

NOGDAWINDAMIN FAMILY & COMMUNITY SERVICES

CELEBRATING 25 YEARS

Annual Report 2014 – 2015



Genogdawinjigemin (We Are The Care Takers)

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AGENCY INFORMATION

EXPLANATION OF THE LOGO

The outer ring represents the Circle of Life and the Four Directions.

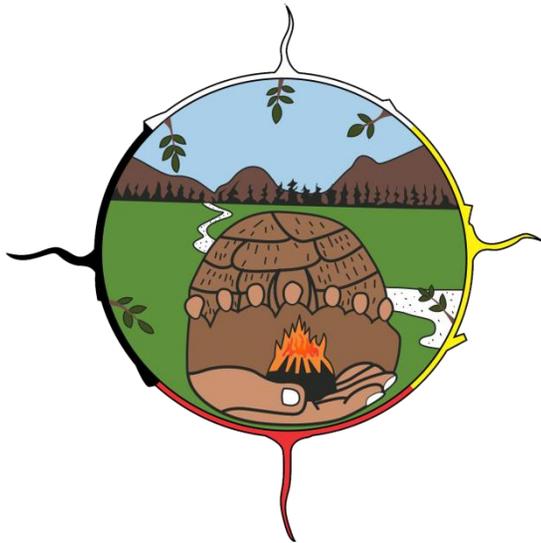
The river and the mountains represent the hardships we face, we all have mountains to conquer and rivers to cross in order to succeed.

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 the days of the 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.

BOARD PRESIDENT AND EXECUTIVE DIRECTOR'S REPORT

Luanne Povey, Board President

Kerry Francis, Executive Director

On behalf of Nogdawindamin staff and Board of Directors we welcome everyone to Nogdawindamin Family and Community Services 25th Annual General Meeting. The Elder's Council has identified this year's theme as: We are the Care Takers – "Genogdawinjigemin".

It has been exciting and rewarding to reflect back on the past 25 years to see the accomplishments and milestones that we have achieved to date.

Our journey began back in 1987 when the North Shore Tribal Council issued a Resolution that resulted in the development of a Tribal Agency. Each First Nation Community appointed a representative to mobilize and govern the development process.

In 1990, Nogdawindamin was incorporated and 9 staff was employed with the Agency. In 1992, the staff complement increased to 24 employees for the delivery of prevention services and in particular community support services, family support, specialized counselling services and cultural services.

In 2004, we obtained a Ministry license to provide Alternative Care Services. This led to Nogdawindamin approving families to care for children that required out of home care due to child welfare concerns. At the end of the 2005 fiscal year, Nogdawindamin approved 7 alternative care homes that provided care to 5 children. As of September 2015, we are currently operating with 43 approved homes and providing care to 51 children. In April 2015, we also

added the Treatment Alternative Care service which is an expansion of the Alternative Care department. This service is designed to provide training to our staff and alternative care parents. In addition, the service encompasses a clinical component that will provide alternative care parents with enhanced skills and training to provide assistance to children that require intensive support and care.

In 2005, we introduced the Mino Madzwin Youth Justice program. This service was developed to assist families to navigate through the Youth Justice System and to provide direct support to Youth who are involved in the Justice System. Nogdawindamin continues to provide this service throughout the region.

In 2009, a Resolution was issued and served upon the Ministry and the local CAS's of the Agency's intent to pursue designation. We proceeded to complete consultations with member First Nations and the ground work was done to determine feasibility and capacity requirements to pursue designation as a full child welfare authority.

In 2011, we moved forward into the Graduated Development Phase to achieve society status. Since 2011, we have continued to address the Ministry requirements to achieve designation. As of March 2015, the total staff complement was 53 employees.

Within this past year, we have once again continued to balance the task of providing quality prevention services to our families and communities while simultaneously engaging in numerous endeavors directly related to achieving our goal of Designation as a mandated Child Welfare Authority.

We completed and finalized the Ministry required child welfare policy and procedure manuals including the mandatory service protocols. As a part of the community readiness strategy, we engaged member First Nation communities and urban services to begin the process of defining service systems to ensure preparation and readiness for the implementation of protection services that will be delivered to our First Nation citizens once designation occurs.

Taking into consideration the invaluable work we do, we would not have managed to achieve as many outcomes without having a complement of dedicated staff that continually provides quality service throughout the region to our First Nation citizens through our Prevention, Alternative Care, Mino and Cultural Services Programs.

In keeping with our tradition of giving thanks, we would also like to acknowledge those who have contributed to the work we have done to assist us in getting to where we are today; our Alternative Care Providers, Elders, the Board of Directors, our First Nation Chiefs, Health and Social Services Managers/Directors, and community staff. This ongoing shared commitment helps us to continue to provide cohesive services to our First Nation children and families.

Throughout this process, we will continue to engage and consult the member First Nations' Leadership and the Elder's Council moving forward. The guidance and direction that is provided reinforces we are providing a holistic service that is grounded in the Anishnawbek culture and values.

We look forward to moving forward through transition and finally achieving designation!



CHILD WELFARE CAPACITY DEVELOPMENT FOR DESIGNATION REPORT

Peggy Rice – Project Coordinator – Designation

Kerry Francis – Executive Director

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

The Five Phases are:

Phase 1 – Assessing Community Interest, Support and Readiness

Phase 2 – Capacity Development, developing the organizational and service delivery capacity to deliver child welfare services

Phase 3 – Developing a Transition Plan and begin implementation of service delivery through the Aboriginal delivery Organization

Phase 4 – Ministerial Designation

Phase 5 – Sustaining capacity and building on standards and quality of services

As per Phase 2, we completed the child welfare policy and procedure manuals and service protocols. This process was lengthy and the Board of Directors wanted to ensure that:

- The Child Welfare Policy Manuals and Protocols for Child Welfare Service Delivery reflected the Community Consultation Recommendations and followed best practices in service delivery.
- The documentation included proposed child welfare service delivery mechanisms based on the regular and ongoing consultation that has been completed to date with the member First Nations.

At the conclusion of the 2014/2015 fiscal year, extensive work was completed to address Phase 2 Development and to prepare for Phase 3.

The highlights of this year include the completion of the following areas:

- Child Welfare Policy and Procedure Manuals and Service Protocols that incorporated the Community Consultation Recommendations.
- Organizational Chart for Child Welfare Service Delivery.
- Human Resources Recruitment Plan that identifies the plan to recruit staff to proceed into the Transition Phase and to address the requirements of the Organizational Chart.
- Training Plan that identifies the plan to train existing and new staff for the delivery of child welfare services based on the proposed Child Welfare Service Delivery Model.
- Jurisdiction framework document that identifies the geographic area proposed to provide child welfare services.
- Three Year Transition Plan and Budget.

- The recruitment process to hire the Senior Management Team for Child Welfare was finalized in the final quarter of the year.
- The establishment of working groups with the local Societies; Algoma and Sudbury CAS to commence transition planning development and partnerships.
- On February 25 & 26, 2015, we hosted an Annual Regional Session on Child Welfare to provide a Designation Update and commence service protocol development and planning with Chiefs, Senior Management, Board of Directors, Health Directors/Managers and Community Partners.

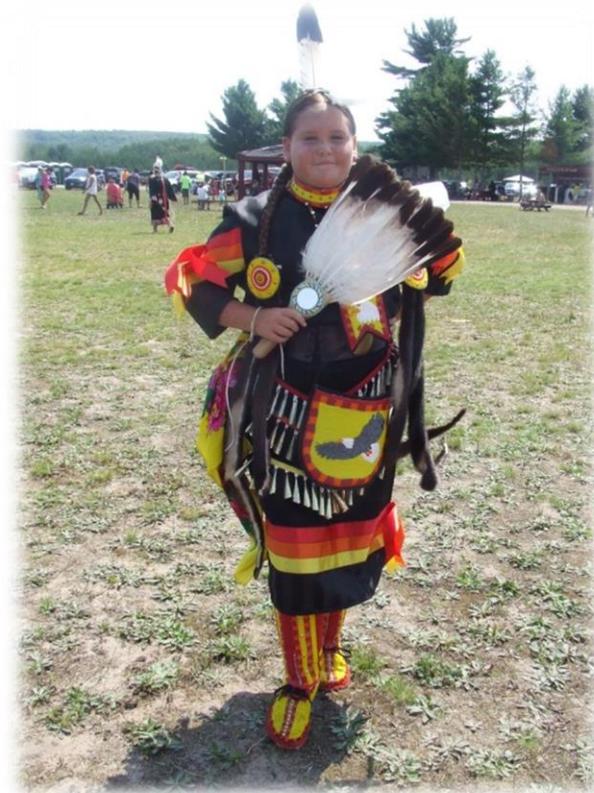
COMMUNITY READINESS PROCESS

Throughout this year, we continued to implement the Community Readiness process with the member First Nations which will be on an ongoing basis until Designation is attained.

The Community Readiness process was designed to work closely with each member First Nation to provide education and assistance in developing the Community Based Service Models to respond to Nogdawindamin's proposed Child Welfare Service Delivery Model.

Extensive work will continue to ensure that Nogdawindamin and the member First Nations have a Service System established to respond to and manage child welfare cases prior to Transition and Designation.

Nogdawindamin will continue to work with the member First Nations into the next fiscal year.



SERVICES REPORT

Karen Kennedy, Director of Services

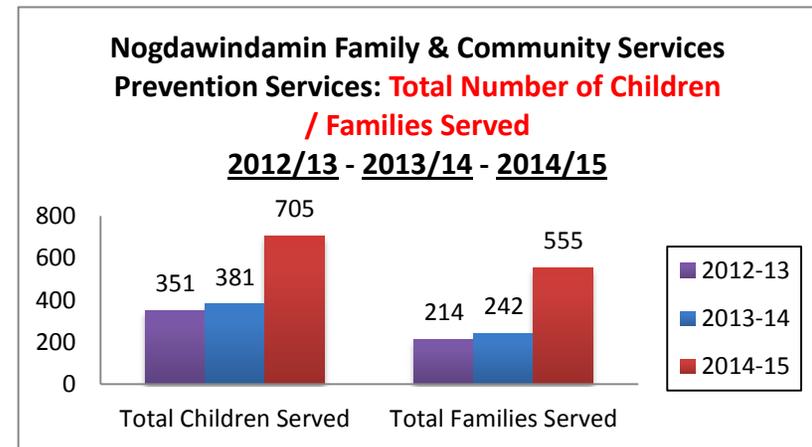
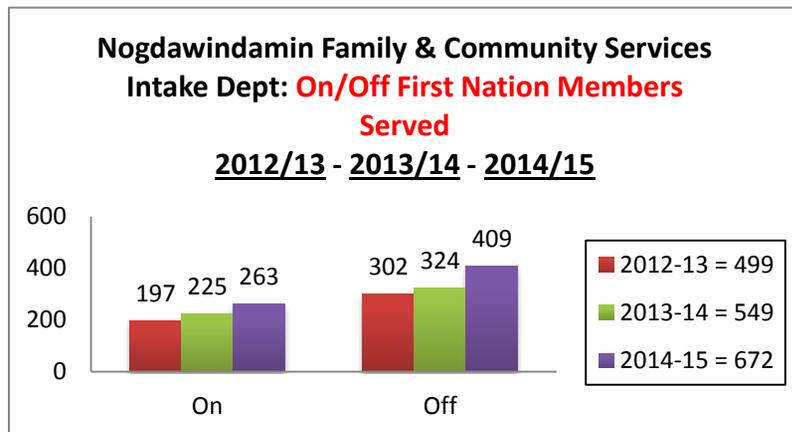
Agency Data

This past year, we have refined service data for all service departments. This will result in producing data that is more reflective and accurate of the service that we are providing within the service departments. You will notice a significant increase in service volumes within some of the service departments related to families that we served this past year. In preparation for moving forward with prevention decentralization to the First Nations, the staff from the Information Technology department are preparing service profiles for each of the First Nations that will identify the service that we have been providing related to family support and in-home support services. The service profile will encompass the total number of families served, the total number of individuals serviced and presenting problems.

Anishnawbek Family Preservation

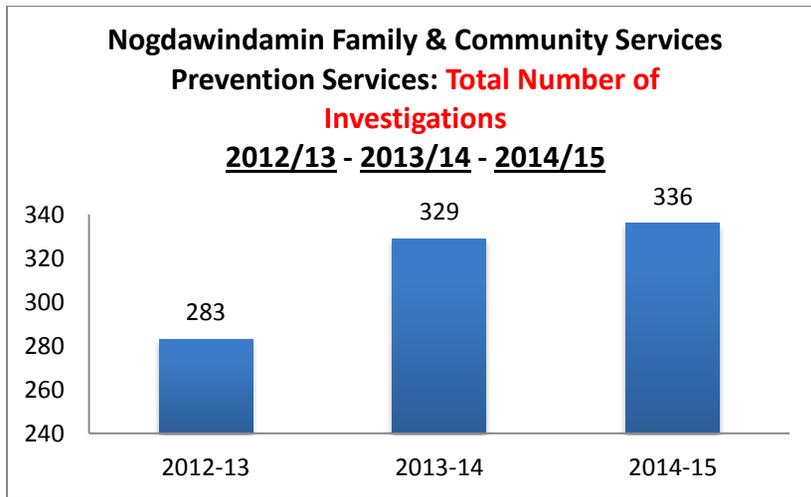
Family Support Program

Nogdawindamin continues to streamline services through central intake which is located at the Batchewana head office. The Family Support Workers continued to provide support and advocacy across the region. In 2014/2015, we provided service to a total of 555 families and 705 children. This is a significant increase from the past year with service being provided to a total of 242 families and 381 children.

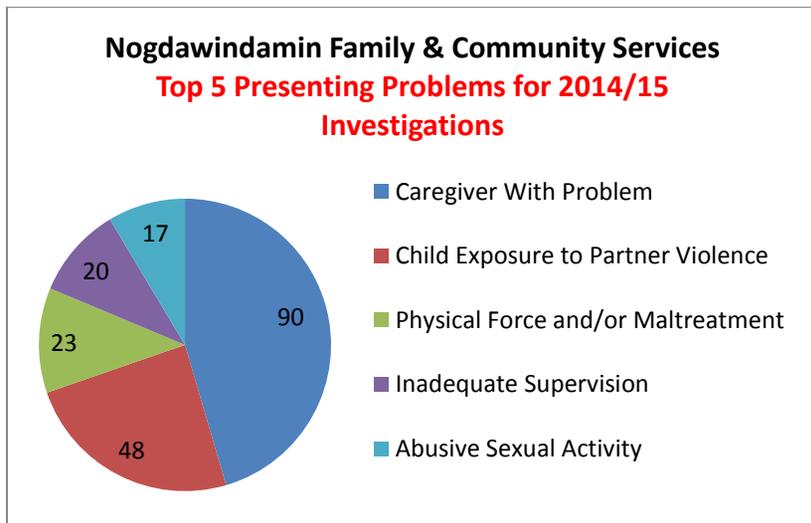


Based on the 2014/2015 fiscal year we provided service to a total of 672 members from the member First Nations. A total of 263 members were serviced on reserve and a total of 409 members were serviced off reserve. In comparison to previous years, the numbers of services provided to members' off-reserve continues to increase.

The Family Support Workers attended a total of 336 child protection investigations throughout the 2014/2015 fiscal year.



Presenting problems included:



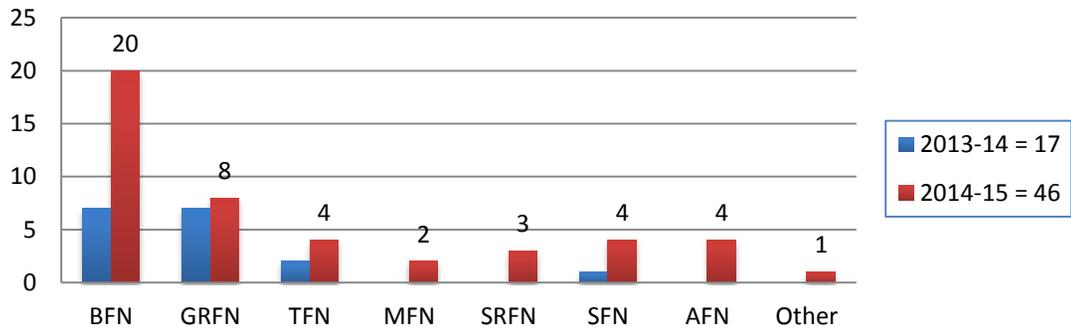
In October 2014, there was an identified need to expand services due to increased service volumes and caseloads within the Anishnawbek Family Preservation, In-Home Support and Alternative Care Programs. One additional team was added in the west.



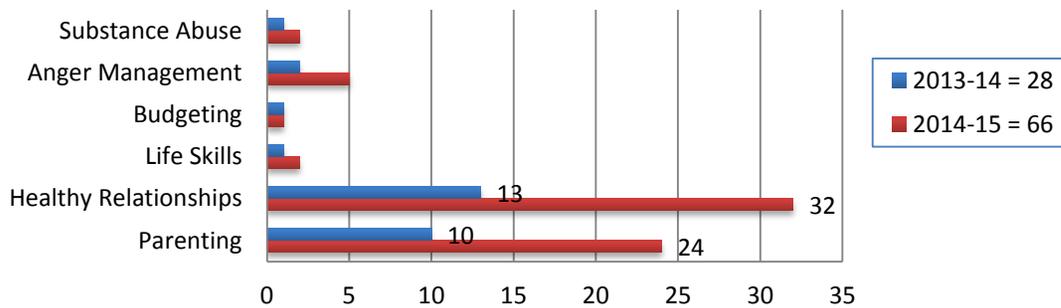
In-Home Support Program

As part of the service expansion plan, the In-Home Support Program workers were increased from two to four workers. The types of programming that have been provided include but are not limited to the following: Triple P Parenting, Traditional Parenting, Healthy Relationships, Anger Management and Budgeting.

**Nogdawindamin Family & Community Services
In-Home Support Services: **Number of Members Served**
2013/14 - 2014/15**



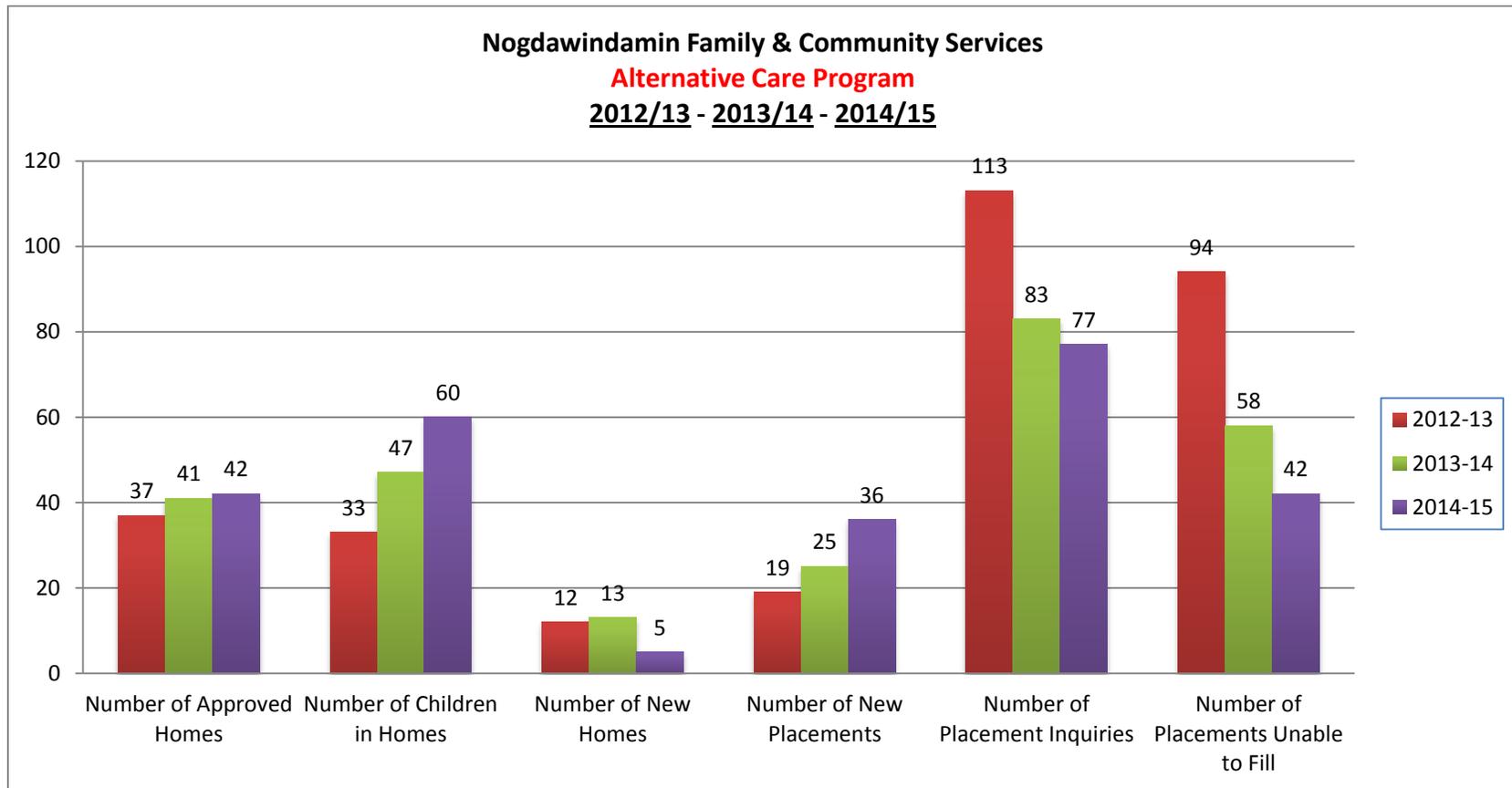
**Nogdawindamin Family & Community Services
In-Home Support Services: **Programs Requested**
2013/14 - 2014/15**



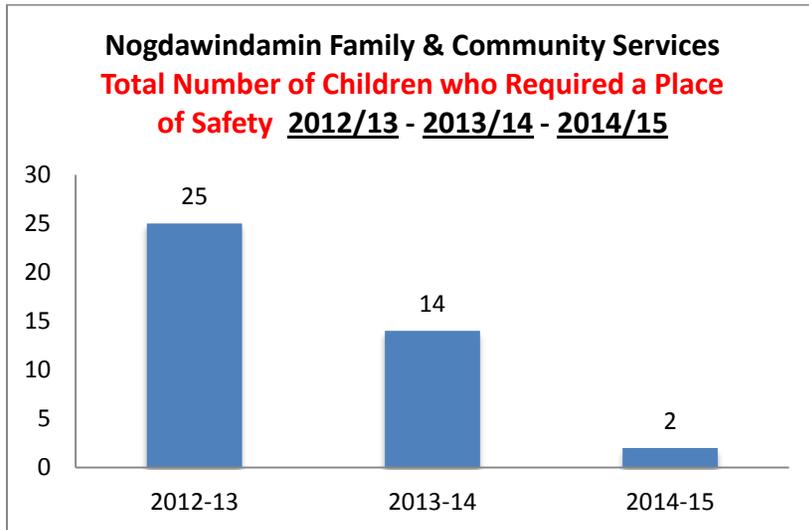
Based on the 2014/2015 fiscal year, we provided service to 46 members from the member First Nations. This is a significant increase compared to 17 members in the 2013/2014 fiscal year. This year, a total of 66 programs were provided compared to 28 last year.

Kawe Nogdawinmin – Alternative (Foster) Care Program

Nogdawindamin is always looking for more Alternative Care Parents. We developed a recruitment strategy in efforts to recruit more Alternative Care Parents as we move forward to achieving designation. Nogdawindamin is very proud to be caring for our children from the member First Nations when required. We will be implementing the recruitment strategy in the next fiscal year.



This year we have had to process (2) two places of safety for a child requiring care. In comparison to previous years, the numbers for places of safety have declined; in 2012 – 2013 a total of 25 were required and in 2013 – 2014 a total of 14 were required.



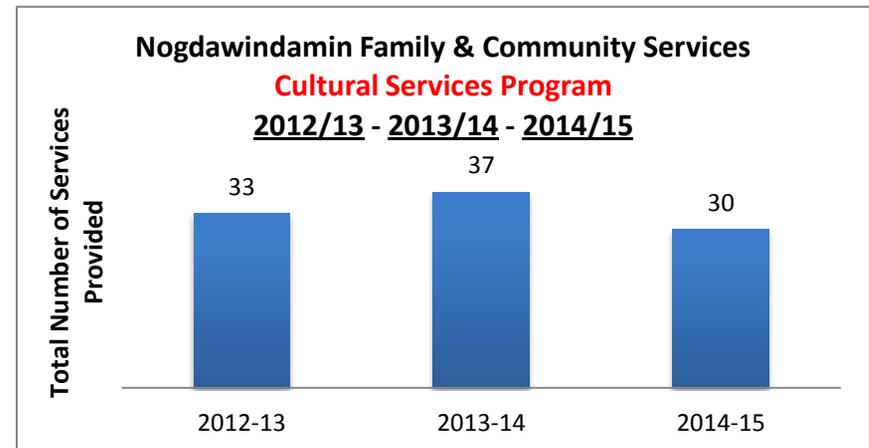
At the conclusion of the 2014/2015 fiscal year, we had a total of 42 approved Alternative Care Homes. We did open 5 new homes this year which is included in the total of approved homes. This is a slight increase compared to the previous years. Based on the 42 approved homes we were servicing 60 children. We will continue to receive placement inquiries from the local societies within the jurisdiction and outside the jurisdiction.

This year we received a total of 77 placement inquiries.

Cultural Services

Our Cultural Program continued to share teachings with Nogdawindamin staff, Alternative Care Parents, and other Community partners. The teachings and ceremonies offer the opportunity to support our families and children on their healing journey. The Cultural Program received many requests for Rites of Passage, Naming and/or Welcoming Ceremonies. We also provided Cultural Competency training to partners such as Algoma Children’s Aid Society as requested. We are privileged to have a worker with the vast knowledge and experience in the culture. This allows us to ensure we have a strong foundation of culture in the delivery of services.

The Cultural Program facilitated 30 events in 2014/2015 including: Pipe Ceremonies, Fasting, Teachings, Rites of Passage, Naming, Welcoming Ceremonies



The Cultural Program also received 120 referrals to attend meetings, conferences, and traditional consulting.

Naadmaagejik – Elder’s Council

Nogdawindamin is very privileged to have an Elder’s Council consisting of representation from each North Shore Tribal Council First Nation.

Batchewana First Nation	Harvey Bell
Garden River First Nation	Rose Pine
Thessalon First Nation	Mary Simon
Mississauga First Nation	Willard Pine
Serpent River First Nation	Dorina Pine
Sagamok Anishinawbek	Grace Manitowabi
Atikameksheng Anishinawbek	Gertrude Nootchtai
Board Member Representative	Emma Meawasige

We have utilized the expertise and experience to assist in enhancing service delivery. The Elders are consulted in regards to planning events, the language and cultural practices. The Elders have also provided the Ojibway Names of our programs.

Cultural Services – **Naadmaagejik Kidwak**

Investigation & Assessment and Family Services – **Ndakenjigeng**

Alternative Care – **Kawe Nogdawnmin**

Kinship Service – **Kwe Nogdawnmin**

Customary Care – **Kawe Nogdawnmin (meanwhile in care)**

Children in Care – **Binoojiiyak Nogdawn Jig Aazwot**

Adoption Services – **Daapnaa**

Treatment Alternative Care – **Weweni**

Youth in Transition – **Waankii Yendam**

Mino Madzwin Youth Justice Program

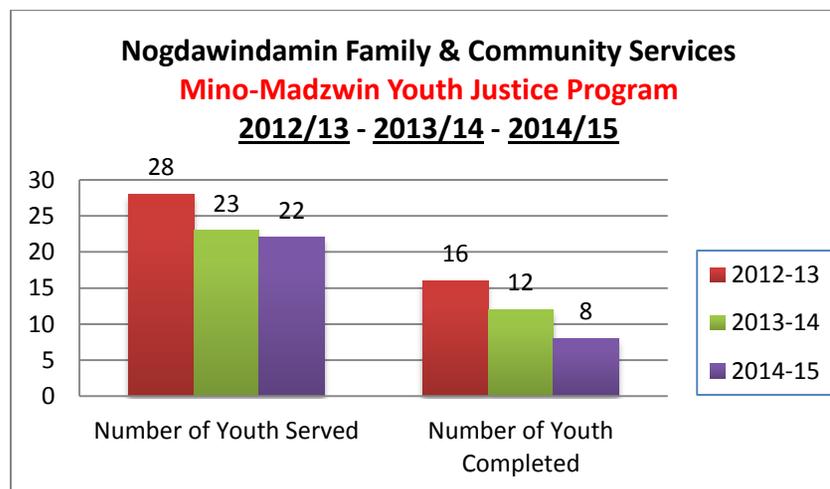
The Mino Madzwin Program is an interactive computer based program to assist youth in gaining skills and or enhancing skills to assist them on their journey. It is recognized by the Justice System as an Extrajudicial Sanction.

The service components for the Mino Madzwin program include:

- 1) Anger Management
- 2) Substance Use
- 3) Peer & Pro Social Skills
- 4) Family and Community

The program provides services to youth across the region.

In 2014/2015, the program provided services to 22 youth and 8 youth completed the program.



Community Support Services

The First Nations continue to provide prevention programming to their children, youth and families. Some of the programs consist of Healthy Relationships, Regalia Making, Community Kitchens, Gatherings, Triple P Parenting and Family Violence. The member First Nations continue to develop prevention programs at the First Nation level with Nogdawindamin as the Transfer Payment Agency. We continue to work closely with the First Nations to collect monthly service data reports to ensure compliance related to Ministry data elements.

Annual Events

- Nogdawindamin hosted its **Annual Alternative Care Appreciation** event on October 18, 2014 in Sudbury. The event is to recognize the hard work and commitment of our Alternative Care Parents. We are very proud of this program. This event is coordinated by the Alternative Care Department and the weekend is comprised of workshops for the Alternative Care parents as well as activities for the children such as Science North trips and movies. Last year's event had 27 families attend.
- The **Child Abuse Prevention/Awareness Walk** is held every October to promote awareness and prevention around child abuse and neglect. This event is hosted annually in collaboration with one of the member First Nations. Unfortunately, the event was cancelled in 2014; however, the event will be completed in Sagamok Anishnawbek in October 2015.
- We hosted our **Annual Youth Culture Camp** in August 2014 at Mount Lake Camp. Mount Lake Camp is north of Elliot Lake and is owned and operated by Serpent River First Nation. This year a total of 25 youth attended the Culture Camp. The Youth had an opportunity to participate in a sweat lodge ceremony, medicine walk, and teachings on bundles, rites of passage, canoeing and bullying.
- Nogdawindamin secured funding to facilitate **Mental Health First Aid Training** across the region. This training was offered to staff, community workers, Alternative Care providers and other partners. The training was well attended and has assisted with building healthier communities. Nogdawindamin hopes to secure funding annually to provide training on an ongoing basis.

New Initiatives

- In October 2014, an additional service team was added in the west due to increased service volumes and demand for services.
- We secured funding from the Ministry of Children and Youth Services for the Youth in Transition Program. The program is designed to service youth leaving care (foster/alternative) that will assist them with navigating and accessing relevant services to meet their needs to transition to adulthood. This service will commence in April 2015.
- Nogdawindamin is also excited to offer the Weweni – Treatment Alternative Care Program which is an expansion of the Alternative Care Program. This expansion will provide a bi-cultural clinical approach to children and youth with specialized needs in a family-based setting.

2014 – 2015

BOARD OF DIRECTORS

NSTC CHIEFS

Batchewana First Nation	Stacy Tijerina/Harvey Bell	Batchewana First Nation	Chief Dean Sayers
Garden River First Nation	Luanne Povey	Garden River First Nation	Chief Lyle Sayers
Thessalon First Nation	Laura Robinson	Thessalon First Nation	Chief Alfred Bisailon
Mississauga First Nation	Connie Morningstar/Roger Boyer	Mississauga First Nation	Chief Reginald Niganobe
Serpent River First Nation	Emma Meawasige	Serpent River First Nation	Chief Isadore Day
Sagamok Anishnawbek	Fern Assinewe	Sagamok Anishinawbek	Chief Paul Eshkakogan
Atikameksheng Anishnawbek	Vivian Naponse	Atikameksheng Anishinawbek	Chief Steve Miller

HEALTH & SOCIAL SERVICE MANAGERS

DIRECTOR OF OPERATIONS/CAO

Batchewana First Nation	Vacant	Batchewana First Nation	Kim Lambert
Garden River First Nation	Pam Nolan	Garden River First Nation	Chester Langille
Thessalon First Nation	Laura Robinson	Thessalon First Nation	Mary Jane Wardell
Mississauga First Nation	Linda Ambeault	Mississauga First Nation	James Cada
Serpent River First Nation	Laura Commanda	Serpent River First Nation	Brenda Rivers
Sagamok Anishinawbek	Lorraine Chikasim/Fern Assinewe	Sagamok Anishinawbek	Alan Ozawanimke
Atikameksheng Anishinawbek	Pam Naponse-Corbiere	Atikameksheng Anishinawbek	Teresa Migwans

PERSONNEL

April 1, 2014 – March 31, 2015

MANAGEMENT

Kerry Francis, Executive Director
Patrick Mistal, Director of Finance and Information Technology
Lorraine Naponse, Manager of Services
Karen Kennedy, Acting Manager of Services – **Contract**
Darlene Purawec, Manager of Finance and Administration
Tania Johnston, Manager of Human Resources

ADMINISTRATION

Vince Nolan, Executive Assistant
Suzanne Richard, Receptionist/Finance Clerk
Pauline Constant, Finance Clerk – **Contract**
Pauline Constant, Receptionist – Head Office
Jordan Sayers, Receptionist – Head Office – **Contract**
Kristina Pelletier, Receptionist – Satellite Office – **Contract**
Melissa Gagnon, Services Administrative Assistant
Stacey Musgrove, Services Administrative Assistant – **Contract**
Rhonda Peltier, Human Resources Assistant – **Contract***
Kathryn Skov, Human Resources Assistant – **Contract**
Lana Debassige, Staff Trainer – **Contract**
Jonathon O’Toole, Information Technology Coordinator
Matthew Hayman, Help Desk Specialist – **Contract**
Greg O’Neill, Facilities Coordinator – **Contract**

CULTURAL COORDINATOR

Mike Bisson

MINO MADZWIN YOUTH WORKER

Clayton Proulx

CAPACITY DEVELOPMENT

Peggy Rice, Project Coordinator-Designation – **Contract**
Kathleen Chiblow, Resource Developer – **Contract**
Kathleen Chiblow, Project Assistant – **Contract**
Rosemary Assinewe, Project Assistant – **Contract**
Patricia Lesage, Community Engagement Worker – **Contract***
Rosemary Assinewe, Editor – **Contract***
Christine Campana, Editor – **Contract***

ALTERNATIVE CARE

Christine Dokis, Alternative Care Supervisor
Jo Anne Bumbacco, Alternative Care Worker – *West*
Ashley Bell, Alternative Care Worker – *West*
Veronica George, Alternative Care Worker – *West* – **Contract**
Tashina Nadjiwon, Alternative Care Worker – *West* – **Contract**
Mallory McCormick, Alternative Care Worker – *West* – **Contract**
Kelly Gionette, Alternative Care Worker – *Central*
Eileen Smith, Alternative Care Worker – *Central* – **Contract**
Miranda Recollet, Alternative Care Worker – *Central* – **Contract**
Lorey Toulouse, Alternative Care Worker – *Central**
Juanita Skruibis, Alternative Care Worker – *East*
Brett Barager, Alternative Care Worker – *East* – **Contract**
Veronica George, Alternative Care Recruiter – *West* – **Contract***
Tracy Gosselin, Alternative Care Recruiter – *East* – **Contract***
Carol Vansteeland, Alternative Care Clerk – **Contract**
Melody Neiva, Alternative Care Clerk

ANISHNAWBEK FAMILY PRESERVATION

Karen Kennedy, Team Supervisor – *West*
Stephanie Boyer, Team Supervisor – *West* – **Contract**
Jo Anne Bumbacco, Acting Team Supervisor – *West* – **Contract**
Stephanie Boyer, Family Support Worker – *West*
Patricia Lesage, Family Support Worker – *West*
Kim Mianskum, Family Support Worker – *West*
Linda Maahs, Family Support Worker – *West* – **Contract**
Veronica George, Family Support Worker – *West* – **Contract***
Melissa Gagnon, Family Support Worker – *West* – **Contract***
Liza Scobie, Family Support Worker – *West* – **Contract**
Tamara Musgrove-Boissoneau, In-Home Support Worker – *West*
Melissa Gagnon, In-Home Support Worker – *West* – **Contract**
Will Jonah, Intake Worker
Sandra Southwind, Team Supervisor – *Central*
Juanita Skruibis, Acting Team Supervisor – *Central* – **Contract**
Jackie Lewis, Family Support Worker – *Central*
Nora Abitong, Family Support Worker - *Central*
Roy Simpson, Family Support Worker – *Central* – **Contract**
Michelle Owl, In-Home Support Worker – *Central*
Grant Peltier, Family Support Worker – *East* – **Contract**
Natascha Contin, Family Support Worker – *East* – **Contract**
Norman Beauvais, Family Support Worker – *East* – **Contract***
Wendy Debassige, In-Home Support Worker – *East* – **Contract**



****CONTRACT ENDED/RESIGNED***

FUNDING SOURCES (2014 – 2015)

Ministry of Community and Social Services

Ministry of Community and Social Services – Capacity Development

Ministry of Community and Social Services – Youth Justice

Ministry of Community and Social Services – Mental Health Development

Ministry of Community and Social Services – Youth in Transition

Foster Care Revenue:

- **Children’s Aid Society – Algoma**
- **Children’s Aid Society – Sudbury & Manitoulin**
- **Children’s Aid Society – Peel**
- **Dilico Anishnawbek Family Care**
- **Native Child and Family Services of Toronto**
- **Kina Gbezhgomi Child and Family Services**

Other:

- **Ministry of Children and Youth Services – Youth Strategy**
- **Union of Ontario Indians**
- **Serpent River – North Shore Tribal Council**
- **Batchewana First Nation**
- **Sault Community Career Centre**
- **RCAP**
- **CAMH – Mental Health Initiative**
- **Staff Donations**
- **Donations from Community Vendors (Alternative Care Appreciation)**

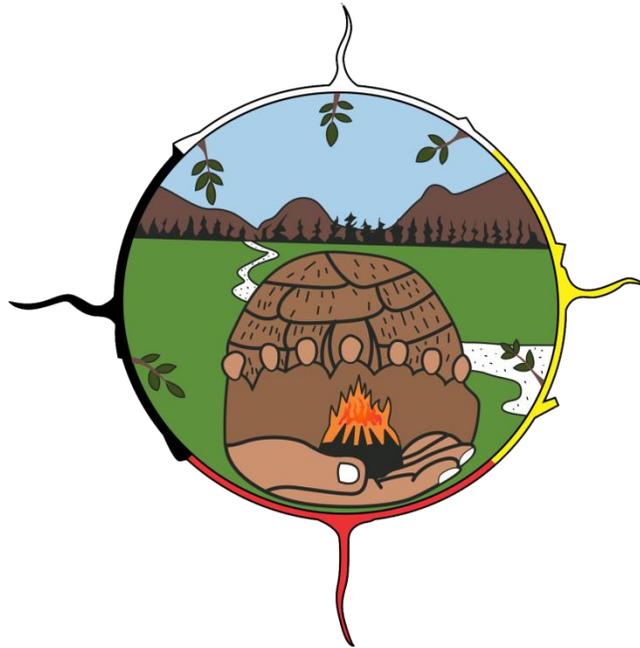
NOGDAWINDAMIN FAMILY AND COMMUNITY SERVICES - STATEMENT OF OPERATIONS

For the year ended March 31	2015	2014
Revenue		
Ministry of Community and Social Services	\$ 1,942,721	\$ 1,942,721
Ministry of Community and Social Services - Youth Justice	62,000	62,500
Ministry of Community and Social Services - Child Welfare Capacity	984,000	776,500
Ministry of Community and Social Services - Mental Health Development	9,657	-
Ministry of Community and Social Services - Youth in Transition	8,000	-
Foster Care	2,188,277	1,828,612
Other	38,100	6,505
	5,232,755	4,616,838
Expenses		
Advertising and promotion	19,623	14,862
Automotive	80,462	84,746
Bank charges and interest	1,522	1,421
Board	23,080	27,861
Capacity development	34,276	59,161
Equipment rental	39,797	17,921
Foster care payments	873,164	739,359
Foster care appreciation	29,197	20,693
Insurance	46,203	40,853
Mental health training	14,156	
Postage, stationary and office supplies	30,306	29,657
Prevention - First Nations	669,079	669,079
Professional fees	8,497	7,979
Program resources	11,295	1,930
Purchased services	48,538	90,167
Relocation	788	
Rent	176,950	162,923
Repairs and maintenance	10,350	22,995
Salaries - staff, on-call, benefits	2,373,060	2,143,566
Start-up	12,336	4,315
Telephone	45,031	49,407
Training and recruitment	59,776	60,180
Travel	143,420	162,620
	4,750,906	4,411,695
Revenue over expenses before provision	481,849	205,143
Provision for: Amortization of capital assets	92,348	92,764
Excess of revenue over expenses	\$ 389,501	\$ 112,379

Full consolidated financial statements, as audited by BDO, are available by the Agency upon request.

NOGDAWINDAMIN FAMILY & COMMUNITY SERVICES

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