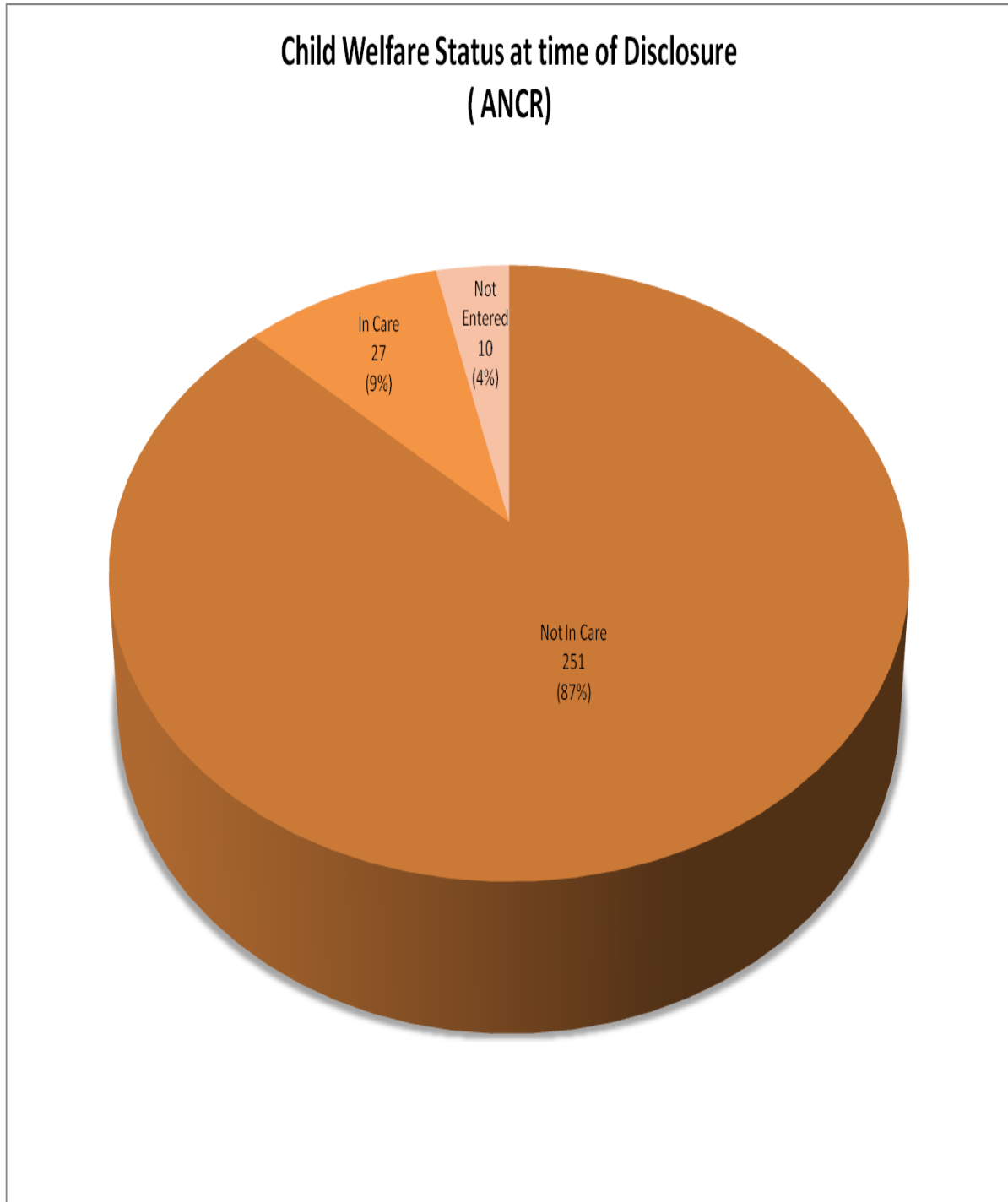


Gender and ages of the alleged victim

The following chart shows the gender by age groups of the alleged victims.



Of the 288 children, 87% were not in the care of an agency at the time of the disclosure of the alleged abuse.



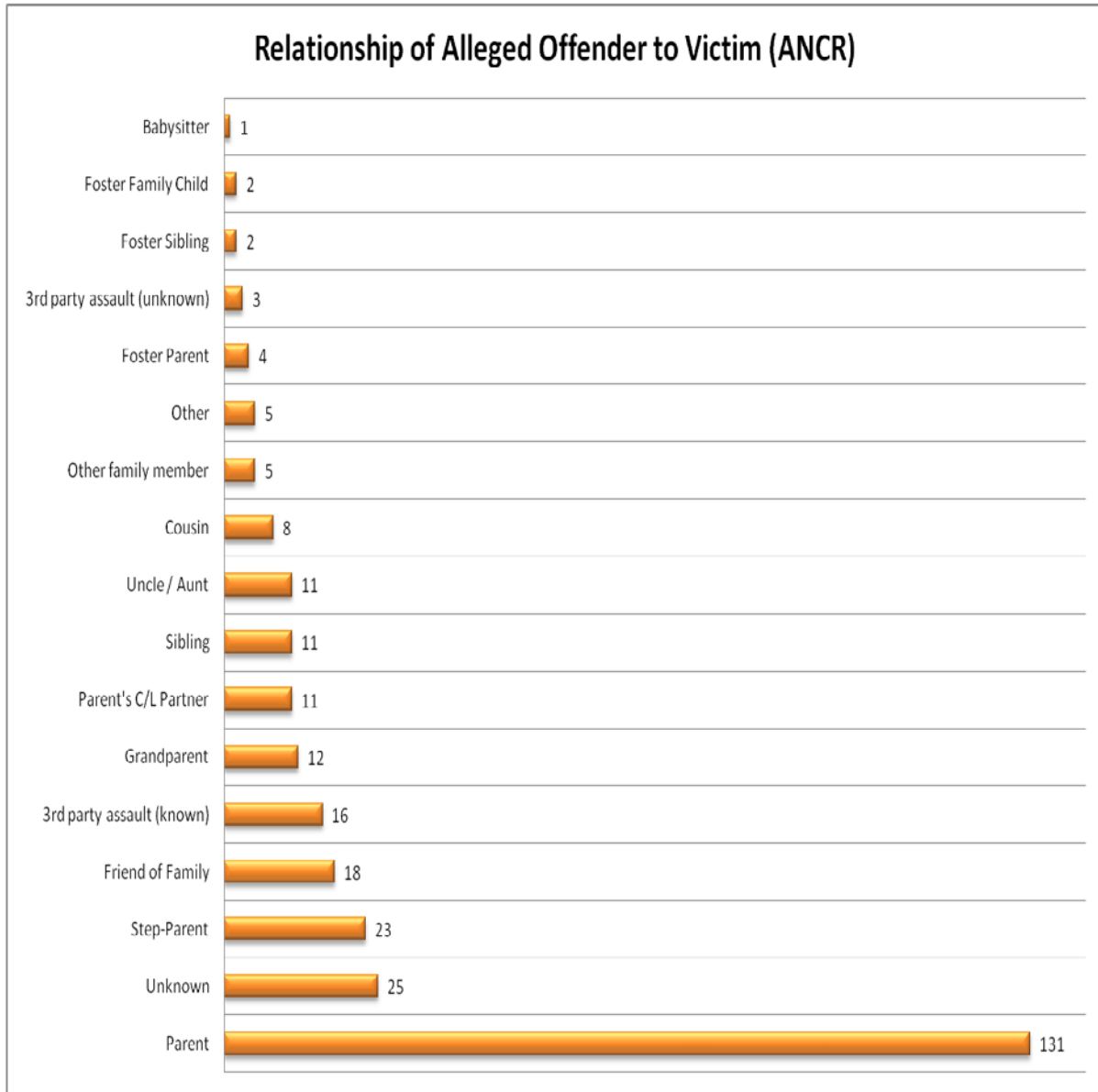
Source of referral

Twenty three percent (23%) of the time, the primary referral source was a social worker with schools being the second main source of referral, at 18%.

Referral Source	# of Referrals
Sibling of Victim	1
Friend of Family	1
No Relationship	1
Offender	1
Foster Parent/ Residential Care Worker	2
Organization Referral	2
Probation	5
Other	5
Unknown/Anonymous	7
Day Care	7
Other Relative	9
Physician	11
Nurse	14
Private Counselor/Therapist/Psychologist	14
Community Member	15
Victim	18
Parent (not an offender)	26
Police	33
School	51
Social Worker	65
Total:	288

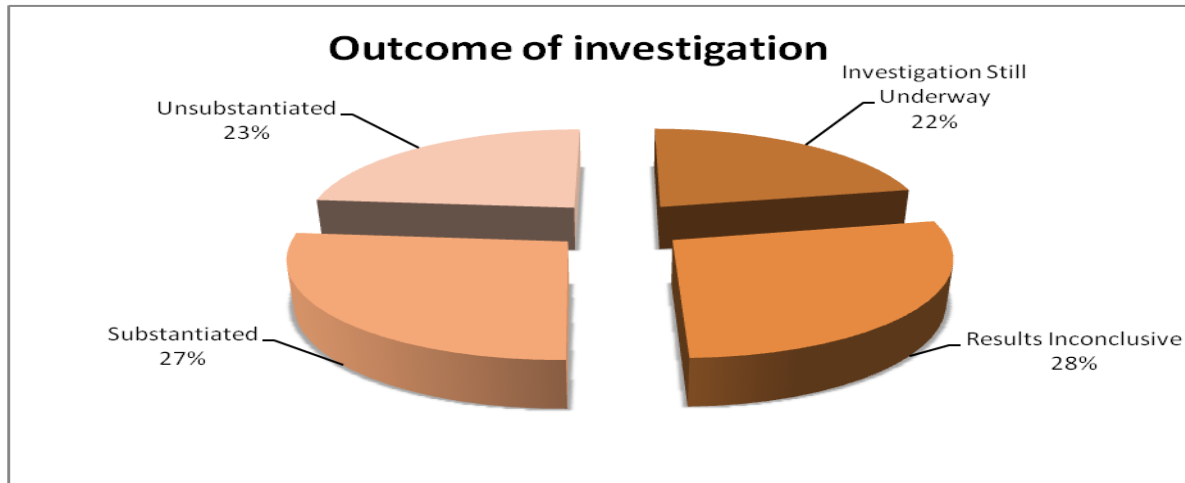
Relationship of alleged abuser to alleged child victim

In 45% (131) of the reports, the alleged offender was a parent, the largest single category. Family members (parent, sibling, grandparent, aunt/uncle, cousin, step parent, common law partner) accounted for 74% (212) of the alleged offenders. Foster family members (foster parent, foster sibling, foster parent own child) accounted for 3% (8) of the alleged offenders.



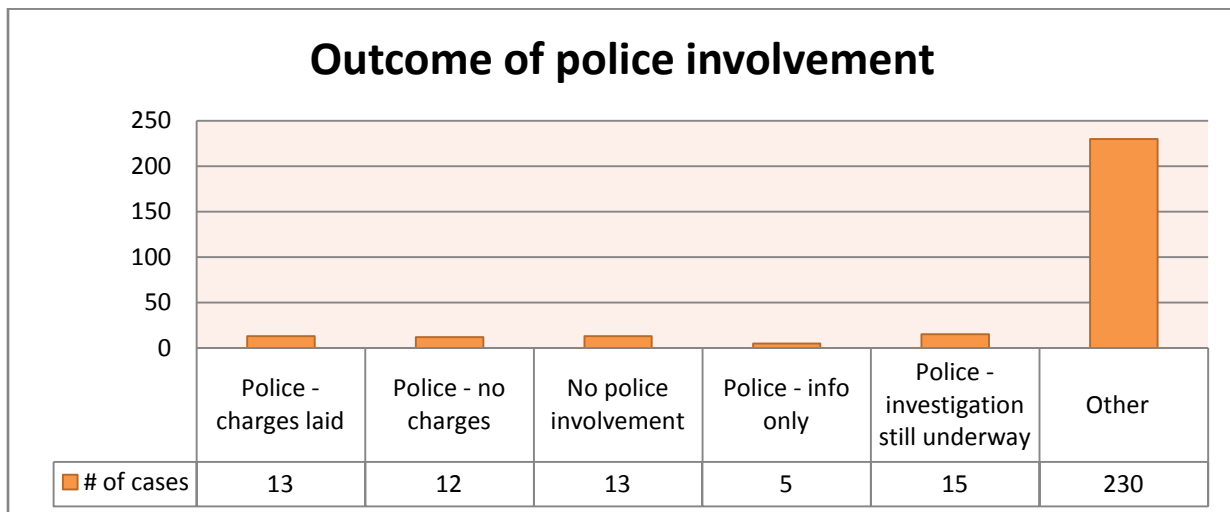
Outcome of abuse investigation

As of March 31/09, following the abuse investigation, and where the results of the investigation were known, abuse was substantiated in 27% (77) of the cases. It was unsubstantiated in 23% (68) of the cases and inconclusive in 28% (80). As of March 31/08, the investigation was still underway in 63 cases (22%).



Outcome of police involvement

In 5% (15) of the cases, the matter remained under investigation by the police. In another 2% (5) it was sent to the police for information only. In 5% (13) of the cases, there was no police involvement. Charges were laid in 5% (13) of the cases.



Managing a Province-wide Service Delivery System

The Southern First Nations Network of Care (Southern Network), along with the other three CFS Authorities, is responsible for the establishment and management of a province wide service delivery system. This includes ensuring that services are delivered to southern First Nations citizens throughout the province, as well as people who chose the Southern Network. Appendix 1 provides a summary of the Southern Network service provider agencies by region.

Alternative Care

This has been a busy and exciting year for the Alternative Care Team at the Southern First Nations Network of Care (Southern Network). We continue to be challenged with providing better care to our children by avoiding the use of hotels. Alternative Care staff work on-call to assist agency workers in finding alternative resources. They authorize and monitor hotel and emergency shelter placements as needed and work hard to ensure efficient payment to 24/7 emergency foster homes. The development of alternative care resources remains a priority for the Southern Network and the Southern First Nations CFS agencies. We have recently recruited two resource development workers to our team.

An initial “Continuum of Care” needs assessment was conducted this year with each SA agency. This tool was effective in identifying resource development priorities both on and off reserve. It helped to identify needs along the continuum and highlighted where agencies have worked hard to develop and maintain creative resources. We would like to further utilize this tool to assist SA agencies in developing 5 year resource development plans.

The development of Ahsanook – an Assessment, Placement & Licensing Centre has been the main focal point of the year. Centrally located in Winnipeg the Centre has been undergoing intensive renovations since the fall of 2008. It is anticipated that the Centre will begin providing services to the children, youth and families of Manitoba beginning spring 2010.

Ahsanook evolved out of the AJI-CWI vision for child welfare to work in a different way with children and youth and their families and communities. With a strong emphasis on prevention and a strong cultural foundation, Ahsanook strives to enhance the overall continuum of care for families in Manitoba. This

Centre will provide cultural, clinical, educational and recreational assessments, supports, and services which will empower children, youth and their families and communities to continue on their path of healing.

Ahsanook is critical to the foundation and ongoing transformation of Manitoba's child welfare system. It represents a unique initiative with collaborative input and partnering with the Departments of Education, Justice, Mental Health and other service providers. The Centre brings the province's four child welfare Authorities together. This will ensure the efficient, accessible, and quality services to link children, youth and their families and communities to services that will best meet their needs.

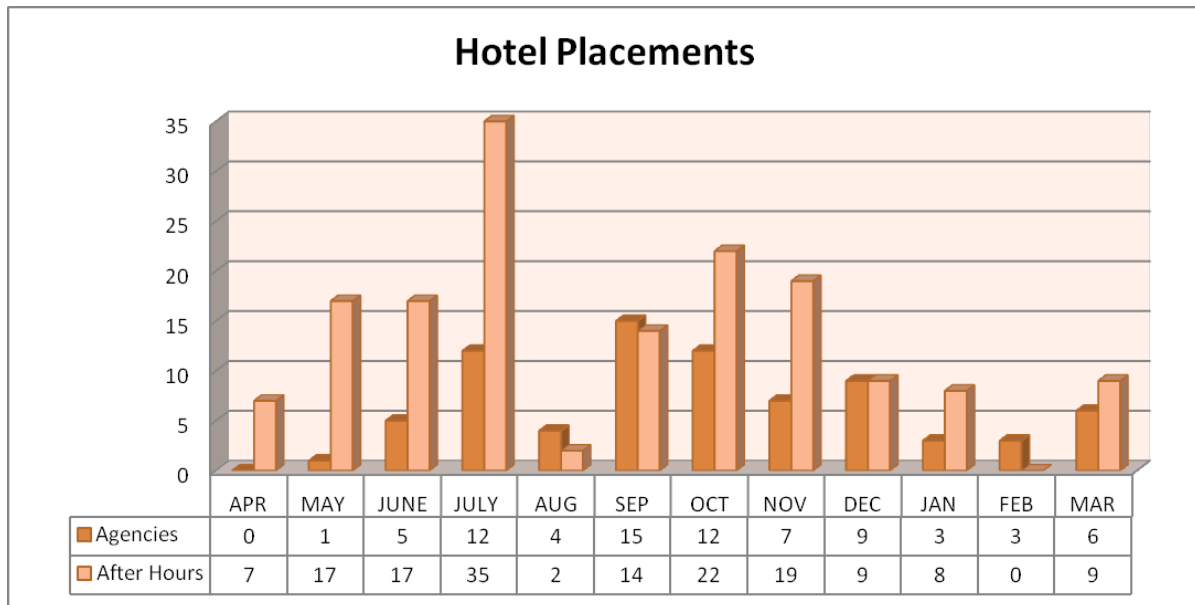
The Alternative Care Team represents the Southern Network and the Southern First Nations CFS agencies on the following committees:

- Inter-Authority Alternative Care Sub-committee (ACS)
- Foster Parent Training Curriculum Design Team (FPTCDT)
- Circle of Care Committee
- Emergency Placement Resources (EPR) Resource Transfer Table
- Ahsanook – Development and Implementation
- Snowbird Lodge Evaluation Committee

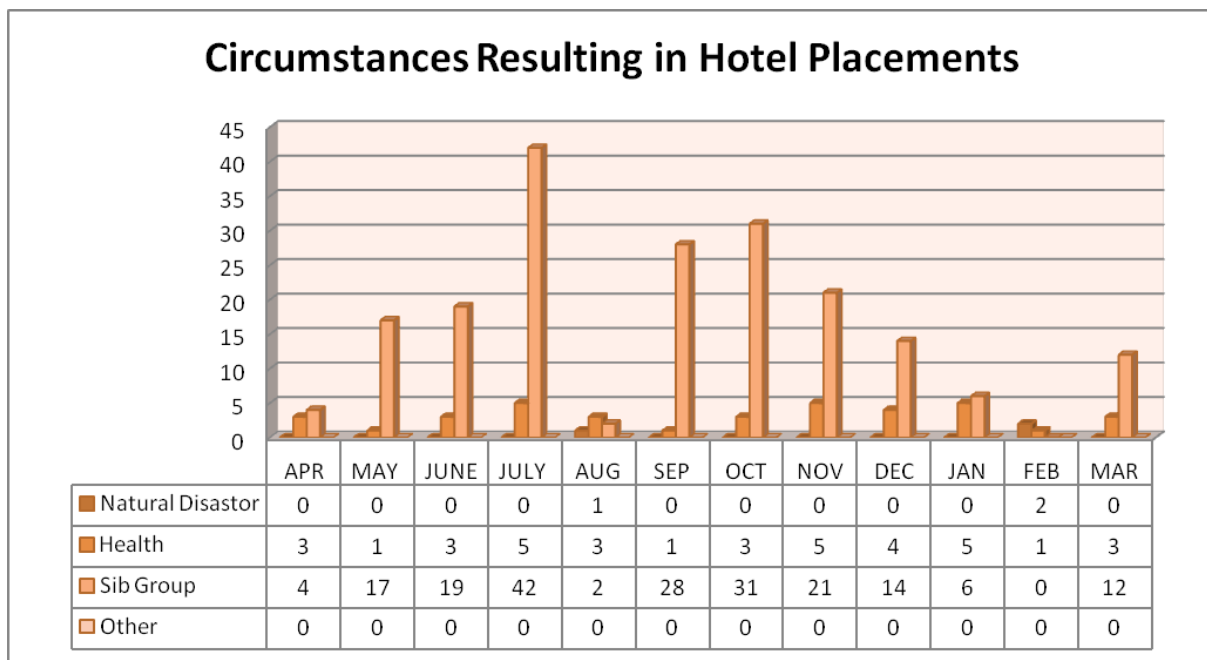
Hotel Reduction Strategy

A hotel reduction strategy was developed and implemented in November 06. The goal was to eliminate hotel placements for children in care by July 31, 2007, except in exceptional circumstances. This strategy included receiving and following up on daily reporting on hotel use by agencies; working with agencies to find alternative emergency placements for children; and working to develop additional emergency resources. Efforts continued throughout 2008/09 to provide better care for children and keeping the use of hotels to a minimum.

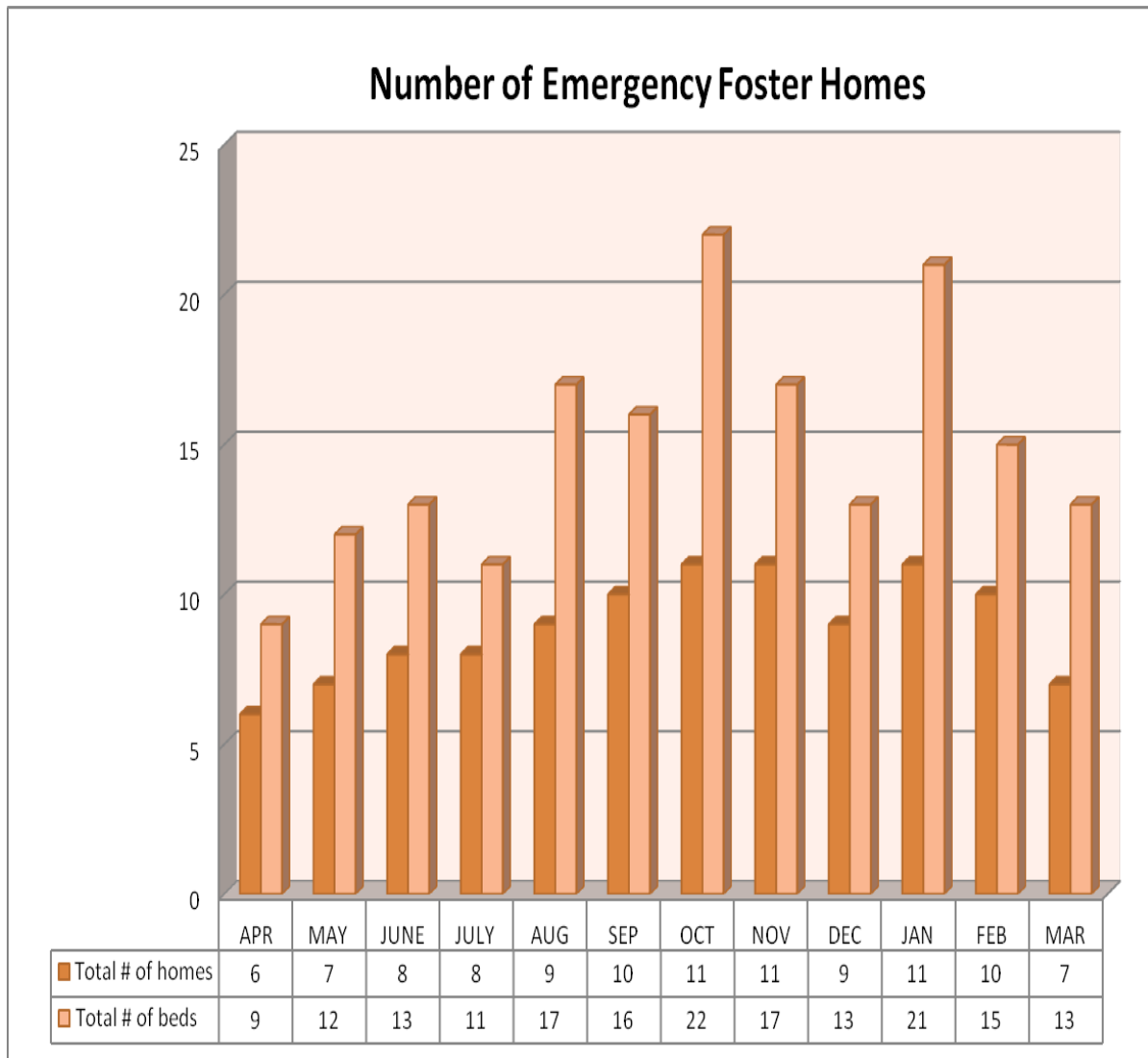
Since July 31/07, all of the hotel placements made by the southern FNCFS agencies met the standard for exceptional circumstance placement only. Between April 1/08 and March 31/09 there were 77 children placed in hotels by the southern FNCFS agencies, and 159 children were placed in hotels by ANCR. After hour placements were primarily sibling groups placed by ANCR.



The most common exceptional circumstance for hotel placement was sibling groups.



The Southern First Nation CFS agencies continued developing its network of emergency, on call foster homes. Placement into these emergency beds was coordinated by the Southern Network on a 24/7 basis. These resources were critical in improving the care of children by reducing the number of hotel placements made by our agencies. The willingness of the agencies to share these resources is appreciated.



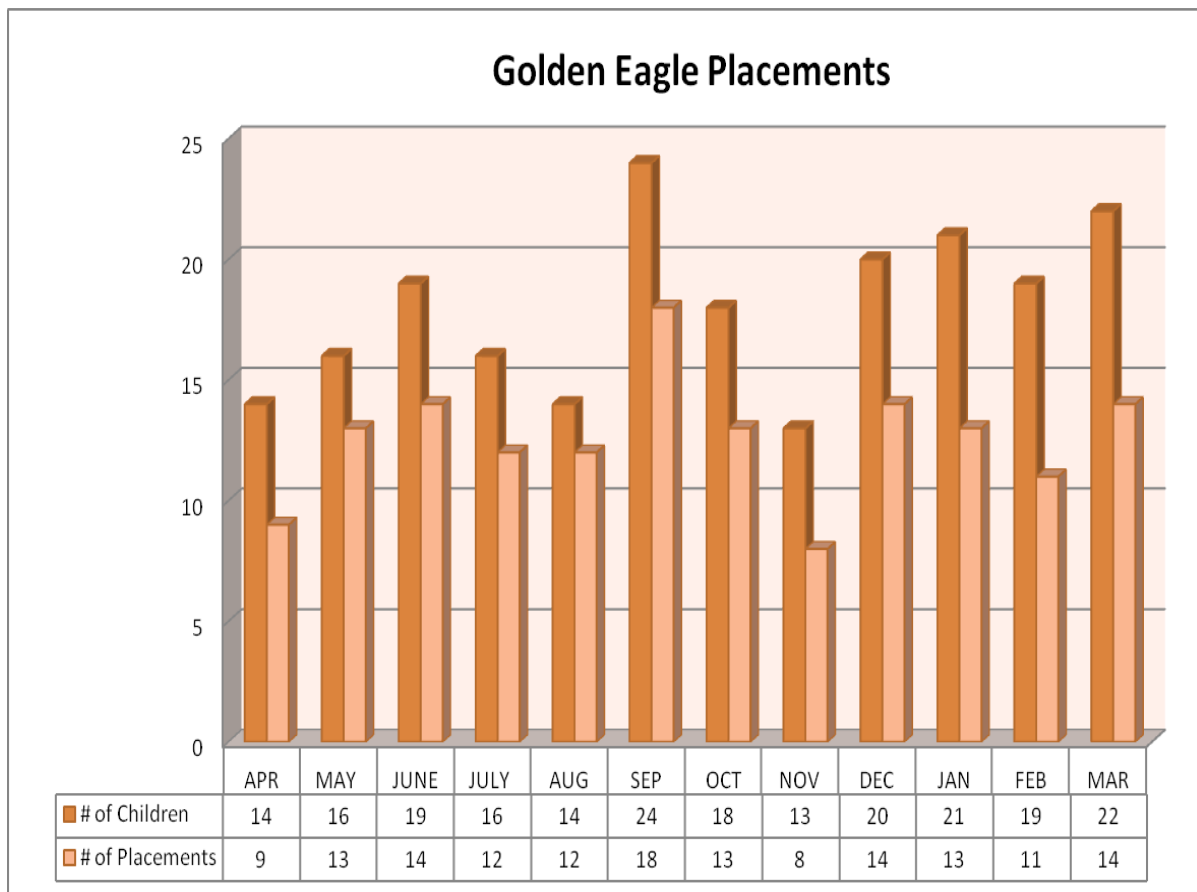
The hotel reduction project team monitored the use of shelter beds by the southern FNCFS agencies, to assist in ensuring that children were moved from the shelters in a timely manner.

Resource Development

A number of projects are underway to develop additional emergency spaces to improve the quality of care for children needing this type of resource and to sustain the reduced use of hotels. During 08/09, this work included:

- Development of on call emergency foster home beds
- Planning and development of a 10 bed assessment unit to be opened in 08/09
- Assisting one of the southern First Nations in establishing an 8 bed facility for young moms and their infants

In 07/08, the Southern Network partnered with Neecheewam to open a 10 bed emergency placement facility, now known as Golden Eagle. The facility provides services for all Authorities and their agencies and is managed by Neecheewam, under a service purchase arrangement with the Southern Network. Placements in 08/09 were as follows:



Appeals from foster parents

The Southern Network is responsible to hear appeals from foster parents on the removal of children from their homes, and appeals from foster parents on the refusal of an agency to license their home.

The following table compares appeals from 08/09 with that of previous years.

Type of appeal	08/09	07/08	06/07	05/06	04/05
Removal of children from foster home	13	13	11	6	10
Agency refusal to license foster home	8	5	4	1	3
Total	21	18	15	7	13

Child Death Reviews

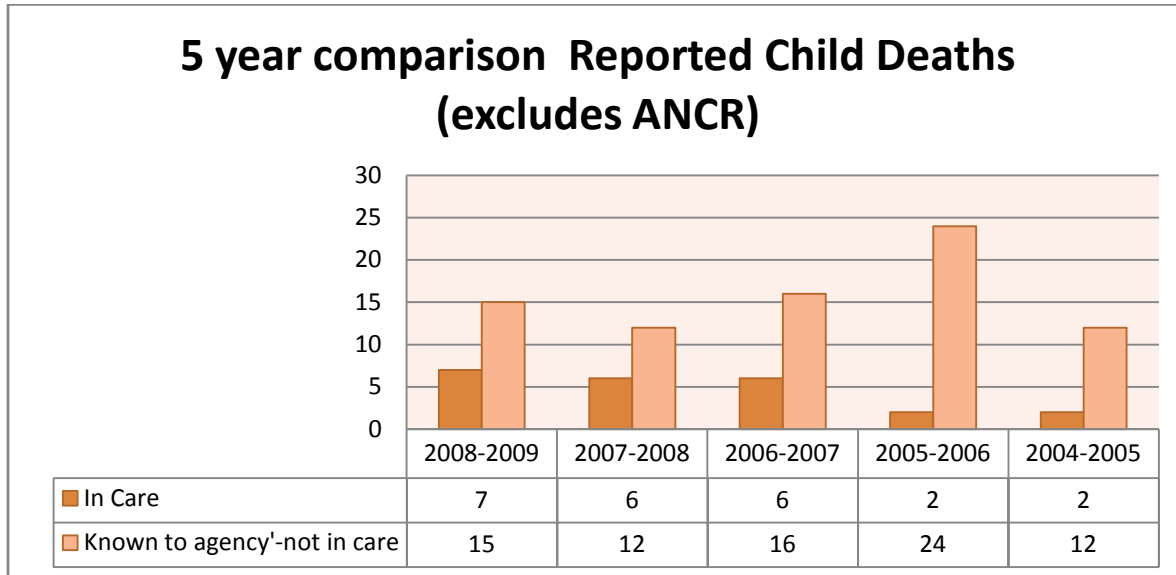
Collaboratively with the Child Protection Branch, the Southern Network reviewed child deaths where the child was in care and/or where the child or his/her family had received services from an agency in the twelve month period prior to the death of the child. The SN was provided with reports from Agencies on their involvement and, reports from the Chief Medical Examiner's office (CME) with its review of the agencies' handling of the cases. The Authority worked with the respective agency to implement the recommendations made by the CME. In some instances, the Authority initiated a broader review of the agency's handling of a case. In September 2008, the responsibility for investigating child deaths was transferred from the CME to the Office of the Children's Advocate (OCA).

Child Deaths reported to Southern First Nations CFS Agencies

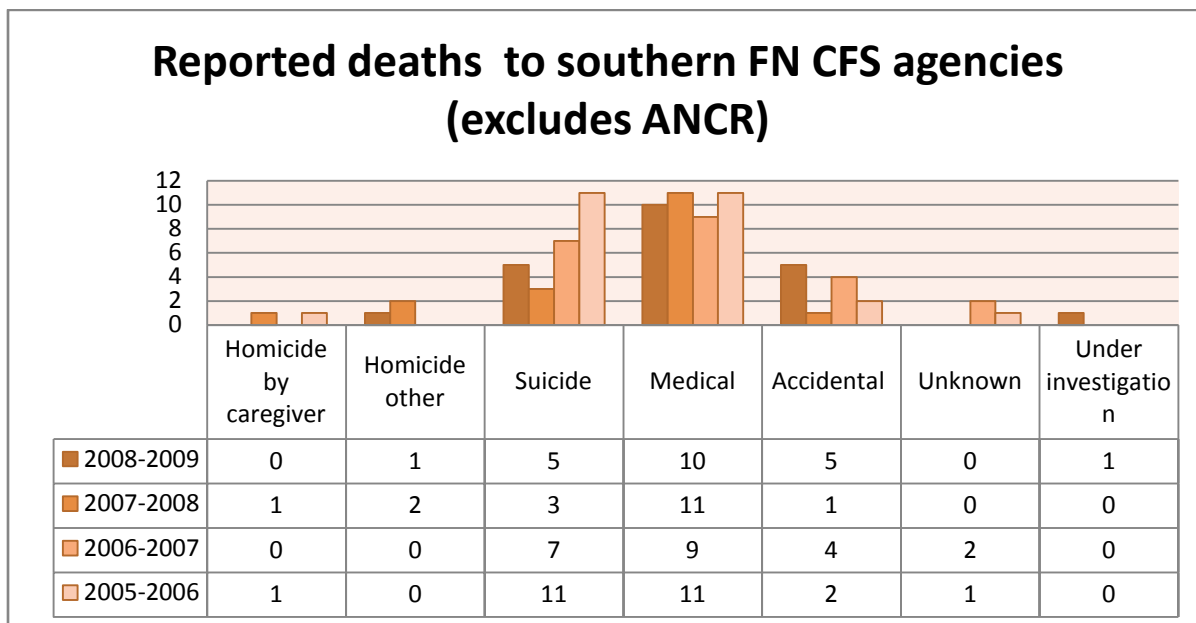
Between April 1/08 and March 31/09, the Southern First Nations Network of Care (Southern Network) received reports on the death of 59 children. Twenty-two of these were connected to a southern First Nation agency (excluding ANCR).

Of the 22 child deaths reported in 08/09 from the southern FNCFS agencies, 7 were children in care and 15 were children whose families had received services within the 12 months preceding the death.

A five year comparison is shown in the chart below:

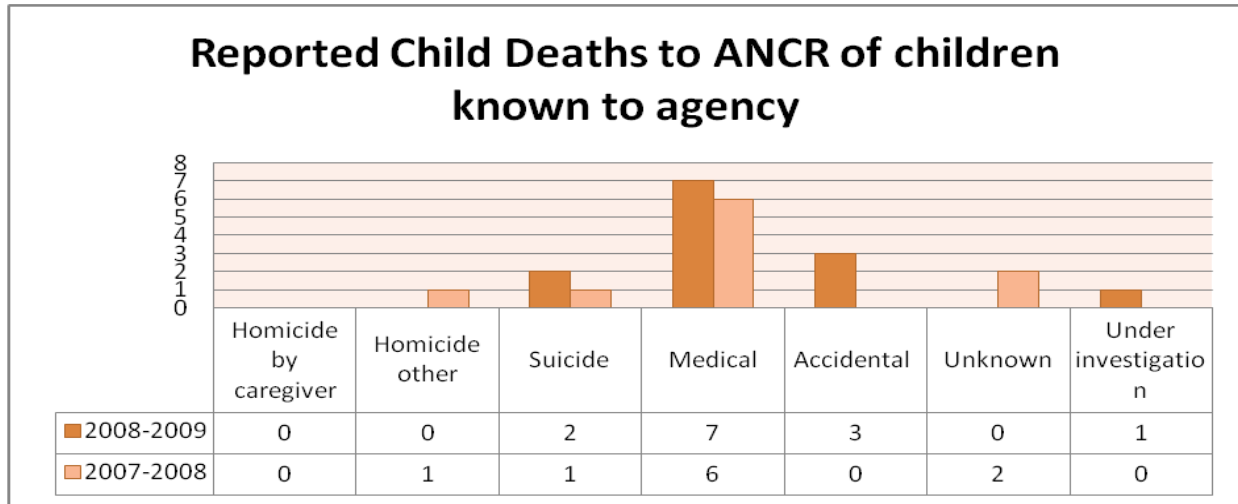


Of the seven children in care of the southern FNCFS agencies who died in 2008-2009, four died of accidents, 1 medical reason, and 2 suicides. A 4 year comparison of the cause of death for children reported by the southern FN CFS Agencies is shown in the chart below:

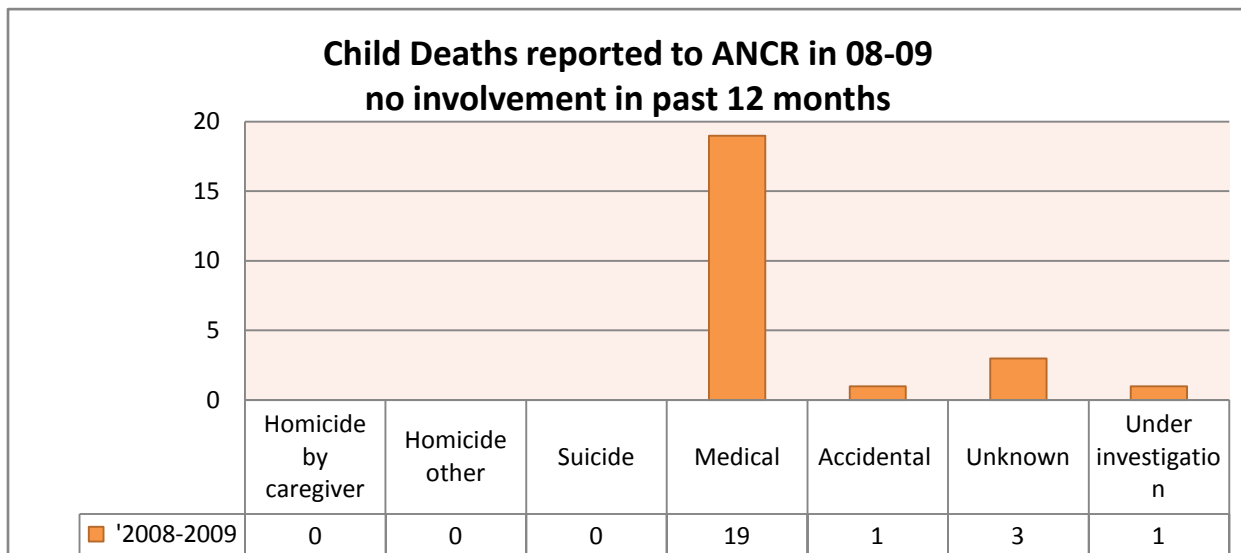


Child Deaths reported to ANCR

A total of thirty-seven child deaths were reported to ANCR in 08/09. Of these, none were in care and thirteen were known to ANCR. Twenty-four deaths were reported of children that were not known to an agency or had not been involved with an agency in the past 12 months. The cause of death for the reported deaths of children known to the agency is shown in the following chart:



The cause of death for children not known to, or not involved with, an agency, and reported to ANCR is as follows:



Repatriation

The Repatriation Program includes repatriation, customary care and adoptions services provided to individuals who initiate contact. This includes referrals, linkages to community resources, searches, facilitation of reunions and connections, counseling services and the provision of funds to agencies to subsidize the cost of reunions.

In 2008-2009, the Repatriation Program received 768 telephone calls, 37 faxes and 52 other types of correspondence regarding repatriation. The active repatriation cases included the following:

Ongoing files	9
New Intakes	11
Reunions in progress	6

Program services included:

- Advocacy reunion funding
- Pre-reunion counseling
- On-going counseling
- Treaty reinstatements
- Birth family information
- Community profiles and searches
- Referrals to the Northern Authority, Manitoba Post Adoption Registry, Court of Queens Bench, INAC, and the Adoption unit in Ottawa

There were requests for information on the Adoptee Class Action Lawsuit headed by Albert Hobson and David Chartrand. Services were provided to adoptees, birth parents, extended family and long term foster care. Two intakes requested information for compensation similar to residential school compensation.

Looking Ahead to 2009-2010

The operational plan for 2009 – 2010 includes the following:

- Preparatory work for implementing a differential response service delivery model, with full roll out planned for 2009-2010
- Strengthening alternative care services
- Implementation of a staff recruitment and retention strategy
- Working with agencies to strengthen board governance
- Implementing a process for regular quality assurance reviews of agencies
- Completion of four agency reviews currently underway
- Capacity for all of the southern FNCFS agencies to be fully functional on CFSIS and the Intake Module

Appendix 1

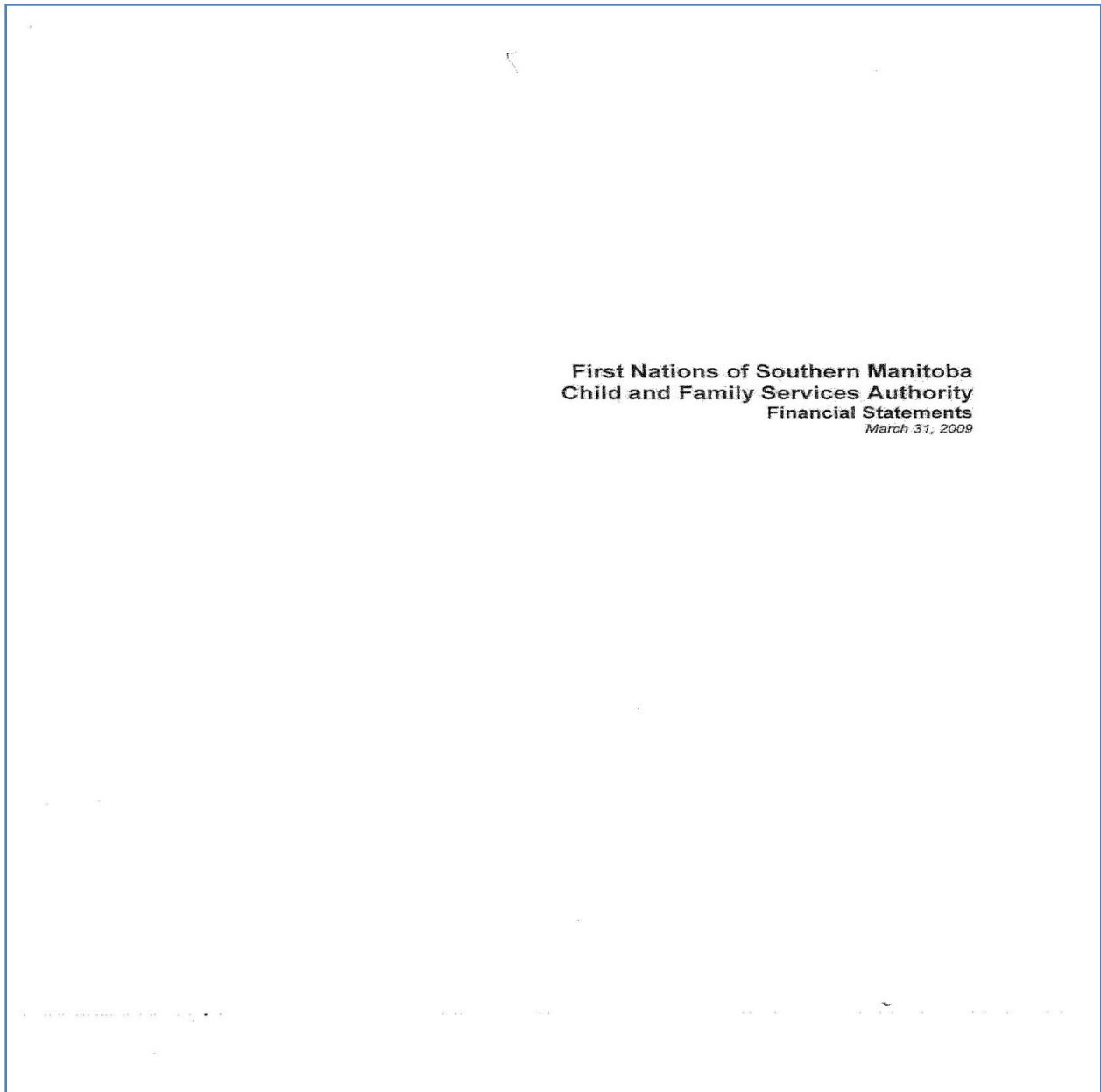
Province Wide Service Delivery System

Region	Designated Intake Agency	Service Provider (agency) for the Southern First Nations
Southern First Nations (on reserve)	Each First Nation Agency	<ul style="list-style-type: none"> The First Nation agency providing services to the respective First Nation
Western Manitoba	CFS of Western Manitoba	<ul style="list-style-type: none"> DOCFS provides services to their community members DOCFS provides services to other southern First Nations community members with the exception of West Region DOCFS provides services to others who choose the Southern First Nations Network of Care (Southern Network) WRCFS provides services to their community members
Central Manitoba	CFS of Central Manitoba	<ul style="list-style-type: none"> DOCFS provides services to their community members DOCFS provides services to other southern First Nations community members with the exception of West Region DOCFS provides services to others who choose the Southern First Nations Network of Care (Southern Network) WRCFS provides services to their community members
Parkland Region south of Swan River	Metis CFS	<ul style="list-style-type: none"> WRCFS provides services to their community members WRCFS provides services to other southern First Nations community members WRCFS provides services to others who choose the Southern First Nations Network of Care (Southern Network) WRCFS provides services to Northern Authority families under agreement with the Northern Authority
Parkland Region north of Swan River	Metis CFS	<ul style="list-style-type: none"> Service Agreement with the Northern Authority to provide services through Cree Nation CFS for families who choose the Southern Network
Interlake Region with the exception of the towns of Selkirk and Stonewall	ACFS, ICFS, Peguis, Interlake Region each within a specific geographic boundary	<ul style="list-style-type: none"> Peguis CFS and ICFS provide services for their community members ACFS provides services to their community members ACFS provides services to other southern First Nations community members who choose the Southern Network

Region	Designated Intake Agency	Service Provider (agency) for the Southern First Nations
		<ul style="list-style-type: none"> • ACFS provides services to others who choose the Southern First Nations Network of Care (Southern Network) • ACFS provides services to Northern Authority families under agreement with the Northern Authority
Towns of Selkirk and Stonewall	Interlake Region	<ul style="list-style-type: none"> • Each southern First Nation CFS Agency provides services to their community members through their Winnipeg offices with the exception of DOCFS • Sagkeeng CFS provides services for DOCFS • Animikii Ozoson provides services to other families who choose the Southern First Nations Network of Care (Southern Network)
Eastman Region	Eastman Region	<ul style="list-style-type: none"> • SECFS provides services to their community members • Sagkeeng CFS provides services to their community members • Sagkeeng CFS provides services to other southern First Nations community members who have chosen the Southern Network • Sagkeeng CFS provides services to other families who choose the Southern First Nations Network of Care (Southern Network) • Sagkeeng CFS provides services to Northern Authority families under agreement with the Northern Authority
Norman Region	Cree Nation CFS	<ul style="list-style-type: none"> • Service Agreement with the Northern Authority to provide services through Cree Nation CFS for families who choose the Southern Network
Thompson Region	Nisichawayashik Cree Nation FCWC	<ul style="list-style-type: none"> • Service Agreement with the Northern Authority to provide services through Nisichawayashik Cree Nation FCWC for families who choose the Southern Network
Winnipeg	All Nations Coordinated Response Network (ANCR)	<ul style="list-style-type: none"> • Each Southern First Nation CFS Agency provides services to their community members • Animikii Ozoson CFS provides services to First Nations people from Ontario and to others who choose the Southern First Nations Network of Care (Southern Network).

Appendix 2

2008/09 Financial Audit



Auditors' Report

To the Board of Directors of First Nations of Southern Manitoba Child and Family Services Authority:

We have audited the statement of financial position of First Nations of Southern Manitoba Child and Family Services Authority as at March 31, 2009 and the statements of revenues and expenses and the related schedules for the year then ended. These financial statements are the responsibility of the Authority's management. 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 plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the Authority as at March 31, 2009 and the results of its operations for the year then ended in accordance with Canadian generally accepted accounting principles.

Winnipeg, Manitoba

July 20, 2009

Meyers Norris Penny LLP

Chartered Accountants

2500 - 201 Portage Ave., Winnipeg, Manitoba, R3B 3K6, Phone: (204) 775-4531, 1 (877) 500-0795

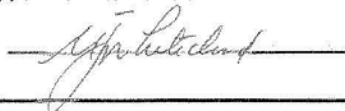
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First Nations of Southern Manitoba Child and Family Services Authority
Statement of Financial Position

As at March 31, 2009

	<i>Operating Fund</i>	<i>Capital Fund</i>	<i>Repatriation Fund</i>	<i>Total 2009</i>	<i>Total 2008</i>
Assets					
Current					
Cash and short term investments	1,076,253	-	-	1,076,253	876,966
Accounts receivable	5,060,649	-	-	5,060,649	4,707,274
Prepaid expenses and deposits	18,292	-	-	18,292	5,539
	6,155,194	-	-	6,155,194	5,589,779
Capital assets (Note 3)	-	447,973	-	447,973	362,737
Due from agencies (Note 4)	2,306,320	-	-	2,306,320	2,084,500
Interfund advances	-	-	240,869	240,869	248,475
	8,461,514	447,973	240,869	9,150,356	8,285,491
Liabilities					
Current					
Accounts payable and accruals	1,644,175	-	-	1,644,175	2,507,591
Deferred revenue (Note 5)	2,517,489	-	-	2,517,489	2,396,701
	4,161,664	-	-	4,161,664	4,904,292
Deferred revenue (Note 5)	1,702,761	-	-	1,702,761	334,694
Due to Province of Manitoba (Note 4)	2,306,320	-	-	2,306,320	2,084,500
Interfund advances	240,869	-	-	240,869	248,475
	8,411,614	-	-	8,411,614	7,571,961
Net Assets					
Unrestricted	49,900	-	-	49,900	102,318
Invested in capital assets	-	447,973	-	447,973	362,737
Restricted	-	-	240,869	240,869	248,475
	49,900	447,973	240,869	738,742	713,530
	8,461,514	447,973	240,869	9,150,356	8,285,491

Approved on behalf of the board

 Director

 Director

First Nations of Southern Manitoba Child and Family Services Authority

Statement of Revenues and Expenses

For the year ended March 31, 2009

				2009 Excess (Deficiency) of Revenues over Expenses	2008 Excess (Deficiency) of Revenues over Expenses
	Revenues	Other Revenues	Expenses	Expenses	Expenses
Operating Fund (Schedule 1)	33,849,507	63,630	(33,710,342)	202,795	70,070
Capital Fund (Schedule 2)	-	-	(134,977)	(134,977)	(110,598)
Repatriation Program (Schedule 3)	-	-	(42,606)	(42,606)	(21,555)
	33,849,507	63,630	(33,887,925)	25,212	(62,083)

The accompanying notes are an integral part of these financial statements

First Nations of Southern Manitoba Child and Family Services Authority Notes to the Financial Statements

For the year ended March 31, 2009

1. Incorporation and operations

The Authority was incorporated on November 24, 2003 under the Province of Manitoba through The Child and Family Services Authority Act, S.M. 2002, c. 35 except section 20; the Act came into force by proclamation on November 24, 2003.

Operations

The Authority was established as a non-profit organization with the responsibility for administering and providing for the delivery of a system of child and family services to Southern First Nations people who are members of the Southern First Nations and other persons who are identified with those Southern First Nations. In partnership with the Province of Manitoba, the Organization is committed to establishing a jointly coordinated child and family services system that recognizes the distinct rights and authorities of First Nations and Metis people in Manitoba.

2. Accounting policies

The financial statements have been prepared in accordance with Canadian generally accepted accounting principles and include the following significant accounting policies:

Capital assets

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

	Method	Rate
Computer equipment	declining balance	30 %
Furniture and fixtures	declining balance	20 %
Leasehold improvements	straight-line	5 years

In the year of acquisition, amortization is taken at one-half of the above rates.

Revenue recognition

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

Measurement uncertainty

The preparation of financial statements in conformity with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period.

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

First Nations of Southern Manitoba Child and Family Services Authority Notes to the Financial Statements

For the year ended March 31, 2009

2. Accounting policies (Continued from previous page)

Fund accounting

In order to ensure observance of limitations and restrictions placed on the use of resources available to the First Nations of Southern Manitoba Child and Family Services Authority, the accounts are maintained on a fund accounting basis. Accordingly, resources are classified for accounting and reporting purposes into funds. These funds are held in accordance with the objectives specified by the contributors or in accordance with the directives issued by the Board of Directors. Three funds are maintained: Operating Fund, Capital Fund, Repatriation Fund.

The Operating Fund is used to account for all revenue and expenditure related to general and ancillary operations of the First Nations of Southern Manitoba Child and Family Services Authority.

The Capital Fund is used to account for all capital assets of the organization and to present the flow of funds related to their acquisition and disposal, unexpended capital resources and debt commitments.

The Repatriation Fund is a restricted fund used to account for monies for specific purposes.

Long-lived assets

Long-lived assets consist of capital assets. Long-lived assets held for use are measured and amortized as described in the applicable accounting policies.

The Authority performs impairment testing on long-lived assets held for use whenever events or changes in circumstances indicate that the carrying value of an asset, or group of assets, may not be recoverable. Impairment is measured as the amount by which the asset's carrying value exceeds its fair value. Any impairment is included in earnings for the year.

Recent accounting pronouncements

Financial instruments deferral of section 3862 and 3863

In December 2006, the Canadian Institute of Chartered Accountants (CICA) issued Section 3862 Financial Instruments – Disclosures and Section 3863 Financial Instruments – Presentation to replace Section 3861 Financial Instruments – Disclosure and Presentation. The effective date for these new Sections was for interim and annual financial statements with fiscal years beginning on or after October 1, 2007, with earlier adoption permitted. However, in light of the uncertainty regarding the future direction in setting standards for not-for-profit organizations, the CICA released a decision to allow deferral of Sections 3862 and 3863 for this sector. Not-for-profit organizations should continue to apply Section 3861 until interim and annual financial statements with fiscal years beginning on or after October 1, 2008.

Financial statement presentation by not-for-profit organizations

In September 2008, amendments were made to CICA Handbook Section 4400 *Financial Statement Presentation by Not-for-profit Organizations*. Amendments to the section included removal of the requirement to treat net assets invested in capital assets as a separate component of net assets, and, instead, permitting such an amount to be presented as a category of internally restricted net assets. In addition, the requirement to recognize and present revenues and expenses on a gross basis when a not-for-profit organization is acting as a principal in the transaction was clarified. Finally, guidance was included to reflect that Section 1540 Cash Flow Statements and Section 1751 Interim Financial Statements are applicable to not-for-profit organizations.

This amendment applies to interim and annual financial statements relating to fiscal years beginning on or after January 1, 2009. The Authority does not expect the change to this standard to have a material impact on its financial statements.

First Nations of Southern Manitoba Child and Family Services Authority Notes to the Financial Statements

For the year ended March 31, 2009

2. Accounting policies (Continued from previous page)

Capital assets held by not-for-profit organizations

CICA Handbook Section 4430 *Capital Assets Held by Not-for-profit Organizations* has been amended to provide additional guidance with respect to the appropriate use of the scope exemption for smaller entities that expense their capital assets. It was clarified that the exemption does not allow not-for-profit organizations to capitalize but not amortize their capital assets, nor does it allow different methods of accounting for various types of capital assets.

This amendment applies to interim and annual financial statements relating to fiscal years beginning on or after January 1, 2009. The Authority does not expect the change to this standard to have a material impact on its financial statements.

Disclosure of allocated expenses by non-for-profit organizations

In September 2008, the Canadian Institute of Chartered Accountants issued new recommendations for disclosures regarding allocated expenses by not-for-profit organizations. CICA Handbook Section 4470 *Disclosure of Allocated Expenses by Not-for-profit Organizations* requires disclosure by not-for-profit organizations that allocate fundraising and general support expenses to other functions of the policies adopted for the allocation of such expenses among functions, the nature of the allocated expenses, and the basis on which allocations are made. The section also requires disclosure of the amounts allocated from each of its fundraising and general support functions and the amounts and functions to which they have been allocated.

This amendment applies to interim and annual financial statements relating to fiscal years beginning on or after January 1, 2009. The Authority does not expect the change to this standard to have a material impact on its financial statements.

Financial instruments

Held for trading:

The Authority has classified cash and short-term deposits as held for trading. These instruments are initially recognized at their fair value. Fair value is approximated by the instrument's initial cost in a transaction between unrelated parties.

Held for trading financial instruments are subsequently measured at their fair value. Gains and losses arising from changes in fair value are recognized immediately in income.

Loans and receivables:

The Authority has classified accounts receivable and advances as loans and receivables. These assets are initially recognized at their fair value. Fair value is approximated by the instrument's initial cost in a transaction between unrelated parties.

Loans and receivables are subsequently measured at their amortized cost. Amortized cost is the amount at which the financial asset is measured at initial recognition less principal repayments, plus or minus the cumulative amortization using the effective interest method of any difference between that initial amount and the maturity amount, and less any reduction for impairment or uncollectability. Gains and losses arising from changes in fair value are recognized in net income upon derecognition or impairment.

Other financial liabilities:

The Authority has classified accounts payable and accruals and due to Province of Manitoba as other financial liabilities. These liabilities are initially recognized at their fair value. Fair value is approximated by the instrument's initial cost in a transaction between unrelated parties.

Other financial liabilities are subsequently measured at amortized cost using the effective interest method. Under this method, estimated future cash payments are exactly discounted over the liability's expected life, or other appropriate period, to its net carry value. Amortized cost is the amount at which the financial liability is measured at initial recognition less principal repayments, and plus or minus the cumulative amortization using the effective interest method of any difference between that initial amount and the maturity amount. Gains and losses arising from changes in fair value are recognized in net income upon derecognition or impairment.

First Nations of Southern Manitoba Child and Family Services Authority

Notes to the Financial Statements

For the year ended March 31, 2009

2. Accounting policies (Continued from previous page)

Comprehensive income (loss)

The Authority does not have any items giving rise to other comprehensive income, nor is there any accumulated balance of other comprehensive income. All gains and losses, including those arising from measurement of all financial instruments have been recognized in net income for the period.

3. Capital assets

	Cost	Accumulated amortization	2009 Net book value	2008 Net book value
Computer equipment	706,651	388,985	317,666	219,770
Furniture and fixtures	196,851	77,122	119,729	129,366
Leasehold improvements	15,112	4,534	10,578	13,601
	<u>918,614</u>	<u>470,641</u>	<u>447,973</u>	<u>362,737</u>

4. Due from Agencies/Due to Province of Manitoba

The Province of Manitoba advanced the Authority a working capital advance in the amount of \$2,306,320, which in turn was advanced by the Authority to the Agencies. The advances are repayable by the Authority if the Authority's operations cease. The amounts due from the Agencies have no fixed terms of repayment and are non-interest bearing.

	2009	2008
Animikii-Ozouon CFS	406,890	406,890
Child and Family All Nations Coordinated Response Network	538,400	538,400
Dakota Ojibway CFS	393,510	393,510
Sandy Bay CFS	158,700	158,700
Southeast CFS	362,000	362,000
West Region CFS	225,000	225,000
Peguis CFS	221,820	-
	<u>2,306,320</u>	<u>2,084,500</u>

5. Deferred revenue

Deferred revenue represents funds received during the year, which have been deferred to periods when their specified expenditures are expected to be incurred.

First Nations of Southern Manitoba Child and Family Services Authority Notes to the Financial Statements

For the year ended March 31, 2009

6. Income taxes payable

The Authority is registered as a non-profit organization under the Income Tax Act (the "Act") and as such is exempt from income taxes. In order to maintain its status as a non-profit organization under the Act, the Authority must meet certain requirements within the Act. In the opinion of management, these requirements have been met.

7. Commitments

The Authority has entered into various lease agreements with estimated minimum annual payments as follows:

2010	1,090,105
2011	1,090,105
2012	1,050,784
2013	1,037,677
2014	1,011,490

8. Economic dependence

The Authority's primary source of income is the grant funding received from the Province of Manitoba Department of Family Services and Housing. The Authority's ability to continue viable operations is dependent upon maintaining its ability to obtain funding. As at the date of these financial statements, the Authority believes that the grant funding from the Province of Manitoba will continue.

9. Statement of cash flows

The statement of cash flows has not been prepared as the source and use of cash is readily apparent from the financial statements.

10. Capital management

The Authority's objectives when managing capital are to safeguard the Authority's ability to continue as a going concern, so that it can continue with the improvement of the financial situation of families through the provision of services and information on a range of financial issues.

The Authority sets the amount of capital in proportion to risk and manages the capital structure and makes adjustments to it in light of changes to economic conditions and the risk characteristics of the underlying assets.

The Authority monitors capital quarterly through Board of Directors meetings. During the year, the Authority's strategy is to protect the capital through managing revenues and expenses as well as through maintaining a balanced investment portfolio. The strategy remained unchanged from prior year.

11. Comparative figures

Certain comparative figures have been reclassified to conform with current year presentation.

First Nations of Southern Manitoba Child and Family Services Authority
Schedule 1 - Statement of Operations and Net Assets - Operating Fund
For the year ended March 31, 2009

	2009	2008
Revenues		
Province of Manitoba - Department of Family Services and Housing Division	33,839,008	30,193,897
First Nations of Northern Manitoba Child and Family Services Authority	6,860	120,644
Other	3,639	73,001
	33,849,507	30,387,542
Expenses		
Personnel		
Recruitment	9,211	2,903
Salaries, wages and benefits	1,344,763	987,322
Training and education	19,138	17,299
Travel	26,202	29,218
	1,399,314	1,036,742
Office operations		
Interest and bank charges	2,907	2,364
Supplies	41,194	37,609
Telephone, fax and internet	22,392	22,986
	66,493	62,959
Office and building		
Insurance	16,948	14,274
Rent	148,439	118,239
	165,387	132,513
Other Authority		
Agency governance support	95,250	-
Agency reviews	192,113	-
Agency strategy and communication meetings	41,062	33,472
Annual meeting	5,620	11,207
Board training and meeting expenses	30,537	19,689
Changes for children initiatives	471,796	873,788
Common table costs	-	293,537
Differential response initiatives	12,564	-
Information technology support	126,290	169,476
Joint training unit	596,198	-
Non-recoverable expenses	4,553	-
Office of the standing committee	126,011	16,545
Professional fees	20,394	27,316
Public relations	-	4,536
	1,722,388	1,449,566
Agency support		
Agency central support	29,092,890	26,675,805
Agency family support innovations fund	269,700	253,000
	29,362,590	26,928,805
Other Program Support		
Golden Eagle program support	994,170	811,754
	994,170	811,754

Continued on next page

First Nations of Southern Manitoba Child and Family Services Authority
Schedule 1 - Statement of Operations and Net Assets - Operating Fund
For the year ended March 31, 2009

Continued from previous page

	<i>2009</i>	<i>2008</i>
Other Income		
Interest	29,680	73,579
Goods and Service Tax	23,950	21,288
Office space rental	10,000	10,000
	<u>63,630</u>	<u>104,867</u>
Excess of revenues over expenses	202,795	70,070
Net assets, beginning of year	102,318	168,025
Inter-fund transfers	<u>(255,213)</u>	<u>(135,777)</u>
Net assets, end of year	<u>49,900</u>	<u>102,318</u>

First Nations of Southern Manitoba Child and Family Services Authority
Schedule 2 - Statement of Operations and Net Assets - Capital Fund
For the year ended March 31, 2009

	2009	2008
Expenses		
Amortization	124,363	110,598
Other Income		
Loss on donation of capital asset	10,614	-
Deficiency of revenues over expenses	(134,977)	(110,598)
Net assets, beginning of year	362,737	366,348
Inter-fund transfers	220,213	106,987
Net assets, end of year	447,973	362,737

First Nations of Southern Manitoba Child and Family Services Authority
Schedule 3 - Statement of Operations and Net Assets - Repatriation Fund
For the year ended March 31, 2009

	2009	2008
Expenses		
Office	202	-
Salaries, wages and benefits	42,404	21,555
Deficiency of revenues over expenses	(42,606)	(21,555)
Net assets, beginning of year	248,475	241,240
Inter-fund transfers	35,000	28,790
Net assets, end of year	240,869	248,475