PETER BALLANTYNE CHILD & FAMILY SERVICES INC.

ANNUAL REPORT

2013 - 2014

Achieving a Higher Standard of Care for our Children

Our Vision ~ Nikan Isi Wapataman

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

Our Mission ~ Kanawicamak Kitatoskiwinaw

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

Our Values ~ Isi Pimatisiwina

Respect ~ Kistithitamowin/ Manacitowin
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 Opikihawasowin
We believe that children are a gift from the Creator and shall be protected, nurtured and loved.

Strength ~ Sohkatisewin/Maskawisewin
We strive to give our best efforts to empower and reunite children and family.

Kinship/Belonging~Wahkotowin/Tipithitakosowin/Ototemitowin
Families are important to us. They give us love and care and a sense of belonging to a community.

Our Guiding Principles ~ Kiskinotahikiwina

We, 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.

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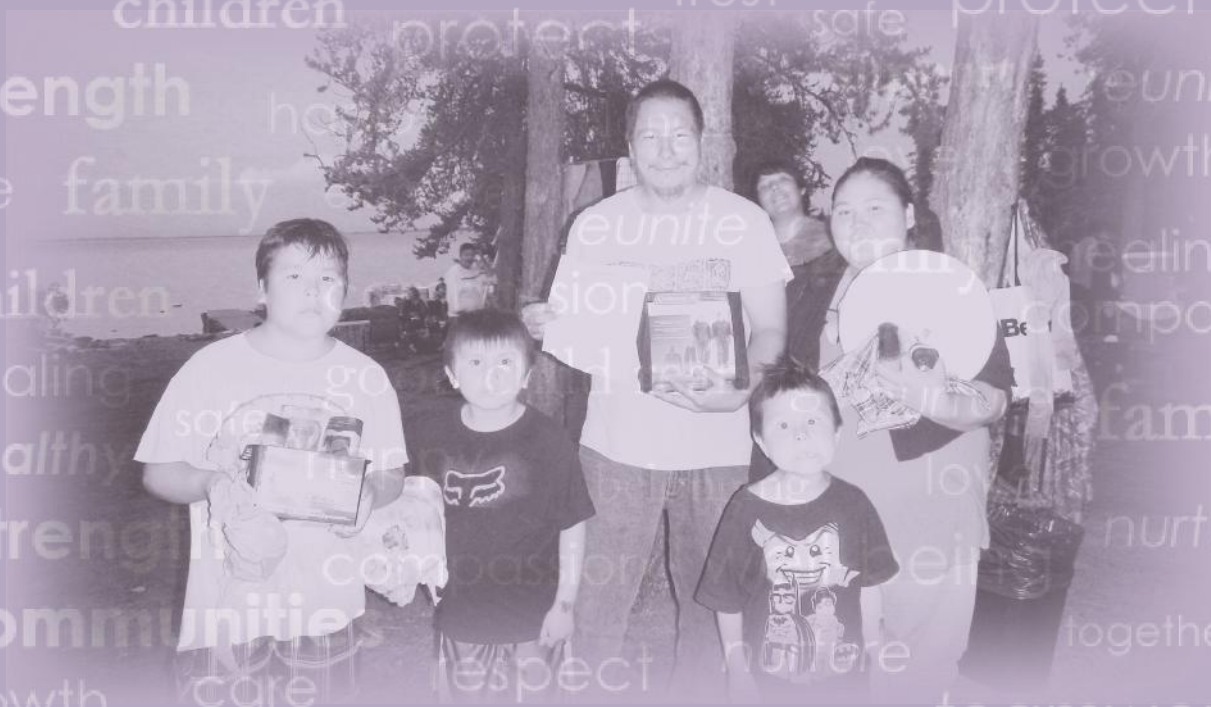


Achieving a Higher Standard of Care for our Children

PBCN Chief and Elder

Message from the Chief, Peter A. Beatty

"PBCFSI has always been very committed to providing high quality community-based child and family services to our band members."

As Chief of the Peter Ballantyne Cree Nation (PBCN), I am pleased to be part of the 2013 - 2014 Peter Ballantyne Child and Family Services Inc.(PBCFSI) annual report.

The theme of this year's PBCFSI annual report is what we as leadership strive to "Achieve a Higher Standard of Care for our children," as well as for our membership.

I would like to personally congratulate the Board of Directors and staff of PBCFSI on their recent CARF accreditation. Being internationally recognized for their high quality of service delivery to children, youth and families is a significant accomplishment.

This accreditation shows the Agency's commitment to being transparent and accountable to both the band membership as well as its funders. PBCFSI has always been very committed to providing high quality community-based child and family services to our band members. Achieving accreditation proves just how committed they are to bettering our communities.

Thank you to the PBCFSI Board of Directors and staff of PBCFSI for all their hard work and dedication to our children, youth and families. Our communities are more enriched because of the work they do and the support they provide to those in need.

Ikosi, God Bless you all!

Message from our Elder, Gertie Montgrand

"Culture, education, patience and understanding are a very important aspect of helping children learn their potential. Each child is very important."

I am greatly honoured and blessed to have been given the opportunity to work with a great group of people. We as an Agency, come together sharing ideas that will improve and sustain the health and lives of our children.

Culture, education, patience and understanding are a very important aspect of helping children to learn their potential. Each child is very important.

Once again, let us keep our culture, our languages, dances and prayers strong. I thank you all for allowing me to be an Elder of the Peter Ballantyne Child and Family Services Agency. May God Bless you all!

PBCFSI Portfolio Councillors

Joan Beatty . . . . . .Deschambault Lake

Richard Budd . . . . . .Sturgeon Landing

Nora Bear . . . . . .Sandy Bay

Warren McCallum . . . . . .Prince Albert

Simon Jobb . . . . . .Southend

Arthur Dorion . . . . . .Pelican Narrows

Clayton Sewap . . . . . .Denare Beach

Front left to right: Joan Beatty, Deschambault Lake Portfolio Councillor; Margaret Michel, Sturgeon Landing Board Member; Rosie Eninew, Deschambault Lake Board Member; Nora Bear, Sandy Bay Portfolio Councillor; Marie Adele Custer, Board Chair; June Draude, Minister of Social Services; Chief Peter A. Beatty, PBCN; Vera Sayese, Executive Director;
Back left to right: Marcel McCallum, Pelican Narrows Board Member; Gloria Ballantyne, Deschambault Lake Board Member; Celina Bone, Denare Beach Board Member; Arthur Dorion, Pelican Narrows Portfolio Councillor; Simon Jobb, Southend Portfolio Councillor; Warren McCallum, Prince Albert Portfolio Councillor; Richard Budd, Sturgeon Landing Portfolio Councillor; FSIN Vice Chief, Kim Jonathan; David Caribou, Sandy Bay Board Member; Rod Clarke, Kinoosao Board Member.

Board of Directors

Message from the Board Chair

"The PBCFSI staff are particularly exceptional in their dedication and commitment to providing relevant and top-quality services to the families they serve."

It is a privilege to recognize the Agency and all the employees in their hard work this past year. The efforts of the Executive Director, the management team, and all staff contributed to making this year's theme a reality, " Achieving a Higher Standard of Care for our Children." With the Agency achieving CARF accreditation, it has helped bring this dedication to a higher level, by helping to measure positive outcomes and ensuring continued quality improvement in all aspects of the organization.

The PBCFSI Board consists of eleven Directors who represent all of the PBCN reserve communities. The Chief, Portfolio Councillors and an Elder are ex-officio members of PBCFSI. As a policy-driven Board and organization, our Directors ensure well-established policies and procedures, which made the accreditation process easier to attain than it may otherwise have been.

The PBCFSI staff are particularly exceptional in their dedication and commitment to providing relevant and top-quality services to the families they serve. Having committed staff who are motivated and passionate about their work is always a great asset to any organization.

Thank you to Vera Sayese, Executive Director, with her determination and persistence, the organization received accreditation in the set timeframe. Her leadership and the constant commitment of her management team and staff resulted in the maximum accreditation period of three years.

Thank you to all those in leadership; Chief Peter A. Beatty, Councillors and Board of Directors for the contribution you make in support of the Agency progressing towards achieving their vision, "Safe and Happy Children Living in Healthy Families and Vibrant Communities." It has been a pleasure to serve with you this past year.

As a Board, we are proud of what the organization was able to accomplish and look forward to how this accreditation will help us further develop the services we are able to provide in the future.

"The Board of Directors, management, and staff continue to demonstrate a sincere commitment to culturally appropriate client-centered work and all believe strongly in the vision, mission, values and principles of PBCFSI."
~CARF Accreditation Survey Team

Marie Adele Custer
Board Chair
Pelican Narrows

Gordon Olson
Vice Chair
Southend

Gloria Ballantyne
Board Member
Deschambault Lake

Celina Bone
Board Member
Denare Beach

David Caribou
Board Member
Sandy Bay

Rod Clarke
Board Member
Kinoosao

Ernest Cook
Board Member
Southend

Rosie Eninew
Board Member
Deschambault Lake

Robert McCallum
Board Member
Prince Albert

Marcel McCallum
Board Member
Pelican Narrows

Margaret Michel
Board Member
Sturgeon Landing

Executive Director
Vera Sayese

"Our focus is the children.
Never lose focus of that child."
~ Vera Sayese

Executive Summary

Peter Ballantyne Child and Family Services Incorporated (PBCFSI) is a non-profit organization with a mandate to enhance the quality of child welfare services provided to the Peter Ballantyne Cree Nation (PBCN) membership and to improve the quality of life for our children, their families and our communities. The tripartite agreement with the Province of Saskatchewan, AANDC and PBCFSI was negotiated in March 1995 and PBCFSI began operations on November 1, 1995.

The 2013 – 2014 annual report focuses on our continuing commitment to PBCFSI operations in providing mandated programs and services to the eight PBCN communities. The report also provides a detailed overview of the programs, accomplishments, and the Agency's current financial position. The accountability and transparency of the Agency to the PBCN membership and other stakeholders on the operation and performance of the Agency is evident by the financial statements in this report.

The Annual Report

- Provides a PBCFSI profile including an overview of the governance structure, staff component , services provided and the children and families who receive those services.
- A summary of achievements relative to our stated prevention performance measures.
- An overview of management and financial administration.

PBCFSI Profile

PBCFSI employs a total of 129 staff as of March 31, 2014; 74 child and family services staff and 55 facilities staff. Our facilities include one group home in Pelican Narrows, two family wellness centres in Sandy Bay and Deschambault Lake, two receiving homes in Southend and Pelican Narrows and two peer homes in Prince Albert serving a population of approximately 11,000 plus Band members in eight separate communities. PBCFSI receives funding for 2,817 members 0-18 years of age living on-reserve however, according to PBCN statistics there are 4,274 members 0-18 years living on-reserve.

Well over 90 per cent of our staff are PBCN members. The employees are provided with various training and development throughout the year, including supervisory skills, management and leadership development and enhanced professional skills.

Governance

PBCFSI is governed by 11 Board of Directors that is responsible for the legal and financial obligations of the Agency and provides leadership and accountability to the communities they represent. As well, an Elder sits with the Board for guidance and support. The governance structure remained the same as in previous years for the 2013-2014 year.

Financial Management

In 2013/14, PBCFSI had total revenues of $15.5 million and $15.4 million of expenses delivering services and programs to ensure that children, youth and families are safe in all PBCN communities.

Specifically in Operations, we had a deficit of $321,000. The accreditation process was a costly investment, though, AANDC did provide some assistance. We believe the accreditation process was an important and worthwhile expenditure that will serve us well into the future. PBCFSI also purchased two staff housing units in order to attract and retain qualified staff. We expect this will significantly benefit the Agency in the long term. When combined with previous years, we have unexpended funding in Operations of $570,000.

PBCFSI has a surplus of $56,820 in the Prevention program when combined with unexpended funds from the previous year. The financial statements will indicate the movement of the remaining 2010/2011 surplus ($1.9 million) of prevention dollars for the construction of our Pelican Narrows office building as per our business plan. The delay in using the surplus for this purpose was due to a number of factors including land and contractor availability.

Regarding Maintenance, we have an accumulated deficit or over expended funding of $1.5 million which is largely due to AANDC funding not being sufficient enough to meet expenditures.

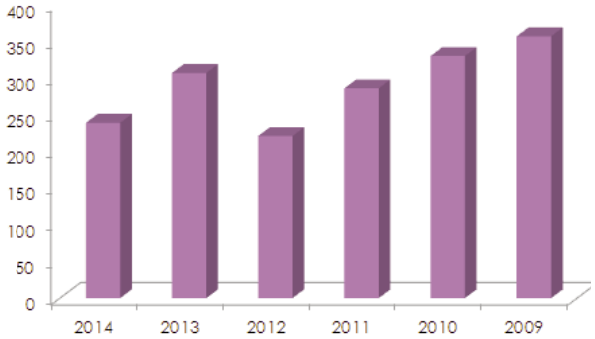
We have had a busy but very successful year and would not have accomplished all that we did without those who have maintained their commitment to the Agency: staff, Board of Directors, Chief & Council, Inter-agencies, Elders, funders and caregivers.

Program and Service Delivery

During the past year, PBCFSI had a caseload of 239 children in care as defined by the Saskatchewan Child and Family Services Act. In 2013-14 this was an overall decrease of 68 children in care compared to the previous fiscal year. This was a very positive development this year over previous years due, in part, to the number of children and families accessing prevention programming (aka Section 5). A detailed analysis is contained in the main body of this report, which strongly suggests that the prevention programming approach is having an increasingly positive impact on the families served. Due to our ever increasing prevention programming, we are beginning to see more children able to stay with their families with more parents accessing necessary supports to care for their children. Unfortunately, the children still in care and their families require continuous support due to ongoing issues resulting from the residential school era and related intergenerational issues.

The chart below indicates the number of children in care each year starting in 2009, the year in which prevention programming began.

# of Children in Care per Year



June Draude, Minister of Social Services; Vera Sayese, Executive Director; Marie Adele Custer, Board Chair; Chief Peter A. Beatty, PBCN.

"At all levels of the organization, the staff members exhibit great pride in their organization and the services they provide. They are motivated, soulful and passionate about what they do and are committed to positive outcomes and continuous quality improvement. They are clearly the organization's most outstanding resource and are held in high regard by the clients served."

~CARF Accreditation Survey Team

Significant Accomplishments

- Formal accreditation of PBCFSI by an independent and internationally recognized authority; CARF International. The three year accreditation PBCFSI received is proof of the high level of professional care we provide to our children and families. This Agency-wide accreditation is one in which few others have attained. PBCFSI is a CARF accredited provider in the following areas: child/youth protection (children and adolescents), foster family and kinship (children and adolescents), group home care (children and adolescents), intensive family based services (children and adolescents) and governance standards applied (leadership).
- The years of service of the frontline staff is higher than the national average.
- The notable years of service at the senior management level which contributes to the success and stability of the Agency.
- Revised and updated personnel policies and procedures that meet CARF standards.
- Completed construction of a new CFS office building in Pelican Narrows.
- Sustained existing foster homes, in part, because of the increase in rates from the base amount.
- The Southend Receiving Home has proven to be a successful endeavor and has helped the Agency with placements that would have been difficult without the Receiving Home.
- PBCFSI has progressed in its efforts to implement a consistent HR strategy. Several training initiatives have occurred and the Agency was able to successfully achieve conformance with CARF HR standards.
- Accredited Family Wellness Centres unlike anywhere else in Canada.
- Purchased two additional housing units for staff, demonstrating the importance of retaining and supporting employees who desire to work in their communities with their own people and to attract outside qualified personnel to our northern communities.
- Refined case management process in prevention programming and a plan to ensure consistency across the organization.
- Consistently obtaining unqualified audit opinions.

"Teamwork among the staff, supervisors, and program managers and their support to the children and youth were evident in every avenue of programming. The care and genuine compassion and dedication that are provided by all staff and management are evident ..."

~CARF Accreditation Survey Team

Human Resources

Loretta Czarnota, Finance/Human Resources Manager

Highlights

The Human Resources department underwent a number of administrative changes this year. Firstly, there was a restructure involving the merging of several finance and HR functions including the position of the Finance/HR Manager into one position as well as reintroducing the HR Officer position. The payroll function also moved from Finance to HR which has helped streamline the overall functions of both departments.

As indicated in the Executive Director`s report, we successfully achieved CARF accreditation this year. HR had a significant role in this achievement, particularly in the development of and revisions to the existing Personnel Policy Manual. Policies and procedures around occupational health and safety were also developed and implemented and were crucial to meeting CARF standards.

This year's annual staff development conference, held in Saskatoon, was once again well-attended and well-received. We had a number of guest speakers with motivating and inspiring stories and others with a wealth of knowledge in the areas of gang violence, child sexual abuse awareness, lateral violence, professionalism and mental health. The highlight of the conference was the keynote address from Cindy Blackstock, Executive Director of the First Nations Child and Family Caring Society of Canada. Yvonne St. Germaine also performed and inspired the group with her story and amazing talent.

We have begun the process of putting succession plans in place for each of the key positions in the Agency. This process is important for the future of the Agency and is also required to maintain our CARF accreditation.

Staffing

The Human Resources department is responsible for assisting applicants and employees with all aspects of the employment process. The Finance/HR Manager and HR Officer work together in the areas of recruitment, interviewing, background checks, selection and evaluation of potential applicants. HR also oversees and assesses training and professional development needs, performance evaluations and employee retention.

We have 30 employees with degrees and/or certificates in either Social Work, Early Childhood, Finance/Accounting, Justice, Administration or similar areas. As of March 31, 2014, PBCFSI had a total of 129 employees. There are 12 vacant positions in our facilities and 6 vacant positions in the Child & Family Service area.

Total Number of Employees by Gender

	Male		Female	
	Part-Time/ Casual	Full-Time	Part-Time/ Casual	Full-Time
Administration	0	2	7	16
Management	0	3	0	14
CFS Frontline	0	0	10	22
Facilities	3	10	19	23
Total	**3**	**15**	**36**	**75**

Employees by Years` of Service

Years	CFS	Facilities
15 +	2	0
10 - 15	3	2
5 - 10	11	10
1 - 5	30	38
< 1 year	16	17
Total	**62**	**67**

Total Turnover during the year

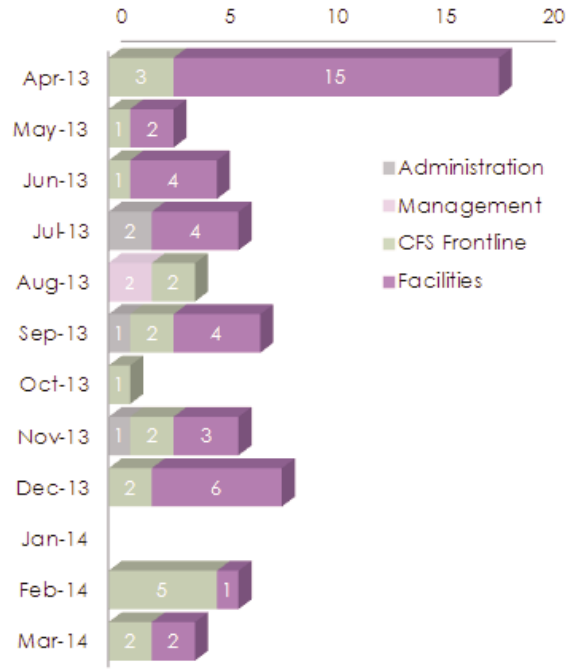
	%	Total
Management	1.6	2
Administration	3.1	4
CFS Frontline	10.1	13
Facilities	19.4	25
Average turnover	**8.6 %**	**44**

* The majority of the turnover are casual employees.

Recruitment

The chart below indicates how many new employees were hired throughout the year. We also had 13 employees accept lateral transfers within the organization.

Number of New Hires



Employee Relations

This year, we recognized the following staff members for thier years of service with the Agency:

- Russell Ballantyne
- Angelique Ray
- Barbara Michel
- Margie Mckay
- Elvena McKay
- Alvina Freida Charles

Benefits Administration

The significant changes in our health benefit rates through First Nations Insurance include an increase to the life insurance rates of 5.17% and an increase of 4.1% to the short term disability rates.

Our pension plan had an overall average rate of return this year of 15.76%. All full time and part time employees participate in this pension plan.

There is one employee currently on long-term disability and one on short-term disability.

Training and Development

Employees and their supervisors sat down together for their annual performance reviews. They worked together to set goals for the upcoming year along with outcome measurements to gauge the employee's progress towards these goals.

PBCFSI provides a significant amount of training and professional development opportunities to its employees and has found that this increases overall motivation and productivity and also helps to retain valued employees. We completed a number of training sessions, many as a direct requirement of CARF, which addressed the following:

- Cultural competency and diversity
- Ethical conduct
- Confidentiality and privacy requirements
- An updated case management process and measurement tools for prevention and residential services
- First Aid/CPR
- Infection/Communicable diseases control and universal precautions
- Identification and reporting of critical incidents
- PBCFSI health and safety practices
- Management and leadership training
- Internal cross-training to assist in succession planning
- MSS Core training
- PRIDE training
- Grief and Recovery
- Triple P Parenting
- Safe Food Handling
- Workplace lateral violence
- Financial literacy
- Professionalism
- Child sexual abuse prevention
- Gang violence

Operations
Joan McKenzie, Operations Manager

The Operations department ensures that the Agency provides a safe and secure workplace for the employees to deliver services. This department provides regular maintenance to building, equipment and vehicles with regular site inspections. We are also responsible for the inventory of all PBCFSI facilities.

Facilities

Construction of the new CFS office in Pelican Narrows was completed in early October 2013 and a grand opening was held in November 2013.

Thus far, PBCFSI has built new offices in Deschambault Lake, Pelican Narrows, Prince Albert, Sandy Bay and Southend. The former Pelican Narrows CFS office has been transformed into a Receiving Home and is ready for occupancy.

Two mobile homes were purchased to be used as staff accommodations in Southend and Sandy Bay.

This past summer, building inspections were conducted in all our facilities and repairs and maintenance completed to meet CARF standards.

PBCFSI is responsible for 20 facilities in which we own 17 buildings and lease 3 office spaces as indicated below.

Community	Building
Denare Beach	CFS Office
Deschambault Lake	CFS Office, Family Wellness Centre, 2 Staff Units
Kinoosao	CFS Office
Pelican Narrows	CFS Office, Group Home, Receiving Home
Prince Albert	CFS Office, 2 Peer Homes, Prevention Urban Centre
Sandy Bay	CFS Office, Family Wellness Centre, Staff Unit
Southend	CFS Office, Receiving Home, Staff Unit
Sturgeon Landing	CFS Office

Vehicles

The Agency owns 27 vehicles in which to transport clients, children and families served. The vehicles are assigned as follows:

- 7 Administration
- 12 Child and Family Services
- 2 Family Wellness Centres
- 2 Group Home
- 1 Receiving Home
- 3 Peer Homes

Purchasing Services

We provide centralized purchasing of office and janitorial supplies, furnishings, equipment, leasing of equipment, computers, telecommunications, security services, and insurance services for the community offices, group home and family wellness centres.

Information Technology

This year was dedicated to the CARF Accreditation process. A new HP server was purchased and placed at the Urban Prevention Centre to be used as a disaster recovery option for CARF and also for central storage and security.

Revisions were made to the IT portion of the policy manual to meet CARF standards.

A new internet security device was installed to protect the organization from external internet threats.

The Systems Administrator coordinated the planning and installation of technical equipment with Sasktel, PA Alarms, Kor Alta, and other companies for opening the new Pelican Narrows CFS office. Computers and phone equipment were purchased for the new Pelican Narrows receiving home.

All servers and network equipment are kept up to date with the most current updates and firmware to guard against security exploits.

Child Protection, Foster Care, Prevention

CHILD PROTECTION

Children have a right to expect protection from physical harm, neglect and other forms of abuse, and to have their needs for shelter, food and support met. PBCFSI has the best interests of the child as its primary focus, and aims to ensure the safety and well-being of all children and youth by following its mandate as established under the Child and Family Services Act.

This year we continue to track the events and circumstances surrounding children coming into care. The residual effects of residential schools continue to affect parents and their children. Other issues contributing to child apprehensions include substance abuse, lack of parenting skills, lack of housing, extended families not meeting required standards, and poverty.

The services we provide under this mandate include:

- Protection services for children
- Investigations of abuse and neglect
- Evaluation of parent and family supports
- Voluntary agreements for assistance
- Residential care for challenged children
- Extended family and pre-approved foster homes, group homes and specialized homes

PBCFSI provides culturally-appropriate prevention and protection services, in accordance with provincial legislation, that create a more secure and stable family environment for children living on reserve.

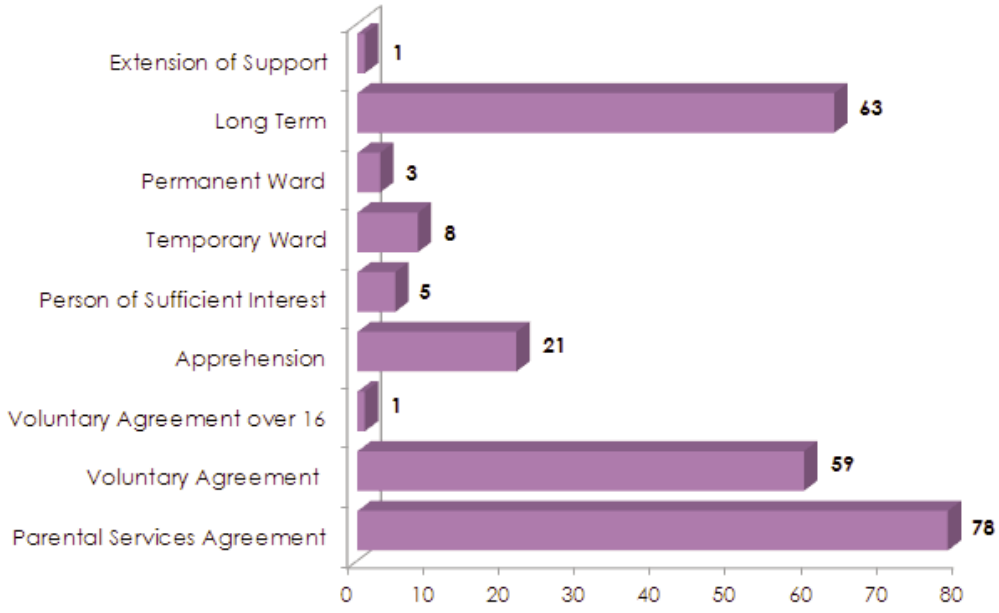
Child and Family Service staff ensure follow up work, home visits, and children's needs are met as promptly as possible. Child safety needs continue to be met after hours. As a team, we assist families to plan for a positive future while educating them on coping methods, parenting skills, time management, and domestic skills through case planning, family services, and preventative services. On-call workers contribute to the strength of the overall team by calmly dealing with crises in family break downs, always having the safety of the children as their focus.

PBCFSI staff have done a tremendous amount of work in case planning, case reviews, case conferencing, and keeping in contact with children and families served to adequately meet the needs of children.

Caseload Overview

PBCFSI has a caseload of 239 children in care. The summary for the total number of children in care by legal status in active protection and prevention files are listed in the chart below.

# of Children in Care by Legal Status



This is a decrease of 68 children in care from last fiscal year and the decreases are mostly in Section 5 and Section 17. Last fiscal year we had 49 in Section 5 and 80 apprehensions in Section 17. This is a 26% drop on apprehensions and an increase of 63% in prevention services. (See glossary of section definitions below)

The table below is a summary of the total number of children in care per community.

of Children in Care by Legal Status per Community

Legal Status	Deschambault Lake	Pelican Narrows	Sandy Bay Denare Beach Sturgeon Landing	Southend	Total by Legal Status
Parental Services Agreements	10	41	14	13	**78**
Voluntary Agreement	19	28	10	2	**59**
Voluntary Agreement over 16		1			**1**
Apprehension		9	2	12	**21**
Person of Sufficient Interest	1	2			**5**
Temporary Ward		2	1	6	**8**
Permanent Ward	1	1			**3**
Long Term	22	26		15	**63**
Extension of Support				1	**1**
Total by Community	**53**	**110**	**27**	**49**	**239**

Section 5 Parental Service Agreement: child is returned to parents and are still attached to a worker in order for prevention programming to be implemented.

Section 9 Voluntary Agreement: agreement between the Agency and the person served in order to eliminate court proceedings.

Section 10 Voluntary Agreement over 16: support services provided to a youth that is 16 or 17 years old.

Section 17 Apprehension: apprehension of the child.

Section 37 (1) (b) Person of Sufficient Interest: court ordered by the judge to a person that is interested in caring for the child till the age of 18.

Section 37 (1) (c) Temporary Ward: temporary placement granted by the court in order for parents to work on a case plan.

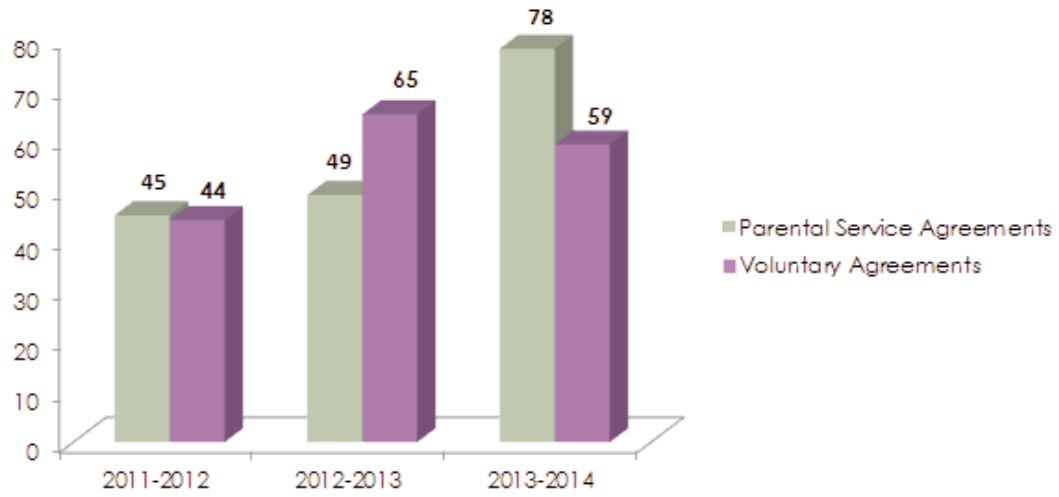
Section 37 (2) Permanent Ward: child is granted ward ship until the age of 18 and may be eligible for adoption.

Section 37 (3) Long Term: long term ward until the age of 18.

Section 56 Extension of Support: extended support services provided to a youth until the age of 21.

The increase in Section 5`s shows that more Parental Services Agreements are being used to keep children at home rather than apprehending the children. Given the increasing population, and the percentage in the age range 18-25 years, an increase in apprehensions would occur due to a number of reasons such as; teen pregnancy, lack of parenting skills, and other stressors. However, Protection and Prevention working in collaboration has kept that from occurring.

The chart below depicts the number of children in care over the past three years and how Prevention and Child Protection have worked side by side to keep children in their own homes while still accessing services to maintain child safety. The rise in Section 5's for 2014 shows that a major increase of children accessing services at home.



The decrease in the number of children in care are due to:

- The Agency's commitment to providing levels of care for young children up to their aging out is outstanding and is the commitment to keeping siblings together and supporting reunification in the best interest of the child.

- Families working alongside their designated caseworker in order to achieve success in their case plans that they have set out for themselves which may include: Triple P (positive parenting program), addictions services, counseling services, elders provided to the families, women and men's wellness workshops and anger management are all the services that are provided.

- The majority of the caseworkers that work alongside the families to succeed are fluent in the Cree language, which helps the family to better meet their needs, which results in better understanding the services they can obtain through PBCFSI.

- Families are utilizing the Family Wellness Program to the best of their ability by willingly addressing their issues and exploring alternative choices for a healthier lifestyle. The Wellness Center is a unique innovative model with providing families with intensive support and education that results in positive outcomes and results are that children and youth are not entering back into care. Result of the Wellness Center is the reduction of the number of children in care in the communities.

- Promoting awareness on the residential school era is resulting in parent education and understanding with their own parenting skills and lack of those certain skills, more parents are understanding the ripple effect it has endured within them, and are ready to work on those issues.

Results of PBCFSI three business goals to achieve our mandate:

The first goal is the promotion of the development and well-being of children, youth and their families. During the last year PBCFSI surpassed all the targets set for this "prevention" goal. For example, one performance measure looks at the 'number of children/families who received enhanced prevention support services and the file is not reopened within 12 months of file closure'. Against this measure last year, 78 files were closed. The families benefited from the intensive family based services where

the goal is to provide a balance between the protection of the child and the preservation of the family.

The second goal is protection of our PBCN children and youth and their families by keeping them safe and protected from harm. One of our performance measures for this goal is to increase 'the number of children and youth who received protection services and did not require protection services within 12 months of the file closure'. We achieved 9 of our target of 20 for this fiscal year. A second measure is 'number and percentage of children in care who are placed with at least one caregiver that is of First Nation ancestry'. We placed 88 per cent (45 First Nation/Metis foster homes out of 51 foster homes) of our children in care in First Nation or Metis foster homes, most of them in PBCN communities. With a target of 90 placements we achieved 80 placements in First Nation/Metis foster homes. A significant challenge continues to be finding First Nation homes in PBCN communities or other First Nation communities for children in care who required specialized medical care. For these children we have had to resort to foster homes in metropolitan areas with non-aboriginal families.

The third goal involves working with communities to build relationships, promote family well-being, shared planning and decision making to improve outcomes for First Nations children, youth and families. We have achieved our targets this fiscal year for this goal. We succeed in working with other PBCN community providers where joint programs were delivered and cost shared. We are still working on an integrated system within all departments of PBCN, such as health services and education where we can identify vulnerable children and families early and to provide them with services they need and to make sure they get them by working together.

FOSTER CARE

PBCFSI is always in need of foster families to provide care and support for children ranging in age from infants to 21 years of age. Placements may last from one day to several years, depending on each child's individual circumstances. There are many aspects to participating as a foster family including:

- sharing one's home and family with the children in their care;
- helping children reunite with their natural families;
- helping children move on to another permanent home when necessary;
- helping young adults move on to independent living;
- sharing the parental role for a foster child along with PBCFSI and the natural parents;
- participating in the foster child's case planning and work as a team along with the natural parents, PBCFSI caseworkers and other professionals.

PBCFSI strives to provide the best possible care and support to the children and families they serve and to maintain permanency for children who cannot be reunited with their natural families.

The primary goal of foster care is to provide children with a family environment where positive relationships and child development are a priority. The ultimate goal is to reunite the children with their families when it is safe to do so, by promoting healthy relationships between the caregiver, the child and the child's family. We always encourage as much contact between the child and his or her family as possible.

Case Workers, Foster Care Workers, Supervisors and Program Managers work closely with foster parents to maintain a good support system for the foster children. We also ensure that foster parents work with their foster children's families to ensure the family bond is maintained.

PBCFSI currently has a total of 51 active foster homes which is compiled of 18 PRIDE certified foster homes, 4 Therapeutic homes, 28 alternate care homes and 1 PSI home. The following is a breakdown of the foster home status for each community:

Community	Foster Homes	Therapeutic Homes	PRIDE Homes	Alternate Homes	PSI Homes
Prince Albert	10	4	3	3	
Pelican Narrows	14	0	7	7	
Deschambault Lake	12	0	3	9	
Southend	7	0	3	4	
Sandy Bay	8	0	2	5	1
Total	**51**	**4**	**18**	**28**	**1**

The Foster Care staff recruit homes for children by completing home studies and reviewing them with the Program Manager and Executive Director.

The Foster Care program continues to recruit alternate care foster homes through advertisements and by personal contact with community members. We often experience shortfalls where people cannot meet the foster care criteria due to shortage of housing, overcrowding, and other specific requirements.

Alternate care is always our very first consideration as we do want families caring for their own wherever possible.

The foster care workers held a Christmas supper for the foster parents to express our appreciation. A special thanks to these care providers for supporting our Agency and helping by providing safe and family-oriented environments for our children.

The following is the training provided to Foster parents:

- PRIDE Training
- Janitorial Training
- CORE Training
- Grief & Recovery Workshops
- Supervisory Training
- Domestic Violence Workshops
- West Coast Empowerment Training

Other Facts:

- 86% of PBCFSI's foster homes are First Nations
- The Foster Care workers are trained to provide PRIDE training for prospective foster parents and they are also trained to facilitate PRIDE Core Module 1, 2, 3 & 4 train ing to certified foster parents. The Core Module training is offered to foster parents who have completed the PRIDE pre-service training which offers more in depth training and support for foster parents.
- The foster care program has been CARF accredited for providing high standards of care for the families and children that they serve.

PREVENTION

We provided a variety of services that support healthy life styles and enhance the safety and well-being of our communities. Our prevention programs assist parents who are under parental services agreements (PSA) utilized to prevent children from coming into care. These continue over a 6 month period with bi-weekly meetings to help with case plans.

We have seen an increase of participation in our regularly scheduled programming and events within our communities. This year we reached a total of 16,309 community members who attended at least one of our prevention programs and activities. This is an increase of 5,181 participants from last year. 5,787 of the participants were adults and 10,522 were children. The families and the children have shown great interest in the different programs being offered as indicated in the table below.

Prevention Services and Activities	# of Participants
Youth Programming: Solvent Abuse	553
Youth Programming: Anti-Bullying	3478
Youth Programming: Support Group	720
Youth Programming: Self-Esteem	222
Youth Programming: Teenage Parenting	18
Youth Programming: Youth Night	716
Youth Programming: Gang Awareness	180
Youth Programming: Suicide	296
Youth Recreation: Canoe Quest	1052
Youth Conferences/ Symposiums	1892
Family Wellness Conference/ Symposiums	754
Elders Conference/Symposiums	209
Youth Cultural Camp	352
Family Cultural Camp (Healing Circles)	2826
Inter Agency Community Events	2062
National Child's Day	242
Grief and Recovery	292
Domestic Family Violence	220
Lateral Violence	160
Couple's Programming: Men/Women	65
Total Participants	**16309**

Services	Activities
Girl Power and 2B Boys	Pink Shirt Day
Parent Support Groups	Gospel Jamboree
Women's Support Programs	Family Wellness Culture Camp
Triple P Positive Parenting Program	Treaty Day and Family Day Celebrations
Anti-Bullying Workshop	Children's Christmas and Thanksgiving Dinner
Grief and Loss Workshop	Career Day
Self-Empowerment	Community Walks
Self-Awareness	Women's Wellness Camp
Self-Esteem Building	Summer Youth Camp
Gang Awareness	Community Support Weiner Roast
Drug & Alcohol Awareness	Family Wellness Conference
Domestic Violence Awareness	National Addictions Week
Water, Fire, Personal Safety	Youth Conference and Symposium
Healthy Relationships	Cultural Activities
Coping Skills	Troy Canoe Quest

Cultural Camps

The cultural family camps that took place in Deschambault Lake, Pelican Narrows, Sandy Bay and Southend focus on family bonding activities and Woodland culture.

Pelican Narrows invited the Sask. Native Theatre Company to work with the youth on drama. In the end, the youth hosted a show, sang songs and impressed everyone on how quickly they learned and how well they performed.

Many young parents and children participated with Elders while on the lake to observe the process of net fishing. This traditional activity took two days and the children were very surprised when the Elders picked the fish out from the nets. Then the children were taught how to clean, fry, and smoke the fish.

Family and Youth Conferences

There was excellent attendance at both the Youth and Family conferences in the communities. Topics included healthy coping skills, self-esteem, addictions, drinking and driving awareness, suicide awareness, bullying, heath and wellness issues, career youth planning, skill building in different dances, square dancing, jigging and hoop dancing. We also had accomplished speaker and performer Susan Aglukark, and two-time world champion hoop dancer, Dallas Arcand take the stage, as well as Asham Square Dancers and many other motivational speakers.

The parents learned about the importance of self-care and how their children benefit when they are able to take care of themselves. The messages were that children were best cared for by their parents and that parenting is a big commitment.

Intensive Family-Based Service

The intensive family based service is a new initiative that came about as part of the CARF Accreditation Process. The Intensive family-based program provides a supportive and interactive manner, and is directed towards maintaining or restoring healthy family relationships. The focus is on building and strengthening the capacity of families to care for their children. The services are time-limited and are intensive, based on the needs of the family. The approach is to keep families together and support reunification. Another goal of this program is to work with families using the holistic approach supported by the interagency model and family preservation-type programs such as the Triple P Parenting program. Both programs are designed to enhance the knowledge, skill and confidence of parents in helping them become resourceful in raising successful and confident families.

There were 95 families working with the PBCFSI Agency under the Parental Services Agreement (Section 5) this past year.

As part of the CARF Accreditation, PBCFSI developed a Prevention Services Manual and a Client Services Handbook. These resources explain the purpose of this program and explains the rights of the clients, and expectations of the prevention programs.

Triple P - Positive Parenting Program

The Prevention Workers continue to use the Triple P- Positive Parenting Program in the communities. The parents enjoy learning from the program because they find it helpful and are getting useful ideas on meeting the challenges of raising children. Triple P uses the framework that parenthood can be extremely rewarding, enlightening and enjoyable. The challenge for all parents is to raise healthy, well-adjusted children in a loving and predictable environment. The Triple P Program aims to make parenting easier by offering suggestions and ideas on positive parenting strategies.

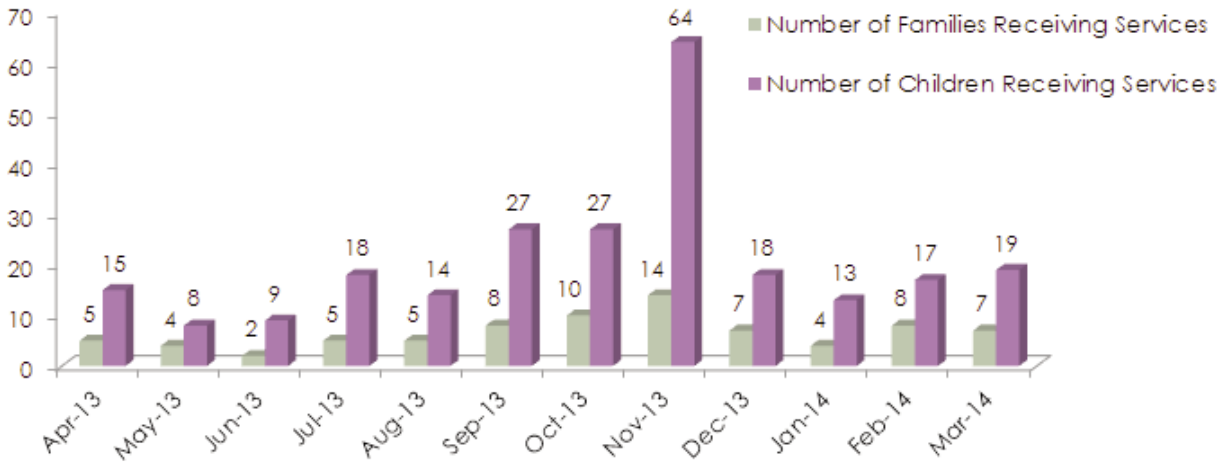
Triple P Parenting Tips
Encourage behaviour you like.
Praise your child for doing as you asked.
Praise your child's efforts and achievements
Help your child make friends.
Encourage your child to express their ideas and make decisions.
Have realistic expectations of your child and yourself.
Enjoy your child and spend fun time together.
Look after your own needs and take care of your other relationships.
Avoid conflict in front of your child, show them how to solve problems calmly.

Prince Albert Urban Services

The Prince Albert Urban Services is into the second year of service delivery. The services have expanded from the Triple P Parenting Program to include the Youth Empowerment Programs, the "Girl Power and the 2BBoys program", Family Violence workshops and having parent/child craft nights. The other component is case management using the Intensive Family Based Services model and individual sessions with persons they serve.

The PA Urban services module was developed in partnership with the Saskatchewan Ministry of Social Services to acknowledge the needs of urban Aboriginal people in the city of Prince Albert. The Prince Albert Urban Prevention Services came into operation on November 2012 and provides preventative services utilizing the Triple P Parenting Program. The target group are for Urban First Nations who are receiving services from the Ministry.

The chart below indicates the number of Referrals received from April 1, 2013 to March 3l, 2014



Parents participate in urban prevention seminar

Resource Facilities

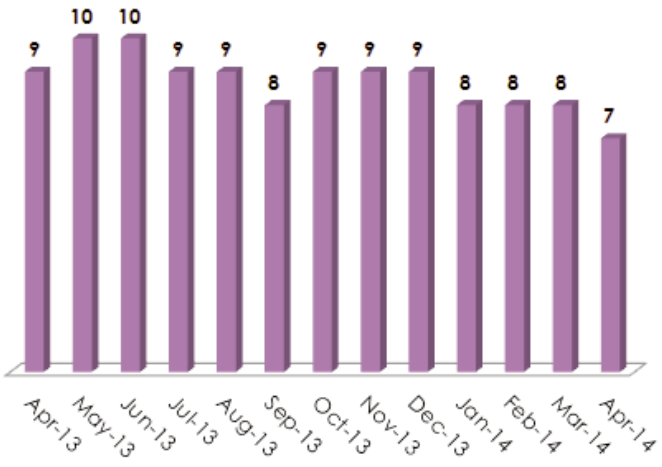
Under the direction of the Executive Director, the Resource Program Manager works closely with the Supervisors of each of the facilities to ensure all operations and programming follow PBCFSI policy, serve PBCN members, are family centered and address the physical, mental, emotional, and spiritual needs of children and youth in care. The facilities provide safe, nurturing, and supportive care for all children, youth, and families. Provided below is a brief description of each facility and programming details of each.

Resource Facility	Age Ranges	Spaces Available	Description
Group Home in Pelican Narrows	9-15 years of age	10 bed 5 female 5 male	Group Home staff work collaboratively with Peter Ballantyne Child & Family Services staff to ensure individual case plans for each child are followed accordingly.
Family Wellness Centers in Sandy Bay and Deschambault Lake	All ages	1 family for 6 week period accommodating up to 8 families per year.	The Family Wellness Centers (FWC) offers a 6 week program that is geared towards family reunification and prevention of family breakdown. The programming is flexible; focusing on the family's needs and ensuring the learning pace is set accordingly.
Receiving Home in Southend	0-9 years of age	8 bed	The receiving home, provides temporary care for children in need of protection. We promote healthy child development in our programming by providing engaging activities around structured routines.
Peer Homes in Prince Albert: 1 Girls Home 1 Boys Home	16-21 years of age	4 bed - Girls Home, 3 bed - Boys home	The Peer Homes offer semi-independent living arrangements for youth who are aging out of care and into adulthood. Providing safe and supportive living environments, the program is designed to assist the youth to focus on their strengths and encourages them to build their capacity into independent living. Additional areas of programming involve assisting youth with daily living skills and continued education.

Pelican Narrow Group Home

The Pelican Narrows group home ensures a safe, clean and nurturing environment for all the children in care. The staff work with the youth encouraging them to do their daily chores and keep their rooms clean at all times. The group home occupancy rate has maintained a 90% capacity rate for the first half of the year and dropped between 70 - 80% for the last quarter.

# of Children per Month - Pelican Narrows Group Home



Southend Receiving Home

It has been a rewarding and certainly challenging year for the Southend Receiving Home. The receiving home staff have worked as a team to provide structure, daily routine, and a nurturing environment for the children we have served throughout this past year

The Southend Receiving Home provides temporary care for children ages 0-10 years of age, providing programming in accordance to PBCFSI policy and procedures. The Child Care workers provide care for children while in the receiving home and offer their very best to ensure every child feels safe, secure and at home while living in the receiving home. This year we served and provided care for 35 children, it certainly was rewarding to see their growth and development as they participated in our program.

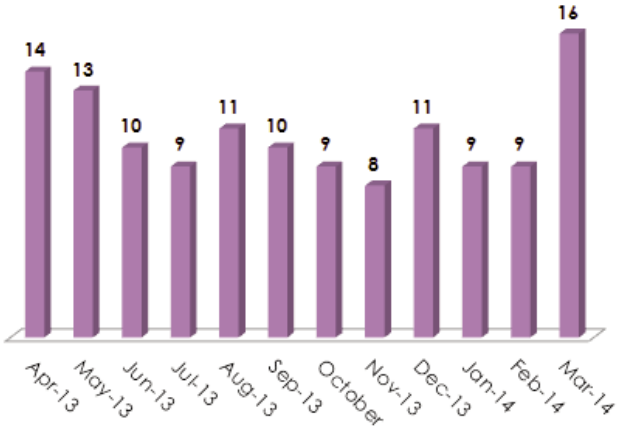
Deschambault Lake Family Wellness Centre

This past year the DLFWC has provided services to 7 families and a total of 26 children. Seven out of eight families continue to be reunited as a family.

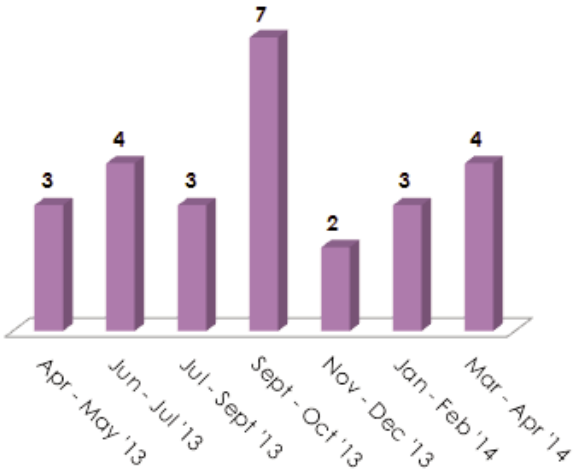
Sandy Bay Family Wellness Centre

This past year, SBFWC has provided services to 8 families and a total of 22 children. The families leave the centre feeling more confident with the new skills they have learned

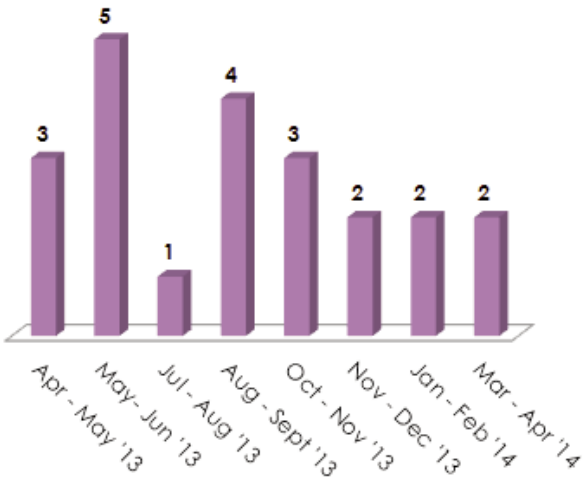
# of Children per Month - Southend Receiving Home



# of Children per Month - Deschambault Lake FWC



# of Children per Month - Sandy Bay FWC



Achievements

Our major achievement this year, was our three year accreditation from Commission on Accreditation of Rehabilitation Facilities (CARF) Canada. Our resource facilities are now internationally recognized as maintaining the highest standards of care by providing quality services aimed at enhancing the lives of our children and families served. It was a team effort and I would like to thank all of our staff for their dedication, compassion, and care for our children and families.

Our Family Wellness Centers also continue to be a distinctive service in Canada, providing parents the opportunity to stay together as a family unit as they work towards healthier lifestyles. We successfully reached our goal this year of providing services to 15 families. The highlight of our FWC program is that 14 of the 15 families served have no further involvement with respect to child protection which indicates the success of the program. The SBFWC facility and the CFS office work collaboratively by sharing case plans and maintaining the case management process for each family entering the center.

PBCFSI also continues to develop and enhance programs by strengthening partnerships and networking with the First Nations Family Institute. We participated in sessions with the Institute where the focus was on enhancing existing programs for our First Nations families.

Counseling is also an integral component in our program and we utilized the Elders for case conferences and individual counseling for the youth and staff.

Programming

Providing the basic needs of food, shelter, and clothing, our resource facilities also offer the opportunity for life and social skills development through our programs. Our programs are individual based, culturally appropriate and encourage community and family relationships. The following table is an overview of this year's programming at our resource facilities.

One of our most valuable resources is our Elders who continue to provide our youth and families with their wisdom, knowledge, and continued support.

Some of the services provided by our Elders include:

- Storytelling
- Camp outs
- Boating
- Fishing / net gill
- Cooking traditional foods
- Beadwork
- Moose hide tanning
- Rabbit snaring
- Hiking (searching for mint/rat root)
- Smoking fish

The Receiving Home uses the Kitchen Steward as an Elder who teaches the children how to make bannock, talks to the child care workers in how to handle the children with love and care, and interacts with the children teaching them Cree words, one word at a time.

Activities	Outcomes
Youth trips	Educates youth on expanding perspectives
Cultural activities - Mushroom/berry picking, snaring and preparing, fishing, Elder teachings	Educates children on cultural traditions
Counseling - Addictions, Mental Health, Individual, Elder support	Provides holistic services that are culturally based on individual needs
Community activities/events - Winter Festivals, Canada Day celebrations, National Aboriginal Day festivities, Christmas activities	Provides opportunity for youth to expand their interpersonal skills and build healthy relationships
Life skills - Nutrition, Hygiene, table manners, sharing, home management, job readiness, goad setting, budgeting	Educates children and parents basic life skills
Triple P (Positive Parenting Program)	Educates families on healthy positive parenting strategies
Grief and Loss, Grief and Recovery	Provides families an understanding of loss
Anger Management	Educates families to understand anger management
Domestic Violence	Educates families to recognize various types of abuse, promote awareness
Addictions - AA Meetings	Educates families to understand addictions and provide awareness
Sharing Circles	Shares about life experiences and discussing various topics
Elders	Counseling, traditional teachings on values and activities
Eco-mapping	Families learn about community resources that are available to them
Geno-grams	Families learn to identify patterns of behavior
Holistic Healing/Medicine Wheel Other therapeutic models to assist family dynamics and functioning	Families learn the four aspects of healing
Arts/Crafts/Scrapbooking	Teaches children to play together and share toys and games.
Exercise - Nature walks	Importance of active and healthy lifestyle
Daily Routine	Teaches children structure and routine
Workshops - Building Self-Esteem, Coping Skills, Communication Skills, Healthy Relationships, Bicycle Safety	Teaches children and families various skills
Other Activities - Movie nights, computer time, library time, youth nights, game nights, woman's nights, cooking, baking	Promotes healthy social activity

Community Resources and Services

Utilizing our local community resources, various other activities facilitating program goals were also provided. Many community members also assisted us with programming for our youth, including: jigging, singing, cooking bannock, cooking and baking cookies, nature walks, sucker hunting, and rat root picking, and providing haircuts for our youth as well.

Training and Development

Our weekly staff meetings ensure staff needs are met as it is very important for effective work and communication. We all contribute one way or another to ensure the needs of the family are addressed.

As the Resource Program Manager, one of my responsibilities involves maintaining staffing and training needs accordingly. The following table illustrates the breakdown for the various types of training that was provided to our staff this year:

Type of Training	# of Staff Trained
Staff Development	32
First Aid/CPR	48
Case Management	7
CARF Support	All staff
Lateral Violence	12
CPI	3
Safe Food Handling	7
Triple P Seminar Series	2
Fire Drills	All staff
Evacuation Procedure	All staff

The table below illustrates the results from our integrated quarterly survey's which were introduced this year. With the objective of capturing the success of our program by allowing our children in care voluntarily offer their perspective on how well the program worked for them. This feedback allows us to improve our programs based on actual results.

Family Survey	Strongly Agree	Agree	Disagree	Strongly Disagree
PBCFSI staff treated me with Respect	5	7	0	0
PBCFSI really listened to me	4	8	0	0
Given information to effectively make decisions that affected me	4	8	0	0
Staff responded to my concerns	2	10	0	0
Feel that my cultural and spiritual beliefs were respected	6	6	0	0
I was included in setting my own goals	5	7	0	0
Program made a positive difference in my life	11	1	0	0
Feel that I have enough resources to be successful once I finish program	7	5	0	0
Youth Survey	**Strongly Agree**	**Agree**	**Disagree**	**Strongly Disagree**
I feel I was listened to	0	8	0	0
Information provided to understand what would happen to me	1	7	0	0
Staff responded quickly to my concerns	1	7	0	0
Cultural and spiritual beliefs were respected	0	7	0	0
Staff tried hard to get to know me	2	3	0	0
Staff treated me with respect	2	3	0	0
I felt safe while I was here	2	5	0	0
Was included in planning my services/setting goals	5	2	0	0
Made a positive difference in my life	6	1	0	0
Helped me to prepare for transition back to my home	0	7	0	0
Feel I have enough resources to be successful once I leave	0	7	0	0

Management Team

Vera Sayese
EXECUTIVE DIRECTOR
Prince Albert

Melissa Beatty
RESOURCE PROGRAM MANAGER
Prince Albert

Loretta Czarnota
FINANCE/HR MANAGER
Prince Albert

Sharon Kinequon
PROGRAM MANAGER
Child Protection/Foster Care
Prince Albert

Joan McKenzie
OPERATIONS MANAGER
Prince Albert

Jane Ross
PROGRAM MANAGER
Prevention
Prince Albert

Tara Bridges
PROGRAM SUPERVISOR
Sandy Bay, Denare Beach, Sturgeon Landing

Freida Charles
PROGRAM SUPERVISOR
Pelican Narrows

Beatrice Clarke
RECEIVING HOME SUPERVISOR
Southend

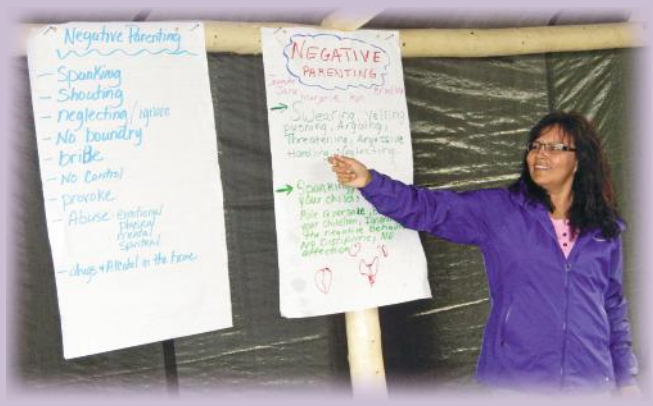
Maryann Jobb-Morin
PROGRAM SUPERVISOR
Southend

June McCallum
FAMILY WELLNESS SUPERVISOR
Sandy Bay

Crystal Michel
PROGRAM SUPERVISOR
Deschambault Lake

Kate Sewap
FAMILY WELLNESS SUPERVISOR
Deschambault Lake

Teresa Swan
GROUP HOME SUPERVISOR
Pelican Narrows



Motivational speakers
encourage youth and parents

Staff participate in PBCFSI
2nd annual conference

Elders teach children to fish and moose hide tan

Children of all ages join together for Youth Conference

Children have fun doing arts and crafts

Children receive certificates for "Girl Power" Program

Children and families enjoy Cultural Camp

Foster Parents and Children enjoy activities at Foster Care Christmas dinner

Susan Aglukark presents inspiring message to PBCN communities

Peter Ballantyne Child & Family Services Opens New Office Building in Pelican Narrows

PAGC Tribune Article, November 2013, by Ron Merasty

Front left to right: Freida Charles, Program Supervisor, Rod Clarke, Kinoosao Board Member; Marcel McCallum, Pelican Narrows Board Member; Robert McCallum, Prince Albert Board Member; Marie-Adele Custer, PBCFSI Board Chair; David Caribou, Sandy Bay Board Member; Vera Sayese, Executive Director; Art Dorion, Pelican Narrows Portfolio Councillor, Chief Peter A. Beatty, PNCN; Kevin Morin, Southend Portfolio Councillor; Warren McCallum, Prince Albert Portfolio Councillor; Vice-Chief Simon Jobb, Southend Portfolio Councillor; Celina Bone, Denare Beach Board Member.

On November 5, 2013, Peter Ballantyne Child & Family Services Inc. (PBCFSI) held a ribbon-cutting ceremony for a new 7600 square foot office building in Pelican Narrows. The new office building is more or less shoehorned into a commercial space on Bear Street in the middle of Pelican Narrows, alongside other public buildings such as the band office, Angelique Canada Health Centre, and the local RCMP detachment. The important fact is that they built it on the land they wanted.

The event had been preceded by either an early winter or post-Halloween storm that had dumped several inches of snow on the ground, more in certain places, and not everyone invited to the event was able to attend. However, the boardroom was crammed with Elders, some PBCFS board members, local band councillors, PBCFS staff, Grades 11 and 12 students from Opawikoskikan School, and Chief Peter A. Beatty who had braved the iffy road conditions to travel the 130 kilometers from his abode in Deschambault Lake.

The event was emceed by Angie Merasty. Seated next to her was Vera Sayese, Executive Director of PBCFS, and Chief Beatty.

Sayese provided a lengthy address explaining - and doing a good job of it - how the building came to be and of the mandate and responsibility of PBCFS, and began by congratulating the community of Pelican Narrows for their new facility.

The new office building was constructed in less than a year, and in October 2012 there was not even any commercial land set aside at the time when Sayese made the plea to Chief and Council that land had to be found very quickly. The reason, she told Chief and Council, was that $2.4 million been budgeted for the building but if the project was not started before the following March that, "We'll have to use this money elsewhere."

"But the community of Pelican Narrows came through," Sayese said, "so with that I would like to say thank you to each and everyone of you that make this a community, that participates here, and the people that make this possible."

She introduced and thanked the eleven board members from eight PBCN communities (which includes Prince Albert urban that were able to make it to the grand opening).

What is remarkable about this project is that Aboriginal Affairs and Northern Development Canada (AANDC) did not provide capital funds for the project, but rather, that PBCFS resources had to be husbanded over a number of years in what Sayese calls their "extended fund," not really wanting to use the word "surplus." They did not even have to obtain a loan. That fact elicited applause.

PBCFS is the largest of 18 such First Nation-run child & family services agencies in Saskatchewan, and also in Canada. It has 160 employees and its mandate is to provide child and family services to on-reserve PBCN band members of which the population is approximately 9,000. The Agency provides community-based services guided by the culture and values of its PBCN communities, building on family strengths.

PBCFS operates nine child and family services offices, six of which they own, rather than having to rent. The Agency owns a group home in Pelican Narrows, family wellness centres in Sandy Bay and Deschambault Lake, a receiving home in Southend, and two peer homes in Prince Albert purchased in 2013. Once board approval is obtained they would like to renovate and turn the old Pelican Narrows office building into a needed receiving home.

A receiving home is for children from age 0 to about 10 who have been apprehended because they have been deprived of 'necessaries' which include food, shelter, medication, rest, a place of safety or education, or have experienced physical or emotional abuse.

Front left to right: Vera Sayese, Executive Director; Freida Charles, Program Supervisor; Shaun Soonias, Director of Social Development, FSIN

"Unfortunately, that's not where those kids belong, but because of a lack of foster homes we have to have kids in there," Sayese said.

A peer home is where they have older "independent children - the ones that are going to 'age out' (achieve the age of majority at 19) - that are either working, going to school, or going to university."

They have three boys in one peer home and four girls in the other.

Sayese introduced the out-of-town staff who made it to the grand opening and the local staff as well, and spoke about ongoing staff professional development and her desire to assemble the best staff in the province.

Chief Beatty made his remarks in both Cree and English, beginning in Cree, first giving thanks for being invited, and welcoming all the guests.

"They set aside a good amount of money in order to build it, but it was well within budget as all who work on it did it right and, I also, want to say that everything here looks very good - what you have accomplished here. I expect that people from here built this place and we ought to thank them also for the excellent job they did," Chief Beatty said in his native tongue.

An accomplished public speaker with a penchant for humour, Beatty made remarks in English: "It was quite an accomplishment that this building went up in the time that it did. Generally, it takes a bit more time to put up a building like this - also to come in under budget is another accomplishment that should be noted, and I think that if you have a good working environment, in good facilties, it lends itself to that end in bringing everyone together to work as a team, and to be comfortable working in a good working environment."

Nothing was broken but everyone repaired outside for the official ribbon-cutting ceremony on a chilly, overcast noon hour before repairing back inside for a delicious lunch.

Peter Ballantyne Child & Family Services Inc. Achieves Rare CARF Accreditation

PAGC Tribune Article, November 2013, by Ron Merasty

Front row left to right: Melissa Beatty, Freida Charles, Jane Ross, Mary Ann Jobb-Morin, Vera Sayese, Sharon Kinequon, Shirley Clarke, Mark Lecoq. Back row left to right: Samantha Clarke, June McCallum, Crystal Michell, Beatrice Clarke, Nadine Bencharski, Verna April, Tara Bridges, Linda Clarke, Roxanne Deschambault, Katie Sewap, Gerald Nabess, Rene Kreig.

March 11, 2014, was a day to celebrate for Peter Ballantyne Child and Family Services Inc. (PBCFS) as they received a certificate of quality from the Commission on Accreditation of Rehabilitation Facilities - CARF for short.

A non-profit corporation, PBCFS began operations on November 1, 1995. Its mandate is to provide child and family services to PBCN children and families. It does so by delivering culturally-sensitive child and family services on-reserve and works with the province of Saskatchewan. It provides services in a number of communities, including Southend, Sandy Bay, Pelican Narrows, Deschambault Lake, Denare Beach, Sturgeon Landing, and Prince Albert with about 150 staff.

Among those attending the event at the Ches Leach lounge at the Art Hauser Centre in Prince Albert was Dr. Warren Helfrich, a CARF consultant who undertook to survey and appraise the services PBCFS provides. PBCN Chief Peter A. Beatty, Provincial Social Services Minister, Joan Draude, Federations of Saskatchewan Indian Nations Vice Chief, Kim Jonathan, PBCFS Board of Directors and staff also attended.

CARF International, founded in 1966, is an independent, non-profit accreditor of health and human services in, among other areas, child and youth services. CARF currently accredits more than 50,000 programs and services at 23,000 locations in North and South America, Europe, Asia, and Africa when it is asked by an Agency, such as Peter Ballantyne Child and Family Services Inc. CARF accreditation is like the "good housekeeping seal of approval" by the independent agency. It is a sign of quality.

Achieving accreditation requires an agency to commit to quality improvement, focus on the unique needs of each person the provider serves, and monitor the results of services.

PBCFS began the accreditation process with an internal examination of its program and business practices. Then it requested an on-site survey that was conducted by a team of expert practitioners selected by CARF. During the survey, PBCFS had to demonstrate that it conformed to a series of rigorous and internationally recognized CARF standards.

PBCFS senior management team began researching the accreditation process in early 2013 and submitted their intent to proceed with CARF on June 30, 2013 thus officially beginning the accreditation process that was performed by Mr. Helfrich and his associates. PBCFS was accredited within six months of submitting their letter of intent.

"The accreditation through CARF requires significant time and it requires significant effort and it means that there are a lot of very dedicated people. It is a seal of approval and it is a seal of

trust," Minister Draude said. "This accreditation means that Peter Ballantyne Child and Family Services is providing the best possible services for the children and the families in the communities. To me it means that PBCFS cares. This type of accreditation isn't easy to achieve and it isn't easy to maintain. It sets a really high standard for child welfare services."

"I truly admire you for committing to this really important work. Not only have you set the bar for yourselves, but you're setting the bar high for child welfare right across the province and right across Canada."

"I also want to acknowledge our great nation of PBCN, The Chief and Council, the Board, the staff," Vice Chief Jonathan said. I have been involved in accreditation process so I know firsthand how much work goes into achieving accreditation, (congratulations) for being accredited, for putting that standard, that bar, setting it oh, so very high, because what you've done is you've also set our children oh so very high, so I thank you for that on behalf of the 74 First Nations."

"Peter Ballantyne Child and Family Services has earned a reputation among First Nation agencies, in that field throughout the province and across the nation as a highly professional and effective organization as well as a leader in the areas of child protection and community development and capacity building," said Chief Beatty, as he offered his personal congratulations.

"Being internationally recognized for their high quality of service delivery to children, youth and families is a significant accomplishment. This accreditation shows the agency's commitment to being transparent and accountable to both the band membership as well as its funders. Achieving accreditation proves just how committed they are to bettering our communities."

"At PBCFS, The staff are paticularly exceptional in their dedication and commitment to providing relevant and top-quality services to the families they serve," said Board Chair, Marie Adele Custer. "CARF accreditation helped bring this dedication to a higher level, by helping to measure positive outcomes and ensuring continued quality improvement in all aspects of the organization. We acknowledge that our staff clearly are the organization's most outstanding resource."

"The accreditation process was a gruelling but very rewarding process," said Vera Sayese, PBCFS Executive Director. Although they were well prepared for the CARF process, Sayese said the organization put in extra hours up-scaling its staff, reviewing and amending internal processes, policies, procedures and documentation and fixing up a number of its facilties to meet CARF standards.

"I am very proud of the teamwork and positive attitudes my staff portrayed throughout the preparation, the on-site surveys, as well as the follow-up on the CARF recommendations," Sayese continued. "Management and staff are spirited, motivated and fully committed to the family and community based service they provide, always ensuring children, youth and families are treated with dignity and respect."

The certificate provided by CARF is now prominently displayed near the front entrance of PBCFS's Prince Albert office.

Moise Canada Memorial Square Dancers performing at the luncheon.

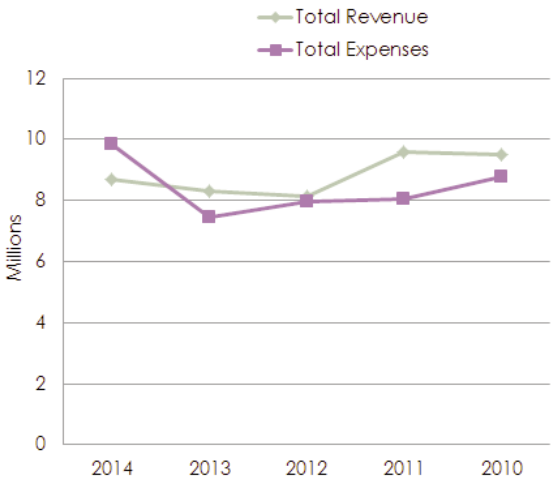
FINANCE
Loretta Czarnota, Finance/HR Manager

The following financial statements are for the period ending March 31, 2014. They summarize the Agency's total financial assets of $2,417,318, non-financial assets, including capital, of $6,325,936 and total liabilities (amounts owed) of $4,899,728. This equates to a net debt position of $2,482,410 which represents the current net assets of the Agency, which has been relatively consistent in that the surplus has not changed a significant amount.

A large amount of the financial assets were used to invest in non-financial assets, which mainly consisted of the construction of the Pelican Narrows office building. The cash balance was reduced significantly and caused an increase in tangible assets by recognizing revenue received in previous years in the current year. Another contributing factor to the deficiency of assets to liabilities includes the excess of maintenance costs over the amount funded by AANDC.

In Maintenance, we had revenues of $4,549,515 and expenses of $6,355,917. Combined with our overexpended funds from previous years, we are currently in an overexpended position of $1,522,163. We are funded based on previous years' statistics and, unfortunately, these statistics vary from year to year and do not always reflect the actual children in care at any given moment.

Maintenance Revenue vs Expenses



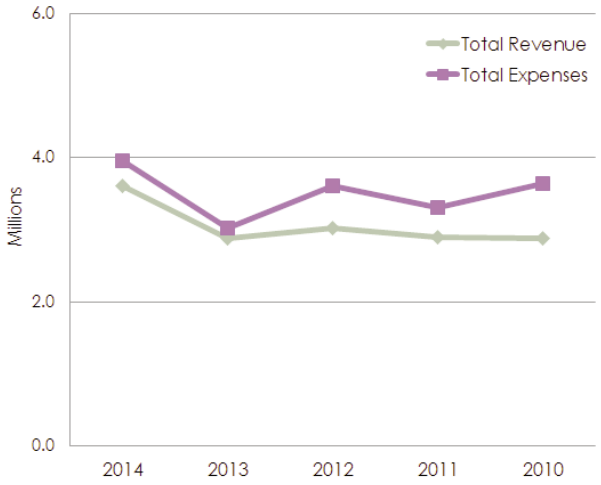
With respect to Education, we are have a balance of $1,020,202 in unexpended funds as a result of a change in this year`s placements of some of the youth. Some facilities have educational costs while others do not so the education funds also fluctuate from year to year in the same way as regular maintenance costs.

At the end of the fiscal year, the Agency had a deficit in Operations of $321,091 due to a number of factors. Firstly, the preparation for CARF and ensuring our facilities were up to par and met all Occupational Health and Safety Standards was costly. As well, we had a number of legal invoices dating back a number of years that were received this year. As part of our CARF accreditation, we are required to increase our training and development programs for all staff which was also done this year.

Increased gas and food costs in the northern communities have also contributed to this deficit. Because of the distance between communities, our staffing and travel costs continue to be more than what AANDC's costing model allows for. While we continue to make alternative arrangements to travel whenever possible (ie. teleconferences), travel is still a vital part of our operations and is costly.

Below is a snapshot of revenues and expenses over the past five years. Overall, there have been more expenses than revenue. With the recent addition of new facilities and administrative fees charged, this has helped to compensate for costs not covered by our main funders.

Operations Revenue vs Expenses



This year's Prevention program is in an unexpended funding position of $56,820. The significant decrease in this area is a result of the completion of the Pelican Narrows office building. Funds that were initially set aside at the beginning of the Prevention Enhancement Model in 2009 were fully used this year as intended.

Overall, the facilities are in an operating surplus of $225,109. Specifically, the Pelican Narrows Group Home has a surplus of $110,760, the Deschambault Lake Wellness Centre has a deficit of $113,545, the Sandy Bay Family Wellness Centre also with a deficit of $69,540, the Southend Receiving Home sitting in an operating surplus of $119,786, and the Prince Albert Peer Homes with a surplus of $177,644.

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Management's Report

June 26, 2014

Management's Responsibility for the Financial Statements
The financial statements have been prepared by management in accordance with Canadian public sector accounting standards, and the integrity an objectivity of these statements are management's responsibility. Management is also responsible for all of the notes to the financial statements, and for ensuring that this information is consistent, where appropriate, with the information contained in the financial statements. A summary of the significant accounting policies are described in note 2 to the financial statements. The preparation of financial statements necessarily involves the use of estimates based on management's judgment, particularly when transactions affecting the current accounting period cannot be finalized with certainty until future periods.

Management is also responsible for implementing and maintaining a system of internal controls to provide reasonable assurance that reliable financial information is produced. The internal controls are designed to provide reasonable assurance that assets are safeguarded, transactions are properly authorized and recorded in compliance with legislative and regulatory requirements, and reliable financial information is available on a timely basis for preparation of the consolidated financial statements.

The Board of Directors are responsible for ensuring management fulfills its responsibilities for financial reporting and internal control, and exercises these responsibilities through the Board. The Board reviews internal financial statements on a quarterly basis and external audited financial statements yearly. The Board also discusses any significant financial reporting or internal control matters prior to their approval of the financial statements.

The external auditors, PricewaterhouseCoopers LLP, conduct and independent examination, in accordance with Canadian auditing standards, and express their opinion on the financial statements. The external auditors have full and free access to financial management of Peter Ballantyne Child & Family Services Inc. and meet when required. The accompanying Auditor's Report outlines their responsibilities, the scope of their examination and their opinion on the financial statements.

On behalf of Peter Ballantyne Child & Family Services Inc.

Marie Adele Custer, Board Chair

Vera Sayese, Executive Director

June 26, 2014

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, 2014 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.

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"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, 2014 and the results of its operations and changes in its net debt and cash flows for the year then ended in accordance with Canadian public sector accounting standards.

Chartered Accountants

Peter Ballantyne Child & Family Services Inc.

Statement of Financial Position

For the year ended March 31, 2014

	2014 $	2013 $
Financial Assets		
Cash and cash equivalents	1,730,745	5,109,496
Accounts receivable (note 3 and 6)	686,573	386,383
	2,417,318	5,495,879
Financial Liabilities		
Accounts payable and accrued liabilities	1,819,982	746,114
Loans payable (note 4)	1,155,458	1,233,366
Unexpended funding (note 5)	1,924,288	3,952,602
	4,899,728	5,932,082
Net Debt	(2,482,410)	(436,203)
Non-Financial Assets		
Prepaid expenses	21,383	18,252
Tangible capital assets (note 14)	6,304,553	4,106,028
	6,325,936	4,124,280
	3,843,526	3,688,077

Commitments and contingencies (note 10)
Economic dependence (note 13)

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, 2014

	2014 $	2013 $
Revenue		
Aboriginal Affairs and Northern Development Canada (note 7)	14,663,052	12,331,231
Other	36,832	79,899
Interest	25,607	52,065
Government of Canada - Children's Special Allowance	565,967	475,641
Ministry of Social Services	0	11,568
Ministry of Social Services - Family Finders (note 8)	61,600	60,960
Ministry of Social Services - Urban Prevention (note 8)	118,176	47,713
Ministry of Social Services - Administration fee (note 8)	121,969	118,263
	15,593,203	13,177,340
Expenses (note 9)		
Maintenance	6,355,917	6,332,491
Operations and community services	3,811,617	2,409,773
Community Resources	2,278,091	1,144,049
Education	329,422	670,039
Prevention	1,763,517	1,395,221
Children's Special Allowance	281,728	136,251
Urban prevention	110,662	40,198
Amortization	506,801	347,071
	15,437,754	12,475,093
Operating surplus for the year	155,449	702,247
Accumulated surplus - Beginning of year	3,688,077	2,985,830
Accumulated surplus - End of year	3,843,526	3,688,077

Peter Ballantyne Child & Family Services Inc.
Statement of Cash Flows
For the year ended March 31, 2014

	2014 $	2013 $
Cash provided by (used in)		
Operating activities		
Operating surplus for the year	155,449	702,247
Items not affecting cash		
Amortization	506,801	347,071
Net change in non-cash working capital items (note 11)	(1,257,767)	581,404
	(595,517)	1,630,722
Capital activities		
Proceeds on the sale of tangible capital assets	-	39,500
Acquisition of tangible capital assets	(2,705,326)	(1,180,945)
	(2,705,326)	(1,141,445)
Financing activities		
Proceeds of loan issuances	-	-
Repayment of loans	(77,908)	(200,162)
	(77,908)	(200,162)
Net change in cash and cash equivalents	(3,378,751)	289,115
Net cash and cash equivalents – Beginning of year	5,109,496	4,820,381
Net cash and cash equivalents – End of year	1,730,745	5,109,496
Supplemental disclosure of cash flow information		
Cash paid during the year for		
Interest	62,632	68,431

Peter Ballantyne Child & Family Services Inc.
Statement of Changes in Net Debt
For the year ended March 31, 2014

	2014 $	2013 $
Operating surplus for the year	155,449	702,247
Acquisition of tangible capital assets	(2,705,326)	(1,180,945)
Amortization of tangible capital assets	506,801	347,071
Proceeds on the sale of tangible capital assets	-	39,500
	(2,043,076)	(92,127)
Acquisition of prepaid expenses	(3,131)	(392)
Change in net debt	(2,046,207)	(92,519)
Net debt - Beginning of the year	(436,203)	(343,684)
Net debt - End of the year	(2,482,410)	(436,203)

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 Canadian public sector accounting standards 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 and Improvements	25 years
Furniture and office equipment	8 years
Computer equipment	5 years
Vehicles	5 years

Financial instruments

The company's financial assets and liabilities consist of cash, accounts receivable, bank indebtedness, accounts payable and accrued liabilities and debt. All financial assets and liabilities are measured at cost or amortized cost. Interest attributable to financial instruments is reported in other income in the statement of operations. All financial assets are tested annually for impairment. When financial assets are impaired, impairment losses are recorded in the statement of operations.

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 public sector accounting standards, requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenditures during the year. Actual results could differ from those estimates.

3 Accounts receivable

	2014 $	2013 $
Aboriginal Affairs and Northern Development Canada	224,388	55,687
Ministry of Social Services (note 6)	446,336	290,436
GST receivable	15,849	40,260
Other receivables		-
	686,573	386,383

4 Loans payable

	2014 $	2013 $
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	1,137,265	1,193,341
First Nations Bank of Canada, term loan, interest at prime rate plus 2.10%, repayable in monthly principal installments of $1,819	18,193	40,025
	1,155,458	1,233,366

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

	$
2015	77,281
2016	62,254
2017	65,589
2018	69,103
2019	72,805

5 Unexpended funding

	March 31, 2013 $	Revenue deferred $	Revenue recognition $	March 31, 2014 $
AANDC				
Maintenance (fixed)	-	-	-	-
Education (set)	559,624	460,578	-	1,020,202
Operations (fixed)	891,954	-	321,091	570,863
Prevention (fixed)	2,293,249	-	2,236,429	56,820
Ministry of Social Services				
Urban Prevention Services	207,775	68,628	-	276,403
	3,952,602	529,206	2,557,520	1,924,288

	March 31, 2012 $	Revenue deferred $	Revenue recognition $	March 31, 2013 $
AANDC				
Maintenance (fixed)	-	-	-	-
Education (set)	629,203	-	69,579	559,624
Operations (fixed)	477,051	414,903	-	891,954
Prevention (fixed)	3,059,179	-	765,930	2,293,249
Ministry of Social Services				
Urban Prevention Services	-	207,775	-	207,775
	4,165,433	622,678	835,509	3,952,602

AANDC

In the fiscal year that the unexpended fixed funding relates to, the company must submit a plan for spending the unexpended amounts within 120 days of the fiscal year-end. AANDC may then either accept the plan or require reimbursement of the unexpended amounts. If a plan is not submitted within 120 days or the submitted plan is not accepted, the unexpended amounts become overpayments that must be paid back to the Government of Canada. If the plan is accepted, the company must spend the unexpended funds in accordance with the submitted plan before the end of the next fiscal year, or any remaining unexpended funds become a debt due to the Government of Canada. In the fiscal year that the unexpended set funding relates to, it is considered an over payment that must be paid back to the Government of Canada.

Ministry of Social Services

In the fiscal year that the unexpended Ministry of Social Services funding relates to, the company is required to defer the unexpended funding to be used on future expenses in accordance with the agreement.

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, 2014, included in accounts receivable is an outstanding claim of $222,190 (2013 – $200,825).

7 AANDC revenue

AANDC revenue is comprised of the following:

	2014 $	2013 $
Transfer payments received	12,341,722	12,027,105
Amounts receivable from AANDC at year-end	224,388	55,687
Recognition of unexpended funding from prior year	2,096,942	420,606
Funding repaid during the year	-	(172,167)
	14,663,052	12,331,231

8 MSS revenue

	2014 $	2013 $
Transfer payments received	91,784	144,275
Amounts receivable from MSS at year-end	278,589	290,436
Unexpended funding deferred	(68,628)	(207,775)
	301,745	226,936

9 Expenses

	2014 $	2013 $
Accounting and legal	122,191	30,000
Activity support	5,489	23,513
Advertising	5,869	2,168
Amortization	506,801	347,071
Bank charges and interest	75,940	95,373
Conference/meetings	85,509	113,563
Contractor costs	47,062	10,758
Child allowances	4,110	4,900
Elders services	11,485	14,348
Family violence prevention	11,936	90,849
Honorarium	193,080	178,650
Maintenance payments	6,685,339	5,817,154
Membership fees	2,926	2,070
Miscellaneous	49,620	141,254
Office furniture, equipment and building	35,981	95,102
Office rent and insurance	97,430	89,986
Office repairs and maintenance	427,908	32,992
Office supplies	128,101	99,503
Recreation	7,207	7,717
Resources	-	598
Salary	4,293,640	3,530,970
Services	560,518	312,520
Supplies and materials	340,727	114,942
Staff benefits	373,139	274,136
Strategic planning	9,329	-
Telephone	167,075	147,881
Training/professional development	384,988	262,256
Transportation	7,122	20,351
Travel per diem	377,072	295,753
Utilities	154,298	89,889
Vehicle	238,210	192,216
Youth trips	27,652	36,610
	15,437,754	12,475,093

10 Commitment and contingencies

The annual minimum payments required under operating lease obligations are approximately $40,000 for office equipment.

The company has entered into contribution agreements with various federal and provincial government departments. Funding received under these contribution agreements is subject to repayment if the company fails to comply with the terms and conditions of the agreements

In addition, in the normal course of its operations, the company becomes involved in legal actions. Some of these potential liabilities may become actual liabilities when one or more future events occur or fail to occur. To the extent that the future event is likely to occur, and a reasonable estimate of the loss can be made, an estimated liability is accrued and an expense recorded on the company's financial statements.

11 Net change in non-cash working capital items

	2014 $	2013 $
Accounts receivable	(300,180)	462,763
Prepaid expenses	(3,131)	(392)
Accounts payable and accrued liabilities	1,073,868	331,864
Deferred revenue	(2,028,314)	(212,831)
	(1,257,757)	581,404

12 Risk management

The company is exposed to credit risk, liquidity risk and interest rate risk from its financial instruments.

The company's accounts receivable are exposed to credit risk. The company manages its exposure to credit risk by limiting the amount of wage and travel advances and other receivable outstanding. The company's maximum exposure to credit risk at March 31, 2014 is $686,562, as outlined in note 3. All accounts receivable are current.

The company is exposed to liquidity risk (i.e. limitations on the ability of the company to convert financial assets to cash in order to meet financial liabilities) as a result of being economically dependent on funding from AANDC and its net debt position at March 31, 2014. The company's approach to managing liquidity risk is to ensure that it will have sufficient cash flows to fund its operations and to meet its obligations when due, under both normal and stressed conditions.

The company is exposed to interest rate risk on its bank overdraft and loans payable, which bear interest at floating rates.

13 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.

14 Tangible capital assets

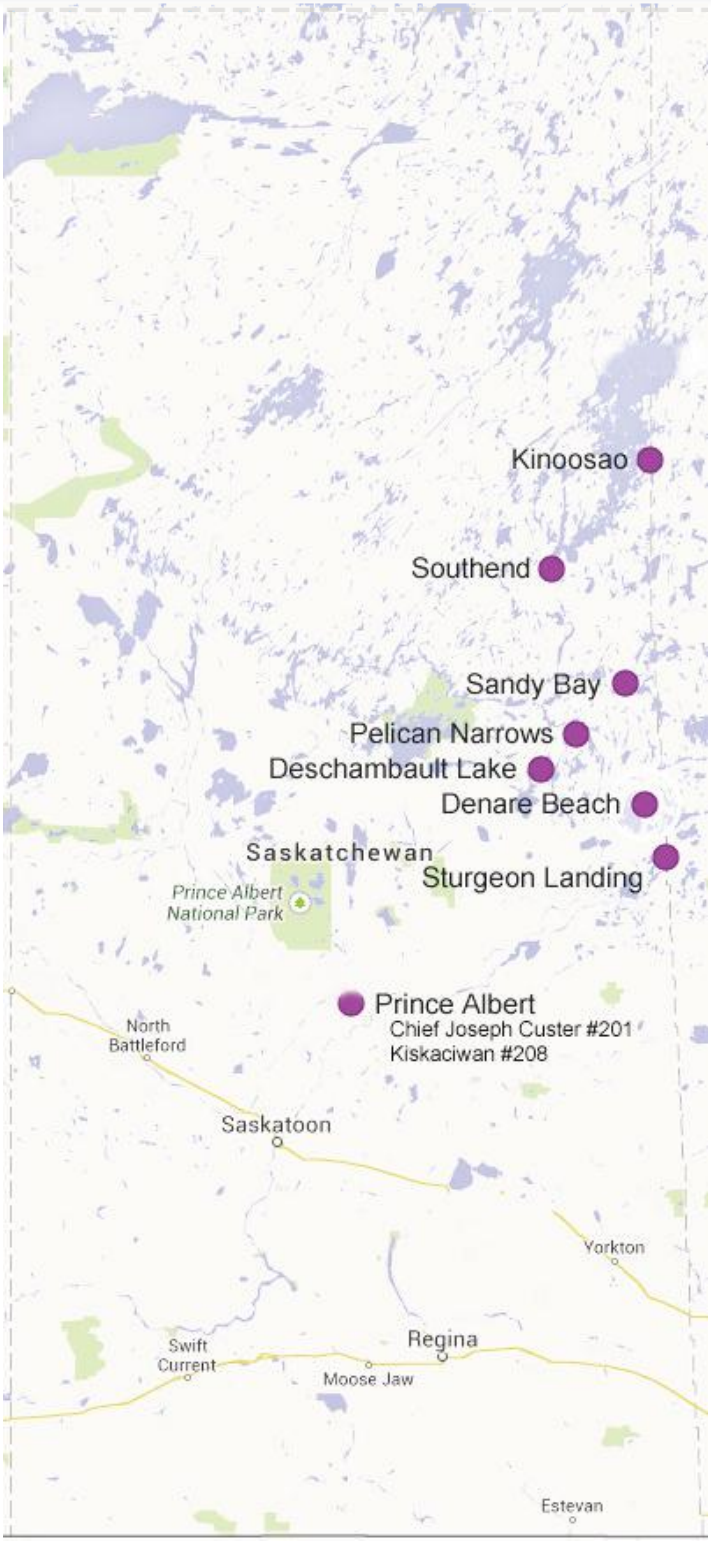
	Furniture and office equipment $	Computer equipment $	Vehicles $	Building and improvements $	Office building $	Work-in-progress $	2014 Total $	2013 Total $
Historical cost								
Opening balance	829,483	521,103	1,998,032	1,856,325	6,882,752	472,437	7,858,428	7,077,546
Additions	227,637	36,132	-	563,142	2,350,852	-	3,177,763	1,150,972
Disposals	-	-	-	-	-	472,437	472,437	369,590
Closing balance – March 31	1,057,120	557,235	1,998,032	2,419,467	9,233,604	-	10,563,754	7,858,928
Accumulated amortization								
Opening balance	497,056	407,316	1,229,979	1,545,347	72,702	-	3,752,400	3,765,892
Amortization expense	75,871	36,064	192,074	83,417	115,817	-	506,801	347,071
Disposal	-	-	-	-	-	-	-	360,063
Closing balance – March 31	572,927	443,380	1,422,053	1,628,764	188,519	-	4,259,201	3,752,900
Net book value – March 31, 2014	484,193	113,855	575,979	790,703	9,045,085	-	6,304,553	4,106,028

Thank you for your Commitment and Support!

PBCFSI would like to take this opportunity to thank all those who contribute to our Agency. It is because of your gift of time, leadership, guidance, support, talent, programming, and parenting that we are able to provide care to our children in need. The commitment of everyone who provides support to our Agency is the reason our programs and services are successful. Children, families and communities benefit from your helping hands and giving hearts. We would like to acknowledge all those who provide some form of support.

- Chief and Council
- Board of Directors
- Elders
- All PBCFSI Employees (current and former)
- Foster Parents
- Caregivers
- Camp Hosts
- Camp Volunteers
- Motivational Speakers
- Inter-Agencies
- Schools
- Aboriginal Affairs and Northern Development Canada
- Ministry of Social Services
- First Nations Bank
- Agency Lawyer
- Agency Auditor
- Partners
- Suppliers

PBCN Communities



PBCFSI Community Phone Numbers:

Denare Beach: (306) 362-2644
Deschambault Lake: (306) 632-2329
Deschambault Lake Family Wellness Centre: (306) 632-4701
Sandy Bay: (306) 754-4422
Sandy Bay Family Wellness Centre: (306) 754-2288
Sturgeon Landing: (306) 688-4448
Kinoosao: (306) 758-3033
Pelican Narrows: (306) 632-2246
Pelican Narrows Group Home: (306) 632-2457
Southend: (306) 758-4800
Southend Receiving Home: (306) 758-2700

Organizational Chart

Membership
Peter Ballantyne Cree Nation

Chief & Council
Peter Ballantyne Cree Nation

Board of Directors
PBCFSI

Executive Director
PBCFSI
Vera Sayese

Special Projects Coordinator
Nadine Bencharski

Executive Assistant
Verna April

Operations Manager
Joan McKenzie

- Systems Administrator — Rene Krieg
- Building Maintenance Worker — Janitor

Resource Program Manager
Melissa Beatty

- Group Home Supervisor — Pelican Narrows — Teresa Swan
- Family Wellness Supervisor — Sandy Bay — June McCallum
- Family Wellness Supervisor — Deschambault Lake — Katie Sewap
- Receiving Home Supervisor — Southend — Beatrice Clarke
  - Case Management Worker, Group Home Workers, Family Wellness Workers, Kitchen Stewards, Child Care Workers
- Live-In Mentors — Peer Homes

Finance/HR Manager
Loretta Czarnota

- HR Officer — Larissa Clarke
- Finance Clerks — Receptionist

Program Manager (Child Protection)
Sharon Kinequon

- Program Supervisor — Pelican Narrows Office — Freida Charles
- Program Supervisor — Deschambault Lake Office — Crystal Michell
- Program Supervisor — Southend Office — Mary Ann Jobb-Morin
  - Kinoosao Office
  - Denare Beach Office
  - Sturgeon Landing Office
- Program Supervisor — Sandy Bay Office — Tara Bridges
  - Child Protection Workers, Child & Family Services Workers, Foster Care Workers, Prevention Services Workers, On-Call Workers, Receptionists, Janitors
- Foster Care Coordinator — Samantha Clarke
- On-Call Supervisor — Rene Jackson

Program Manager (Prevention)
Jane Ross

- Prevention Services Workers — Urban Prevention Centre

* As of March 31, 2014

PBCFSI Employees
As at March 31, 2014

Denare Beach CFS Office

Mary-Lou Harkiss	Child & Family Services Worker
Karen Morin	On-Call Worker

Deschambault Lake CFS Office

Georgina Beatty	On-Call Worker
Donna Custer-Beatty	Foster Care Worker
Cheryl Eninew	Receptionist
Susan Michel	Janitor
Crystal Michell	Program Supervisor
Tammy Seib	Prevention Services Worker
Marcie Sewap	On-Call Worker
Vacant	Child & Family Services Worker
Vacant	Child & Family Services Worker
Vacant	Child Protection Worker

Deschambault Lake Family Wellness Centre

Cody Ballantyne	Family Wellness Worker
June Ballantyne	Family Wellness Worker
Lynette Ballantyne	Family Wellness Worker
Carla Custer	Family Wellness Worker
Sharon Custer	Family Wellness Worker
Georgina Custer	Kitchen Steward
Tiffany Custer	Family Wellness Worker
Mitchel Fineday	Family Wellness Worker
Katie Sewap	Family Wellness Supervisor
Roxanne Sewap	Family Wellness Worker
Ralph Sewap	Family Wellness Worker
Vacant	Family Wellness Worker

Pelican Narrows CFS Office

Alvina Freida Charles	Program Supervisor
Donald Custer	Child & Family Services Worker
Maryann Custer	Child Protection Worker
Frances Custer	Janitor
Leighann Dorion	On-Call Worker
Bernice Linklater	Child & Family Services Worker
Elvena McKay	Child & Family Services Worker
Margaret Sewap	Foster Care Worker
Vacant	Receptionist
Vacant	Child Protection Worker
Vacant	On-Call Worker
Vacant	Prevention Services Worker

Pelican Narrows Group Home

Russell Ballantyne	Group Home Worker
Debbie Ballantyne	Group Home Worker
Helen Ballantyne	Group Home Worker
Beverly Bear	Group Home Worker
Amanda Bear	Group Home Worker
Oliver Bear	Group Home Worker
Joni Charles	Group Home Worker
Bernice Custer	Group Home Worker
Meagan Custer	Group Home Worker
Justin Halcrow	Group Home Worker
Lloyd Highway	Group Home Worker
Sandra McCallum	Group Home Worker
Rachel McCallum	Group Home Worker
Darlene Merasty	Case Management Worker
Mary Jane Merasty	Group Home Worker
Marcel Merasty	Group Home Worker
Curtis Michel	Group Home Worker
Brenda Morin	Group Home Worker
Tricia Morin	Group Home Worker
Leah Sewap	Group Home Worker
Shirley Sewap	Group Home Worker
Teresa Swan	Group Home Supervisor
Cody Swan	Group Home Worker
Harland Swan	Kitchen Steward
Vacant	Group Home Worker

Prince Albert CFS Office

Verna April	Executive Assistant
Janet Ballantyne	Receptionist
Melissa Beatty	Resource Program Manager
Nadine Bencharski	Special Projects Coordinator
Frances Charles	Janitor
Linda Clarke	Child & Family Services Worker
Samantha Clarke	Foster Care Coordinator
Larissa Clarke	Human Resources Officer
Vanessa Clarke	Finance Clerk
Loretta Czarnota	Finance/HR Manager
Roxanne Deschambault	Child & Family Services Worker
Phyllis Durocher	Prevention Services Worker
Rene Jackson	On-Call Supervisor
Sharon Kinequon	Program Manager
Anna Kkailther	Prevention Services Worker

Rene Krieg	Systems Administrator
Mark Lecoq	Building Maintenance Worker
Annette McCallum	File Clerk
Joan McKenzie	Operations Manager
Barb Michel	Finance Clerk
Gerald Nabess	Child & Family Services Worker
Jane Ross	Program Manager
Vera Sayese	Executive Director

Prince Albert Boys Peer Home

Dennis McDermott	Peer Home Live-In Mentor
Ed McDermott	Peer Home Live-In Mentor

Prince Albert Girls Peer Home

Ann Merasty	Peer Home Live-In Mentor
Jane Morin-Bishop	Peer Home Live-In Mentor
Vacant	Peer Home Live-In Mentor

Southend CFS Office

Jennifer Bird	On-Call Worker
Tammy Clarke	Receptionist
Wanda Cook	Janitor
Sharon Jobb	Child & Family Services Worker
Maryann Jobb-Morin	Program Supervisor
Jason Morin	Child Protection Worker
Charmaine Morin	Prevention Services Worker
Patrina Morin	On-Call Worker
Chantelle Olson	Foster Care Worker
Vacant	On-Call Worker
Vacant	Child & Family Services Worker

Southend Receiving Home

Barbara Clarke	Child Care Worker
Savannah Clarke	Child Care Worker
Deanna Clarke	Child Care Worker
Beatrice Clarke	Receiving Home Supervisor
Clarissa Clarke	Child Care Worker
Deanna Cook	Child Care Worker
Kristy Cook	Child Care Worker
Victoria Cook	Child Care Worker
Charlene Cook	Child Care Worker
Colleen Cook	Child Care Worker
Taryn Cook	Child Care Worker
Treena Cook	Child Care Worker
April McKenzie	Child Care Worker
Kara Morin	Child Care Worker
Martina Morin	Child Care Worker
Susan Morin	Child Care Worker
Leighann Okemau	Child Care Worker
Aimee Tanner	Child Care Worker
Vacant	Child Care Worker

Sandy Bay CFS Office

Claudia Bear	On-Call Worker
Mindy Bear-Ray	Preventative/CF Services Worker
Nola Bear	Child Prot./Foster Care Worker
Tara Bridges	Program Supervisor
Karen Chaif	Receptionist
Connie Daylight	On-Call Worker
Zabrina Morin	Janitor

Sandy Bay Family Wellness Centre

Valerie Bighetty	Family Wellness Worker
June McCallum	Family Wellness Supervisor
Brittany McCallum	Family Wellness Worker
Peter Merasty	Family Wellness Worker
Marie Louise Morin	Family Wellness Worker
Veronica Morin	Family Wellness Worker
Angelique Ray	Kitchen Steward
Vacant	Family Wellness Worker

Sturgeon Landing CFS Office

Lena Perry	Child & Family Services Worker
Orvella Sinclair	Child & Family Services Worker

Peter Ballantyne Child & Family Services Inc.
Chief Joseph Custer Reserve #201
P.O. Box 158
Prince Albert, SK S6V 5R5
Toll free: (800) 365-9257
Phone: (306) 953-4410
Fax: (306) 953-4414

Walk In Address:
851 - 23rd Street West