



NOGDAWINDAMIN FAMILY AND COMMUNITY SERVICES

*"Healthy Anishnawbek families and communities
protecting, nurturing and guiding our children"*



ANNUAL REPORT 2015 - 2016

"We are getting there, Nog's Journey"

Gidagshainmin Nodmadin

Annual General Meeting
Friday, September 23, 2016
10:00 am - 1:00 pm

Sagamok New Community Hall
(Enji Wii ji Gaabwitnaadayng Agaamik)
5507 Star Road, Sagamok Anishnawbek

Kerry Francis,
Executive Director

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“We are getting there, Nog's Journey" Gidagshainmin Nodmadin

AGENCY INFORMATION

EXPLANATION OF THE LOGO

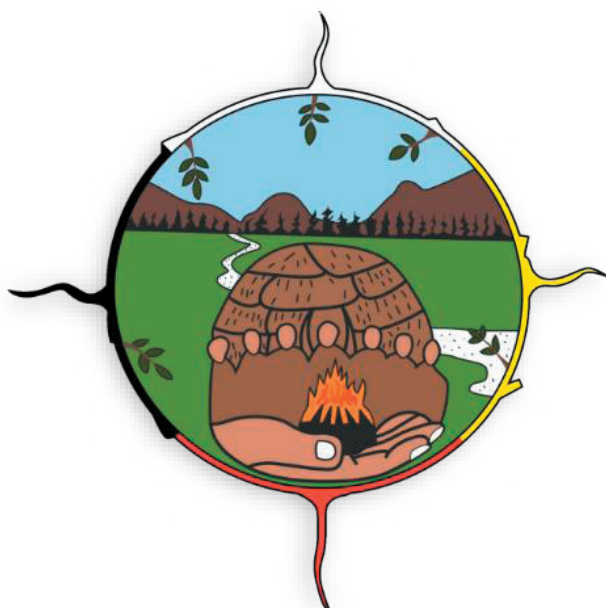
The outer ring represents the Circle of Life and the Four Directions. The river and the mountains represent the hardships we face, we all have mountains to conquer and rivers to cross in order to succeed.

The Sweat Lodge or Wigwam represents Nogdawindamin, the headquarters of all the reserves;

The seven men or women represent the reserves involved, and through communication we realize what each other has to offer;

The fire stands for what Nogdawindamin has to offer, warmth and light.

In days of old, the fire was a gathering place where stories were told.



PHILOSOPHY

Each of us has been given life and individual gifts by the Creator. In having been endowed with gifts, it is the natural responsibility and, therefore, it is the right of every human being to realize and develop their gifts, and in doing so, to honour the Creator.

The family is irreplaceable. No child welfare program or Agency can meet our children’s needs for love, acceptance, directions, encouragement, and trust better than those children’s families. The family is the sacred trust of the Creator, providing the necessary and rightful environment of nurturance and guidance.

The physical, emotional, mental and spiritual health of the individual is dependent on the same good health of the family unit. The family unit’s good health is dependent on the good health of the community. Therefore, in assisting any one individual to achieve improved or enhanced well-being, that individual’s family and community must be simultaneously supported and assisted.

Family generations and community are important to every individual in establishing and enhancing both a sense of individuality and a sense of belonging – integral elements to positive self-image, self-respect, hope and motivation. Our families and communities can raise their children, given appropriate, adequate and accessible support and/or intervention. Families and communities must be supported by services deemed necessary.

Our families and communities have the right to direct the development of those resources deemed necessary to assist them in their family roles. Our families and communities have the right to direct development of their children, themselves, in accordance with Cultural values.

VISION

Healthy Anishnawbek families and communities protecting, nurturing and guiding our children.

MISSION

Nogdawindamin Family and Community Services will assist the communities in their responsibility to strengthen families and communities for the safety and well-being of children by providing community based services grounded in Anishnawbek values.

RELATIONSHIP STATEMENTS

Nogdawindamin Family and Community Services embraces the fundamental philosophy of valuing relationships built on the foundations of good governance practices by:

- Fostering and maintaining positive and collaborative relationships by engaging our families and extended families in all aspects of service delivery;
- Maintaining cohesive relationships with First Nation leadership;
- Providing services that reflect the principles of strong partnership among Anishnawbek;
- Building models of collaboration with existing community services;
- Consulting the communities in a comprehensive and meaningful process to ensure their input is respected in service design and delivery;
- Developing working relationships with external partners to achieve our Agency goals.

WE COMMIT TO:

- Ensuring that services support the best interests of an Anishnawbek child.
- Promoting the spiritual, physical, emotional and mental well-being of our Anishnawbek children, families and communities.
- Providing our families with community based services.
- Providing our families with strength based services.
- Providing our families and communities with services in a timely manner.
- Ensuring that our children remain in the circle of family, community or Nation.
- Valuing cultural diversity and beliefs.
- Ensuring Anishnawbek families and communities receive services from people grounded in the seven sacred teachings.
- Ensuring that language is woven into service practice.



"We are getting there, Nog's Journey" Gidagshainmin Nodmadin

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PRESIDENT & EXECUTIVE DIRECTOR'S MESSAGE

Dr. Roger Boyer II, Board President

Kerry Francis, Executive Director

On behalf of Nogdawindamin staff and Board of Directors we welcome everyone to Nogdawindamin Family and Community Services 26th Annual General Meeting. The Elder's Council has identified the theme for this year as: "We are getting there, Nog's Journey" - Gidagshainmin Nodmadin.

It has been an exciting and productive year of transition in our pursuit of designation. While we have many challenges ahead, we have demonstrated a keen willingness to turn challenges into opportunities and achieve the unexpected over and over again.

Our journey began back in 1987 with the North Shore Tribal Council mobilizing the development process through the member communities leading to incorporation with 9 staff in 1990. By 1992 the staff complement reached 24 employees delivering prevention, community and family support, specialized counselling, and cultural services.

In 2004, we obtained a Ministry license to provide Alternative Care Services. We ultimately took over the approval of homes providing out of home care due to child welfare concerns and had seven Alternative Care homes operating by the end of 2005 providing care to 5 children. As of the end of our fiscal year we were operating with 46

approved homes and providing care to 51 children. In addition, our Treatment Alternative Care Service (implemented April 2015) is providing training and clinical support to staff and Alternative Care parents concerning an additional 12 children.

Since 2009, when a resolution was issued serving notice of our intent to reclaim jurisdiction over Child Welfare matters through designation, the Agency has worked continuously to engage and inform our communities as to the process and impacts of this work.

This past year was a continuation of that effort with more than 20 meetings conducted with First Nations Communities, Health Directors and collateral agencies/stakeholders. During this time we have secured start-up funding for and assisted the communities in decentralizing Prevention Services resulting in the implementation of family support and prevention related services in 5 of the communities. Those remaining are well under way as of the current report.

We continue to support and demonstrate the value of our agency model through the strength of our relationships. Indeed it is through this ongoing collaborative approach that the agency has made substantial gains in identifying training gaps, increasing available community resources, and securing a lead role in ensuring Childrens Mental Health Services remains a focal point for future discussion while developing a full spectrum of child welfare and protection services.

"We are getting there, Nog's Journey" Gidagshainmin Nodmadin

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In 2015, we moved forward into the Transition Phase on our Journey to Designation with a total of 53 employees. The policy and procedure review was completed, and the process of engaging communities and collateral agencies in developing protocol agreements with communities and the five mandatory key sectors began.

At the end of the fiscal year most of the communities and agencies had begun the process of defining service systems that would ensure their readiness for the changes that designation will bring. We have enjoyed tremendous support and cooperation with all of our communities and collateral agencies as we move ever closer to achieving our designation goal anticipated in the first half of 2017.

The critical work that the agency performs on behalf of the member communities is not possible without the full complement of dedicated staff that we are now pleased to have on board. As we strive toward full jurisdiction and independent functioning, we are pleased to have grown our agency capacity from 53 employees to over 90 delivering core services and support for our children and families.

We are not alone in our journey to designation. We must also acknowledge the fine work and commitment of our sister agencies in the critical support they provide through mentorships, cooperation and collaboration. Indeed the impacts of our process are felt equally by the Childrens Aid Society of Algoma and Sudbury-Manitoulin. Only with their ongoing support and commitment can we all embrace this

new age of enlightenment in Indigenous Child Welfare and we thank these agencies for sharing in our journey.

While we look to continue to add to our staff in key areas, we are proud of the track record we have created with high quality services being delivered across the region in Prevention, Alternative Care, Mino Madzwin and Cultural Services Programs while working continuously toward the total reunification of children with their families, communities and nation.

We would be remiss not to also acknowledge the key contributors that ensure our successful service delivery. In particular, we wish to thank our Alternative Care Providers, Elders, the Board of Directors, our First Nation Chiefs, Health and Social Services Managers/Directors, and community staff for the work they do and the effort they expend in maintaining our shared commitment.

Throughout this process, we will continue to engage and consult the Leadership of our member First Nations and the Elder's Council moving forward. The guidance and direction that is provided keeps us continually focused on our priorities - providing a holistic service that is "Child Focused, Culturally Grounded, Family Centered, and Community Driven".

Chi Miigwetch!

"We are getting there, Nog's Journey" Gidagshainmin Nodmadin

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OUR BOARD OF DIRECTORS

Dr. Roger Boyer II, Mississauga First Nation

In 2009, Roger returned home to Mississauga First Nation, where his Great Grandfather Moses Boyer and Great Grandmother Sophie Niganawana (Morningstar) lived their lives. His grandmother, Martha White-Boyer, taught him the importance of education and to be an advocate for our people. In 2004, he started advocating for systemic change through his work with Alberta's Provincial Co-Management Suicide Reduction Committee. This professional experience has provided him with the skill base to cultivate the values needed for change beside communities in developing sustainable wellness plan within their citizenship particularly adolescents and young adults. His success and continued learning has been focused on role modeling positive change while learning from negative experience. This role modeling is supported through his choice to walk in a way which does not including drugs or alcohol instead ceremony and culture. This choice has provided bedrock of harmony to lead his family.



Academically, Roger received his Bachelors of Science degree with a double area of concentration in Biology and Chemistry, a Masters of Divinity and is currently finalizing his Doctorate of Philosophy in Intercultural Studies in spring 2016. Throughout his academic career, Roger received scholarships and awards recognizing his academic excellence. Some of his awards were given through his athletic ability within the NCAA Division II college football arena by lettering four-straight years.

For the past nine years, Roger has sat under the guidance of elders listening and becoming a participant within Anishinabek ceremonies and culture. Moving to the North Shore in 2009, Roger served the Mississauga First Nation as the Health & Social Service Director providing support to a model of health and wellness which tried to bring honor to both Anishinabek and Western thought for two years. Since October 2011, Roger is working within the N'Mninoeyaa Aboriginal Health Access Centre as the Primary Health Care Manager providing "air support" to the primary health care providers within the eight First Nations/Partner Sites from Sault Ste. Marie to Sudbury. As a manager, he is a certified Improvement Advisor from the Institute of Healthcare Improvement, Boston, MA. Through his eyes, healthcare is a microsystem which surrounds the client to improve their wellness.

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Adele Madigan, Batchewana First Nation

Adele Madigan is a retired Social Service Worker from the Batchewana First Nation of Ojibways. Her anishnabe name is Gago Gay Equay "Raven Woman", and she is from the Turtle Clan. Adele is married and is the mother of three adult children and grandmother of five. She resides in Sault Ste Marie with her husband, her grand-daughter, and three cats.

Adele currently sits as a council member for Batchewana First Nation. She is a member of the Board of Directors for Nog Da Win Da Min Family and Community Services, and the Sault Ste Marie Indian Friendship Centre.

Adele began working in the service sector in Sault Ste Marie at the young age of fifteen years. She remained employed in this area for over twenty years. Adele received her Bachelors Degree from Laurentian University, during which time she was a volunteer for Victims Crisis Assistance for three years while gaining her accreditation.

Adele has more than twenty years experience in working with First Nation families. She was employed by Women In Crisis Algoma for five years before working for fifteen years as a Mental Health Worker for Batchewana First Nation. In her free time, Adele enjoys shopping, gardening, and creative cooking. The things she enjoys most in life are her family members, the unique relationship she has with all creation, and most of all, our greatest gifts, the children.



Fern Assinewe, Sagamok Anishinawbek



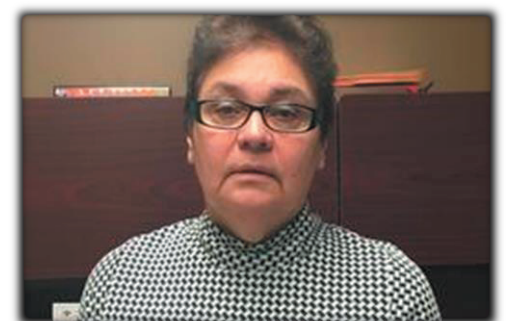
Fern Assinewe has over 20 years of experience working in the areas of education, health and social services. She is a graduate of Laurentian University where she completed her BSW and MSW degrees. Her Masters Thesis, entitled Exploring Perceptions, Relevance and Implementation Strategies of Integration Within First Nations Health and Social Services Programs, examined First Nation experiences with the integration of health and social services in the Anishinabek Territory.

Fern has well over a decade of experience in working directly with First Nations and their organizations in a management capacity. She has also worked as a consultant for a number of years, primarily with First Nations and First Nation organizations. Fern brings her many years of experience to the Nogdawindamin board, having specialized in the management support, research and evaluation, and training in the fields of First Nation Health and Social Services. Fern lives in Sagamok Anishnawbek with her husband, Bryan, where she also serves as the Community Wellness Director.

Laura Robinson, Thessalon First Nation

Laura was born and raised in Garden River First Nation, an Ojibway from the Batchewana First Nation. She is currently employed as the Health and Social Services Director for Thessalon First Nation.

Lauara has accumulated over 30 years of experience administering and implementing Government funding contracts (both Federal and Provincial). She has worked for the Federal Government on a National and Regional level including Human Resources Development Canada where she served as Urban Aboriginal Strategy Co-ordinator. Laura's career experience has contributed to her broad knowledge and skill set in Economic and Social fields while working with Aboriginal families both on and off reserve. She served as Economic Development Officer for Batchewana First Nation as well as Executive Director for the Sault Ste. Marie Indian Friendship Centre.



Laura brings substantial board experience to Nogdawindamin, having served with the Northshore Tribal Council Health Steering Committee, the Lake Huron Healthy Kids Challenge Steering Committee and the Ontario Indian Friendship Centres.

Elaine Johnston, Serpent River First Nation



Chief Elaine Johnston is the Nogdawindamin Board member from Serpent River First Nation. She attended post secondary education at Cambrian College and Sudbury Laurentian University and received training as an Ambulance & Emergency Care Attendant, Paramedic, as well she has a diploma and degree in nursing.

Her career in health has given her opportunities to work in the hospital, ambulance, air ambulance, the Canadian Coast Guard, government, community and First Nation organizations. She worked at the Assembly of First Nations, the Anishinabek Nation and the North Shore Tribal Council.

Elaine has served on numerous Boards and committees at the local, regional and national level. This is her second time serving on the Nogdawindamin Board. She has also served on Council for 5 terms. Elaine presented to the United Nations, the Royal Commission on Aboriginal Peoples and to numerous standing committees, to name just a few. Elaine is a proud Anishnawbe woman and she is the eldest of 11 women with 39 nieces and nephews and 11 great nieces and nephews. She is a passionate advocate for the needs of the First Nations. Waawaskonhkwe is the Anishinabe name given to Elaine by her Great Grandmother which the Elders advise her is her identity and purpose on Mother Earth.

Luanne Povey, Garden River First Nation

Luanne is the Nogdawindamin Board member from Garden River First Nation. She brings 27 years of Child Welfare experience to the Board, having worked for Nogdawindamin during its formative years beginning in 1992 as a Family Support Worker. During that time she also served as Band Representative Garden River.



Prior to working for Nogdawindamin, Luanne worked in a group home for troubled teens for 3 years. In 2001 she began her employment with Garden River in the capacity of Band Representative and eventually took on the additional role of Supervisor in 2004 and has held these dual roles since then. With extensive knowledge of governance issues, Luanne was elected to fulfill the Board President position in 2006, a capacity in which she served until 2015. Luanne is a strong advocate for families and she has dedicated much of her working life to bettering the lives of First Nations families both on and off reserve. In fact Luanne served as a Board Member with the Children's aid Society of Algoma for 9 yrs. With her own two children raised and grown, Luanne now serves as an Alternative Care Home for Nogdawindamin providing care for 2 young children.

Aanii Vivian Naponse, ni di zhi ni kaaz

Atikameksheng Anishnawbek ni doon ji baa

Vivian is the youngest of Mary (nee Wabegjig) and Ted Naponse's nine (9) children. Vivian has one son and 28 nieces and nephews and many great and great-great nieces and nephews.

Vivian's father and mother were married in July 1936 and both served on Council in 1954. Vivian's mother became a teacher in 1935 and taught at the Whitefish Lake First Nation Indian Day School. Vivian's father worked in the logging industry and retired in construction business in 1980's.

Similar to a number of families within Atikameksheng Vivian's older sisters earned their post secondary education in the health and economic development. Vivian's four (4) brothers worked in the mining industry and all retired from Inco Limited. Following their parent's footsteps Vivian's brothers and sisters continues to contribute to the community to enhance community living.

Vivian obtained her Grade 12 Diploma through the N'Swakamok Alternative School and in 2005 received her Bachelor of Arts Degree in Public Administration and Governance through Ryerson University and First Nations Technical Institute.

In 2009 Vivian was acknowledged as a significant contributor and demonstrated leadership in the Comprehensive Education Review and Homelessness Initiative. In 2010 Vivian began the process for the development of a Land Use Plan through the First Nation Land Management Code and contributed to: Building Homes Building Skills Proposal and First Nation Market Housing Fund Proposal and Capacity Building proposal. Vivian worked for the North Shore Tribal Council in the development of Comprehensive Community Plans for the North Shore 7 Member First Nation communities.

Vivian has been an active board member with Nogdawindamin and her knowledge and experience has been especially valuable in the development of Nogdawindamin's policy structure in 17 areas from governance, services to administration, human resources and finance. Vivian's ability to understand and maintain focus on the very important relationship between policy and service delivery has been remarkable and brings a balanced perspective to Nogdawindamin's vision, philosophy and culturally based organization.

Vivian he is currently employed as the Economic Development Officer for Atikameksheng Anishnawbek. Vivian has a keen interest in life long learning, community development and care for our children, families and extended families in our North Shore First Nation communities.

PREVENTION DECENTRALIZATION AND COMMUNITY OUTREACH

Lisa Reid, Prevention Services Coordinator

In order to become a mandated Child Welfare Authority, Nogdawindamin Family and Community Services is required to complete five phases defined by the Ministry of Children and Youth Services as follows:

1. Phase 1 – Assessing Community Interest, Support and Readiness
2. Phase 2 – Capacity Development, developing the organizational and service delivery capacity to deliver Child Welfare services
3. Phase 3 – Developing a Transition Plan and begin implementation of service delivery through the Aboriginal delivery Organization
4. Phase 4 – Ministerial Designation
5. Phase 5 – Sustaining capacity and building on standards and quality of services

In starting the year the agency was at the end of Phase 2 completing the agreements, training structures, budget forecasts and policy documentation required to initiate Phase 3. While significant challenges were experienced with timing and implementation, the additional planning work was of great benefit as the Agency was ready to move forward without delay once approvals were in place. During the course of the year over 20 community sessions and consultations were conducted with First Nations Communities, Health Directors and collateral agencies/stakeholders. To the end of March 2016, five of our seven communities were fully transitioned into delivering their own models for Family Support and Prevention Services.

Our community partners also received training in the case recording and database system required to track and report progress and results. Early evidence suggests that the need for this support in the

communities is greater than anticipated and that the community members readily engage with local resources in seeking healthy alternatives. Other training opportunities that have been offered to our First Nation community partners has included Outcome Measurement Training, Serious Occurrences In-Service, and Reclaiming Youth at Risk Workshop. Ongoing support around capacity development has included individual in-services on the new Community and Family Support Services Agreement, an informal evaluation to have a conversation on the challenges and successes post decentralization, and ongoing support in operationalizing the Client Information Management System.

Our work will continue to focus on assisting the communities with developing and implementing their individual models by next moving into the establishment of specific protocol agreements. These protocols outline the relationship between Nogdawindamin, the community, and collateral agencies and institutions delivering related services including:

- Violence Against Women
- Police Services
- Education
- Hospitals
- Healthy Babies/Healthy Children

Nogdawindamin continues to assess training needs and supports required at the community level. As a central resource, we strive to identify and source the program and training resources required to build capacity with our delivery partners in the community. The “community driven” value of the agency continues to be a key strength in our journey.



Agency Presentation - Garden River First Nation

“We are getting there, Nog's Journey” Gidagshainmin Nodmadin

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SERVICES REPORT

Karen Kennedy, Director of Services

Agency Data

The Agency continues to streamline intake through its central intake department. The Client Information Management System (CIMS) data base system is utilized for the Anishnawbek Family Preservation Program, Mino Madzwin, and Youth in Transition Programs. Child Welfare Information System (CWIS) eforms is utilized for our Alternative Care department and this system will be utilized for Protection Services when we are designated.

As we move through transition, Nogdawindamin will continue to provide ongoing training and support to assist with the communities with data entry to the CIMS data base system.

Anishnawbek Family Preservation

This year the Agency started the process of transition and the process was begun to decentralize the Anishnawbek Family Preservation Program to the seven First Nations. The Agency continues to work with the communities in assisting with any identified training and support through Prevention Services Coordinator, Lisa Reid.

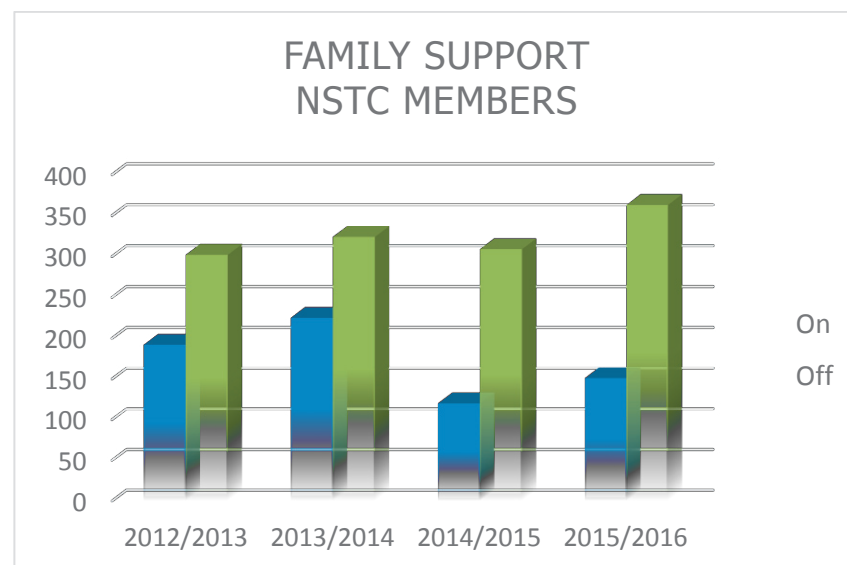
Family Support Program

The Family Support Workers continued to provide family support and advocacy this year. Decentralization for Thessalon, Mississauga and Serpent River First Nation occurred during the period of the 2nd Quarter. Sagamok Anishnawbek and Atikameksheng Anishnawbek were fully decentralized in the 4th Quarter of the year.

During the transition phase the Agency will continue to provide support through training, mentoring and shadowing to assist the First Nations in the transition for their Prevention Programs.

The Agency will continue to provide Prevention Services in Garden River and Batchewana First Nation until Prevention Services are fully decentralized – meaning transferred to community ownership and control.

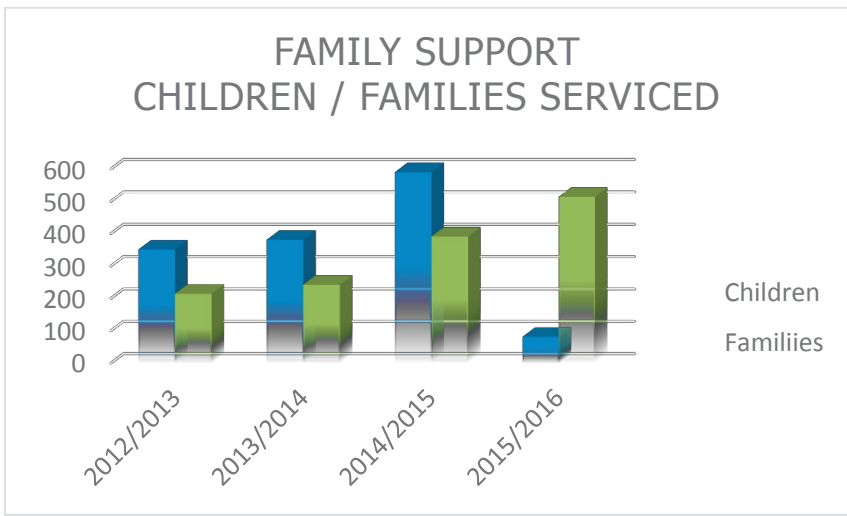
In 2015/2016, we provided service to a total of 363 families on and off reserve for a total of 514 children. The numbers for on reserve has continued to show a slight increase over the last few years. Most of the Family Support Services are mostly related to Child Protection files.



We have noticed that there are times throughout the year that service volumes increase from Region to Region. The chart below indicates an increase in direct service hours in May, June and October.

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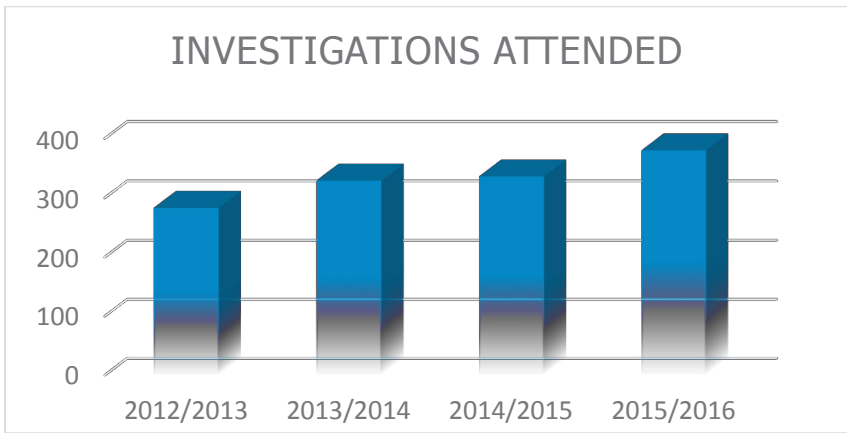
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Investigations

One function of a Family Support Worker is to provide family support and advocacy during investigation. There has been a slight increase of investigations over the past few years. The workers attended 44 more investigations during this fiscal year compared to the year prior.

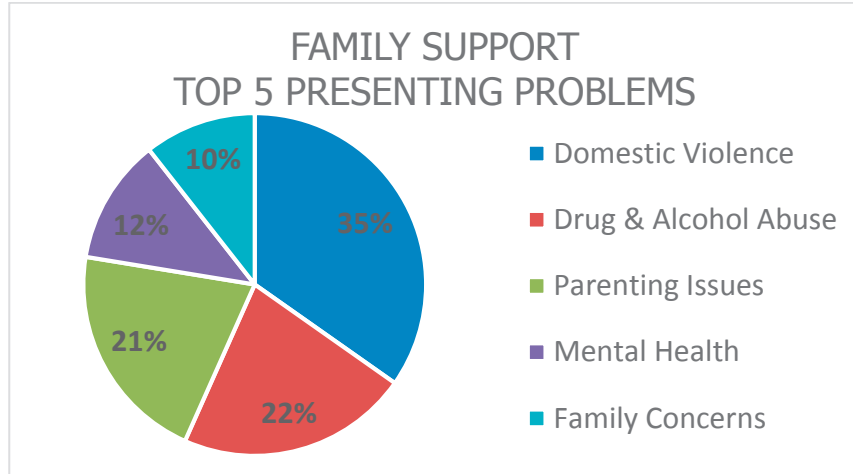
Files can remain open from 30 days and up to 60 days and may remain open if there are Ongoing Child Protection concerns.



In-Home Support Program

The In-Home Support Program serviced a total of 71 individuals throughout the year. Some of the programming consisted of Healthy Relationships, Parenting, Anger Management, Mino Madzwin and Budgeting. The communities that have decentralized will continue with servicing these families through their identified programs.

Of the total, 35% of referrals to the In-Home Support Program were for Healthy Relationships to address Domestic Violence and 21% were for Parenting Programs.



The Agency continues to harmonize culture into all of its programs to ensure its programs and services are based on a wholistic approach.

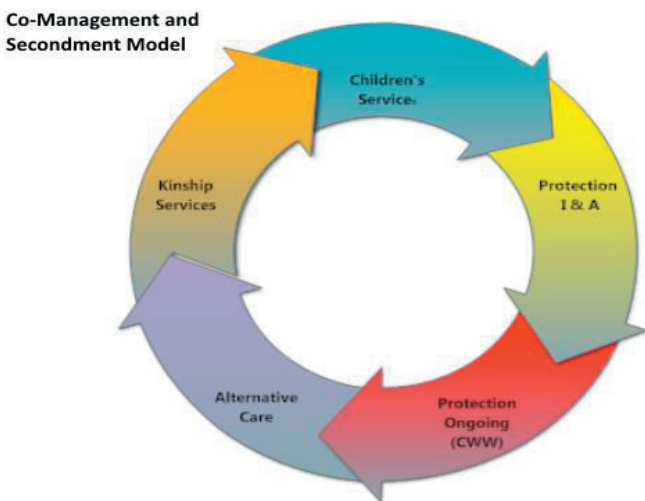
Co-Management/Secondment for Protection Services

This year Nogdawindamin entered a historical journey by beginning our transition of "Returning our Jurisdiction" to provide our own child welfare service for our families and communities. This required Nogdawindamin to enter into agreements with Children's Aid Societies of Algoma and Sudbury to begin training and mentoring our staff to transfer files to Nogdawindamin upon achieving Designation.

One agreement developed was a Co-Management Agreement. This agreement outlines the process for the Agencies workers as they move through transition. The intent of the co-management agreement is to facilitate the transfer of learning with respect to all Child Welfare requirements, including Ministry of Children and Youth Services (MCYS) standards, regulations and directives.

During implementation of Co-Management, it is recognized that the Children's Aid Society retains all child welfare authority as mandated under *the Child and Family Services Act*. As such, the Children's Aid Society has the oversight and accountability for the delivery of all services in compliance with MCYS standards and regulations.

The agencies share the mutual goal of ensuring the safety and well-being of children and strengthening families. Nogdawindamin and both Children's Aid Societies maintain their commitment to quality service delivery that is respectful of the needs of children, youth and families. During this phase our workers are shadowing and are being mentored by the Societies until eventually Nogdawindamin Child Welfare Workers take over the management of the files.



STORIES OF INTEREST

One of our Children in Alternative Care who is in Grade 11 is being scouted by Universities for a possible football scholarship.

The Agency continues to ensure siblings are placed together. In one particular sibling reunification the little girls expressed to our workers that we (the workers) made their "dreams come true" by being able to finally be together. As part of this reunification the Agency facilitated a "Welcoming Ceremony" which was facilitated by our Cultural Department.

The Agency was also privileged to assist with a Naming Ceremony in one of our communities and a Baby Welcoming Ceremony. We are very proud to announce that 90% of our Alternative Care children have their "Spirit Names".

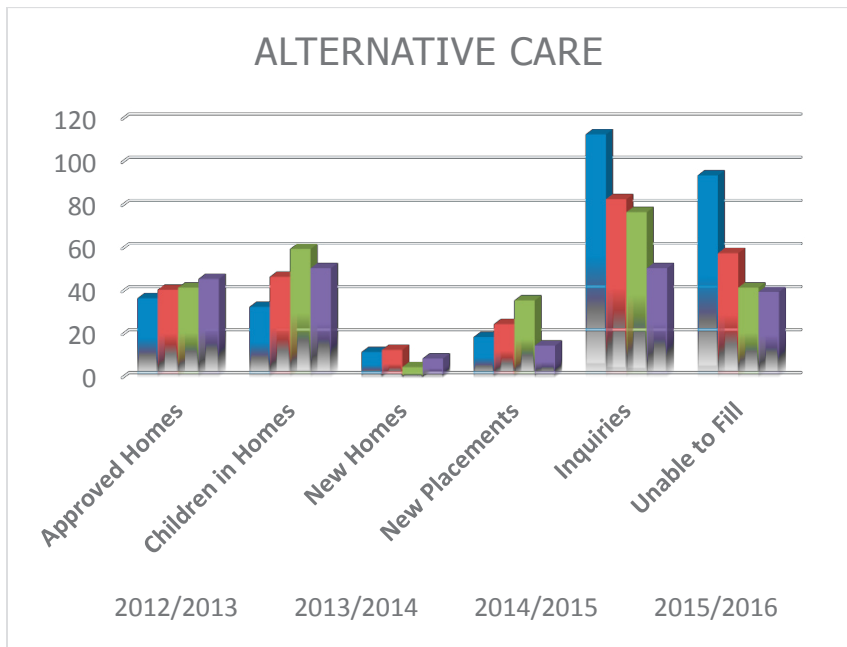
Kawe Nogdawindamin – Alternative (Foster) Care

This year our Agency worked diligently to recruit new homes across the Region resulting in an increase of 9 Alternative Care homes.

Recruitment of Alternative Care Homes

This recruitment strategy included hiring of an entire team to address placement requests that the Agency could not full. The Agency has also invested in additional signage across the Region to enhance recruitment strategies.

The new larger signs are situated along Highway 17 with 2 on the East end. This year 2 additional signs will be situated – one in the Central area and the other in our West Region.



The Agency had 51 children in Alternative Care homes at year end. We were unable to find placements for 40 children over the year.

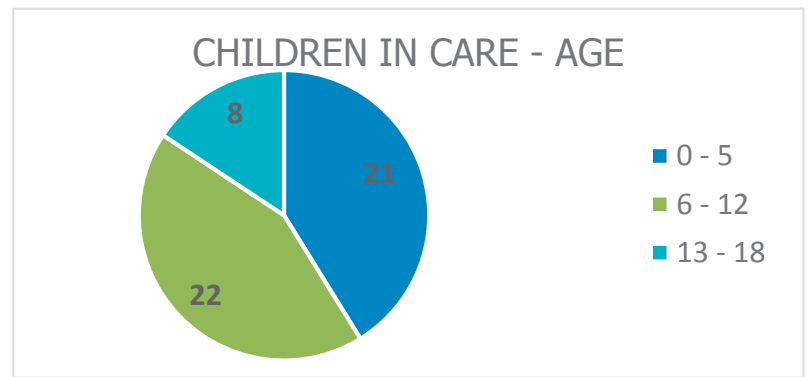
Alternative Care Parents Always Needed

If you or someone else are interested in Fostering, please contact our Head Office and ask for Intake. We will assign a worker to complete your home assessment.

If you have been turned down by the Children’s Aid Society in the past and still want to Foster, please give us a call and we would gladly reassess your home.

The Agency provides training and support to all of our Alternative Care parents.

There is always a need to foster younger children. Our children range in age from 0 to 5 years old.



Weweni – Treatment Alternative Care

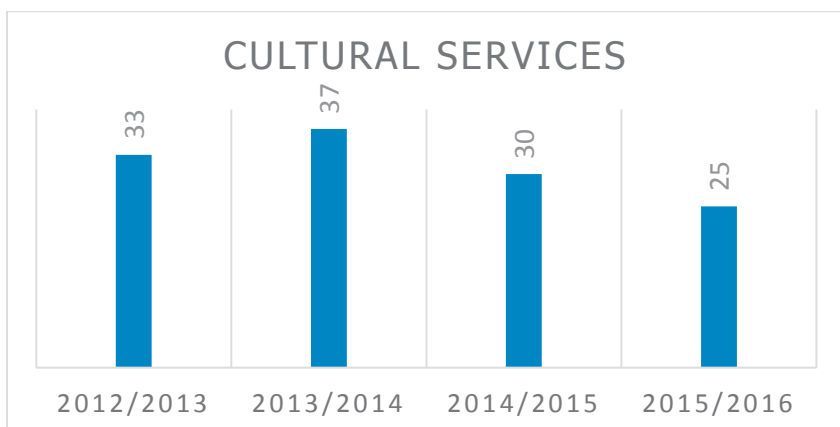
Weweni is a bi-cultural clinical program which offers specialized services to children in care. The team consists of a Clinical Supervisor and 1 Intervention Worker. The Agency is very fortunate to have Dr. Peter Menzies as a Clinical Consultant. This year the agency serviced 12 children helping to stabilize their placements and find positive outcomes.

CULTURAL SERVICES

The Agency is pleased to have expanded the Cultural Department to include our Elder in Residence, Mary Elliot. The hiring of our Elder in Residence demonstrates our commitment to ensuring culture is an integral part of service delivery and ensuring that cultural services are provided to our families and communities.



The Cultural Service Program is an integral part of the service delivery model and the agency is committed to increasing services moving forward as a designated Child Welfare Agency. In consultation with the communities across the region, the Agency developed an intensive Cultural Work Plan that includes Seasonal Teachings/Ceremonies to the staff, Alternative Care children, Alternative Care families, clients and other community members.



Agency Drum

The Agency had the privilege of “Birthing” our Grandfather Drum this Spring. Our drum represents the heart beat of the Agency.

The ceremony was a beautiful day where all staff were invited to witness and be a part of this historical day. The Cultural Coordinator (Mike Bisson) and our Elder in Residence (Mary Elliot) performed the ceremony. We were very grateful to have included one of our Elders, Emma Meawasige as part of the ceremony. One of the main singers for our drum is Andrew Nahwegahbow, a member of Bear Creek. Our drum has been utilized for meetings, ceremonies, cultural teachings and major events of the Agency.



The Cultural Service Department continues to provide ceremonies such as Rites of Passage, Naming and Welcoming Ceremonies to our Alternative Care children. Mike and Mary have also been busy training our Child Welfare Workers and have been formally included in our Child Welfare training to ensure support and guidance is provided to our new Child Welfare Staff.

Bundles

We recognize the importance of self-care and have provided all staff with teachings and the use of personal bundles.

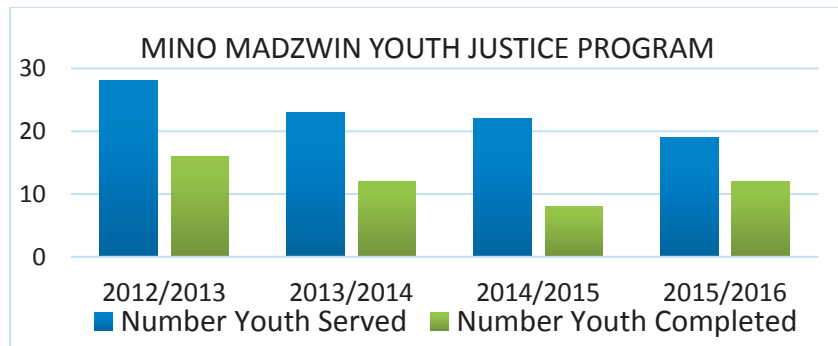
Spring Ceremony

During our Spring teachings our female staff had the opportunity to make skirts and male staff made tobacco pouches. Alternative Care parents and our Elders Council also participated in this day.

Mino Madzwin Youth Justice Program

This computer based service addresses issues relating to Substance Use, Anger Management, Peer and Pro Social and Family and Community. The worker also assists the youth with other referrals to services such as employment, housing, education and health.

The target audience for this service is primarily Youth who are in trouble with the law between the ages of 12 to 18 years old. This year we assisted 19 youth.



Youth In Transition Program

This program assists youth who are exiting care. The goal of the Youth-in-Transition Worker (YITW) program is to support youth in their successful transition out of the Child Welfare System into adulthood. YITW will help youth to develop their goals, and will support youth to identify, access, and navigate adult service systems relevant to their specific and individualized needs in order to pursue their goals.

The Youth In Transition Worker supports youth to connect to existing supports and resources within their communities including: Housing; Supports; Education Resources; Employment Services; Training; Life Skills Training (e.g. financial management, household management); Health and Mental Health Services; and legal services. This year the worker serviced 12 youth across the region. The worker also assisted with other staff and facilitated a Youth Retreat in the Month of March. This event was held in Mississauga. Some activities included Healthy Relationships, Naming Ceremony, Life Skills and Cultural teachings.

SUCCESS STORIES

9-year-old girl

**difficulty expressing her feelings, extreme outburst at school, and self-harming*

**she is now using healthier coping strategies, journaling her feelings and attending cultural events such as full moon ceremonies*

8-year-old boy

**acts out at school and has aggressive tendencies, difficulty expressing feelings*

**grades have improved, and last report card was the best ever*

11-year-old girl

**difficulty with transitioning to her new placement, history of multiple moves/placements, struggles with abandonment, aggression, expressive language and confrontation, diagnosed as having a learning difficulty, ADHD and partial FASD which makes some everyday situations difficult at times.*

**Strategies were given to the child to help her when she is feeling frustrated and she has been able to use those strategies regularly.*

The child and Alternative Care family are very happy with the placement and the child appears to be adjusting to the new home.

HUMAN RESOURCES AND TRAINING

Vince Nolan, Acting Manager, Human Resources

A substantial investment was made this year in both recruitment and training with the on-boarding of 37 new employees. Although projections were for 25.5 positions, service demands and community need dictated an acceleration of plans to ensure the ongoing integrity of our services.

By year end the Agency had taken on the following additional staff:

- Protection Resources Managers 3
- Team Supervisors 8
- Child Welfare Workers 17
- Child Protection Workers 1
- Intake and Assessment Workers 6
- Intake and Assessment Supervisors 2

Along with orientation of new staff, there was a significant investment in training for all members of the Agency. In excess of 1,180 person days were invested in mandatory training by Agency staff. In addition to this, an estimated 40 person days of time was committed by collateral agencies and community partners that joined us in training.

Furthering our partnership values and commitment to collaborative action, there were an additional 167 person days of general professional development training (external workshops and training sessions in specialties and certifications) invested by the agency and its collateral and community partners.

A complete listing of training (see *next page*) shows the extent and complexity of training undertaken by the Agency to ensure capacity development is progressing throughout all levels of the organization.

LEGAL SERVICES

Sonya Morningstar, Manager, Legal Services

The Manager of Legal Services position commenced in October 2015, and was tasked with the responsibility of building the Legal Department from the ground up. Nogdawindamin's existing Legal Policy & Procedures manual was revised in November as per the recommendations of the Capacity Assessment Report (CAR) and resubmitted for approval.

Legal Training

Legal Services has begun organizing training for Band Representatives for April of 2016 on Indigenous Child Welfare; Canadian Law and Inherent Jurisdiction. Additional training being developed will include training for frontline staff to cover topics such as Affidavits, the CFSA and court processes to introduce staff to the legal process.

Legal Document Resources

The department has also prepared a plan for developing resource materials including a Court Document Manual, Practice Guide and training materials for Affidavits, Warrants, Court Protocol, Customary Care; and the CFSA for mandatory staff training. A presentation is also planned for introducing Nogdawindamin to the Judiciary. The Legal Department continues to grow, having added a Law Clerk and has initiated recruitment for legal counsel.



	Training hours	# of sessions	Training Flow Dates	Nog staff	AC Providers	Board of Directors	Community Collaterals	Elders Council		Training hours	# of sessions	Training Flow Dates	Nog staff
Agency Training									OACAS Child Welfare Professional Training (CWPT)				
Minookamig (Spring) Teachings	5	4	May-15	46	16		1	7					
Child Passenger Seat Information	4	2	Jun-15	15	8							Oct 2015 & Feb 2016	42
Niibini (Summer) Teachings	5	2	Jul-15	36	19							Nov 2015 & Feb 2016	39
Orientation to Nogdawindamin	7	4	Aug 2015, Jan & Mar 2016	55								Nov 2015 & Feb 2016	35
Child Welfare Information Solution (CWIS) Training	7	1	Aug-15									Dec 2015 & Feb 2016	36
Cultural Competency	7	2	Aug-15	47	11							Jan & Mar 2016	41
Customer Service	5	1	Sep-15	20									
Serious Occurrence	1.5	2	Oct-15	36			6						
Dwaagi (Fall) Cultural Teachings	5		Oct-15										
First Aid & CPR	14	2	Oct & Nov 2015	19	4								
Mino Bimaadziwin Cultural Teachings	2	5	Nov-15	57	5							Mar-16	19
Reclaiming Youth at Risk w/ Dr. Brokenleg	12	1	Nov-15	37	12	3		4					
CPI Nonviolent Crisis Intervention - Train the Trainer	28	1	Nov-15	2									
Outcome Measures	4.5	2	Dec-15				22						
Training for Board of Directors - Legislative Framework for CASs; Quality Assurance and Monitoring	14	1	Dec-15	4		6							
Change Management	5	2	Jan-16	47									
Defensive Driving	3	3	Jan & Feb 2016	58									
Performance Management and Effective Communication for Supervisors and Managers	6	1	Feb-16	19									
Cpi Nonviolent Crisis Intervention	12	1	Mar-16				13						
Intro to CFSA and Child Protection Standards	7	1	Mar-16	10									
OACAS Training									External Training				
OACAS Forensic Interviewing	14	1	Feb-16	3								Sep-15	1
Leadership Development for Supervisors and Managers	21	1	Feb-16	3								Sep-15	2
(Note: Multiple dates means multiple sessions held)									Signs of Safety				
									Joint Health and Safety Committee Certification				
									Circle of Courage				
									Working with Concurrent Disorder Clients in Addiction				
									Applied Suicide Intervention Skills (ASIST)				
									Sleep Well, Sleep Safe				
									Violence Against Women				
									Supporting Families with Mental Health Concerns				
									Girls on Edge				
									Cyberbullying and Sexting				
									Vicarious Trauma				
									Strategies for Resolving the Impact of Post-Traumatic Stress Disorder				
									Mental Health First Aid				
									Motivating Change				

NAADMAAGEJIK - ELDER'S COUNCIL

Nogdawindamin continues to meet with our Elders Council regularly for direction, guidance and support. The Elders Council meets quarterly and are also included in other events such as Ceremonies, Alternative Care Events and Ministry meetings.

Emma Meawasige



Emma is a member from Serpent River First Nation. She is 80 years old and spent 4 years in St. Joseph Residential School in Spanish Ontario. She was married for 40 long years and lost her husband to diabetes. She is fluent in the language and sits on Nogdawindamin Elder's Council as a representative of Serpent River First Nation and is also an Elder for the North Shore Tribal Council.

Emma enjoys wood carving, making baskets with birch bark, knitting, sewing and bingo. She also keeps busy writing poems and short stories.

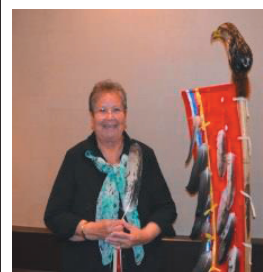
Emma comes from a family of eight children (4 boys and 4 girls). They were raised speaking only Ojibway, speaking English only while at school. Emma has two daughters, four grandchildren and one great grandchild. Some of Emma's major accomplishments are receiving a Diploma in Social Services and working in the field for 20 years, receiving a Diploma in Journalism, and working as a membership clerk for 7 years.

She has written two books and two books of poems. She has also initiated a food bank that is still up and running today. Emma's happiest memories are having her two daughters born after twelve years of marriage and watching them achieve their educational goals.

"To assist our communities and helping agencies to learn the language and practice our culture, buy my Anishnabemwin books. Someday our Youth will be leaders in our community and they will need to know our culture and language to be proud of who they are".

July 2016

Grace Manitowabi

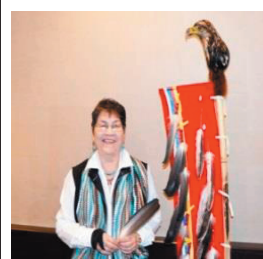


Grace was born July 15, 1945. Growing up she attended Mount St. Joseph College. She is now a member of Nogdawindamin Elder's Council representing her community Sagamok Anishnawbek First Nation. Her father's name is Louis Toulouse, her mother's name is Henrietta Eshkokogan, and she has nine siblings. Grace has two children and five grandchildren. Grace's accomplishments are sitting on various Committees and Councils. Her happiest memories are family gatherings.

"To help our communities and helping agencies understand the culture, we need to act now and start using and teaching the language. It will make a difference for our youth if we help them to be strong like Elders. This will give them to give the gift of a stronger identity".

July 2016

Rose Mary Pine



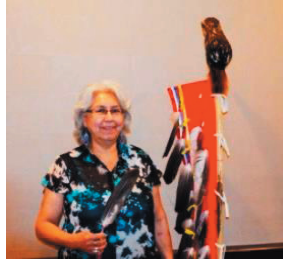
Rose Mary was born in Garden River First Nation and represents Garden River on Nogdawindamin's Elder Council. She attended Hamilton Hospital for 2 years while continuing her education, and also attended St. Joseph Residential School in Spanish, Ontario. Rose Mary's mother's name was Clara and her father's name was John. She has 3 sisters and one brother. Rose Mary has 5 children (3 boys and 2 daughters), 7 grandchildren and 2 great-grandchildren (one boy and one girl).

Some of Rose Mary's accomplishments are raising her five children and gaining a Certificate in Land Management. Some interesting facts about Rose Mary - she created a large Willow Dream Cather for David Suzuki, and managed her own craft shop. She also served on various committees including lands, membership, recreation policies, and various projects (i.e. four-lane highway, Squirrel Island settlement).

"To help our communities and to support and promote the language, we need to hire language teachers and organize and promote Elder's and Youth Gatherings. This will allow the Elders and Youth to reconnect as well as share stories and history of Garden River. We can build stronger communities by starting with our youth. We can teach our youth self-esteem and confidence to improve their sense of identity".

July 2016

Mary Quisess Simon

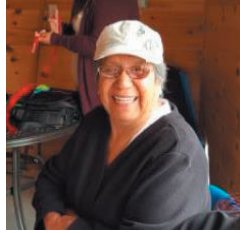


Mary was born in the far north as a band member of Eabametoong First Nation, attended high school in Kenora, Ontario, and was a boarding student. She worked as a Personal Support Worker for 40 years and presently lives in Thessalon First Nation with her partner of 40 years, Albert Simon. She represents Thessalon on Nogdawindamin Elder's Council. Her mother's name is Annie AtLooken and she has one sister and two brothers. She is the proud mother of 2 boys, and has raised 3 step children and a niece. She has 7 grandchildren and 7 great-grandchildren. Some of Mary's happiest memories are spending time with family and friends, and being an athlete in her younger days (baseball, skiing, and bowling). She loves to play board games and cards, and has mastered beading and leather work. She also likes making Anishnabe dolls to share talent and culture with others. She teaches crafts and does show and tell at local schools, and makes purses, pouches, moccasins, flowers and hairpieces. She speaks 50% of the Ojibwa language.

"To help our communities and helping agencies understand our culture, we need to teach the language in our schools. To make a difference for our youth, and to improve their sense of identity and connection with culture, we should start by giving them their names and colours".

July 2016

Gertrude Nootchtai



Gertrude was born October 13, 1945 and is from Atikameksheng Anishnawbek which she now represents on Nogdawindamin's Elder Council. She attended Whitefish Lake Day School, St. Joseph Residential School in Spanish Ontario, Sudbury Secondary High School and Cambrian College. Gertrude was raised by her Grandparents, Angeline Nebenionquit and Sam Paishegwonabe. Her Mother's name was Margaret Elliott. She has two sisters and three brothers. Gert has one son, 3 grandchildren and 1 great grandchild. Her major accomplishment is working 31 years for Atikameksheng Anishnawbek and her happiest memories are of the birth of her son, grandchildren and great grandson. She loves being a grandmother and great grandmother. She likes to sew, knit and crochet. She also serves on both both Police and Social Services committees.

"To help our communities and agencies, we need to continue learning the language and reinforcing our culture. A stronger sense of identity and culture will help our youth with self-esteem - to be proud Anishnawbe. With this they will have self-confidence to be strong and caring leaders. They are our future".

July 2016

Harvey Bell



Harvey was born January 21, 1946. The schools he attended are St. Mary's, St. Thomas, Sir James Dunn, Sault Tech, and Sault College. Harvey's mother's name is Mary Delores and he has four sisters and two brothers. Harvey has one daughter and one granddaughter. Some of Harvey's accomplishments include sitting on Batchewana First Nation for a number of years and serving six years as Chief. Harvey has also helped established many businesses in his community. He helped Batchewana First Nation

become partners in 2 wind farms (Bow Lake and Goulais Wind Farm - a \$260 million dollar project) and has also helped establish solar projects. Harvey sits on the Nogdawindamin Elder Council representing Batchewana First Nation. His happiest memory was becoming a proud grandfather (Mishomis). Harvey is a pipe carrier and a pipe maker, he also makes medicines and is part of a Rock and Roll Band.

"We need to establish a cultural building for our communities and helping agencies so they can support speaking the language and practicing the culture. We can make a difference for our youth if we teach them self-confidence and to feel better about themselves - a stronger identity will help them as our future community leaders".

July 2016

Willard Pine



Willard was born June 3, 1939. He lives in and represents Mississauga First Nation as an Elder for Nogdawindamin. He attended Reserve School until grade 8 and trade school until grade 10. When Willard was one he went and lived with his foster parents Dave Morningstar and Maggie Morningstar, and the older couple raised him. He has nine siblings. Willard has nine children, 23 grandchildren and 34 great-grandchildren. Willard served as Chief of Mississauga First Nation, worked as a Miner and had a number of jobs in the Toronto area. His happiest memories are trapping when he was a little child. Willard is a part of the T.E.K. Elder's Committee and a member of the Nogdawindamin Elder's Council.

"To help our communities and helping agencies understand our culture, we need to Speak Ojibway and teach the language. To assist our youth, we can make a big difference by teaching the language in the schools. This will give them a stronger sense of cultural identity".

July 2016

FUNDING SOURCES

The agency enjoys positive relationships with a variety of funding and sponsorship partners including:

- Ministry of Community and Social Services
 - Capacity Development
 - Youth Justice
 - Youth In Transition
 - Mental Health Professional Development
- Foster Care Revenue
 - Childrens Aid Society of Algoma
 - Childrens Aid Society of Sudbury-Manitoulin
 - Childrens Aid Society of Peel
 - Kina Gbezhgomi Child and Family Services
 - Native Child and Family Services
- Dilico Anishinabek Family Care - Family Services
- Maamwesying North Shore Community Health Services (Dr Brokenleg Training)
- Children Aid Society of Algoma (Secondment Revenue)
- Algoma District School Board (Cultural Speaking fees)
- Community members (Donations)
- Vendors – Donations
- Staff Donations

NORTH SHORE TRIBAL COUNCIL - COMMUNITIES

Batchewana First Nation

Chief Dean Sayers
Kim Lambert , CEO
Vanessa Williams, Director of Human Services



Garden River First Nation

Chief Lyle Sayers/Chief Paul Syrette
Chester Langille/Vacant, CAO
Pam Nolan, Director, Health and Social Services



Thessalon First Nation

Chief Alfred Bisailon
Mary Jane Wardell , Band Manager
Laura Robinson, Health and Social Services Director



Mississauga First Nation

Chief Reginald Niganobe
James Cada, Director of Operations
Linda Ambeault, Health & Social Service Director



Serpent River First Nation

Chief Isadore Day/Chief Elaine Johnston
Brenda Rivers, Director of Operations
Laura Commanda/Leila Macumber, Community Wellness Manager



Sagamok Anishinawbek

Chief Paul Eshkakogan
Alan Ozawanimke, CAO
Fern Assinewe, Community Wellness Director



Atikameksheng Anishinawbek

Chief Steve Miller
Jeanne Naponse, Director of Operations
Pam Naponse-Corbiere, Director, Health and Community Wellness



STAFF LISTINGS*as of March 31, 2016***EXECUTIVE DIRECTOR**

Kerry Francis Executive Director
 Stoney Burton Community Relationship Coordinator – contract
 Rosemary Assinewe Administrative Assistant – contract

SERVICES

Karen Kennedy Director of Services
 Lorraine Dodd Protection and Resource Manager – West
 Kim Aelick Protection and Resource Manager - Central – contract
 Sandra Southwind Protection and Resource Manager – East
 Peggy Rice Project Coordinator – contract
 Kathleen Chiblow Administrative Assistant – contract
 Stacey Musgrove Services Administrative Assistant – contract

ANISHNAWBEK FAMILY PRESERVATION

Lisa Reid Prevention Services Coordinator
 Elizebeth Jordan Family Support Worker – West – contract
 Kim Mianskum Family Support Worker – West
 Linda Maahs Family Support Worker – West – contract
 Liza Scobie Family Support Worker – West – contract
 Patricia Lesage Family Support Worker – West*
 Natascha Contin Family Support Worker – East – contract
 Rhonda Stoneypoint Family Support Worker – East – contract*
 Rose Brault Family Support Worker – East – contract
 Wendy Debassige Family Support Worker – East – contract

TREATMENT ALTERNATIVE CARE

Vivian Elsby Clinical Coordinator – contract
 Brittany Begin Intervention Worker – contract

ALTERNATIVE CARE

Ashley Bell Alternative Care Supervisor – West – contract
 Heather MacLary Alternative Care Worker – West – contract
 Mallory McCormick Alternative Care Worker – West – contract*
 William Jonah Alternative Care Worker – West – contract
 Ronnie George Alternative Care Worker – West – contract*
 Tamara Musgrove-Boissoneau Alternative Care Worker – West
 Brent Niganobe Alternative Care Worker – Central
 Kelly Gionette Alternative Care Worker – Central
 Miranda Recollet Alternative Care Worker – Central – contract
 Angela Fermo Alternative Care Worker – East – contract
 Brett Barager Alternative Care Worker – East – contract
 Kim Seabrook Alternative Care Recruiter – West – contract
 Carol VanSteeland Alternative Care Clerk – contract
 Melody Neiva Alternative Care Clerk

CHILD WELFARE WORKERS

Delores Moulton Team Supervisor – Urban
 Stephanie Boyer Team Supervisor – Batchewana
 Shelly Pascall Team Supervisor – Garden River
 Holly Johnston Team Supervisor – Central
 Eileen Smith Team Supervisor – Sagamok
 Juanita Skruibis Team Supervisor – Atikameksheng
 Hollie Howson Child Welfare Worker – Urban
 Johnna Derrick Child Welfare Worker – Urban
 Melissa Gagnon Child Welfare Worker – Urban
 Stephen Nahwegahbow Child Welfare Worker – Batchewana
 Terri Lynn Carter Child Welfare Worker – Batchewana
 Mallory Marinich Child Welfare Worker – Garden River
 Britney Troch Child Welfare Worker – Central

"We are getting there, Nog's Journey" Gidagshainmin Nodmadin**Pg - 22**

Dawn Boston Child Welfare Worker – Central
 Karli Lee Child Welfare Worker – Central
 Michelle Owl Child Welfare Worker – Central
 Andrew Nahwegahbow Child Welfare Worker – Sagamok
 Nora Abitong Child Welfare Worker – Sagamok
 Allison Owl Child Welfare Worker – Atikameksheng
 Pamela Brown-Zammit Child Welfare Worker – Atikameksheng
 Rachel Pattison Child Welfare Worker – Atikameksheng
 Jackie Lewis Intake Worker
 Terry Longboat Team Supervisor, Central (Secondment/Contract)

CULTURAL SERVICES

Mike Bisson Cultural Coordinator
 Mary Elliott Elder in Residence – contract

INVESTIGATION AND ASSESSMENT WORKERS

Tashina Nadjiwon Team Supervisor, Investigation & Assessment West
 Roy Simpson Team Supervisor, Investigation and Assessment East^
 Kaitlyn Neveu Investigation and Assessment Worker – West
 Peter Eyndhoven Investigation and Assessment Worker – West
 Grant Peltier Investigation and Assessment Worker – East
 Nikki Williams Investigation and Assessment Worker – East
 Patricia Thompson Investigation and Assessment Worker – East*
 Shannon Arendse Investigation and Assessment Worker – East

INFORMATION TECHNOLOGY/FACILITIES

Jon O'Toole Information Technology Manager
 Matthew Hayman Help Desk Specialist
 Jason Huang - Prevention Services Database Moderator – contract
 Greg O'Neill Facilities Coordinator – contract

FINANCE/ADMINISTRATION

Teresa Migwans Director, Finance and Information Technology
 Patrick Mistal Director, Finance and Information Technology*
 Darlene Purawec Accounting Supervisor
 Kim Belleau Finance Clerk
 Suzanne Richard Finance Clerk
 Pauline Constant Receptionist – Head Office
 Jordan Sayers Receptionist – Head Office – contract*
 Shannon Van Every Receptionist – Satellite Office – contract

HUMAN RESOURCES

Tania Johnston Director of Human Resources^
 Vince Nolan Human Resources Manager – contract
 Kathryn Skov Human Resources Assistant
 Kristina Pelletier Human Resources Administrative Assistant – contract
 Mary Russell Human Resources Administrative Assistant – contract
 Carrie Virta Data Entry Clerk – contract
 Jo'Anne Bumbacco Staff Trainer
 Lana Debassige Staff Trainer

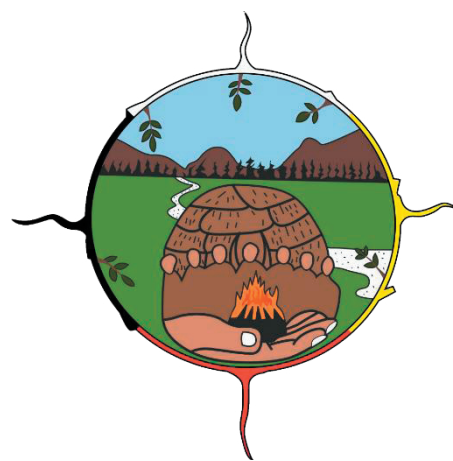
LEGAL SERVICES

Sonya Morningstar Manager of Legal Services – contract
 Laurie Jacques Law Clerk – contract

MINO MADZWIN/YOUTH IN TRANSITION

Clayton Proulx Mino Madzwin Worker
 Nicole Seabrook Youth in Transition Worker - contract

*Note: * = Contract Ended/Resigned***"We are getting there, Nog's Journey" Gidagshainmin Nodmadin****Pg - 23**



Appendix A

Financial Statements



Tel: 705 945 0990
 Fax: 705 942 7979
 Toll-Free: 800 520 3005
 www.bdo.ca



BDO Canada LLP
 747 Queen Street E
 PO Box 1109
 Sault Ste. Marie ON P6A 5N7 Canada

**Nogdawindamin
 Family and Community Services
 Statement of Financial Position**

March 31, 2016 2016 2015

Assets			
Current			
Cash	\$ 1,133,275	\$ 885,987	
Accounts receivable	241,987	282,672	
Prepaid expenses	78,530	35,223	
	<u>1,453,792</u>	<u>1,203,882</u>	
Capital assets (Note 2)	<u>952,381</u>	<u>302,868</u>	
	<u>\$ 2,406,173</u>	<u>\$ 1,506,750</u>	
Liabilities and Net Assets			
Current			
Accounts payable and accrued liabilities	\$ 575,434	\$ 411,725	
Deferred revenue	1,605	765	
	<u>577,039</u>	<u>412,490</u>	
Net assets			
Reserves (Note 4)	961,340	844,102	
Investment in capital assets	952,381	302,868	
Unrestricted net assets (deficit)	(84,587)	(52,710)	
	<u>1,829,134</u>	<u>1,094,260</u>	
	<u>\$ 2,406,173</u>	<u>\$ 1,506,750</u>	

On behalf of the Board:

 Director
 Director

Independent Auditor's Report

To the Members of Nogdawindamin Family and Community Services

We have audited the accompanying financial statements of Nogdawindamin Family and Community Services, which comprise the statement of financial position as at March 31, 2016, and the statements of operations, changes in net assets and cash flows for the year then ended and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility


Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

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

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

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of Nogdawindamin Family and Community Services as at March 31, 2016, and the results of its operations, change in its net assets and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.



Chartered Professional Accountants, Licensed Public Accountants

Sault Ste. Marie, Ontario
 August 20, 2016

**Nogdawindamin
Family and Community Services
Statement of Financial Position**

	2016	2015
Assets		
Current		
Cash	\$ 1,133,275	\$ 885,987
Accounts receivable	241,987	282,672
Prepaid expenses	78,530	35,223
	1,453,792	1,203,882
Capital assets (Note 2)	952,381	302,868
	\$ 2,406,173	\$ 1,506,750
Liabilities and Net Assets		
Current		
Accounts payable and accrued liabilities	\$ 575,434	\$ 411,725
Deferred revenue	1,605	765
	577,039	412,490
Net assets		
Reserves (Note 4)	961,340	844,102
Investment in capital assets	952,381	302,868
Unrestricted net assets (deficit)	(84,587)	(52,710)
	1,829,134	1,094,260
	\$ 2,406,173	\$ 1,506,750

On behalf of the Board:

 Director

 Director

The accompanying notes are an integral part of these financial statements.

**Nogdawindamin
Family and Community Services
Statement of Operations**

	2016	2015
For the year ended March 31, 2016		
Revenue		
Ministry of Community and Social Services	\$ 1,942,721	\$ 1,942,721
Ministry of Community and Social Services - Youth justice	64,000	62,000
Ministry of Community and Social Services - Child welfare capacity	3,562,700	984,000
Ministry of Community and Social Services - Mental health	15,485	9,657
Ministry of Community and Social Services - Youth in transition	70,000	8,000
Foster care	2,208,343	2,188,277
Other	84,383	77,875
	7,947,632	5,272,530
Expenses		
Advertising and promotion	54,854	20,350
Automotive	87,771	89,742
Bank charges and interest	1,862	1,522
Board	22,833	23,080
Capacity development	46,258	34,276
Equipment rental	26,994	39,797
Foster care payments	937,287	873,164
Foster care appreciation	24,122	29,197
Insurance	64,165	46,203
Mental health training	19,170	14,156
Postage, stationary and office supplies	79,891	34,638
Prevention - community support	669,979	669,079
- family support	200,671	-
Professional fees	12,943	10,241
Program resources	45,997	11,295
Purchased services	106,815	55,069
Relocation	450	788
Rent	259,101	176,950
Repairs and maintenance	72,558	14,816
Salaries - staff	3,228,385	1,981,994
- on call	20,950	21,100
- benefits	515,336	369,966
Start-up	2,331	12,413
Telephone	66,335	50,061
Training and recruitment	176,860	67,364
Travel	290,306	143,420
Youth retreat	10,367	-
	7,044,591	4,790,681
Revenue over expenses before provision	903,041	481,849
Provision for:		
Amortization of capital assets	168,167	92,348
	\$ 734,874	\$ 389,501

The accompanying notes are an integral part of these financial statements.

