Peter Ballantyne Child & Family Services Inc.

2011 - 2012

Annual Report

Protect Children, **Family Reunification, Community Wellness**

Going Beyond Our Vision

Safe and Happy Children Living in Healthy Families and Vibrant Communities

Vision

Safe and happy children living in healthy families and vibrant communities.

Mission

Working with communities to support and empower our children, youth and families through positive programs and effective services.

Guiding Principles - Kiskinotahikiwina

We, the Peter Ballantyne Child and Family Services Inc., are guided by the following Principles in our services to children, youth and families:

- To deliver child and family services that are caring and compassionate and based on trust and teamwork
- To be accountable to Chief and Council and to the PBCN membership
- To maintain an agency that is based on the values and beliefs of the Woodland Cree, generally, and PBCN, specifically
- To respect and enhance the dignity and rights of individuals
- To provide opportunities for community participation in the development and provision of child and family services
- To promote and facilitate individual and community responsibility for their own healing and well-being
- To be fiscally responsible
- To promote and facilitate the growth and development of physical, emotional, spiritual and social aspects of our children, youth and families

Values - Isi pimatisiwina

Respect - Mitho Opikiyawasowin

We respect nature, our culture, children, families and communities.

Teamwork - Mamawi Atoskiwan

We collaborate with our agency colleagues and communities in achieving our mission.

Good Child Rearing - Mitho Opikiyawasowin

We believe that children are a gift from the Creator and shall be protected, nurtured and loved.

Strength - Sokatisiwin/ Maskawisiwin

We strive to give our best efforts to empower and reunite children and family.

Kinship-Belonging - Wakotowin/ Tipithitakosiwin/ Ototimitowin

Families are important to us. They give us love and care and a sense of belonging to a community.

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Going Beyond Our Vision

Safe and Happy Children Living in Healthy Families and Vibrant Communities

Chief & Portfolio Councillors Board of Directors

Chief

Darrell McCallum

On behalf of the Peter Ballantyne Cree Nation Council, I would like to take this opportunity to express my thanks to the Peter Ballantyne Child and Family Services Executive Director, Staff and Board of Directors in meeting the needs of our Cree Nation by "Going Beyond our Vision". While remaining focused on the obligation to protect children, our Agency has moved towards giving more attention to creating stable families by utilizing Triple P [Positive Parenting Program] and other cultural based programs. Also, being supportive to the communities by the Chief & Council approving a Community Wellness Plan so that all community inter-agencies are supportive and that they work together.

As a proud and unified Peter Ballantyne Cree Nation, we continue to affirm our mandate to advocate, practice and preserve the culture, language and natural resources. Supported by our Chief and Council and guided by our Elders, PBCFSI has done a wonderful job in meeting their program and service delivery by participating in integrated and holistic programs that improve the health, safety and well-being of children, youth and families in our communities.

I would like to thank PBCFSI for taking the initiative of implementing a PBCN community wellness plan that will provide guidance to the integrated teams. Congratulations on successfully achieving your strategic goal of the construction of a new building that will better serve not only your staff but also all community members. Keep up the good work!!

Chairperson

Marie Adele Custer

PBCFSI Board of Directors would once again like to acknowledge the Executive Director for her strong leadership and guidance in following through with Board-approved policies and the strategic plan set out for the Agency.

We would also like to recognize all the PBCFSI staff for their hard work and dedication to this Agency as well as all the accomplishments they have made as indicated in the 2011-12 annual report.

The position of Board Chairperson is a challenging one and would be difficult without the support of my fellow Board of Directors. Thank you for your continued guidance and support in accomplishing another successful year as a well-governed Board.

Elder

Gertie Montgrand

Tansi, Netotemak!

Once again I would like to thank the Creator for giving me another year to sit and work with strong dedicated people who strive to provide support and to protect our children and our heritage. These children are the future and we must nurture these young spirits as they will be our care providers and our leaders one day.

To the Executive Director and the Board of Directors, Thank you for allowing me to be a part of your meetings. Gratefully Yours.

PBCFSI Portfolio Councillors

Bernice D. Sewap . . . . . .Deschambault Lake

Gertie Budd . . . . . .Sturgeon Landing

David Caribou . . . . . .Sandy Bay

Ken McCallum . . . . . .Prince Albert

Darrin Morin . . . . . .Southend

Darwin Morin . . . . . .Pelican Narrows

Clayton Sewap . . . . . .Denare Beach

PBCFSI Board of Directors

Annie Ballantyne . . . . . .Deschambault Lake
Celina Bone . . . . . .Denare Beach
Greg Clarke . . . . . .Southend
Marie Adele Custer, Chair . . . . . .Pelican Narrows
Roderick Clarke . . . . . .Kinoosao
Rosie Eninew . . . . . .Deschambault Lake
Jacqueline Sewap . . . . . .Sandy Bay
Armand Ballantyne . . . . . .Prince Albert
Lana Michel . . . . . .Pelican Narrows
Gordon Olson, Vice Chair . . . . . .Southend
Doreen Sinclair . . . . . .Sturgeon Landing

Front: Vera Sayese, Elder Gertie Montgrand, Marie Adele Custer, Middle: Bernice D. Sewap, Jacqueline Sewap, Gordon Olson, Rosie Eninew, Annie Ballantyne, Celina Bone, Lana Michel Back: David Caribou, Ken McCallum, Clayton Sewap, Darwin Morin, Greg Clarke, Doreen Sinclair, Rod Clarke, Armand Ballantyne, Gertie Budd

Executive Director

Vera Sayese

EXECUTIVE SUMMARY

The 2011-12 annual plan provides an overview of the Peter Ballantyne Child & Family Services Inc. (PBCFSI) operations and results of the 2011-2012 Business Plan. The reporting period covers April 1, 2011 to March 31, 2012. Many of the specified goals have been achieved and the progress of others is well underway.

Our theme this year is **Going Beyond our Vision** "Safe and happy children living in healthy families and vibrant communities" means embracing a future where all children are safe, all families are stable and all community interagency resources are supportive and working together. Let there be no doubt that Child Protection still comes first and foremost but the job of protecting children extends beyond responding to cases of abuse and neglect. It also involves ensuring child safety, family reunification and promoting healthy community living by providing prevention programming for all community members. Understanding that no Agency can create systemic change alone, we attempt to engage all community partners to advocate effectively on behalf of the children and their families.

The annual report focuses on:

- Program delivery services in keeping with our vision and mission of the Agency
- The outcomes accomplished for children and families served
- Achievements and challenges of the Agency
- The management and financial position

We are a multi-community band with eight offices located in the communities of Amisk Lake, Deschambault Lake, Kinoosao, Pelican Narrows, Sandy Bay, Southend, Sturgeon Landing and the central office at the Chief Joseph Custer Reserve in the city of Prince Albert which also serves Kiskaciwan. PBCFSI has two group homes located in Pelican Narrows and Southend as well as two Family Wellness Centres located in Deschambault Lake and Sandy Bay. The Family Wellness Centres are the only two programs in Canada that provide a residential treatment program for children in care and their families while working towards reunification. PBCFSI serves a population of 4,088 whom are under the age of 18 living on-reserve in eight PBCN communities.

PBCFSI provides PBCN members with: Children Protection Services, Intake, Assessment and Investigation, Preventative Services, Foster Care Services, Group Homes, Family Wellness Centres, Case Management, Permanency Services, Family Support Services, Public and Education Awareness, Professional Management, Financial Administration, Training in Human Resource Development, Traditional Cultural Programs, and Elder Services.

Role of the Executive Director

The Executive Director oversees the day-to-day operations and administration of the 12 facilities and 153 employees of the Agency under the direction of the Board. This role is very complex and deals with every detail of the Agency in some form or another. Some of my responsibilities for this fiscal year included working with and implementing the Business Plan, Strategic Plan, Community Wellness Plan and also working towards a CARF accreditation for the Agency.

2011-12 HIGHLIGHTS OF ACCOMPLISHMENTS

PBCFSI has earned a reputation within First Nations groups and throughout the province as a highly professional and effective organization as well as a leader in the field of child protection and First Nation community development. The organization is built on a strong foundation which consists of:

- Good governance and strong leadership
- High standards with professional staff who deliver effective and efficient services
- Sound financial management
- A policy-driven Agency
- Case management system that utilizes Elders to instill our Cree values, language and tradition

PBCFSI remains effective and efficient in its daily operations. The organization strives to keep its policies and procedures up to date. At the Agency, we strive to keep the work environment positive, professional and healthy for all employees.

The continued sound financial management of the organization is the result of its financial transparency and adherence to the business plan, fiscal budget, and other agreements. This has led to yet another unqualified audit opinion this year.

Another accomplishment to note is the relocation of the central office. Our management team led the development and construction of the new office in a timely fashion and within the allocated budget.

PREVENTION ENHANCEMENT MODEL

We have just completed our fourth year in the Prevention Enhancement Model as part of the AANDC Reporting Requirements. The progress made in the area of prevention has been the Agency's key accomplishment in 2011-12. Processes contributing to this success include:

- Implementation of the Triple P Parenting program, the cornerstone of our prevention-focused approach
- Implementation of the Community Wellness Plan, which is in its

second year, that was also approved by a Chief and Council Band Council Resolution
- Increased support from some of the other community agencies in prevention planning and service delivery, including the school, RCMP and Health Services. Others have not yet fully committed to this plan

CARF ACCREDITATION

We completed the self-assessment of the Agency for the CARF (Commission on Accreditation of Rehabilitation Facilities) accreditation for Child and Youth Service Standards for the community offices as well as group homes and family wellness centres. We will be working on the recommendations that came from this self-assessment as we have many processes and procedures that will need to be updated to coincide with the standards. We have funding available from AANDC for this purpose.

CASE MANAGEMENT

PBCFSI had a caseload of 167 children in care in the 2011-2012 fiscal year. This is a significant decrease from the previous year. Reasons for the decrease include:

- Children in care moved to long term care as part of permanency planning
- Effective family reunification as a result of their use of our Family Wellness Centres
- Parents applying the Triple P program in child rearing
- Traditional prevention programming
- Increased parental services agreements (PSA's) used to prevent the child apprehensions

In the upcoming years, we believe the projected number of children in care will continue to decline, as we strengthen and build on preventative approaches like the positive parenting program.

Significant progress has been made in achieving the core business goals. Highlights include the 112 children who were reunited with their families by attending the Family Wellness Centres, and the 1,014 parents who participated in the Triple P programming and other traditional prevention programs. Progress in some areas was more limited than we had anticipated and will require attention in the upcoming year, including the recruitment and training of specialized foster parents, developing services for youth exiting protection services, and reducing the number of children coming back into protection services because of parent recidivism.

A significant highlight on the case management side is the graduation of one of our children in care who will be graduating in June from Carlton High School's mainstream studies. She intends to pursue her studies and obtain a social work degree.

FINANCE

The Finance Manager is currently on leave until August 20, 2012, however, has made herself available to the Agency staff when required, particularly when various reports were due and other urgent finance matters needed attention. This February, she received her CAFM (Certified Aboriginal Financial Manager) designation from the Aboriginal Financial Officers Association (AFOA).

The Program Mandate and Governance

The PBCFSI financial policies dictate the operation of the finance department. The Board oversees the management of PBCFSI by reviewing the financial performance of the Agency, establishing the strategic plan and budgets, and adhering to the funding agreements to provide services to PBCN members.

Financial Status

The Agency remains transparent and accountable as evidenced by the attached audited financial statements. Our auditors once again declared an unqualified opinion on our financial statements, meaning they fairly represent the operations of our Agency.

At year end, we are in a surplus position which takes into consideration a considerable amount in deferred revenue that we intend to use in the upcoming fiscal year as per the 5 year business plan.

Executive Director

Vera Sayese

EXTERNAL RELATIONSHIPS/PARTNERSHIPS

PBCFSI will continue to work closely with AANDC, MSS, FSIN and other agencies in order to further build and strengthen these partnerships. In this way, we can anticipate increased staff training through the First Nations Child and Family Institute and MSS; ensure off-reserve cases are adequately looked after; implementation and maintenance of the Urban Prevention Centre occurs; and increases in the group home per diem rates.

FUTURE PLANNING

Goals we hope to achieve within the next five years as per the Business Plan include:

- Implementation of a Capital Facility Master Plan, including:
- Develop an Urban Preventative Services Center in partnership with MSS in Prince Albert to serve on and off reserve parents including MSS clients;
- New office facility for Pelican Narrows CFS;
- Renovate current Pelican Narrows PBCFSI office into a receiving home;
- Establish Peer Homes in each PBCN community to provide youth exiting protection services with support to become self-sufficient and independent;
- Establish Preventative Centres in each community to provide programming;
- Achieving PBCFSI CARF accreditation;
- Continue developing and implementing a comprehensive program database and Management Information system connecting all PBCFSI offices.

CONCLUSION

The Agency is in compliance with the terms and conditions of its Agreements. The Agency's strengths lie in its commitment to protecting children, providing family support/reunification and participating in community partnerships for the betterment of children, families and communities. Despite our difficult jobs, staff remain committed to providing the best service they can for the PBCN membership. PBCFSI is well received and respected in the communities for its role and strives to model good business practice and sound child welfare practices. Being a positive role model both as an organization and as an individual staff member is essential in achieving success.

It has been my pleasure to represent the Agency as the Executive Director for another year. I extend my sincere gratitude to all who contributed to the Agency's success including my assistant, the senior management team and their staff, the Board of Directors, the Chief and Council, our caregivers, our Elders, the integrated team as well as the community members. We strongly believe that it takes a community to raise a child and to help them be the best they can be. Every child is a unique gift who needs us all to work together to ensure he or she is given the opportunity to achieve his or her true potential.

Triple P Trainers

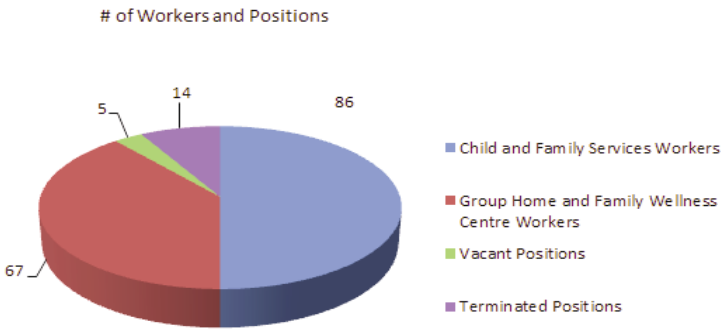
Human Resources Manager

Barb Sauve

The Human Resources Department is constantly evolving due to the high demands from an operational perspective on a day to day basis. The Agency highly regards the work that is undertaken to seek the mission, vision and values of the "Awasisak" in each community. Definitely, the human resources unit is fast paced, highly demanding but rewarding.

Staffing and Recruitment

By the end of the fiscal year ending March 31, 2012 the Agency number increased to 158 employees as detailed in the chart below.



Employee staffing covers the Peter Ballantyne Cree Nation communities as follows:

Community	Percentage of Total Staff
Pelican Narrows	30%
Southend	15%
Deschambault Lake	19%
Sandy Bay	14%
Prince Albert	18%
Denare Beach	2%
Sturgeon Landing	2%
Kinoosao	1%

The Agency has a centralized operation with all the senior level positions primarily located in the Prince Albert main office. However, extensive travel is required to each community to adequately and equitably provide support and assistance.

Peter Ballantyne Child and Family Services Inc. (PBCFSI) is an equal employer and seeks employment equity and diverse opportunities with staffing primarily consisting of Aboriginal Ancestry. Statistically, the Agency employs slightly more female than male workers although we strive to ensure an appropriate male-female proportion to meet specific program requirements.

Human Resources Initiatives

Continued recruitment and retention initiatives have been a key focus in order to staff and service the community child and family services including protection, prevention and wellness programming. A Program Manager for the child and family services unit was successfully recruited and will continue to adequately meet the needs within that area. Child and Family Services (CFS) filled term positions for three employees providing need services to the communities. A senior manager position was created for prevention services, recruiting a current employee internally. An Assistant Supervisor for Sandy Bay Family Wellness Centre (FWC) to assist in the management of the FWC was temporarily filled. Four full time Group Home Worker positions were converted to Case Manager positions in the Group Homes and Family Wellness Centres. The Sandy Bay CFS office and FWC were combined under one supervision due to the CFS Supervisor position not yet filled. The Finance Manager has been on maternity leave, however this position was not posted as the responsibilities were assigned to the Capital Assets Manager.

With continued organizational changes arising within the Agency, a Foster Care Co-ordinator/Training position was established to effectively assist the community program workers through assessments and required training needs. This position was an internal lateral transfer for a term period. Other staffing needs have been determined to effectively and efficiently meet the Agency needs.

Employee Retention

Employee retention must be addressed continuously in order to sustain and retain good, solid employees. provide training and tools for employees who may lack skills and have a desire to stay. Basic life skills and coaching skills to inactive casuals within the community sites can enhance stability. Recognizing employees regularly for hard work, achievements and accomplishments through awards and informal gatherings throughout each site is something we are looking at this up-coming fiscal year. Our ultimate goal is to increase employee satisfaction, thus increasing retention and reducing employee turn-over

Education and Training

Education and training continues to be a priority in the development and maintenance of quality service delivery in First Nations Child and Family Services. PBCFSI's commitment is to continuously offer and improve opportunities for learning and development. This commitment extends to its staff, its agencies' staff, support workers, care givers and whenever possible, collateral agencies and members of the community.

Education and training activities are undertaken and supported by the Agency through a variety of mechanisms.

Human Resources Manager

Barb Sauve

Staff Training and Development

Throughout the year, several employees, managers and Board members attending professional development and staff training, as follows:

Employee Orientation, Grief & Loss, CTI Training, Triple P Training, Level 2 and 3 Triple P Training, Core, Ministry of Social Services Training – emodule/supervisors/Pride/Assessment/ICADS, Legal Documentation Training, Family Strength Approach to Addictions, Payroll Training, Labour Law Update, Harmony in the Workplace (staff development), AFOA Conference, Board Training, Advanced Board Training/Media, CARF Training (Accreditation Standards), Therapeutic Crisis Training, Safe Food Handling, Occupational Health & Safety and Provincial labour Laws.

Further training and staff development opportunities are forthcoming during this next fiscal year.

Policy Review

The Human Resources department would like to undertake a policy review with managers and staff to better understand how the Agency is governed under policies and procedures. Employees require a thorough understanding of each section as it pertains and affects workers on a daily basis. The current plan is to provide power point presentations of the policies in each community, and provide the same tools to the supervisors for review with staff on a regular basis. With the management team's assistance in providing the policy reviews to staff; it will serve to acknowledge the importance of workers. There is also a need to update the orientation manual/package for the Agency for usage at each site.

Benefits Administration

The Agency provides group insurance and pension plan. The Agency matches the percentage of the employees pension plan deduction. This year an additional week of annual leave was added to attract potential employees.

Employee Family Assistance Program(EFAP)

The employee family assistance program continues to be widely used by workers throughout the Agency due to the stressful nature of the work attributed to personal challenges. A new provider has undertaken the program since 2011, Homewood Solutions

Occupational Health and Safety

The Agency is working on establishing an Occupational Health and Safety committees in the larger program sites. Workplace health and safety committees are mandatory in each workplace where 15-20 or more employees are normally employed. It is the responsibility of the Employer to establish such committees.

Operational Plan 2012 - 2013

Quality Assurance

- Develop a framework for a Quality Assurance Program consistent with the development of an accreditation process in PBCFSI.
- Develop a schedule for QA reviews and establish template and procedures for conducting reviews.
- Establish policy and procedures for follow-up of review on a regular basis with recommendations/implementation process.
- Collect and present data regarding concerns with existing standards.
- Align Accreditation standards for Human resources in accordance with PBCFSI goals and objectives.

Human Resources

- Review and revise the personnel policies as necessary.
- Establish procedures for all HR functions in accordance with personnel policies.
- Update the orientation manual.
- Implement a HRIS for tracking human resource activity.
- Review and update the benefits program i.e. EFAP
- Ensure ongoing performance management reviews and exit interviews are undertaken.
- Update job descriptions and interview forms..
- Establish a student placement program.

Training

- Establish process, policy, procedures and tools for agency and authority training needs assessment, development, delivery, follow-up and evaluation.
- Develop /customize /share training materials that are culturally appropriate and fit the context necessary for our agencies.
- Continuous monitor of all training.
- Develop process for tracking all agency and authority training activities.
- Develop a partnership with local training institutions for PBCFS employees to increase educational opportunities.

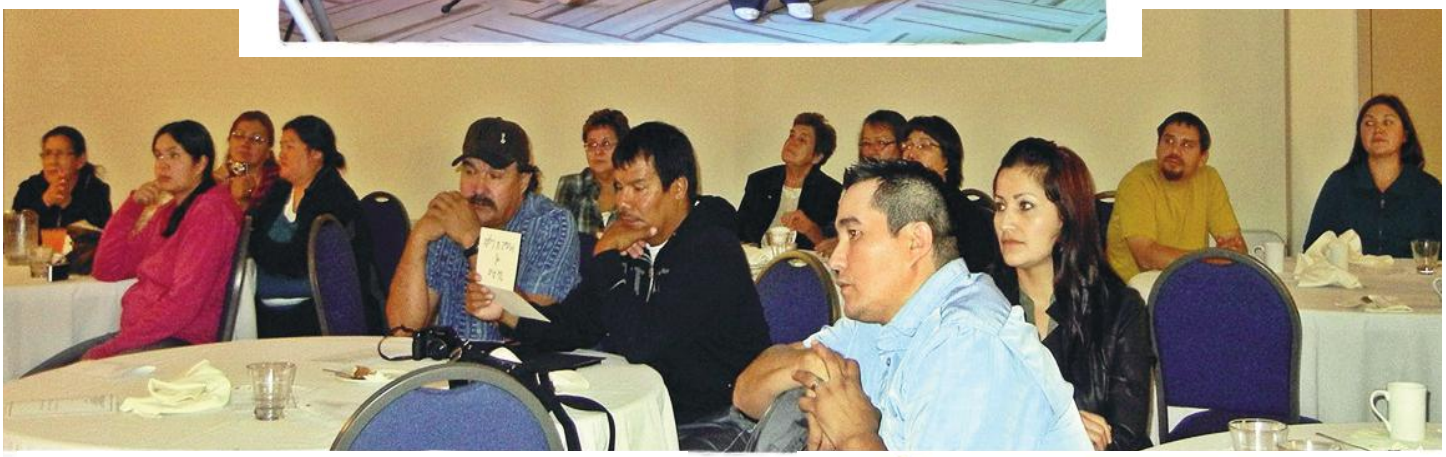
Community Relations

- Continue to advocate for and support transparency between the federal, provincial and First Nations governments and communities within PBCFSI.
- Improve communication with Agency sites.

Goals

In the next fiscal year, the Human Resources Department strives to increase employee satisfaction, decrease turnover, support employees and recognize and maintain differences and treat employees with dignity and respect.

Staff Development 2011



Capital Assets Manager

Joan McKenzie

Program Mandate and Governance

The Capital Assets Manager works closely with the Program Supervisors at the community Child and Family Services offices, Family Wellness Centres, and Group Homes to plan and prepare budgets for the yearly capital requirements and maintenance management for each program. These budgets are reviewed and adopted by the Board. The Capital Assets Manager implements the budgets by purchasing the required material resources, and by securing and coordinating the human services required to complete the work.

Program Responsibilities

The Capital Assets Program responsibilities include:

- Maintenance and management of Peter Ballantyne Child and Family Services (PBCFSI) owned properties including building repairs and maintenance
- Planning and development of future capital needs for delivery of PBCFSI programs
- Procurement of office space and vehicles
- Vehicle maintenance and management
- Centralized purchasing of office supplies, equipment, communication needs, insurance services, and furnishings for the offices, Group Homes and Family Wellness Centres

Facilities and Building Maintenance Management

PBCFSI completed construction of a $2.4 million new office building in Prince Albert on June 27, 2011. The facility was completed on time and on budget. The grand opening was held on June 29, 2011.

PBCFSI has owns 11 buildings and rents 3 offices in 8 PBCN communities.

Community	Buildings
Prince Albert	Main office, Cottage #14
Southend	CFS office, Group Home
Deschambault Lake	CFS office, FWC, Staff Duplex
Pelican Narrows	CFS office, Group Home
Sandy Bay	CFS office, FWC
Denare Beach	CFS office (rented)
Sturgeon Landing	CFS office (rented)
Kinoosao	CFS office (rented)

Building maintenance includes a wide range of services such as exterior and interior painting of some facilities, plumbing repairs, window and door repair and replacement, repairing and servicing furnaces in all communities, repairing appliances, servicing of all smoke detectors and fire extinguishers, coordinating electrical work in all facilities, purchase and installation of carbon monoxide detectors in all the group homes and family wellness centres as per policy.

Vehicle Maintenance Management

Procurement of vehicles and vehicle maintenance management are required for the delivery of programs and services. The vehicles are

used in child protection, prevention and foster care services, transportation for group homes and family wellness centres clients, and for transporting supplies and equipment. PBCFSI implements a policy for the use of the Agency vehicles to ensure staff and child safety, and for the efficient use of the vehicles:

PBCFSI has a total of 23 fleet vehicles. In the fleet are fifteen SUV's, seven vans and one truck. Seven of the vehicles are assigned to the Prince Albert office, eleven to the community Child and Family Services Offices, two to the Family Wellness Centres, and three to the Group Homes.

This fiscal year twelve 2012 Toyota Highlanders were purchased to replace the 2008's vehicles. The vehicles are well maintained and undergo regular maintenance service.

Procurement Services

The Capital Assets Program provides centralized purchasing of office and janitorial supplies, equipment, communication needs, insurance services, and furnishings for offices, group homes and family wellness centers. All purchases are in accordance with the approved budgets for the fiscal year.

Purchases in 2011-12 include:

- Furnishings for the new Prince Albert office including, 13 new desks, office furniture and equipment, and boardroom tables
- Standard office supplies for all offices
- Fridge, stove, microwave and beds for the Pelican Narrows Group Home
- Windows, stove, washer and dryer for Pelican Narrows Child and Family Services office
- Washer for the Sandy Bay Family Wellness Centre
- Emergency vehicles kits for Prince Albert office vehicles
- Carbon monoxide detectors for all foster homes in the community and Prince Albert.

Insurance Services

PBCFSI purchases a variety of insurance products including drivers' coverage, building insurance, and building and electronic contents for all the facilities.

The insurance policy renewal is June 1st of every year. Copies of the insurance policies are provided to Indian and Northern Affairs Canada and to Ministry of Social Services as per our funding agreement requirements.

The auto insurance was updated during the year to include the new 2012 vehicles at replacement cost.

Communication Services

Procurement of cell phones is a necessity for the delivery of programs and services, especially for after 5:00 p.m. on-call services. The cell phones are used in child protection, prevention and foster care services, group homes and family wellness centres and in administration.

PBCFSI has a total of 20 cell phones and 2 satellite phones used for community on-call services, On-Call Supervisor, community staff travel, IT services and by Program Managers. Southend CFS office utilizes a satellite phone for on-call services because the community of Southend does not have cellular phone coverage.

Security Services

PBCFSI has security alarm systems in all community CFS offices. The Group Homes and Family Wellness Centres do not have security systems as they are staffed 24 hours a day. The security system reduces the number of break-ins in our community CFS offices.

The goal of PBCFSI is to provide buildings that have excellent maintenance management for the safety and supportive environment for PBCFSI children in care and for employees.

Peter Ballantyne Child and Family Services Inc.
16 Year Celebration

Program Manager - Case Management

Sharon Kinequon

Building community based partnerships/collaborations continues to be a goal of the Peter Ballantyne Child and Family Services (PBCFSI). This report will provide a clear overview of the services and programs that the Agency delivers to the membership as well as how the Agency has moved forward in a positive direction. Program Manager oversees the day-to-day programs and service delivery of child protection and foster care for each of the eight communities.

Programs and Services that are delivered to the communities are child protection intake, investigations, risk assessments, initial placements of children in care, referrals to family intervention and support systems. Children in care (voluntary placements, temporary and long term wards); recruitment, training and support for foster homes, extended family homes, alternate caregivers and emergency homes.

The primary responsibility for a child's safety and well being is with the family. The extended family is the next option if a family cannot care for it's children. At the community level, the safety and well being of children is everyone's responsibility. Anyone who is aware of a child or children in need of protection should ensure the children and their families receive the programs and services provided by PBCFSI.

The primary purpose of PBCFSI and their programs is to service those families in need and to keep them intact and ensure children's safety and well being are paramount. Services should be family-focused, community-based, and First Nation controlled and delivered.

The communities will establish methods for resolving disagreements with respect to families and children. The Agency provides or arranges for guidance and counselling for families and their children to prevent children from being harmed and wherever possible, to keep children with their families and in their own communities. The Agency will provide backup support and advice. The Agency will give the final authority for ensuring that children are safe and well. Families are involved with the Agency in seeking help to work towards wellness and eventually reunification. The child protection program will at times initiate Family Court proceedings due to being mandated by the Child and Family Services Act and therefore we work as a team to be able to get the family through this process.

Child Protection

Children come into care under the authority of The Child and Family Services Act either through a voluntary agreement between PBCFSI and the parents, or by an order of the court. Support services are then provided to the child's family so the child or children can eventually be returned home. Child Protection program is responsible for investigating allegations of child neglect, physical abuse and sexual abuse. The staff at the Agency will assess the family functions, determine risk factors to the children's safety, implement intervention plans and provide support services to the family. Child protection is not just about reading and signing a piece of paper: the policy sets out guidelines and standards that must be met and put into practice.

The purpose of the Child and Family Services Act is to promote well-being of children who are in the need of protection by offering services that are designed to maintain, support and to preserve the family in the lease disruptive manner. Families often require help at many levels to address issues like mental health, family violence, marital support, addictions and others. The Creator has entrusted First Nations peoples with the sacred responsibility of protecting our children and by developing strong families and healthy communities through the programs and services offered by PBCFSI.

We believe that child protection is crucial to ensuring that children under 18 years of age have the rights, confidence and environment in which they can make healthy choices, to be able to express their views and communicate effectively with other children and adults in a healthy environment. Children cannot be expected to become empowered or to change or improve their lives and that of their families and communities if they are not safeguarded from abuse, discrimination and harm of any kind, be it physical, sexual, emotional or neglect.

Enhanced Prevention Focused Approach

The Enhanced Prevention Focused Approach model has brought about many changes to the service delivery and programs. The Agency Core Business one identified two goals in Child Protection; 1) to lower the number of children in child protection and; 2) to enhance the safety and well-being of children and youth in care.

The achievements of goals have been quite significant where many of the clients are participating in the programs offered by the Agency. There were 67 clients who had children in care and participated in Triple P Parenting Programs and the traditional parenting programs as part of their case plan. This year 112 children were reunited with their families and the key successes are attributed to the intervention and residential treatment programming from the two PBCFSI Wellness Centers and through the use of the Section 5 (Parental Services Agreements) of the Child and Family Services Act. The parents are more motivated to participate in the prevention programming while having their children in their care as opposed to having the children on apprehended status. The level of engaging parents to work with the Agency to complete their case plans is lower when the children are removed from the home. The Agency has incorporated the Family Wellness Centers as a required component before the children can be returned to their parents. The six week

program has showed that the families who completed have a lesser chance of needing child protection services. There were 17 families and 61 children who went through the Wellness Centers this past year. These services have helped the parents in acquiring the knowledge and skill to parent their own children and have made it possible to be reunited with their families.

Foster Care

The Core Business one; goal number two, was to enhance the safety and well-being of children and youth in care. This goal has been achieved in many ways. One of the successes was decreasing the number of foster care placements for the children in care. This year the majority of the children are staying in one home and usually in their community. The children who are moved out of the community are usually for medical needs or high risk behaviors and the shortage of foster homes. Another success is that children in care are placed in the same home to facilitate the sense of belonging and having a family. The Agency also facilitates the parental visits for the children in care to promote family bonding. The Agency strives to keep the children with their families, extended families or in their communities to maintain family and cultural connections.

Caring for children is every society's most important job. Foster families play an essential role by providing homes for children whose families are temporarily unable to care for them. It is the responsibility of PBCFSI to make sure those children and youth who cannot live with their parents have a safe place to live and people to care for them.

Foster families open their homes to provide love and nurturing care to children in need and cannot live with their own families for a period of time. Fostering is:

- One family helping another family in their community;
- A community service that has immense rewards for both families and foster children;
- About helping children return to their own homes;
- Supporting children to move to new permanent homes;
- Helping children maintain contact with their own family and culture.

A family is the preferred living environment for children and youth, so part of the Agencies work is to find families who are willing to take on the important job of caring for kids. Foster parents provide a stable and caring home that encourages a child's growth and development. Until it is safe for the child to return home, PBCFSI provides a home or other residential placement that will best meet the needs of each child. The majority of children in the care of PBCFSI are placed in foster homes and remain in care for brief periods of time before returning to their immediate family, extended family or cultural community.

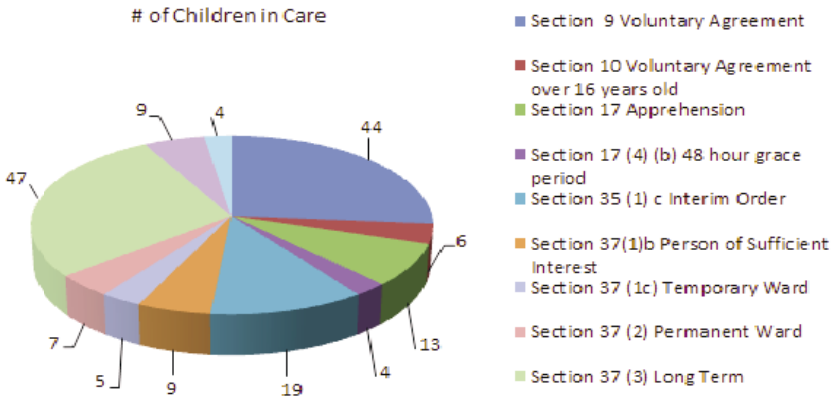
Foster families must pass a thorough home review and orientation before approved to have children placed in their home. Once approved, foster families must complete additional training related to the special needs of children in care and their families. Foster families come from all walks of life, and a variety of cultural, education and economic backgrounds. Foster families are an invaluable resource to children in need of a safe, encouraging atmosphere. There is a significant need for Aboriginal and Métis families who can help children maintain their cultural identities.

This year the Agency was able to secure and promote one of the staff to the position of Foster Care Trainer/Coordinator. This worker will be able to concentrate on recruitment and training of foster parents and foster workers within the area of Prince Albert but as well as the communities.

Success Item

There have been many successes within Peter Ballantyne Child and Family Services but the main excitement is the process of the completion of the seven hours of consultation with Accreditation. The Agency has been able to bring on two extra staff members at the main office to help with developing the files and to begin the process of accreditation.The Agency is well on its way to acquiring accreditation.

I am happy to report that the number of children in care of the Agency dropped from the last year from 339 to 167 children in care. The chart below details the caseload from April 1, 2011 to March 31, 2012.



Program Manager - Preventative Services

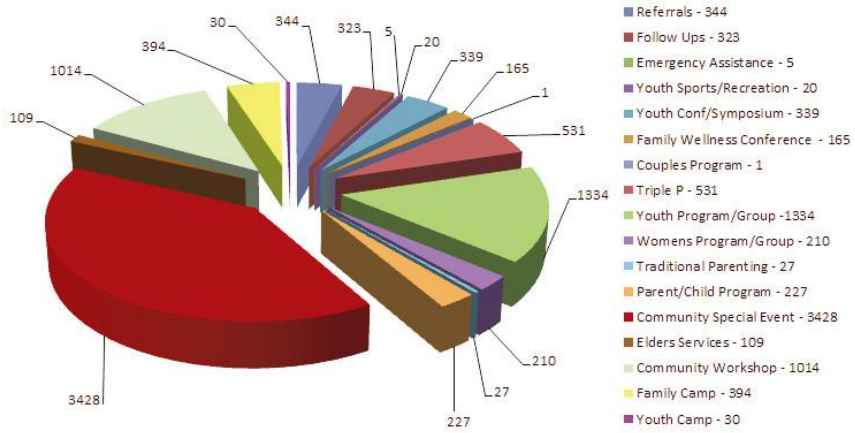
Jane Ross

Prevention Services

It has been an exciting and busy year at the Peter Ballantyne Child and Family Services (PBCFSI) Agency. This fiscal year there have been changes in the structure of program and service delivery. PBCFSI networks with other Agency service providers, provides support to the community PBCFSI offices and to the clients of the Peter Ballantyne Cree Nation (PBCN) membership.

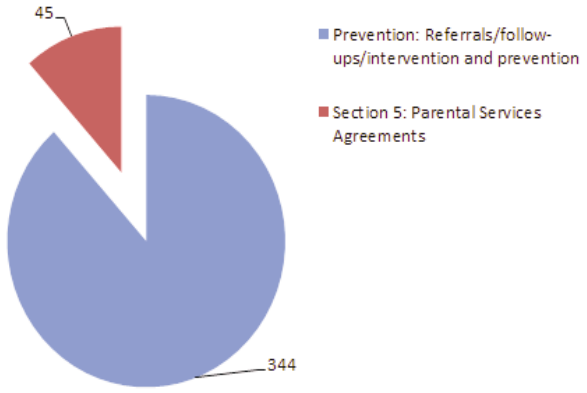
One of the developments in the service delivery structure this year is an additional Program Manager for the protection services and transferring the former Program Manager to preventative services. The Program Manager in preventative services oversees the operations of the prevention programs and the two Family Wellness Centers.

The following chart is a summary of the prevention services/activities that were provided this year, April 1, 2011 to March 31, 2012.



Caseload Overview

The following chart is a summary of the prevention services caseload as of March 31, 2012.



Enhanced Prevention Focused Approach Model

We have completed the fourth year of the Enhanced Prevention Focused Approach Model and met most of the three core business plans: 1) Child Protection, 2) Family enhancement and Prevention and 3) Community Partnership.

Goal two; family enhancement and prevention is to build the capacity of parents to care for their children and prevent them from going into protection. This goal has been achieved by the increased number of preventative programs and reaching as many as 7,829 PBCN community members. These programs vary from weekly women and youth programming, parent/child programs, parent enrichment, educational programming, traditional parenting programs using community elders, the Triple P Parenting program, family wellness/cultural camps, youth conferences/symposiums, Parental Services Agreements (PSA) through Section 5 of the Child and Family Services Act, and PBCFSI Family Wellness Centers.

The majority of the programs are delivered using the Inter-Agency approach partnering with the other community service providers (Health, Education and Social Development). The community programs implement the holistic healing approach where the four aspects of the person, (spirit, emotional, mental and physical) are incorporated into the programs. The goal was accomplished as the number of children in care dropped to 167 as compared to last year where it was at 339. The contributing factors of the significant drop in the number of children in care is attributed to the increased level of enhanced prevention programming, the reunification process (the children stay in the parent's care while receiving services under the PSA agreements), and youth aging out of care. All the communities have Preventative Services Workers. The transition of the community prevention services has been smooth as the Agency has always delivered a preventative component in their child and family services programs without specific funding. This endeavor from the Agency has allowed the workers to work with an existing program and to enhance the program.

Triple P Parenting Program

The Preventative Services Coordinator/Trainer, Victoria Clarke, has made great strides in accessing and delivering the Triple P Programs to the PBCFSI staff. Victoria has developed excellent working relationships and a networking system with the international Triple P Parenting organization throughout Canada, United States, New Zealand and Australia. The Triple P trainers have travelled from

the United States and New Zealand to work with the PBCFSI staff. Twenty PBCFSI staff have completed the Triple P Parenting training modules and received accreditation from the Queensland University of Australia. The following modules and levels are as follows: Primary Care, Primary Care Teen, Stepping stones of level three, and level four of the Triple P in Group and Teen Group. The Peter Ballantyne Cree Nation Education Director and special education teachers were invited to the level four training and received accreditation, thus bringing the Integrated Service Model into productivity.

The Preventative Services Coordinator/Trainer is involved in the communities providing support and assisting in the mobilization of the programs. She has been at the family wellness/cultural camps, the youth/symposiums conferences, and the Mother/Daughter camp hosted by Health Services. She works closely with the Family Wellness Centers in implementing the Triple P Parenting Program. She has been promoting the Triple P Parenting Program to the community RCMP, schools and the general community population. Also, through local radio interviews using the PBCN community radio stations. The goal is to reach as many people in the communities.

Community Partnership

Core business three; community partnership was achieved as the Agency has fully committed to work in partnership towards the attainment and achievement of these goals by working in collaboration with the leadership and interagencies. These include Peter Ballantyne Cree Nation service providers such as Health Services, Education (PBCN schools) and Social Development. The Agency's goal has been to partner with the communities to develop and implement an integrated service delivery process, and a PBCN Community Wellness Plan that is supported by a Integrated Case Management System in serving the PBCN children, youth and families. The Executive Director hosted a workshop with all the PBCN stakeholders and service providers to develop the community wellness plan. The gathering was a success and the participants came out with a sound strategic plan including Vision and Mission statements. Some of the guiding principles are to maintain the values and beliefs of the Woodland Cree, to respect and enhance the dignity and rights of individuals and to promote and facilitate individual and community responsibility for their own healing and well-being. There were 50 PBCN participants at the community wellness plan meeting. The community wellness plan has been presented throughout the year in scheduled community council meetings. This goal is in the development phase and is taking some time to mobilize. The community members have to work together in creating an environment where the children, youth and families are living in healthy and vibrant communities.

Core Business three; goal two, is to develop and implement a PBCN Youth Strategy in partnership with the communities. The objective is to have youth mature and become independent and contributing members of the community by encouraging the youth to complete high school and post secondary educational programs. There has been many discussions on this goal and is still in the development phase. The success of this goal is the community of Pelican Narrows where they started a youth leadership program. The youth are active in the community and are holding various activities for the young people in the community.

Peer Homes

The Agency has been researching programs and services for the youth who are aging out of care and coming into adulthood. This process will facilitate and help the youth to transition smoothly to living independently and to be able to manage their daily lives. The "Peer home" concept offers a semi-independent living arrangement that provides a safe and supportive living environment with internal and external supports. The internal supports will be a mentor who will live in the house, a Family Services Worker and the Preventative Services Coordinator/Trainer. Their roles will be to assist the youth in their individual case plans and link them to the external supports. The external supports are the services in the community that will help them gain personal growth, continued education and to prepare for and access employment.

Prince Albert Urban Services

The Agency and the Ministry of Social Services are in the final stages of developing a Prince Albert Urban Services program that will operate out of Cottage 14, (the former PBCFSI office). The program will offer preventative services to the urban First Nations members in Prince Albert. The Triple P Parenting Program will be the main component. The program will accept self-referrals, referrals from other sources and the Ministry will refer families from their program. The Agency has always provided advocacy and support services to PBCN urban band members without funding and can now provide the services at a broader level and formalize these services.

Goals for the Next Year

- To continue to build capacity of parents to care and prevent their children from going into protection.
- To improve collaboration with and enhance the resources and support system in the communities.
- To develop and implement a PBCN Youth Strategy in partnership with the communities.

Southend

Mary Ann Jobb-Morin

Program Supervisor

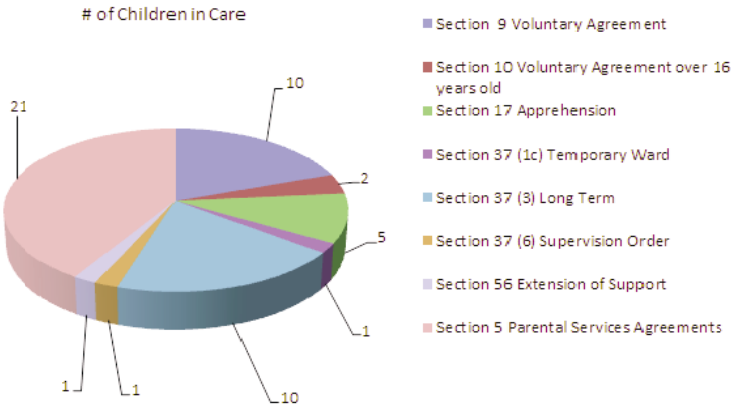
The Program Supervisor ensures that there is on-going program service delivery in child protection, family services, foster care, preventative services, and after hours on-call emergency referrals.

The Southend Child and Family Services office has a total of 12 staff including one from Kinoosao.

Child Protection/Family Services

The child protection and family services department follows up on referrals based on a risk assessment tool and the Child & Family Services Act. This determines whether a child is deemed to be in need of protection and/or family services.

The Agency's goal is to ensure "the child's best interest" are met through program delivery and placements. We provided services to a total of 51 children within the Agency. The chart below details the caseload from April 1, 2011 to March 31, 2012.



We work with the parents through case plans and Parental Services Agreements. Timelines are set and agreed upon by both parties in achieving goals toward healthy lifestyles. This establishes safe and stable environments for their children.

Foster Care

Foster Care is a protective service in providing a safe and stable environment for children and youth that come into the care of the Agency.

The office has four (4) PRIDE trained and ten (10) alternate care homes.

It has been a challenge to recruit new foster parents, though we continue to recruit by radio and postings.

Parent/Child Programming

The following programs are provided to parents and children: discipline, learning respect, communicating with teens, budgeting, healthy eating, healthy lifestyles, summer safety, stress management, praising your child, engaging with your child, time management, communication in families, traditional tipi teachings/values, effects of family violence, failure to thrive, and grief and loss.

Youth Programming

The following programs are provided to youth: bullying, respect, stress management, discipline, peer pressure, substance abuse, anger management, suicide awareness, setting goals, summer safety, self esteem, healthy lifestyles, grief/loss, dating violence, and lateral violence.

The community of Southend has an active interagency committee that meets on a monthly basis unless there is an emergency/crisis that needs to be dealt with immediately. The Agency is committed in working towards a healthier and safe community.

Preventative Services

Our preventative services programming has been on-going and the community has shown a lot of interest by attending the weekly programs. There are currently 6 families and 24 children working with the Preventative Services Worker.

Goals for the Next Year

- Reunite children that come into care with their families.
- Establish new foster homes.
- Implement Triple P (Positive Parenting Program) to our families.

Southend Family Camp

Deschambault Lake

Allan Ballantyne

Overview

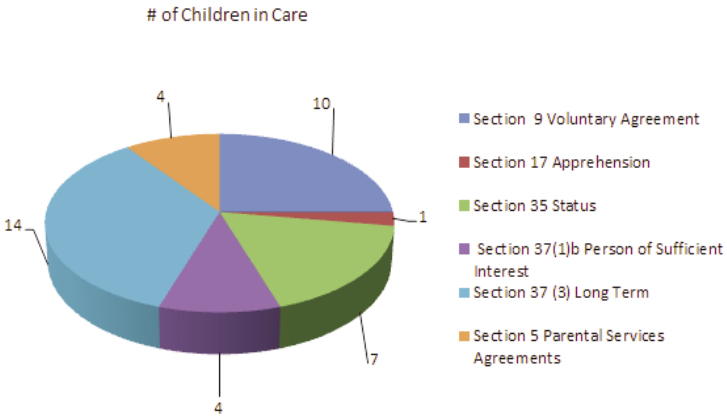
Deschambault Lake Child and Family Services (DLCFS) recognize that the health of our families is central to our Agency's vision and mission statements; to have culture and tradition as the foundation for protecting children and strengthening families in program delivery.

We look forward to continuing our work with community leaders and other support services in a shared vision of "Peter Ballantyne Cree Nation members and families living in harmony in healthy, safe and vibrant communities", as stated in the 2012-2016 Peter Ballantyne Cree Nation Community Wellness Plan.

Child Protection and Family Services

The Agency is fully mandated under the Child and Family Services Act of Saskatchewan to provide child protection and the provision of support services to families.

The Agency provided services to approximately 52 families on either a voluntary or involuntary basis, and to a total of 40 children. The chart below details the caseload from April 1, 2011 to March 31, 2012.



The Agency continues to strive to maximize the development of strong Cree identity in our children through activities such as culturally based programming and elder involvement.

The Agency continues to provide acceptable standards of care to the children of this community. The Agency remains diligent in maintaining standards of case practice deriving from the policy and procedures manual (Family Centered Services) as well as the First Nations Child and Family Services Program. Staff continues to maintain contact with the children that are placed in foster homes outside of the community, follow-ups are maintained, and case planning occurs as required. Case reviews are done with local staff, Program Supervisors and Senior Managers.

Foster Care

This past year the foster care program has continued to provide a valuable resource to the team. The level of care that our children in care are receiving is up to standards. Currently, the office utilizes 11 foster homes and 2 residential care homes located out of town. Children in care visits and foster home visits are up to date and maintained on a regular basis or as required from time to time.

The Foster Care Worker was involved in 59 home visits for this reporting period. She did 11 home studies and completed 3 annual foster home reviews. The foster care program continues to meet its annual goals. Some of this year's highlights of the program include workshops in Saskatoon for foster parents and the annual Christmas appreciation supper for foster parents and the children in care.

Preventative Services

The goal for each child is to live safely and permanently within his/her immediate or extended family. This is often compromised by stress in the home that includes poverty, the impact of substance abuse, physical illness and mental illness or other significant challenges. The Agency provides preventative programming services to support families who are at risk for or are experiencing conditions that could lead to the abuse or neglect of children.

The current action plan of the Agency is to begin an interagency planning committee with agencies with vested interest in prevention. The most active of these agencies are Health services and Education. We are hoping that Social Development, the RCMP and the Deschambault Lake band office administration take part in these planning sessions. The approach is family and youth oriented programming. For example, some of the mentioned agencies are currently in the planning stages for the coming year. The overall objective of the Agency is to prevent children from coming into care through preventative case planning; which includes the newly introduced Triple P program. This program is currently taking place and the Preventative Services Worker has had numerous group sessions and some individual sessions with clients.

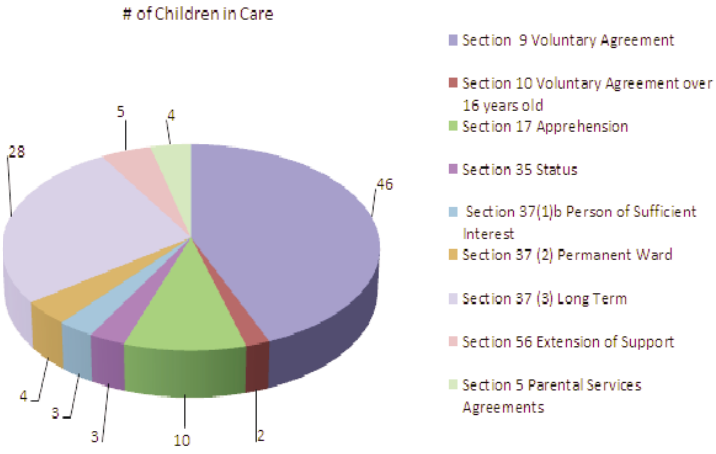
The success for 2011/2012 includes a wide variety of programming conducted by the planning committee. This includes the following: annual treaty day celebrations, culture week, youth movie auditions, northern spirits workshop, youth drama workshop, family snow sculpture, national addictions awareness week and the annual youth symposium. These events and activities targeted the whole population of Deschambault Lake. We tabulated the numbers for 2011/2012 and witnessed about 200 families and 300 children served on average. This would suggest that it is vital that these programs and events continue to receive and require more financial assistance from every sector of our Peter Ballantyne Cree Nation.

Pelican Narrows

Alvina Charles

Child Protection Services

The child protection program allows us to provide safety for the children that come into care. The Saskatchewan Child and Family Services Act guides the workers to obtain child welfare status from court. Child protection services investigate the child abuse referrals from the community. In the 2011/2012 year, the Agency had 17 cases that went through court for permanency planning. Throughout the year, Pelican Narrows Child and Family Services have served 109 children in care from the community of Pelican Narrows. The chart below details the caseload from April 1, 2011 to March 31, 2012.
The court process is a learning experience for workers who attend the



hearings to obtain the legal orders in order to keep the children safe. We encourage parents of their right to receive legal representation. The Agency looks at the best interest of each child that comes into care and we also offer services to the parents or we direct them to other Agencies for help. Once we receive the orders for children to remain in care, we continue working with the parents by offering the support to change their lifestyles as they still have an opportunity to get their children back. Most of the court cases have been completed; however, new cases are in the process for court hearings.

Child and Family Services

The Child and Family Services program helps the families once the children come into our care. The most important part of this program is to keep the children safe by providing a safe place to stay while the parents are provided with programming that will help them improve their lifestyle. We also refer the parents to other Agencies to start working on themselves as soon as possible. The workers arrange visits for families so they can keep in touch with each other. The parents with the help of their case worker establish a case plan in which they have a period of time to complete. The Agency workers will recommend that they attend a rehabilitation program and then an application is made to one of the Family Wellness Centers. Once this has been completed then the family can be reunited and are referred to the Triple P Program (positive parenting program) to assist them in parenting. The Child and Family Services Workers in the Prince Albert assist our workers by maintaining half of our caseload. The transfers were done in November with the children placed near the Prince Albert area.

The Family Wellness program provides our families with services that will help them care for their children when they return home. The parents also continue to attend other support groups in the community. When the families are re-united with their children and return home, the case worker does follow-up visits, then the file is closed after 3 months.

The highlight of the year is one of our children in care will graduate from Carlton High School. This child now an adult has made a tremendous effort to complete grade 12 and we are so proud of her. She has kept in contact with our office throughout the year. Her goal is to continue school and be a Social Worker.

Foster Care

We appreciate all our foster parents who take the time to care for our children in care. They provide the children with a safe home and loving environment.

The Foster Care Worker provides training for people who want to foster children. The PRIDE training program has 10 sessions with a cultural component; this helps the foster parents to care for the children. The Foster Care Worker also provides support for the existing foster parents by offering support meetings twice a month. The foster parents attend an annual Caregiver Conference in Saskatoon. This provides the foster parent a little break and at the same time they learn new ways to care for children and better supports for them.

Foster parents attend a Christmas appreciation supper where children receive gifts from Santa Claus. The Agency also has an annual fall appreciation gathering and barbecue for the foster parents and the children in care. They receive a certificate of appreciation for caring for our children in care.

Prevention Programming

There are two programs that are offered through our Agency and they are the annual family culture camp and the youth conference.

This year the 1st Annual Youth Conference was initiated and the community agencies worked together to make this event a success. A total of 265 children attended this conference. Double vision entertainment facilitated a self-esteem workshop for the student, and magic show entertainers provided a fun presentation.

The Annual Family Wellness Camp is provided for families that want to help themselves and attend with their children. At the camp we implement traditional ways of helping oneself. The community Elders and a traditional Elder are involved to help with the teachings of family life and Kisiwatsiwin (caring). The families are taught the roles of Elders, men, women, youth, and children. Traditional ceremonies such as the Sweat Lodge ceremony, the feast and give away are practiced. The Elders teach the children about survival skills and traditional medicine. The family camp is geared to help people who are willing to learn positive parenting skills. Once the camp is completed the families are provided with a feast and give away before they return home.

The Health Center has four children's camps in the month of July and we support them by cost sharing their event. The Preventative Services Worker facilitates workshops for the children who attend the camp. Cost sharing with other Agencies and their programs allows us to work together and provide successful events.

The Preventative Services Worker also provides support groups for parents and children twice a month. The parents always look forward to these evenings as they enjoy visiting and the presentations. The parents also participate in making crafts, blankets, bags, sewing and other activities.

Triple P Program

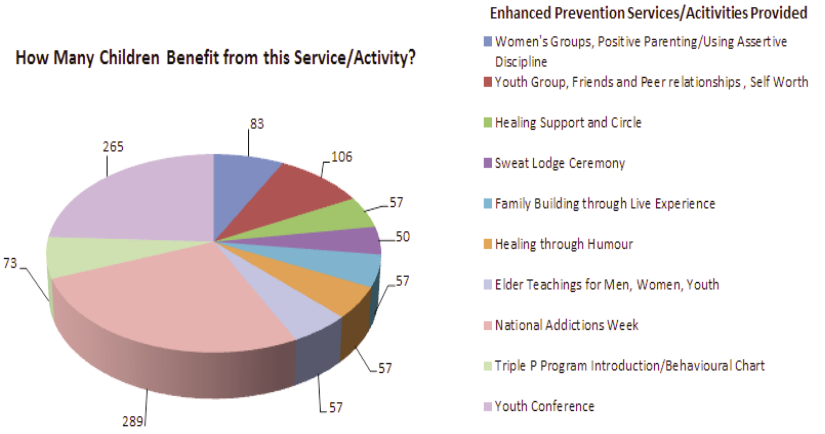
This program prevents children from coming into care by teaching the parents positive parenting skills. The parents are more open to learning and helping themselves with their children. The Triple P Program is geared to help parents with their children and monitor the progress in their lives.

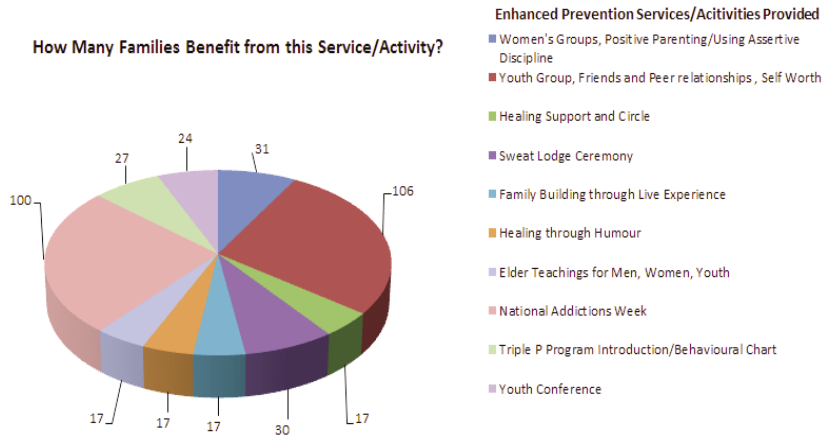
This program has different stages such as Primary Care Triple P for small children, Primary Care Triple P for Teens, and Group Triple P. There is additional training to help workers assist the parents with their children. This program is very useful for our families and they are happy learning new things to help keep their children at home.

Goals for the Next Year

- Recruit more foster homes and train more foster parents.
- Work towards reuniting families
- Implement Triple P (Positive Parenting Program) to the community members in need.

First Nation Child and Family Services Enhanced Prevention Services





Sandy Bay, Sturgeon Landing & Denare Beach

June McCallum

It has been another busy year for the Child and Family Services Agency in our area which serves the communities of Sandy Bay, Sturgeon Landing and Denare Beach. The Program Supervisor is based out of the Sandy Bay office overseeing the service delivery of the three communities.

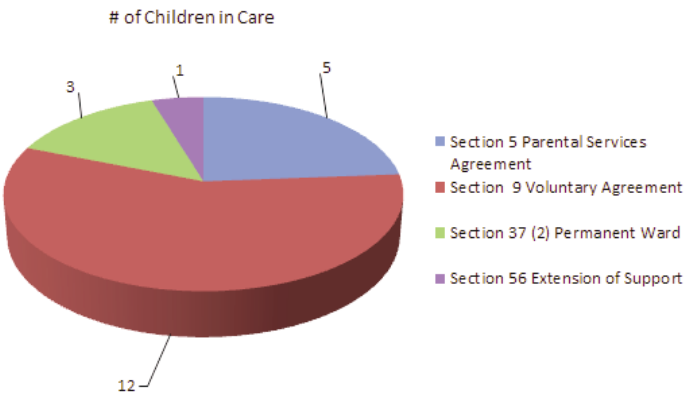
The Sandy Bay Child and Family Services office has experienced a lot of changes over the past year while Sturgeon Landing and Denare Beach offices have remained constant. We have been striving to maintain the best level of services to the families we work with by utilizing a team based approach. Our goal for next year is to strengthen the communication and overcoming barriers in the work place and in the community.

Child Protection and Family Services

Currently, our Agency is attempting to make all of our services more visible in the community. Our staff is working hard to build community ties to organizations and families; to create awareness of our programs; and make use of any services available to meet their needs.

We strive to meet the needs of children with casual On- Call Workers who work after hours, holidays, and during office closures. On-Call Workers also maintain close contact with Child and Family Services Workers to ensure follow up work, home visits, and children's needs are met as promptly as possible. We try to assist families in planning better outcomes for their future while educating them on coping methods, parenting skills, and time & home management through case planning.

Throughout the year, the Agency served 21 children in care from the communities of Sandy Bay, Denare Beach and Sturgeon Landing. The chart below details the caseload from April 1, 2011 to March 31, 2012.



Foster Care

Foster Care is continually needed and with the help of the new Foster Care Worker, the Agency hopes to have new homes open in the coming year. Our focus is on keeping the communication lines of foster/alternate care homes open to build strong relationships and to promote the best quality of service for our children in care.

Presently we are utilizing two foster care homes and four alternate care homes, while three of our foster care homes are presently inactive.

Thank you to these care providers for making our jobs easier by keeping our children in care safe. We plan to create a new Foster Support program with the opening of new homes.

Preventative Services

The Preventative Service Program offers evening programming to community band members.

Sandy Bay recently initiated the first Triple "P" program as an evening educational/support program. We were very pleased with the attendance and input from the participants. Community members continue to request this service; it was surely the highlight of the year. Plans are also being made for Sturgeon Landing and Denare Beach to establish parenting programs.

The most active program at present is the youth support groups which meet on a weekly basis. Sturgeon Landing and Denare Beach have a number of families who continue to attend each program night. Youth and parents inadvertently plan activities by questions or concerns the communities are facing. Prevention is constantly reinforced by encouraging families to build positive supports through Elders, family, and community based workers. Prevention workshops that have been held include: anger management, bullying, peer pressure, and building self-esteem. There are also cost sharing ventures with other community Agencies such as the Cultural camp, Sweat Lodge Ceremonies, and Round Dance.

Placements	# of Children
Regina Ranch Ehrlo	2
Prince Albert Ranch Ehrlo	1
Foster Home	3
Alternate Care	9
PBCFSI Group Homes	1
Home (receiving family services)	5
Total	21

PBCFSI Photos

Group Home and Family Wellness

Family Wellness Centers

The Family Wellness Centers offers a six week residential program for the whole family that facilitates family reunification and prevention of family breakdown. Peter Ballantyne Child and Family Services is unique in this area as they are the only Agency that provide this service in Canada.

The Family Wellness Centers were created to serve the Peter Ballantyne Cree Nation communities and to deliver culturally appropriate programs including specialized therapeutic counseling services. Although the program is designed as a six week program, it may be extended for a longer period as per the needs of the family.

All programming is geared to meet the needs of the individual family. The community Elders are a big part of the program delivery, teaching traditional parenting, spirituality, Woodland Cree Culture of trapping, fishing and hunting, preparing traditional foods, picking berries and medicines.

The Family Wellness Centers work with the local community resources such as the Health Services, Head Start Programs, the schools and with outside resources as needed.

The PBCFSI clients are referred to the Family Wellness Center prior to returning their children from care. The Agency has noted that there is a higher success rate of children not returning to care when they have completed the Family Wellness Center.

This year 17 families went through the Wellness Centers, 9 families and 31 children in Sandy Bay, and 8 families and 30 children in Deschambault Lake.

Each center offers educational programs to families. Staff are committed to providing the following services according to policy and procedures.

- Anger management
- Life skills
- Addictions
- Cultural teachings
- Family camps
- Child & Family Services Act and PBCFSI awareness
- Domestic violence
- Self care, goal setting, and self esteem
- Triple P Positive Parenting Program
- Grief n loss

Each center has done exceptionally well with their programming and encouraging families to spend quality time together as a family unit.

Group Homes

The Group Homes provide therapeutic programming based on the holistic model (physical, spiritual, mental and emotional well being). All referrals are received from PBCFSI offices and the Special Placement Committee reviews each intake. The group home works closely with the Child and Family Services offices maintaining case and treatment plans for each child in care as per the Family Centered Case Management Policy.

Program Objectives:

- To meet basic needs such as food, shelter, clothing and medical care.
- To teach life skills, social skills and job training for independent living.
- To develop and maintain active community participation in school, recreational facilities and a variety of community services.
- To connect youth with additional mental health services when necessary.
- When appropriate to help youth and their families establish and maintain healthy relationships.

The focus is to continue a treatment process that begins at the intake level and prepare the residents for independence, to return home, or for placement in a foster home. Staff assist residents with personal care, preparation of meals, the administration of medications, the use of equipment and maintenance of the home. Residents receive support when arranging and/or attending appointments in the community. Residents are encouraged to take an active role and be as independent as possible in the daily operations of the home.

Residents are at the centre of all planning. They are encouraged to make their own decisions and residents are provided the information needed to make those decisions. The environment in which they live is modified to fit their needs.

Education and prevention is essential in supporting individuals with challenging behaviours and involves providing information and tools necessary for the prevention of crisis.

We currently have one group home, a 10-bed facility in Pelican Narrows. The Pelican Narrows Group home has been successful in maintaining capacity with the number of children, and as well as maintain full staff capacity.

Pelican Narrows Family Camp

Sandy Bay Family Wellness Centre

June McCallum

My report will focus on the accomplishments, achievements, challenges, and results that made our Family Wellness Center a positive program for families in need.

Program Components

The Sandy Bay Family Wellness Center (SBFWC) program is a six week inpatient program that works with Peter Ballantyne Cree Nation families by re-uniting families together and teaching skills needed. The SBFWC offers and delivers safe, respectful, caring, fair, accountable, and open services for our families. The goals of Family Wellness is to enhance self-esteem and cultural identity, build healthy inter-personal relationships, increase the ability to identify and express feelings; promote personal growth, and identify the spiritual, emotional, physical and mental well being of the family unit.

The SBFWC and the Child and Family Services office work collaboratively sharing case plans and maintaining case management for each family entering the center.

Programming

The Sandy Bay Family Wellness Center currently staffs 1 Full Time House Mother, 3 Full Time Family Workers, 3 Casual Family Workers, and 1 Supervisor. The staff have shown hard work this past year and have given their best in working together especially with offering the following programs:

- Coping Skills
- Cooking Lessons
- Family Violence
- Woman's Nights
- Arts and Crafts
- Grief and Loss
- Nutrition/Hygiene
- Goal Setting
- AA Meetings
- Home Management Skills
- Triple P Program
- Anger and Stress Management
- Youth Nights
- Building Self Esteem
- Addictions Counselling
- Cultural/Spiritual Teachings
- Elder Teachings
- Mental Health Counselling
- Individual Counselling

A parent stated after completing the Triple P Parenting Program, "I am quite interested in the Triple P Positive Parenting and would like to take part in your next session, your program sounds very beneficial"

Activities:

- Crafts
- Fishing
- Winter Festival
- Family Culture Camps
- Winter Festival
- Berry Picking
- Movie Nights
- Nature Walks
- Cooking
- National Aboriginal Day Festivities
- Youth Nights
- Canada Day Festivities
- Christmas Activities

Services:

- Sandy Bay Community Resource Center Inc.
- Addictions Center
- Health Center
- Hector Thiboutot Community School
- Mikisew Pre-School
- Kids First North
- Lady of Seven Sorrows Roman Catholic Church
- Sandy Bay Elders
- Child & Family Services
- Northern Village of Sandy Bay
- PBCN Councillors for Sandy Bay

Without the community resources, the SBFWC services would be limited. Thank you to all the organizations in Sandy Bay for working with us.

The 2011/2012 year has been a successful and challenging year. The SBFWC had a few incidents where we learned the importance of understanding and the commitment to the families that are in need of of help.

I am confident that many families are utilizing the skills offered to them. It gives us a great sense of accomplishment when a family leaves with confidence and hope; its then we know we are making a difference.

Staff and Training

The SBFWC Supervisor ensures that all issues concerning the staff are dealt with respect and understanding. The Supervisor works closely with the Human Resources Manager with any concerns in respect to the Personnel Policy manual regarding staff.

We have staff meetings to ensure their needs are met as this communication is important to work effectively. We all contribute when it comes to teaching, consulting, counseling, advising, supervising and ensuring the needs of the family are addressed.

Two staff members had the opportunity in attending Staff Development in October. Staff Development was about Harmony in the work place and was very beneficial. I did share some of the important aspects of the workshop with other staff members.

Two staff had the opportunity to participate in TCI Training and they expressed that the training was intense.

The training opportunities received this year has helped a great deal especially with programming. Some of the training consisted of: Triple P Group for Teens, Triple P Stepping Stones, and Facilitators Group Triple P including productive management meetings.

Administration

The Supervisor is responsible for the day to day operations of the Family Wellness Centre in accordance to the Peter Ballantyne Child and Family Services policies and procedures.

Facility Maintenance

The Sandy Bay Family Wellness Center ensures a safe and nurturing environment for each family that enter the 6 week program. We continue to review the rules and regulations of the Center and the Agency vehicle guidelines. Working with the Capital Assets Manager, we are able to keep our facility safe and clean.

Budget

This year the SBFWC has provided services to 8 families with a total of 33 children; for a total revenue of $366,000.00. One family out of eight families were involved with Child and Family Services. This year was a success in reuniting families

Status of Children in Care	Number
# of Families for the Whole Year	8
# of Children for the Whole Year	33
# of Females	20
# of Males	13
# of Single Parent Families	5
# of Two Parent Families	3
Section 9	8
Section 10	0
Pelican Narrows	4
Southend	4
Denare Beach	0
# of Families returned to PBCFSI	1

Date Entered	Discharged	# of Children	Occupancy Rate	# of Days	Revenue	Update
March	May 6th	2 Female 1 Male	80 %	42	$31,500.00	No further involvement
May	July 11th	2 Female 1 Male	80 %	42	$31,500.00	No further involvement
July	August 24th	4 Female 2 Male	150 %	42	$63,000.00	No further involvement
September	October 14th	3 Female 2 Male	120 %	42	$52,500.00	No further involvement
October	November 18th	2 Female 3 Male	120 %	24	$30,000.00	Yes
November	January 5th	4 Female 1 Male	120 %	42	$52,500.00	No further involvement
January	February 15th	2 Female 3 Male	120 %	42	$52,500.00	No further involvement
February	April 19th	1 Female 2 Male	80 %	70	$52,500.00	No further involvement

Deschambault Lake Family Wellness Centre

Della Ballantyne

The Deschambault Lake Family Wellness Centre (DLFWC) annual report will capture information gathered from this year's stats based on the excellent team work and dedication that the workers continue to display in making this another successful 2011-2012 year. I will highlight the program difficulties and successes in achieving the Agency's mission.

Program Components

The Deschambault Lake Family Wellness Center is a six week program that provides services to families who are willing to address their issues and who are prepared to explore alternative choices for a healthier lifestyle for themselves and their children. The program is adapted to meet the needs of each individual family by restoring parenting skills, bonds between parents and children, and provide holistic healing using traditional and contemporary practices by Elders.

Admissions

Referrals are made by Peter Ballantyne Child & Family Services (PBCFSI) offices and reviewed by the intake committee prior to being considered for admission. All admissions are voluntary.

Communication takes place with other Family Services offices on intakes and case management.

Therapeutic Intake Committee meetings are held to give recommendations for families to be considered for admission. The committee consists of Executive Director, Program Manager, Program Supervisor, Family Wellness Center Manager and Case Manager. This group is responsible in reviewing every intake package and collectively make the decision for admissions.

The final decision will be given by the Executive Director for all recommendations on all admissions.

Programming

The DLFWC currently employs the following workers: 1 Family Wellness Supervisor, 1 House Mother, 3 Full time Family Wellness Workers and 7 casuals. The staff has been excellent team players and worked very hard in delivering the following 6 week program.

Orientation

Orientation on the following is delivered: policies and procedures, weekly household duties, fire drill, fire safety plan for families to take when they return home, importance of routine for youth, house rules, family medical checkups, reviewing the Child and Family Services Act and educating clients on the title, interpretation and purpose, services to families, child protection, voluntary committal, etc.

Positive Parenting

The following positive parenting matters are discussed: the causes of behavior problems, promoting child development, managing misbehavior, responding to misbehavior, behavior charts and taking care of you as a parent.

Addiction

The staff discuss issues relating to addiction, what causes addiction, effects of alcohol addiction and tobacco addiction, second hand smoke, other addictions, effects on family, getting help and workers will help client develop a plan in utilizing community resources.

Life Skills

Workshops are delivered to clients on the following topics: self-esteem, why self-esteem is important? Self-esteem activities, healthy self-esteem, how to help your child manage negative self-talk, teaching children to use positive self-talk, how to help your child solve problems, self-improvement, stress, what is stress and what causes it, how stress affects parenting, how to recognize stress, coping with stress, how to reduce stress and how to manage daily stress.

Health Relationships

We discuss the importance of healthy relationships and topics such as: domestic violence, what is it? Signs of an abusive relationship, how it affects children, what parents disagree about, why couples have conflict over parenting, how to look after your relationship, how to work as a team, why team work is important and how to problem solve.

Home Management Skills

Home management skills are delivered to the clients such as: plan and prepare balanced meals, how safe is your kitchen, what is failure to thrive, cooking on a budget, shopping skills, smart grocery shopping strategies, budgeting and money management, housekeeping skills and safe food handling and storage.

Weekend Family Activities

During the weekends the family will pick activities to do with their children in order to promote quality time and family bonding.

Elder Services

Elders play an active role in our programming and continue to provide support, individual counseling, cultural teachings, preparing child for their return home.

Community programming

Clients are encouraged to participate in community programming such as the Family Out Reach Program, Holistic Health, Parent Drop

In Center, Youth Center, Family Services, Triple P Parenting Program, Men's Night, Women's Night and all other community events that take place while the family is at the center.

I would like to thank the Family Wellness Workers for the excellent work they do with our clients. Equally important, thank you to the community Elders and other community resource people for being so supportive in providing services needed for the families.

Staff and Training

In collaboration with the Human Resources Manager in Prince Albert we continue to deal with staffing issues, personnel matters and training as needed.

Bi-weekly staff meetings are held where staff concerns, new programming and job descriptions are reviewed.

The previous Supervisor attended training for the Triple P Stepping Stones. Nine staff members received their safe food handling certificates.

PBCFSI continues to support their staff working through barriers, coming up with cost effective strategies to ensure staff receive appropriate supervision and direction.

Administration

The Supervisor is responsible for the day to day operations of the DLFWC in accordance to PBCFSI policies and procedures. It is the policies created from PBCFSI Board of Directors which allows staff to work in an encouraging environment and supports us to continue providing positive programs.

Facility/Maintenance Operation

DLFWC maintains a safe and nurturing living environment for all families during their 6 week stay. For every family that enters our program, staff thoroughly reviews the facility, vehicle policy and safety procedures. We continue to work with the Capital Assets Manager to maintain and provide a safe, healthy and operational building for all families that participate in our program.

Budget

This 2011/2012 year the center has provided services to 9 families with a total of 33 children. Additional expenses include:

- Increase costs in economy such as fuel
- Resources available are located out of the community which results in cost increase in fuel/travel.
- Some families staying at the center encountered emergencies which resulted in early discharges from the program; did not stay the full 6 weeks (42 days).

The families that come through our 6 week program have their children returned if there are no child protection concerns at the time of discharge. Additionally, when the children are returned they continue to receive support from Family Services through section 5 agreements for an additional 3 months to ensure proper follow up and case management.

Future Plans

We continue to receive guidance and support from the management staff in maintaining and ensuring we continue to have a successful program for the best interest of Peter Ballantyne Cree Nation families and children. Deschambault Lake Family Wellness Center has had another good year despite the challenges. The Deschambault Lake Wellness staff continue to demonstrate excellent team work and dedication in providing support to the families that come through our facility.

Pelican Narrows Group Home

Teresa Swan

It has been a rewarding year for the Pelican Narrows Group Home. Through diligence, compassion and perseverance, all the group home staff have worked collaboratively through team work to provide a warm, supportive caring environment for the residents. We have worked in conjunction with other Agencies and community resource people to provide a holistic program for the youth.

Programming

There are 31 Elders and community members who are utilized for programming. We have five elders we utilize on a regular basis. They are asked to come to the group home to assist youth and staff for the following:

Cultural activities: storytelling, arts and crafts and beadwork, fishing, and cooking traditional foods.

Counselling: attendance at case conferences to impart their wisdom and knowledge, counselling of youth on an individual basis when required, and to provide support to the group home staff.

Community Members: various community members also provide the following to the youth to keep them busy and to learn new skills: jigging, cook-outs, baking, gospel singing and so forth. As a result, the Elders and community members provide necessary support and keep the youth busy and they learn necessary life skills.

The youth have gone on many trips, especially during the Spring and Summer months. One of the major trips they attended was the Lac St. Anne Pilgrimage near Edmonton, Alberta in the month of July. Other activities include: fishing, camping outdoors, blueberry and mushroom picking, hiking, nature walks, fishing, mint and rat-root picking, singing, school gym nights, and walking at the track.

Home visits are consistent and they are held every Wednesday, Sunday and holidays. The youth in care are allowed ongoing family contact in the group home as part of their case plans.

In November 2011, we had nine case conferences held in the group home and these were quite successful. Parents, caregivers and guardians were invited in addition to Elders, caseworkers and school personnel to discuss the progress of the nine youth in the group home and in the school. We were assisted by the Case Management Worker who was hired in November 2011.

Staffing

At present there are 10 full-time staff and one full-time position is still open. There are 15 casuals on the employee list.

Training

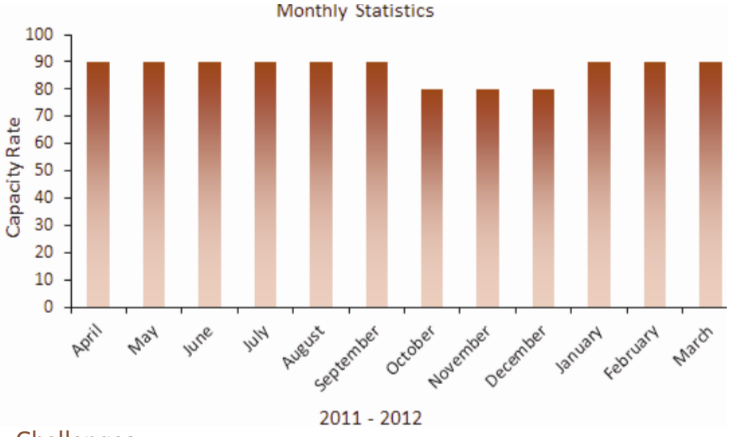
Staff development was a success and all the full time staff from the group home were in attendance. One staff member attended the TCI training which was held in Saskatoon. In November 2011, a Food Handling Safety Course was held in the group home and was attended by all staff. After completion, each employee received a certificate. The Group Home Supervisor attended Triple P Program training in Prince Albert and First Aid/CPR training was provided for all group home staff.

Facility Maintenance

The Pelican Narrows Group Home ensures a safe, clean and nurturing environment for each youth that resides in the group home. The youth in residence are encouraged to do their daily chores and to keep their rooms clean.

Achievements

The group home occupancy rate has maintained the capacity rate of 90% throughout the 2011/2012 year. The hiring of the Case Management Worker has been beneficial for the group home. The worker does the daily case management, monthly progress reports, taking the youth to their to medical and legal appointments, attending school report card days and assisting the Supervisor with any other tasks on an as needed basis



Challenges

This year has been a challenge for the group home in terms of the casual staff. It is difficult finding a casual worker to assist the full time staff. Another challenge is full time staff that do not have a valid driver's license. This impacts on programming, especially in the winter months.

Goals for the Next Year

- To promote and enhance the safety and well-being of the youth in the Pelican Narrows Group Home
- Increase self- regulatory skills with the youth through the Triple P Program, teaching them logical consequences, maintaining positive behavior.
- To include the Case Manager in the Triple P Parenting Program to increase the preventative programming.

Systems Administrator

Rene Krieg

Program Summary

Information and Communication Technologies (ICT) continue to change the way organizations maintain their day to day operations. The ICT department had many projects this year. Here are a few highlights.

The main server was replaced and the Microsoft exchange 2010 email system was installed on this server. All network shares were moved to the new server as well as all email accounts and user accounts. Symantec Backup Exec and an Ultium drive were installed on the new server and are set up to provide offsite daily backups of the entire network.

The smartsend server was rebuilt and repurposed. It is now the Security Server with the Kasperski antivirus administration server and the Kantech security systems for the building security. It is also the AIS server.

Office 2010 Home and Business and the Kasperski Antivirus suite were installed on all systems throughout the organization. Eleven new computers and monitors were ordered to replace old systems. Four small servers were purchased, one for each of the larger Child and Family Services offices. All data was moved from every system in the location to the new server. A USB drive was installed on each of these servers and daily backup was set up to the usb drive. This is to solve the speed issues that the remote sites were having while retrieving documents from Prince Albert. It was also to protect all of the data in each one of the communities.

It took a couple of months to create a standard folder structure for the shared directory in each community. All of the files in each location were sorted into this folder structure to provide a centralized share for all data pertaining to the clients and programs.

A total of a 183 electronic forms were created throughout the year and the forms were sorted into a new directory folder structure. The forms directory was copied to the four servers in the communities.

The services for the Fortinet content manager were renewed. The device was upgraded and reconfigured to support both of our firewalls for continuous protection and traffic control.

Throughout the 2011/2012 year, several issues were fixed due to power outages, office break and entries, phones, computers, printers and fax lines. Routine maintenance was performed on the Cisco communication devices in all communities. Many new users were created and the previous users were deleted. The phones, computers and printing environment were reconfigured for each.

The PBCFSI website has been completed and is now live at www.pbcfs.net. Regular updates to the site are performed as needed.

New PBCFSI Building

The department worked with various suppliers, engineers and contractors to transfer and/or install services and equipment in the new PBCFSI building.

A projector and screen were ordered and installed for the new boardroom. All of the electrical and network wiring was in place and labeled for the phone system, computers and projector.

Prince Albert Alarms installed the security system wiring and the Geo-vision DVR system. We worked with Prince Albert Alarms to get the door security system in place. Staff was set up on the security system with access using a key fob. All who received a key fob for arming and disarming the building were trained.

Sasktel moved the circuits and phone lines to the new building. All the connections were tested including the phone system. There was a problem with the pair gain units due to an electrical storm. Sasktel changed the system boards in the units.

A separate air conditioner was setup and added for the server room. All of the servers and network equipment was moved to the new building and set up in the new server room.

New desks and chairs were ordered from Supreme Basics and installed.

The ICT department will continue to provide support and solutions for the Peter Ballantyne Child and Family Services and the staff.

New Child & Family Services Building Memorializes an Honoured PBCN Elder

When Peter Ballantyne Child and Family Services Inc. dedicated their building back on June 29, 2011, it was an opportunity to honour one of their own people. They named their new headquarters, a newly constructed building, located on Chief Joseph Custer Reserve No. 201 in Prince Albert, the Philip Morin Memorial Building.

Philip Morin (1917 - 1995) was the head of a large family, and was from the Peter Ballantyne Cree Nation community of Southend. He was a man who lived off the land and lived the values and way of life of the Woodland Cree.

The Executive Director of Peter Ballantyne Child and Family Services, Vera Sayese, is the daughter of the late Philip Morin, and it was the Board of Directors of the organization and the PBCN Chief and Council who bestowed that honour. The following are the excerpts of Sayese's speech from that day:

Martin Luther King, Jr. once said "The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy".

There can be no memorializing our father without speaking of how he dealt with challenge and controversy. I never knew our father to shirk from responsibility however overwhelming it must have seemed. There was no job to menial, no task too difficult as far as looking after his family went. When our mother died, leaving him with eleven children, aged three to 15, he rose to the challenge. It cannot have been easy.

Above all else, my father cherished his family. His love for my mother, for my brothers and sisters, for his grandchildren and for me, was unwavering and without condition.

He offered us his experience, his strength and his hope. He gave his love and support without condition, and rejoiced in the success of those he loved.

Of all the things I am grateful for, I am most grateful that my father lived long enough to see each of us grow into responsible adults, loving spouses, caring parents, and compassionate individuals. I'm grateful that he lived long enough to witness the lessons that he instilled in each of us, to watch them take root and help us develop into the people we have become.

Our father was a man of strong values whose life revolved around his Cree culture, language and traditions. Like his parents, he lived off the land. He was a commercial fisherman and trapper. And while he made us proud of our heritage, he also recognized that times were changing and he emphasized the importance of education and being able to support a family.

Oliver Goldsmith once wrote, "The greatest object in the universe is a good man struggling with adversity; yet there is still a greater object - that is the good man who comes to relieve it."

There can be no question that the road our father walked was sometimes a difficult one. What always amazed us was the courage our father showed in facing those difficult times and how he shared what he had with persons less fortunate.

Our father served his Reserve Community, Southend, with similar hard work and perseverance. Through his adult life, he was a much respected Band member, a hard working Councillor and very revered Elder. As with his children, he was concerned with the health and well-being of his community.

This building is a legacy to my father. Those of you who sit on the Board, those who manage the Agency, those who work from this office and those who serve the PBCN reserve communities are now charged with the heavy responsibility of following in his footsteps. Of carrying the message, of showing to others the kind of love, support and understanding that he showed to others. It falls on you to ensure that the experience and wisdom that my father amassed in his time on this earth is carried forward. I can not think of a greater, more poignant tribute to all that my father believed and held dear.

My father taught us many things. With those lessons, we've gone many places, met many people, and done many things. But of all the things our family has done, and of all the things that I am, the thing that I am most proud of, is that I am my father's daughter. To look at his life, and the man he was, and I hope I can demonstrate the sort of gentle love and kindness that was my father's hallmark.

I hereby dedicate this building to the memory of my father. It will hereafter be named the Philip Morin Memorial Building. I believe that my father's spirit and all that was good and right about him, will live on forever.

PBCFSI became operational on April 1, 1995 and is one of the largest First Nation Child and Family Services Agencies in Saskatchewan.

It's vision: "Safe and Happy Children living in Healthy Families and Vibrant Communities."

Finance Manager

Loretta Czarnota

Program Responsibilities

The Finance department is responsible for administration and oversight of the Agency's day-to-day financial transactions. The department ensures that financial activities are conducted according to PBCFSI policies and that expenditures are within the budget allocated to each program. The Finance Manager works with the Program Supervisors of the community CFS offices, Family Wellness Centres, and Group Homes to plan and prepare their annual budgets. The Finance department includes Barb Michel, Larissa Clarke, who is currently on leave until September 2012, and Chad Peekeekoot, who is on a definite term position. They conduct the daily financial activities of the Agency.

Financial Audit

The audited financial statements for the year ending March 31, 2012 indicate the current financial position of the Agency and follow this report. Briefly, PBCFSI has obtained yet another unqualified opinion on its financial statements this year. Our auditors, PricewaterhouseCoopers, have acknowledged that the financial statements are a fair representation of the Agency's current financial position. PricewaterhouseCoopers will present the audited financial statements that follow this report.

Financial Highlights

The audited financial statements show the Agency is in a good sound financial position.

Contributing to this year's change in accumulated surplus is the construction of the Prince Albert office building. As of March 31, 2012, the construction loan payments have not yet commenced as the Agency has been waiting for a final completion certificate. We anticipate receiving this in the very near future and begin regular payments in the upcoming year. This will gradually reduce the current debt load over the next 15 years, the term of the loan.

The operations deficit is largely due to funds used for the Prince Albert office building construction that was to come from the prevention deferred revenue. Notification from Aboriginal Affairs and Northern Development Canada (AANDC) was received after the process had begun stating they did not want this to show as a transfer between programs.

The Agency has a surplus in maintenance again this year which will be set aside to create a maintenance reserve as suggested by the AANDC 2012 General Assessment.

Prevention deferred revenue is also a factor affecting the accumulated surplus. A large portion of prevention funding remains unspent which will be used in the upcoming year for increased Triple P training as well as family-oriented programs focused on culture. It will also be used to get the Urban Prevention Centre operational in the new year as per the Province's regulations and requirements.

The group homes and wellness centers as a group are now in an accumulated surplus position and are fully self-sustaining for the first time. The Pelican Narrows Group Home is by far the most successful and contributes mostly to this surplus.

The Agency received a 'low' risk assessment rating on AANDC's General Assessment again this year. We have consistently received unqualified audit opinions and have submitted other reporting requirements in a timely fashion. It was also noted in this assessment that the Agency has now fulfilled the reporting requirement relating to the Children's Special Allowance which has been a deficiency in past assessments.

PBCFSI Grand Opening Ribbon Cutting

June 26, 2012

Independent Auditor's Report

To the Board of Directors of
Peter Ballantyne Child & Family Services Inc.

We have audited the accompanying financial statements of Peter Ballantyne Child & Family Services Inc., which comprise the statement of financial position as at March 31, 2012 and the statements of operations, changes in net debt and cash flows for the year then ended, and the related notes, which comprise 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 public sector accounting standards, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

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

PricewaterhouseCoopers LLP, Chartered Accountants
The Princeton Tower, 123 2nd Avenue South, Suite 200, Saskatoon, Saskatchewan, Canada S7K 7E6
T: +1 (306) 668 5900, F: +1 (306) 652 1315

"PwC" refers to PricewaterhouseCoopers LLP, an Ontario limited liability partnership.

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 Peter Ballantyne Child & Family Services Inc. as at March 31, 2012 and the results of its operations and changes in its net debt cash flows for the year then ended in accordance with Canadian Public Sector accounting standards.

Other matter

The supplementary information contained in the accompanying schedules is presented for purposes of additional information to the membership and Aboriginal Affairs and Northern Development Canada and does not form part of the financial statements. The schedules have not been audited other than in the course of our audit of the financial statements to the extent necessary to allow us to render an opinion thereon.

PricewaterhouseCoopers LLP

Chartered Accountants

Peter Ballantyne Child & Family Services Inc.

Statement of Financial Position

For the year ended March 31, 2012

	2012 $	2011 $
Financial Assets		
Cash	4,820,381	3,833,242
Accounts receivable (note 4)	849,146	771,956
	5,669,527	4,605,198
Financial Liabilities		
Accounts payable and accrued liabilities	414,250	619,703
Loans payable (note 5)	1,433,528	314,709
Deferred revenue	6,795,997	4,775,594
	8,643,775	5,710,006
Net Financial Assets	(2,974,248)	(1,104,808)
Non-Financial Assets		
Prepaid expenses	17,860	11,984
Tangible capital assets (note 13)	3,311,654	2,057,104
	3,329,514	2,069,088
Cumulative unexpended funding	355,266	964,280

Commitments and contingencies (note 8)

Approved by the Board of Directors

Marie Adele Custer **Director**

Gordon Olson **Director**

Peter Ballantyne Child & Family Services Inc.

Statement of Operations

For the year ended March 31, 2012

	2012 $	2011 $
Revenue		
Federal Government:		
Aboriginal Affairs and Northern Development Canada	10,872,369	12,431,031
Human Resources and Skills Development Canada	344,279	313,843
Other	161,671	88,100
Interest	39,010	7,267
Ministry of Social Services	104,594	226,430
Ministry of Social Services - Administration fee	102,000	104,274
	11,623,923	13,170,945
Expenses (note 7)		
Maintenance	5,396,809	6,016,573
Operations and community services	3,858,030	3,839,672
Group Homes	1,619,302	1,394,404
Education	764,648	987,127
Prevention	378,838	306,408
Children's Special Allowance	215,310	211,035
	12,232,937	12,755,219
Unexpended funding (deficit) for the year	(609,014)	415,726
Cumulative unexpended funding at beginning of year	964,280	548,554
Cumulative unexpended funding at end of year	355,266	964,280

Peter Ballantyne Child & Family Services Inc.

Statement of Cash Flows

For the year ended March 31, 2012

	2012 $	2011 $
Cash provided by (used in)		
Operating activities		
Unexpended funding (deficit) for the year	(609,014)	415,726
Items not affecting cash		
Amortization	343,133	219,487
Net change in non-cash working capital items (note 9)	1,731,884	2,232,866
	1,466,003	2,868,079
Capital activities		
Acquisition of tangible capital assets	(1,597,683)	(1,177,205)
Financing activities		
Proceeds of loan issuances	1,216,042	-
Repayment of loans	(97,223)	(113,437)
	1,118,819	(113,437)
Net increase in cash	987,139	1,577,437
Net cash – Beginning of year	3,833,242	2,255,805
Net cash – End of year	4,820,381	3,833,242
Supplemental disclosure of cash flow information		
Cash paid during the year for		
Interest	58,844	18,197

Peter Ballantyne Child & Family Services Inc.

Statement of Changes in Net Debt

For the year ended March 31, 2012

	2012 $	2011 $
Annual surplus (deficit)	(609,014)	415,726
Acquisition of tangible capital assets	(1,597,683)	(1,177,205)
Amortization of tangible capital assets	343,133	219,487
	(1,863,564)	(541,992)
Acquisition of prepaid expenses	(5,876)	(1,078)
Change in net debt	(1,869,440)	(543,070)
Net debt at beginning of the year	(1,104,808)	(561,738)
Net debt at end of the year	(2,974,248)	(1,104,808)

Peter Ballantyne Child & Family Services Inc.

Notes to Financial Statements

March 31, 2012

1 Incorporation

Peter Ballantyne Child & Family Services Inc. was incorporated and registered under the Non-Profit Corporations Act of Saskatchewan on March 27, 1995.

2 Significant accounting policies

These financial statements have been prepared in accordance with generally accepted accounting principles for the public sector, as recommended by the Public Sector Accounting Board of the Canadian Institute of Chartered Accountants. The financial statements include the following significant principles:

Revenue recognition

All revenue is recorded on the accrual basis whereby amounts received or recorded as receivable but not earned by the end of the fiscal year are recorded as deferred revenue. Funding received under the terms of contribution agreements with the federal government is recognized as revenue once eligibility criteria have been met. Funding is recorded as deferred revenue if it has been restricted by the federal government for a stated purpose, such as a specific program or the purchase of tangible capital assets. Deferred revenue is recognized in revenue over time as the recognition criteria are met.

Revenue from the Human Resources and Skills Development Canada and the Ministry of Social Services is recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Asset classification

Assets are classified as either financial or non-financial. Financial assets are assets that could be used to discharge existing liabilities or finance future operations. Non-financial assets are acquired, constructed or developed assets that do not provide resources to discharge existing liabilities but are employed to deliver government services, may be consumed in normal operations and are not for resale. Non-financial assets include tangible capital assets and prepaid expenses.

Tangible capital assets

Tangible capital assets are recorded at cost less accumulated amortization. Amortization is recorded using the straight-line method over the useful lives of the assets as outlined follows:

Buildings	25 years
Furniture and office equipment	8 years
Computer equipment	5 years
Vehicles	5 years
Building improvements	5 years

Net debt

The First Nation's financial statements are presented so as to highlight net debt as the measurement of financial position. The net debt of the First Nation is determined by its liabilities less its financial assets. Net debt is comprised of two components, non-financial assets and accumulated surplus.

Measurement uncertainty

The preparation of financial statements, in conformity with Canadian generally accepted accounting principles, management is required to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenditures during the year. Actual results could differ from those estimates.

3 Change in accounting policy

During the year ended March 31, 2012, the corporation adopted 3410 "Government Transfers" of Canadian public sector accounting standards. The corporation applied the adoption of 3410 prospectively. Transfers received for the purchase of tangible capital assets are deferred as received and are recognized as revenue over the life of the asset. The corporation recognizes a portion of the transfer as revenue each year, equivalent to the amount of amortization recognized on the assets acquired with the transfer funds.

4 Accounts receivable

	2012 $	2011 $
Aboriginal Affairs and Northern Development Canada	563,767	572,854
Ministry of Social Services (note 8)	251,797	170,797
GST receivable	21,668	28,305
Other receivables	11,914	-
	849,146	771,956

Peter Ballantyne Child & Family Services Inc.

Notes to Financial Statements

March 31, 2012

5 Loans payable

	2012 $	2011 $
First Nations Bank of Canada, term loan, interest at prime plus 4.75%, repayable in monthly blended payments of $9,459, secured by a general security agreement over all assets	1,216,042	-
First Nations Bank of Canada, term loan, interest at 5.00% repayable in monthly blended payments of $7,106	155,630	231,021
First Nations Bank of Canada, term loan, interest at prime rate plus 2.10%, repayable in monthly principal installments of $1,819	61,856	83,688
	1,433,528	314,709

Principal repayments required over the next five years are as follows:

	$
2013	148,251
2014	157,156
2015	83,718
2016	83,071
2017	68,016

6 Foster care claims

Peter Ballantyne Child & Family Services Inc. periodically submits claims to the Ministry of Social Services for reimbursement of foster care expenses. As at March 31, 2012, included in accounts receivable is an outstanding claim of $251,797 (2011 – $170,797).

Peter Ballantyne Child & Family Services Inc.

Notes to Financial Statements

March 31, 2012

7 Expenses

	2012 $	2011 $
Accounting and legal	69,276	52,258
Advertising	2,126	3,364
Amortization	343,133	219,485
Bank charges and interest	78,877	30,078
Child care costs	4,390	1,858
Conference and meetings	73,311	103,639
Contractor costs	2,700	37,287
Cultural activities	25,009	-
Debt payments	124,739	122,941
Honorarium	176,171	181,041
Maintenance payments	6,161,457	7,019,692
Membership fees	2,528	2,280
Miscellaneous	42,684	52,876
Office furniture, equipment and building	1,443	1,888
Office rent and insurance	85,742	74,399
Office repairs and maintenance	76,446	29,925
Office supplies	73,334	91,179
Salary	3,335,530	3,198,398
Services	154,083	240,128
Staff benefits	267,042	249,457
Supplies and materials	115,847	60,139
Telephone	165,431	150,300
Training and professional development	142,195	219,341
Travel and per diem	432,801	366,361
Utilities	99,981	94,524
Vehicle	176,661	152,381
	12,232,937	12,755,219

8 Commitments and contingencies

The annual minimum payments required under operating lease obligations are approximately $57,408 for office equipment.

The corporation has entered into contribution agreementswith Aboriginal Affairs and Northern Development Canada. Funding received under these contribution agreements may be subject to repayment if the corporation fails to comply with the terms and conditions of the agreements.

Peter Ballantyne Child & Family Services Inc.

Notes to Financial Statements

March 31, 2012

9 Net change in non-cash working capital items

	2012 $	2011 $
Decrease (increase) in accounts receivable	(77,190)	238,544
Increase in prepaid expenses	(5,876)	(1,078)
Increase (decrease) in accounts payable and accrued liabilities	(205,453)	115,404
Increase (decrease) in deferred revenue	2,020,403	1,879,996
	1,731,884	2,232,866

10 Financial instruments

The corporation's recognized financial assets and liabilities consist of cash, accounts receivable, accounts payable and accrued liabilities, and long-term debt. The fair value of the assets and liabilities approximate their carrying values.

The corporation's exposure to credit risk is based on the carrying amount of its financial assets.

The corporation's exposure to interest rate risk pertains to long-term debt, which is subject to future changes in interest rates.

11 Comparative figures

Certain of the comparative figures have been reclassified to conform with the current year's presentation.

12 Economic Dependence

The corporation receives a major portion of its revenue from Aboriginal Affairs and Northern Development Canada. The nature and extent of this revenue is of such significance that the corporation is economically dependent on this source of revenue.

13 Tangible capital assets

	Furniture and office equipment $	Computer equipment $	Vehicles $	Building improvements $	Office building $	Work-in-progress $	Total $	Total $
Historical cost								
Opening balance	562,156	454,125	1,759,414	1,595,143	-	1,109,025	5,479,863	4,302,658
Additions	71,937	21,555	432,168	-	2,181,048	-	2,706,708	1,177,205
Disposals	-	-	-	-	-	(1,109,025)	(1,109,025)	-
Closing balance – March 31	634,093	475,680	2,191,582	1,595,143	2,181,048	-	7,077,546	5,479,863
Accumulated amortization								
Opening balance	450,239	348,367	1,312,767	1,311,386	-	-	3,422,759	3,203,272
Amortization expense	14,056	25,614	158,313	72,448	72,702	-	343,133	219,487
Closing balance – March 31	464,295	373,981	1,471,080	1,383,834	72,702	-	3,765,892	3,422,759
Net book value – March 31, 2011	169,798	101,699	720,502	211,309	2,108,346	-	3,311,654	2,057,104

Peter Ballantyne Child & Family Services Inc.
Schedule of Program Operations and accunulated surplus
(Unaudited)
For the year ended March 31, 2012

	Schedule	AANDC $	Other Revenue $	Total Revenue $	Total Expenditures $	Surplus (deficiency) of revenue over expenditures $	Transfers $	Opening accumulated surplus (deficit) $	Closing accumulated surplus (deficit) $
Maintenance	1	7,005,521	104,594	7,110,115	5,396,809	1,713,306	(1,619,302)	575,075	669,079
Education	2	764,648	-	764,648	764,648	-	-	(82,258)	(82,258)
Operations and Community Services	3	2,723,362	302,681	3,026,043	3,858,030	(831,987)	(135,731)	(1,660,022)	(2,627,740)
Group Homes	4	-	-	-	1,619,302	(1,619,302)	1,619,302	13,129	13,129
Prevention	5	378,838	-	378,838	378,838	-	-	24,394	24,394
Children's Special Allowance	6	-	344,279	344,279	215,310	128,969	-	351,567	480,536
Operations		10,872,369	751,554	11,623,923	12,232,937	(609,014)	(135,731)	(778,115)	(1,522,860)
Tangible capital assets		-	-	-	-	-	135,731	1,742,395	1,878,126
Total		10,872,369	751,554	11,623,923	12,232,937	(609,014)	-	964,280	355,266

Peter Ballantyne Child & Family Services Inc.
Schedule 1 - Maintenance
(Unaudited)
For the year ended March 31, 2012

	2012 $	Budget $	2011 $
Revenue			
AANDC - CFS Maintenance - Enhanced Prevention - Foster Homes	7,005,521	6,550,505	7,518,133
Ministry of Social Services	104,594	-	226,430
Transfer to Schedule 4 - Group Homes	(1,619,302)	-	(1,608,750)
	5,490,813	6,550,505	6,135,813
Expenses			
Maintenance regular	5,013,876	5,909,874	5,784,196
Maintenance - Ministry of Social Services	10,590	130,000	91,709
Special needs clothing	26,745	50,000	25,975
Special needs general	290,522	80,000	56,195
Special needs medical	5,838	5,000	3,213
Special needs parental visits	46,933	90,000	54,098
Special needs recreation	2,305	15,000	1,187
	5,396,809	6,279,874	6,016,573
Operating unexpended funding	94,004		119,240
Cumulative unexpended funding - Beginning of year	575,075		455,835
Cumulative unexpended funding - End of year	669,079		575,075
Deferred revenue - Beginning of year	1,524,766		-
Deferred revenue - End of year	2,336,701		1,524,766

Peter Ballantyne Child & Family Services Inc.

Schedule 2 - Education
(Unaudited)
For the year ended March 31, 2012

	2012 $	Budget $	2011 $
Revenue			
AANDC - Federal School Direct Services	764,648	981,410	987,127
Expenses			
Maintenance education	764,648	935,000	987,127
	764,648	935,000	987,127
Operating unexpended funding	-		-
Cumulative unexpended deficit - Beginning of year	(82,258)		(82,258)
Cumulative unexpended deficit - End of year	(82,258)		(82,258)
Deferred revenue - Beginning of year	452,458	-	233,589
Deferred revenue - End of year	669,220	-	452,458

Peter Ballantyne Child & Family Services Inc.

Schedule 3 - Operations and Community Services

(Unaudited)

For the year ended March 31, 2012

	Board and Council $	Administration $	Child In Care $	Foster Care and Community Development $	2012 $	Budget $	2011 $
Revenue							
AANDC - Operations - CFS					2,723,362	2,723,362	2,693,025
Other					161,671	-	88,100
Interest					39,010	-	7,267
Ministry of Social Services					102,000	-	104,274
					3,026,043	2,723,362	2,892,666
Expenses							
Accounting and legal	-	64,883	4,393	-	69,276	52,000	52,258
Advertising	-	1,726	400	-	2,126	7,000	3,364
Amortization	-	343,133	-	-	343,133	-	193,774
Bank charges and interest	-	78,877	-	-	78,877	91,500	30,078
Conference and meetings	28,088	11,929	-	26,718	66,735	126,663	100,118
Contractor costs	-	2,700	-	-	2,700	10,000	37,287
Interest	-	124,739	-	-	124,739	124,800	122,941
Honorarium	162,961	-	-	470	163,431	155,493	173,462
Membership fees	-	2,528	-	-	2,528	2,600	2,280
Miscellaneous	11,900	-	-	-	11,900	11,000	6,169
Office furniture, equipment and building	-	1,443	-	-	1,443	503,898	-
Office repairs and maintenance	-	34,902	-	-	34,902	99,860	22,057
Office rent and insurance	-	66,354	-	-	66,354	10,040	55,782
Office supplies	-	68,350	-	-	68,350	94,700	80,354
Salary	-	1,785,750	15,811	94,476	1,896,037	2,446,221	2,043,902
Services	-	12,830	-	16,737	29,567	46,310	33,090
Supplies and materials	-	5,015	-	-	5,015	3,050	3,231
Staff benefits	-	123,333	-	18,783.00	142,116	232,506	166,935
Strategic Planning	-	-	-	-	-	10,000	28,052
Telephone	-	120,829	-	-	120,829	112,000	114,554
Training and professional development	11,097	53,453	28,486	7,485	100,521	217,500	138,060
Travel and per diem	218,950	49,226	66,448	3,338	337,962	305,422	277,042
Utilities	-	56,571	-	-	56,571	42,100	40,387
Vehicle	-	70,105	62,813	-	132,918	221,691	114,495
	432,996	3,078,676	178,351	168,007	3,858,030	4,926,355	3,839,672
Operating unexpended deficit					(831,987)		(947,006)
Operations transfers to tangible capital assets					(135,731)		(1,096,866)
Operations transfers from Prevention					-		867,496
Cumulative unexpended deficit - Beginning of year					(1,660,022)		(483,646)
Cumulative unexpended deficit - End of year					(2,627,740)		(1,660,022)

Peter Ballantyne Child & Family Services Inc.
Schedule 4 - Group Homes
(Unaudited)
For the year ended March 31, 2012

	Pelican Narrows	Southend-Reindeer Lake	Deschambault Lake Wellness Centre	Sandy Bay Wellness Centre	2012	Budget	2011
	$	$	$	$	$	$	$
Revenue							
Transfer from Schedule 1 - Maintenance - Institutions	775,888	286,388	238,888	318,138	1,619,302	1,266,950	1,608,750
Expenses							
Amortization	-	-	-	-	-	-	25,711
Conference and meetings	3,554	-	3,022	-	6,576	10,400	2,371
Child care	-	-	-	-	-	-	-
Honorarium	-	-	-	-	-	500	-
Miscellaneous	-	-	888	-	888	12,700	500
Office furniture, equipment and building	-	-	-	-	-	17,200	1,888
Office repairs and maintenance	5,531	22,964	2,795	10,254	41,544	25,000	7,868
Office rent and insurance	4,847	4,847	4,847	4,847	19,388		18,617
Office supplies	2,046	2,062	647	229	4,984	10,200	6,160
Salary	514,756	273,780	227,711	220,813	1,237,060	893,420	1,059,405
Services	-	-	-	10,503	10,503	17,000	180
Staff benefits	48,991	18,704	17,931	16,747	102,373	82,322	77,147
Supplies and materials	3,562	2,436	1,431	903	8,332	6,550	7,343
Telephone	11,797	9,801	11,334	11,670	44,602	35,000	35,746
Training and professional development	3,920	5,099	4,849	5,715	19,583	42,758	34,264
Travel and per diem	13,783	13,066	10,132	4,429	41,410	27,665	29,803
Utilities	12,513	9,718	9,162	6,923	38,316	28,700	49,515
Vehicle	13,091	11,224	10,524	8,904	43,743	57,536	37,886
	638,391	373,701	305,273	301,937	1,619,302	1,266,950	1,394,404
Operating unexpended funding					-		214,346
Operations transfers to tangible capital assets					-		25,711
Cumulative unexpended funding (deficit) - Beginning of year					13,129		(226,928)
Cumulative unexpended funding - End of year					13,129		13,129

Peter Ballantyne Child & Family Services Inc.
Schedule 5 - Prevention
(Unaudited)
For the year ended March 31, 2012

	2012 $	Budget $	2011 $
Revenue			
AANDC - Prevention / Least Disruptive Measures	378,838	1,370,544	1,232,746
Expenses			
Conference and meetings	-	-	1,150
Honorarium	500	-	-
Miscellaneous	-	-	-
Salary	202,433	200,360.40	95,091
Services	114,013	326,750	119,229
Staff benefits	22,553	20,687	5,375
Supplies and materials	-	-	-
Training and professional development	22,091	180,350	46,232
Travel and per diem	17,248	61,000	39,331
	378,838	789,147	306,408
Operating unexpended funding	-		926,338
Transfer to Prevention	-		(867,496)
Cumulative unexpended surplus (deficit) - Beginning of year	24,394		(34,448)
Cumulative unexpended surplus - End of year	24,394		24,394
Deferred revenue - Beginning of year	2,798,370		2,662,009
Deferred revenue - End of year	3,790,076		2,798,370

Peter Ballantyne Child & Family Services Inc.

Schedule 6 - Children's Special Allowance
(Unaudited)
For the year ended March 31, 2012

	2012 $	Budget $	2011 $
Revenue			
Government of Canada	344,279	-	313,843
Expenses			
Activity support	25,009	38,185	21,367
Child allowances	4,390	7,680	4,000
Elder services	12,240	39,100	10,405
Equipment	-	-	-
Miscellaneous	28,583	31,850	6,476
Parent aid	-	-	2,246
Recreation	5,135	5,800	6,546
Resources	1,313	6,000	2,491
Supplies and materials	102,500	304,800	134,672
Transportation	7,515	6,000	6,154
Utilities	5,094	3,310	4,622
Youth trips	23,531	20,000	12,056
	215,310	462,725	211,035
Operating unexpended funding	128,969		102,808
Cumulative unexpended funding - Beginning of year	351,567		248,759
Cumulative unexpended funding - End of year	480,536		351,567

PBCFSI

Notes

PBCFSI

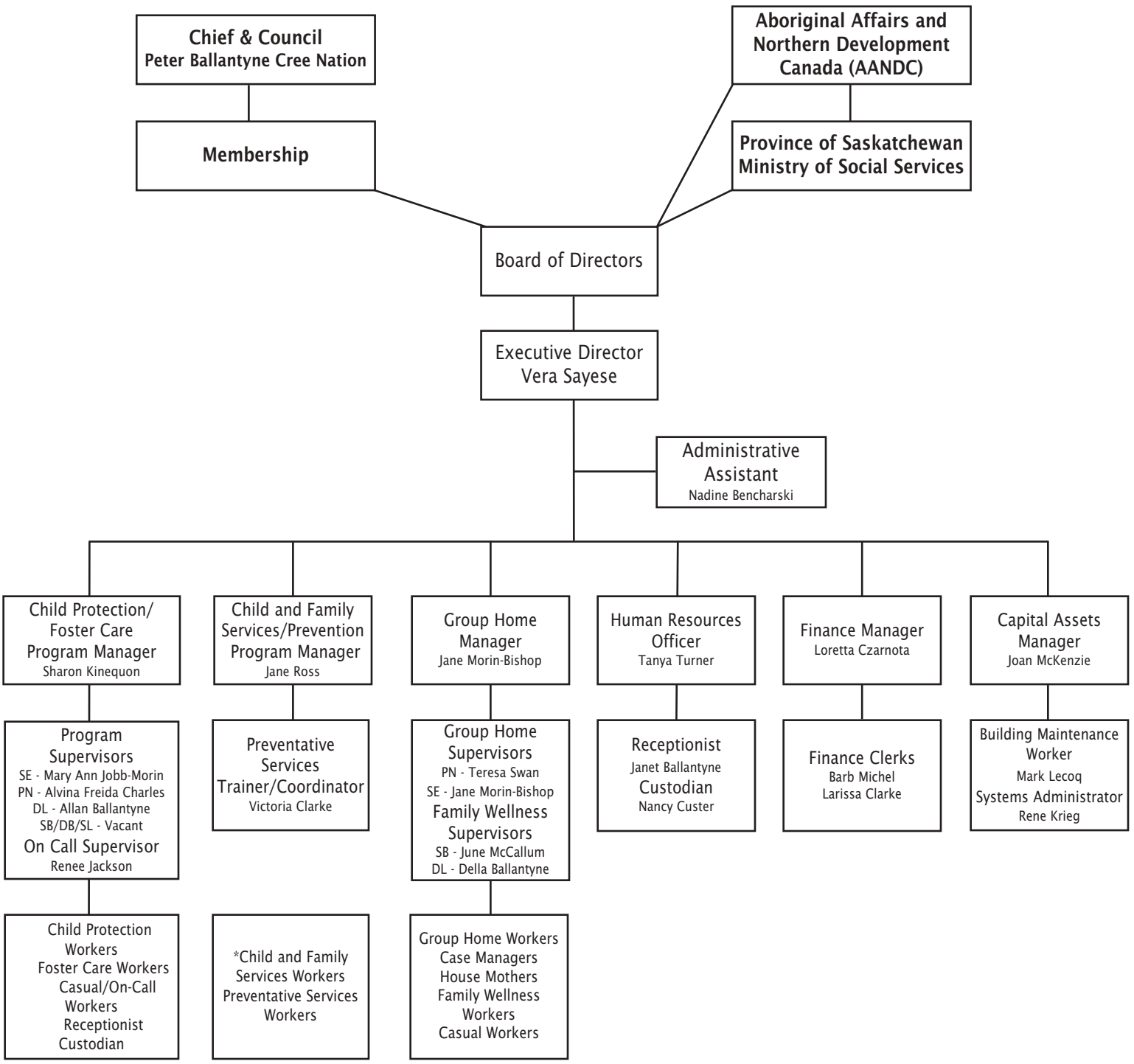
Staff

Vera Sayese	Executive Director	Prince Albert
Jane Ross	Program Manager	Prince Albert
Sharon Kinequon	Program Manager	Prince Albert
Hazel Berg	Group Home Manager	Prince Albert
Samantha Clarke	Family Services Worker	Prince Albert
Linda Clarke	Family Services Worker	Prince Albert
Anna Kkailther	Family Services Worker	Prince Albert
Gerald Nabess	Family Services Worker	Prince Albert
Crystal Michel	Family Services Worker	Prince Albert
Victoria Clarke	Preventative Services Coordinator	Prince Albert
Joan McKenzie	Capital Assets Manager	Prince Albert
Loretta Czarnota	Finance Manager	Prince Albert
Barb Sauve	Human Resources Manager	Prince Albert
Tanya Turner	Human Resources Officer	Prince Albert
Rene Krieg	Systems Administrator	Prince Albert
Mark Lecoq	Building Maintenance Worker	Prince Albert
Chad Peekeekoot	Finance Clerk	Prince Albert
Barbara Michel	Finance Clerk	Prince Albert
Larissa Clarke	Finance Clerk	Prince Albert
Vanessa Clarke	Finance Clerk	Prince Albert
Nadine Bencharski	Administrative Assistant	Prince Albert
Janet Ballantyne	Receptionist	Prince Albert
Nancy Custer	Janitor	Prince Albert
Nancy Ballantyne	Casual Janitor	Prince Albert
Rene Jackson	Supervisor On-Call	Prince Albert
Alvina Frieda Charles	Program Supervisor	Pelican Narrows
Elvena McKay	Family Services Worker	Pelican Narrows
Maryann Custer	Child Protection Worker	Pelican Narrows
Leigh Ann Dorion	Child Protection Worker	Pelican Narrows
Betty Highway	Preventative Services Worker	Pelican Narrows
Margie McKay	Receptionist	Pelican Narrows
Francis Custer	Janitor	Pelican Narrows
Bernice Linklater	On Call Worker	Pelican Narrows
Laren Michel	On Call Worker	Pelican Narrows
Teresa Swan	Group Home Supervisor	Pelican Narrows
Brenda Morin	Group Home Worker	Pelican Narrows
Tricia Morin	Group Home Worker	Pelican Narrows
Christopher Michel	Group Home Worker	Pelican Narrows
Micheal Morin	Group Home Worker	Pelican Narrows
Brendan Highway	Casual Group Home Worker	Pelican Narrows
Debbie Ballantyne	Group Home Worker	Pelican Narrows
Jane Morin	House Mother	Pelican Narrows
Carla Linklater	Group Home Worker	Pelican Narrows
Barb McCallum	Group Home Worker	Pelican Narrows
Helen Ballantyne	Group Home Worker	Pelican Narrows
Amanda Bear	Group Home Worker	Pelican Narrows
Russell Ballantyne	Group Home Worker	Pelican Narrows
Curtis Michel	Group Home Worker	Pelican Narrows
May Michel	Group Home Worker	Pelican Narrows
Drucella Bear	Group Home Worker	Pelican Narrows
Dwight Robilard	Group Home Worker	Pelican Narrows
Marcella Merasty	Group Home Worker	Pelican Narrows
Jenny Ballantyne	Group Home Worker	Pelican Narrows
Meagan Custer	Group Home Worker	Pelican Narrows
Lloyd Highway	Group Home Worker	Pelican Narrows
Carrie Linklater	Group Home Worker	Pelican Narrows
Arlene McCallum	Group Home Worker	Pelican Narrows
Scott Nabess	Group Home Worker	Pelican Narrows
Shirley Sewap	Group Home Worker	Pelican Narrows
Maryann Jobb-Morin	Program Supervisor	Southend
Sharon Jobb	Family Services Worker	Southend
Maureen Olson	Foster Care Worker	Southend
Priscilla Clarke	Child Protection Worker	Southend
Lynette Cook	Child Protection Worker	Southend
Marlene Cook	Janitor	Southend
Patsy Merasty	Child Protection Worker	Southend
Charmaine Morin	Preventative Services Worker	Southend
Tammy Clarke	Receptionist	Southend
Valerie Jobb	On-Call Worker	Southend
Jane Morin-Bishop	Group Home Supervisor	Southend
Beatrice Clarke	Case Manager	Southend
Daniel Jobb	Group Home Worker	Southend
Roxanne Cook	Group Home Worker	Southend
Clayton Cook	Group Home Worker	Southend
Lionel Cook	Group Home Worker	Southend
Marlene Cook	Group Home Worker	Southend
Verna Jobb	Group Home Worker	Southend
Clara Morin	Group Home Worker	Southend
Treena Bird	Group Home Worker	Southend
Rhonda Olson	Group Home Worker	Southend
Cody Morin	Group Home Worker	Southend
Lorne Olson	Group Home Worker	Southend
Allan Ballantyne	Program Supervisor	Deschambault Lake
Wayne Ballantyne	Family Services Worker	Deschambault Lake
Donna Beatty	Foster Care Worker	Deschambault Lake
Mary Beatty	Family Services Worker	Deschambault Lake
Jessica Beatty	On Call Worker	Deschambault Lake
Georgina Beatty	On Call Worker	Deschambault Lake
Cheryl Eninew	Receptionist	Deschambault Lake
Della Ballantyne	Family Wellness Supervisor	Deschambault Lake
Melissa Beatty	Family Wellness Supervisor	Deschambault Lake
Ralph Beatty	Family Worker	Deschambault Lake
Sharon Custer	Family Worker	Deschambault Lake
Clara Beatty	Family Worker	Deschambault Lake
Angelique Ballantyne	House Mother	Deschambault Lake
Vernon Ballantyne	Family Worker	Deschambault Lake
Olivia Bear	Family Worker	Deschambault Lake
Warren Beatty	Family Worker	Deschambault Lake
Vera Custer	Family Worker	Deschambault Lake
Gabe Ballantyne	Family Worker	Deschambault Lake
Iona Ballantyne	Family Worker	Deschambault Lake
Dawn Ballantyne	Family Worker	Deschambault Lake
Rose Skeavington	Program Supervisor	Sandy Bay
Noreen Bear	Family Services Worker	Sandy Bay
Claudia Bear	Family Services Worker	Sandy Bay
Joan Bear	Family Services Worker	Sandy Bay
Zabrina Morin	Janitor	Sandy Bay
Marjorie Bear	On Call Worker	Sandy Bay
June McCallum	Family Wellness Supervisor	Sandy Bay
Karen Chaif	Family Worker	Sandy Bay
Holly Bear	Family Worker	Sandy Bay
Valerie Bighetty	Family Worker	Sandy Bay
Peter Merasty	Family Worker	Sandy Bay
Ramsey Merasty	Family Worker	Sandy Bay
Marie Louise Morin	Family Worker	Sandy Bay
Angelique Ray	Housemother	Sandy Bay
Marie-Louse Morin	Family Worker	Sandy Bay
Mary Lou Harkiss	On-Call Worker	Denare Beach
Lena Perry	Family Services Worker	Sturgeon Landing
Orvella Sinclair	On Call Worker	Sturgeon Landing
Shirley Clarke	Family Services Worker	Kinoosao

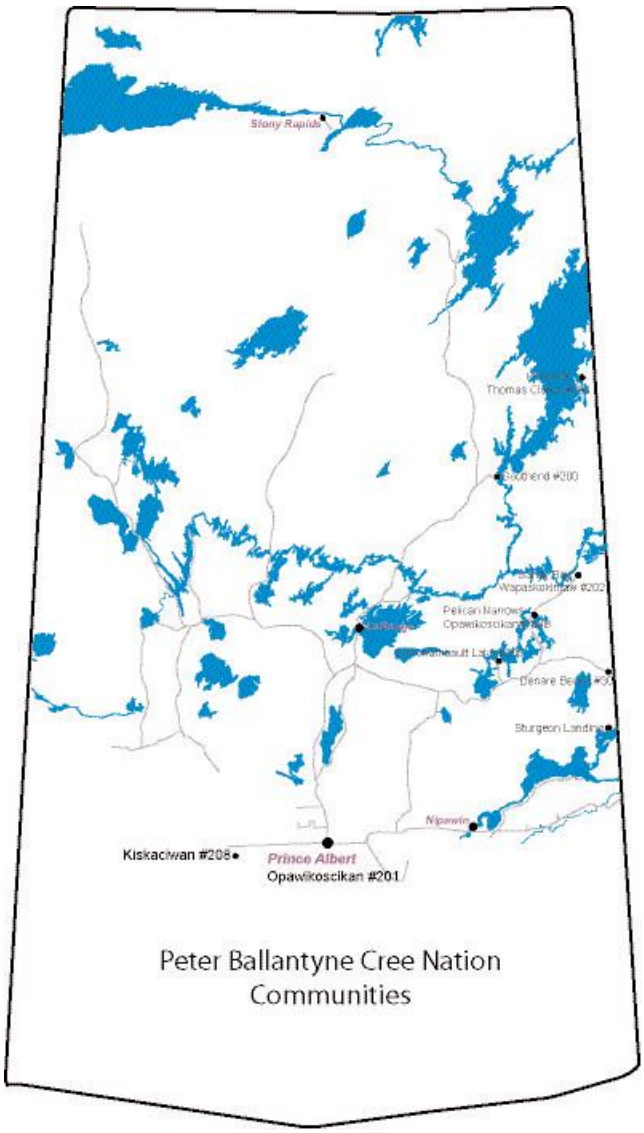
Peter Ballantyne Child & Family Services Inc.
Organizational Structure

Federated Saskatchewan Indian Nation Act

Provincial Child and Family Services Act



Peter Ballantyne Child & Family Services Inc.



Peter Ballantyne Cree Nation
Communities

Peter Ballantyne Child & Family Services Inc.
Chief Joseph Custer Reserve #201
PO Box 158, Prince Albert , SK S6V 5R5
Walk in Address:
2301 - 7th Avenue West
Toll Free: 1-800-365-9257
Office: 306.953.4410 Fax: 306.953.4414

PBCFSI Community Contacts:

Denare Beach	Ph: (306) 362-2644
Deschambault Lake	Ph: (306) 632-2329
Deschambault Lake Family Wellness Centre	Ph: (306) 632-4701
Kinoosao	Ph: (306) 758-3007
Pelican Narrows	Ph: (306) 632-2246
Pelican Narrows Group Home	Ph: (306) 632-2457
Sandy Bay	Ph: (306) 754-4422
Sandy Bay Family Wellness Centre	Ph: (306) 754-2288
Southend	Ph: (306) 758-4800
Southend Group Home	Ph: (306) 758-2700
Sturgeon Landing	Ph: (306) 688-4448

Going Beyond Our Vision

Safe and Happy Children Living in Healthy Families and Vibrant Communities