Peter Ballantyne Child & Family Services Inc.

Annual Report 2014 - 2015

Building Bridges

for the Benefit of our Children and Communities

Vision

Nikan Isi Wapataman

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

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.

Mission

Kanawicamak Kitatoskiwinaw

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

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.

Elders Pray for Children and Youth at Pelican Narrows Youth Conference.

An Elder is someone who has vision for the people and who is willing to share that vision and work toward achieving it. They are expected to be caring, loving and non-argumentative. An Elder is someone who has lived a particular way of life and is respected in their First Nation community.

Elders stress the need to respect each other at meetings and when interacting with other nations. They also stress the need to always honour and practice the Native way of life. An Elder is a necessity in the family system. They set an example for the people to follow. Elders contribute a sense of harmony and well-being to their First Nation and the families.

Elders are sought as advisors about life and need to "walk the talk" which indicates a strong spiritual and balanced life. Elders hold the knowledge about history, ceremonies, songs, dances, culture, medicines and Mother Earth.

Elders have been calling their children home and back to their roots. Elders know our children's future is in our hands and their knowledge must be passed down from generation to generation to ensure the family and nation's survival.

What is CARF?

CARF (Commission on Accreditation of Rehabilitation Facilities) is a formal accreditation by an independent and internationally recognized authority.

PBCFSI received a three-year accreditation in November 2013. This achievement is proof of the high level of professional care the Agency provides to our children and families. This Agency-wide accreditation is one in which few others have attained.

PBCFSI made history as the first SK Nation Agency to achieve all six areas of Accreditation: Governance, Leadership, Case Management, Group Homes, Foster Care and Prevention .

"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

Building Bridges for the Benefit of our Children and Communities

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Message from the Chief

Peter A. Beatty

The 2014-2015 fiscal year has been a busy and successful year for all of us. I would personally like to take this opportunity to express my gratitude, as I am pleased to be working with Child and Family Services for another three years as the Chief of the Peter Ballantyne Cree Nation.

With the staff and the team work from Child and Family Services, the Board of Directors and the Peter Ballantyne Cree Nation Chief and Council, we have been able to get the work done successfully. We require the proactive participation and dedication of working together to meet the challenges and needs of our Cree Nation for each of our eight PBCN communities.

I would like to commend everyone who participates in maintaining Peter Ballantyne Child and Family Services accreditation with CARF. Each of you help create a high standard of excellence for our membership and as leadership. We all have a role to play in providing services for our communities.

In addition, I would like to encourage the Peter Ballantyne Cree Nation Child and Family Services staff and Board of Directors to keep up the good work. This past year has had many positive accomplishments and we will continue to carry out our goals as we move forward into the new fiscal year.

"We require the proactive participation and dedication of working together to meet the challenges and needs of our Cree Nation for each of our eight PBCN communities."

~ Chief Peter A. Beatty

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

Message from our Elder

Gertie Montgrand

Notemetik!

I am very pleased to be a part of the Board once again. I would like to congratulate the Chief and Council for being re-elected, as well as, the new Councillors. With hard work, determination and cooperation, alot can be accomplished for the benefit of our children and communities.

I commend the Executive Director and PBCFSI staff for all your efforts in keeping our children safe and happy. It takes a community to raise a child so we all need to work together and keep our culture strong for our children to be healthy and proud.

Our youth face many challenges today and it is important for all children to have loving and responsible families to care for them so they can grow.

Thank you for your continuous support in allowing me to contribute to the Agency and the Board. May God bless you all!

"It takes a community to raise a child so we all need to work together and keep our culture strong for our children to be healthy and proud." ~ Elder Gertie Montgrand

A Cree Prayer

Nohtawenan saweyiminan oma Ka Kesikak
Our father, bless us this day

Ayis Kiyehewini pimatisiwin
For your breath is life

Sayweyiminan mena ota mamawai Kayayahk
and Bless us here together

Meyinan, muskawisewin mena ayinesewin
Give us -- strength and wisdom

Ta natohtamahk menata nahehtamahk
To listen and to hear

Namoya ayiwakeyimowin ta pimitsahamahk
Not to follow enviousness

Meyinan asumena ta wapahatamahk
Give us again to see

Sakastewini mena ka nanskomitinan
Sunrise and sunset

Hiy hiy ki anaskomitinan
Thank you, we are all most thankful

Pitane ekosi teyihki
Hoping that will happen

Message from the Board Chair

Ernest Cook

On behalf of the Board of Directors and Peter Ballantyne Child and Family Services Inc., I would like to express my appreciation to the membership of the Peter Ballantyne Cree Nation for their understanding and support which has contributed to the Agency's success.

Our appreciation also extends to the Elders for their direction and words of wisdom by reminding us of the importance of the environmental, family and spiritual values of our people.

Twenty years ago, the leadership of the Peter Ballantyne Cree Nation made the decision to take control of child and family services by delegating authority to PBCFSI and the Board of Directors. Thank you for accepting this historic challenge and for your continuous support and guidance.

My sincerest gratitude to Vera Sayese, the Executive Director, for her dedication, compassion and commitment to our families, children and communities.

Our heartfelt appreciation to the management team and support staff for their dedication to the Agency including the foster parents who open their hearts to make room for our children in need of love.

We continue to seek the guidance of the Creator so that together we can continue to take care of our children and keep our programs in motion.

First Nations suffered from colonization, but today we are taking back our power by governing and managing services for our children and communities. Let us continue rebuilding our Nation.

"We continue to seek the guidance of the Creator so that together we can continue to take care of our children and keep our programs in motion."

~ Ernest Cook, Board Chair

PBCFSI Staff, Board of Directors, Chief and Council, and PBCN Community Members participate in PBCFSI 3rd Annual Conference

Board of Directors

Ernest Cook
BOARD CHAIR
Southend

Robert McCallum
VICE CHAIR
Prince Albert

Gloria Ballantyne
BOARD MEMBER
Deschambault Lake

David Caribou
BOARD MEMBER
Sandy Bay

Dickie Clarke
BOARD MEMBER
Southend

Rod Clarke
BOARD MEMBER
Kinoosao

Linda Dorion
BOARD MEMBER
Deschambault Lake

Marcel McCallum
BOARD MEMBER
Pelican Narrows

Lana Michel
BOARD MEMBER
Pelican Narrows

Margaret Michel
BOARD MEMBER
Sturgeon Landing

Norville Morin
BOARD MEMBER
Denare Beach

Executive Summary

Vera Sayese, Executive Director

This 2014-2015 Annual Report provides an analysis of the operation of PBCFSI and highlights the achievements, challenges and activities in the protection, foster care and prevention programs. It will also provide a snapshot of the financial position of PBCFSI as of March 31, 2015.

Agency Profile

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.

A tripartite agreement was negotiated with the Agency, AANDC and MSS and subsequently, PBCFSI began operations on November 1, 1995.

PBCFSI has Child and Family Services offices located in each of the eight PBCN communities that provide prevention, foster care and protection programs and services to the community members. These locations include Amisk Lake, Deschambault Lake, Kinoosao, Pelican Narrows, Sandy Bay, Southend, Sturgeon Landing with the central office located at Chief Joseph Custer Reserve, Prince Albert. The Agency provides services to the combined total population of 4,274 band members from the ages of newborn to 18 years that live on reserve in the PBCN communities.

PBCFSI is a CARF (Commission on Accreditation of Rehabilitation Facilities) accredited provider of child and youth services.

This year was the Agency's 19th year of service to our First Nation On-Reserve jurisdiction of Peter Ballantyne Cree Nation membership.

PBCFSI has an increasingly unified management team, with consistent professional growth of management team members. There is also respect, openness and a positive working climate amongst staff at all levels.

PBCFSI staff recognize that we have different communities but we want the same things. With the help of CARF, services to clients have become more refined and target the individual needs of all persons served. Along with this, technology improvements have also been made to further enhance the support services. The staff is very dedicated and committed to their jobs and is always striving to make life better for all persons served.

> "Every child is a different kind of flower, and all together, make this world a BEAUTIFUL garden." ~ *Anonymous*

Our main focus is on maintaining and further enhancing services to those that participate in PBCFSI programs as well as looking for opportunities for sustainable growth in the future.

Community Profile

PBCN is a First Nation consisting of eight reserves widely spread through a vast area of northeastern Saskatchewan. Each of the communities have the basic infrastructure and resources including health services, elementary and high schools, churches, RCMP detachments, local businesses and Northwest Company stores. These agencies and businesses employ a number of community members. Many others commute to work at the mines. The local economy consists of seasonal employment including commercial fishing and guiding. Many members still hunt for food, operate trap lines and enjoy dog mushing in our traditional way.

Many PBCN members live below the poverty line. Poverty-related issues include a lack of adequate housing as well as existing homes in much need of repair. With an ever-growing population and little to no economic development, families are forced to live in overcrowded homes which sometimes results in children being neglected. This as well as addictions and substance abuse continue to be the most significant factors that result in children coming into the Agency`s care.

The severe shortage of housing also affects our foster care program because there are not enough homes to place children at the community level.

The unemployment rate is also high at the community level. While our on-reserve population continues to grow rapidly and costs for basic services and amenities continue to rise, PBCN has not seen funding increases that reflect these growing numbers. Without needs such as housing, fire infrastructure, adequate health care, quality education and training being met, our communities will continue to live in poverty and our children at risk.

Despite these challenges, PBCN Chief and Council forges ahead with progressive initiatives to address community issues. An example is the implementation of a Community Wellness plan that seeks to build community cohesion and synergies to confront the issues that threaten our on-reserve members.

Achievements

The Agency has been working hard at building bridges with both internal and external parties. Provincially, we provided feedback with respect to the provincial legislative review. As well, we continue to follow up on the recommendations provided by the Children's Advocate office. Federally, we are working with AANDC and the local membership clerk to properly reflect the number of children from the ages of newborn to 18 that live on reserve, particularly children currently in care. This continues to be a priority for the Agency as the current funding model is based on the number of registered children which is not the same as the number of children actually living in our communities.

We continue to strengthen internal relationships among staff by providing necessary training, increased management support and improved Agency-wide communication.

The management team is also researching possibilities of therapeutic processes/homes at the community level that will allow children in care with high needs to remain in their home community. We believe this is a significant step in the right direction and will further facilitate building those bridges with our clients and community members.

The Agency has been developing and has begun implementing a new client information database system. The Agency also underwent a client file audit driven by MSS with positive feedback. Finally, the Receiving Homes, which were recently introduced in the communities, have proven to be very successful and have helped the Agency place children in their own community.

The Agency also provided a significant amount of training to its staff throughout the year. This has helped to maintain CARF standards and also improve the case management process. As well, due to staff housing, the Agency has been able to attract and retain qualified staff, particularly social workers, at the community level. Several internal processes have also been streamlined to lower costs at all levels.

The CARF accreditation process, with its standardization and alignment of child and family services programs, has benefitted the Agency and people it serves. This structure provides more defined roles and responsibilities between the Prevention, Foster Care and Protection programs which, in turn, allows for a stronger, more positive relationships between the workers and their clients.

The Agency continues to strengthen the First Nations cultural aspect in service delivery. We do this by ensuring that Cree culture and language are central in all we do. We believe it is imperative for the organization to develop and maintain a strong language and cultural component across the Agency. The provisions of programs and services in ways that reflect our language and culture shows respect for those we serve and is essential in building positive and healthy relationships with all our membership.

PBCFSI and the Chief and Council worked together to establish socially responsible by-laws for the communities. The by-laws were passed on February 19, 2015 by Chief and Council. There will be information sessions and consultation in each community before the by-laws go to AANDC.

Challenges

The geographical spread of PBCN is not recognized in the AANDC funding formula model. While we are funded for costs such as staff and board travel, the amount allotted for by AANDC is inadequate due to the travel required between communities. We use conference calls and other such media whenever possible but the costs continue to exceed what is provided by AANDC.

Executive Summary cont'd

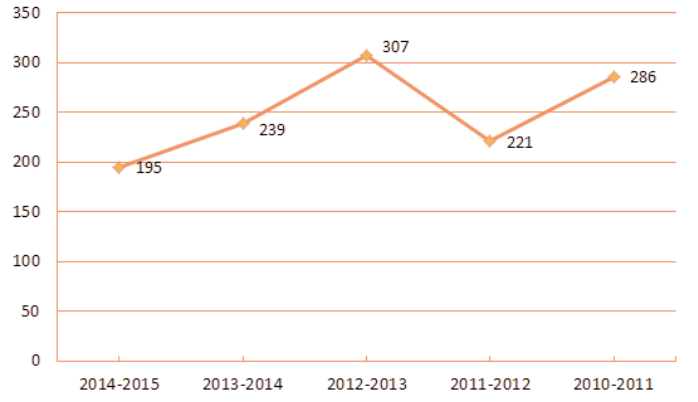
Another challenge is that the Agency is still often viewed negatively in the communities. This is largely based on the history associated with non-First Nations child protection that authorized 'scooping' of children into care. This stigma prevents the Agency from being seen as helpers who want to support families.

Also, the target group of 18 to 30 years of age is hard to reach with prevention or other community programming. This age group is more prone to suicides, deaths, premature illnesses and violence in the communities. Most problems are drug and alcohol related. The lack of specialized services in our PBCN communities such as child psychologists and mental health counselors further contribute to this issue as well as the need to transport children and youth to major city centers for these services.

Child Protection

The number of children in care decreased over the last three years, from 307 in 2012-13 fiscal year to 239 in 2013-14 fiscal year to 195 at the end of this fiscal year of 2014-15. In relation to the 4,274 PBCN members from the ages of newborn to 18 years of age, only 3.67% are in the care of PBCFSI. This includes 37 Parental Services Agreements (Children are at home with their parents). Ultimately this translates to only having 158 in 'out of home care' services.

# of Children in Care per Year



We attribute the decrease, in part, to CARF accreditation which provided an opportunity to refine the case management process between child protection services staff and prevention staff. As well, a strong cultural component in programming and the effectiveness of the Family Wellness Centers (FWCs) contributed to this decrease. This fiscal year the FWCs diverted 54 children from protection by offering its prevention services to 15 families.

The Structured Decision Making (SDM) tools were utilized within case management with a focus on prevention programming. We can see this practice is making an impact as evidenced by our decrease in apprehensions - last year there were 21 apprehensions, while this year there were only 9.

PBCFSI is able to place most children with First Nations caregivers and/or extended family.

Human Resources

PBCFSI has a total workforce of 160 staff with the majority being First Nations and members of PBCN. The Agency provided extensive training and upskilling for employees this fiscal year. In addition, the Agency moved the supervision of the community foster care workers and prevention workers from the community supervisors to the supervisor/manager in the Prince Albert office. This move provides better coordination of the services these employees provide.

Prevention

The Prevention Program provides aftercare services to the families who exit Protection Services, using the Intensive Family Based Services model based on the Family Preservation. Parents increase their parenting capacity and self-development. They learn effective management strategies in dealing with different childhood behavior problems and common developmental issues.

Children and youth under Section 5 decreased by 41 children this year. The decrease is due to the families completing their prevention program and the children, as a result, no longer in need of protection. Another reason for the decrease is that our FWCs and the prevention programming are increasingly effective. The FWCs program is a transitional support during family reunification with Triple P Positive Parenting strategies, and it allows the parents to address

their issues and explore alternate choices for a healthier lifestyle. These programs have demonstrated positive outcomes.

We also saw 61 children and youth complete their prevention-related programs and no longer require protection services. We provided many prevention programs throughout the year. Our summer cultural camps continue to be a big success. We saw many families coming together to participate in a wide variety of activities, many of which teaching traditional ways of life.

Our youth conferences were also well attended this year. One of the focuses was on suicide prevention to try to reach the struggling youth in the communities, as evidenced by the number of youth we lost to suicide this year.

Most of the caseworkers who work with the families are fluent in the Cree language. It is very important when Cree is the first language spoken in the home because families have a better understanding of the services offered by the Agency, and more trust in the Agency. Families are more engaged in the helping process and are more effective in meeting their family needs when their first language is central to the process.

2014 - 2015 Financial Summary

The Agency is reporting a net operating deficit of $23,000 as of March 31, 2015. Our significant expenses include the usual high travel costs required to transport children in care and clients between communities, the significant investment in human capital and the database start-up costs. Other significant costs include building maintenance required by Saskatchewan Government Insurance inspections to maintain our insurance coverage. Maintenance, which includes the Child's Special Allowance revenue, is in a surplus of $256,000 which equates to approximately two weeks' worth of regular maintenance payments. The prevention program is also in a surplus position of $158,000. These funds have been set aside for the completion of the cultural camp as per last year's business plan.

Vera Sayese, Executive Director and Warren McCallum, Portfolio Councillor donate play structure for children in PBCN Urban community (Kiskaciwan)

In Summary

PBCFSI staff are committed and dedicated to their work despite any challenges they face. Thank you to the staff, Board of Directors, Chief and Council for their consistent compassion to our youth and families and their dedication to the Agency. Our appreciation extends to our PBCN community members as well who aid in the Agency's success by supporting our staff and programs. It is with the combined efforts of Peter Ballantyne Cree Nation and the Agency that we will continue to "Build Bridges for the Benefit of our Children and Communities."

Human Resources

Highlights

This past year, the HR department has been increasingly busy with the addition of facilities and the staffing needs each of these facilities require. As well, maintaining CARF standards has required a lot of effort and dedicated staff which has proven the need for a full-time HR Manager. For this reason, the Finance/HR Manager position has returned to two separate positions and the Agency continues to recruit for a full-time HR Manager.

Another change at the Senior Management level involved the merging of the Resource Program Manager and the Case Management Program Manager positions. This position was set for a one year term to determine whether the Agency could enhance its efficiency of operations in this way. The position will be reviewed upon the expiration of the term.

The Prince Albert office also created two one-year term positions: Foster Care Supervisor and Case Management/Peer Home Supervisor. The Foster Care Supervisor oversees the community Foster Care Workers and the Case Management/Peer Home Supervisor oversees the Prince Albert Child and Family Services Workers and the Peer Home Live-in Mentors.

Staffing

With the opening of the Pelican Narrows Receiving Home, the Agency has seen an increase in the number of staff employed by PBCFSI. As of March 31, 2015, PBCFSI had a total of 160 employees, an increase of 31 employees from the prior year.

Employees by Position	Full-Time	Part-Time & Casual
Management	17	0
Administration	15	4
Child & Family Service	10	0
Child Protection	8	6
Foster Care	4	0
Prevention	6	0
PBCFSI Facilities	53	37
Total	**113**	**47**

Employees by Years of Service	
Less than 5	140
5 - 10	14
11 - 16	4
17 - 19	2

# of Terminated Employees	Full-Time	Part-Time & Casual
Management	1	0
Administration	2	0
Child & Family Service	1	0
Child Protection	5	5
Foster Care	2	0
Prevention	4	0
PBCFSI Facilities	8	10
Turnover Rate	**25 %**	

Benefit Administration

One minor change to our Group Benefits rate this year was a decrease of 1% in our Long Term Disability rates.

All full time and part time employees participate in the Agency's pension plan. This year, the pension plan had an overall average rate of return of 9.38%.

Training and Development

Ongoing training and professional development is essential to keeping up with industry standards and to keeping staff skills up to date. It is also important as it helps motivate and retain valued employees.

Many of the Agency staff participated in Wilderness First-aid, Boat Safety, Safe Food Handling, and WHMIS. These areas in particular are vital for our staff to be current, as noted in our mandate to ensure the safety of the children in care is first and foremost.

The Agency continued to focus on the training requirements that were recommended during the CARF surveys which included Occupational Health and Safety (OHS) training. In addition to this training, OHS committees have been set up to ensure the Agency complies with the OHS legislation.

Other training and development sessions provided to staff included:

ASSIST	Pride Training
CARF Webinars	CPI Training
Nucleus Database	Pine Tree Supervisory and Leadership
A2Z Training	AFOA CAFM online courses

As part of the PBCFSI strategic plan, the table below illustrates the training provided to staff that has further enhanced the Agency's case management system.

Type of Training	Purpose	Staff
Module Core Training by Ministry of Social Services (MSS)	Teaches staff about Policy and Procedures surrounding Case Management. Extensive. 5 modules in total, 1 module is 1 week in length.	All Child Protection, Family Services, and On-call workers.
Structured Decision Making (SDM)	Teaches staff how to use SDM tools in their case management. SDM tools are assessments designed to assist staff on decision making at key points in the case. For example, to determine when a child is returned home several SDM assessments are completed and results determine outcome.	All Child Protection, Family Services, and On-call workers.
Effective Leadership	Teaches staff about effective supervisory and personnel management.	Supervisors
Occupational Health & Safety (OHS)	Provides families an understanding of loss. Teaches staff about OHS and incorporating into policies to ensure safety for staff and persons served.	Supervisors 1 staff representative

Employee Relations

PBCFSI would like to take this opportunity to recognize and appreciate staff for their years of service and commitment to the Agency.

15 Years of Service

Teresa Swan started with the Agency as a Full time Group Home Worker in Pelican Narrows on November 5th, 1999. On May 27th, 2005 she became the Group Home Supervisor. Teresa has always been devoted to the children of the Group Home. Each child that gets to know Teresa becomes very fond of her.

Lena Perry started with the Agency as Full Time Child and Family Services Workers in Sturgeon Landing on July 19th, 1999. Lena's commitment to the Agency and compassion for her work has made her a great asset to the Agency.

10 Years of Service

Jane Ross started with the Agency as full time Program Manager in Prince Albert on March 15, 2005. Jane consistently proves her commitment to the Agency by taking on a new challenges including the Program Manager for Prevention Services. Jane's most significant quality is the genuine compassion she extends to each person she meets.

5 Years of Service

Loretta Czarnota started with the Agency as Finance Manager on September 23, 2009. Loretta played a significant role in helping the Agency achieve Accreditation with CARF International. She is a loyal and dedicated employee who is always willing to provide support to the Agency and her co-workers.

Rene Krieg started with the Agency as Systems Administrator on April 1, 2009. Rene is extremely dedicated to the task at hand and it is with this mindset that the Agency and its employees function more efficiently.

June McCallum started with the Agency as a Child and Family Services Worker on December 4th, 2009. On March 9th, 2010 she became the Sandy Bay Family Wellness Supervisor. Her commitment and compassion to the families at the Wellness Center sets a worthy example.

Operations

Joan McKenzie, Operations Manager

Facilities

Facilities Management seeks to ensure safe, secure, modern and efficient workplace environments that support our staff and our clients in achieving the goals of the PBCFSI.

PBCFSI owns 19 buildings and rents one office space in PBCN communities.

Building Maintenance

The goal is to provide a high standard of efficient operation and safety in our facilities by ensuring our offices and facilities are well-maintained. The Pelican Narrows and Deschambault Lake facilities underwent renovations this fiscal year.

Project Management

Project management oversees all aspects of major and minor capital projects including new construction and building renovation to ensure all projects are completed effectively and efficiently.

The Pelican Narrows office construction project is now complete with the mechanical equipment installation issue resolved.

This year construction of two RTM (Ready to Move) buildings were completed and in late fall of 2014 the buildings were moved to Denare Beach and Sturgeon Landing. These buildings are used to facilitate the prevention programming in those communities.

Planning is now underway for the construction of a facility on the PBCN reserve in Prince Albert to meet the needs of the most complex and challenging youth of PBCN. Also in planning stages is construction of Peer Homes and additional Receiving Homes in our PBCN communities.

Communication and Technology

The System Administrator ensures an effective communication network is in place to connect all our offices and communities. The goal is to ensure reliable and current technology is utilized to support effective communications and business practices.

PBCFSI has 70 network computers in use and each office has multi-function copiers. This year upgrades to the phone system and routers were completed, and remote power devices were purchased. The Prince Albert office enhanced existing Sasktel services by moving to fiber-based services. The Pelican Narrows CFS office is the only other office that has fiber-based services.

A PBCFSI database project was started this year. A provider was chosen and the System Administrator collaborates with the provider in developing the Agency's case management database.

Vehicle Fleet

Agency vehicles are essential to the business needs of the organization. The Operations department ensures each vehicle is safe, operated efficiently and maintained.

PBCFSI has a fleet of 27 vehicles: three 15 passengers vans, one truck and 23 SUVs used for the day-to-day operation of the Agency. Each office and community is provided a vehicle for the transportation of clients and children in care.

This year nine vehicles were replaced with the purchase of three 15 passenger vans, one truck and five SUV's. One of our Agency vehicles was a total loss and was replaced from the proceeds of the insurance claim.

Purchasing

PBCFSI provides centralized purchasing of office and janitorial supplies, furnishings, equipment, leasing of equipment, computers, telecommunications, security services, and insurance services for the CFS offices and other facilities. The goal is to provide high quality goods and services to the Agency at the best price.

6 CFS offices located in Deschambault Lake, Pelican Narrows, Prince Albert, Sandy Bay, Southend and Sturgeon Landing, Kinoosao (rental)

2 Prevention offices located in Denare Beach and Sturgeon Landing

1 Urban Prevention Centre located in Prince Albert

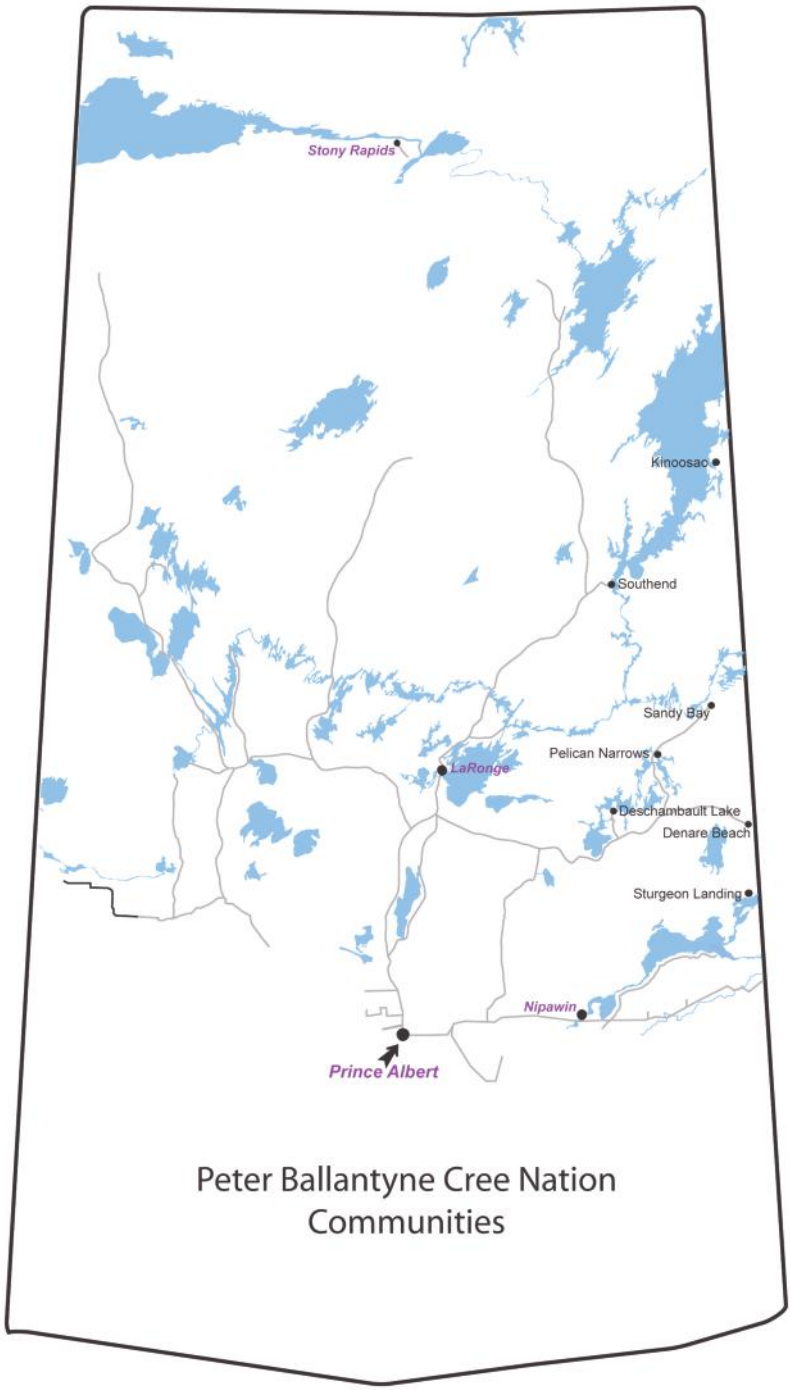
2 Family Wellness Centres located in Deschambault Lake and Sandy Bay

2 Receiving Homes located in Pelican Narrows and Southend

1 Group Home located in Pelican Narrows

2 Peer Homes located in Prince Albert

3 Staff Housing Units located in Deschambault Lake (duplex), Sandy Bay, and Southend



Peter Ballantyne Cree Nation Communities

Case Management

Melissa Beatty, Program Manager

Child Protection

PBCFSI is mandated by *The Child and Family Services Act* to provide protection to children who may be at risk of physical, mental, emotional, and any form of abuse or neglect by a parent or caregiver who is unable or unwilling to provide safety. *The Child & Family Services Act* authorizes our staff as designated officers within the Province of Saskatchewan to provide protective services by law when required.

The Agency strives to deliver child protection services in the least intrusive manner while ensuring the safety and well-being of the child. This is accomplished by utilizing extended family wherever possible as cultural placements to help maintain close family ties.

PBCFSI provides services through offices located in Deschambault Lake, Sandy Bay, Pelican Narrows, Sturgeon Landing, Southend, Denare Beach, and Kinoosao. Each office provides the following services:

Child Protection
The Child Protection Worker investigates and initiates the intake process when reports of abuse or neglect of children are received.

Family Services
The Child and Family Services Worker develops a case plan with parents and continues to work with the family according to their case plan.

Foster Care
The Foster Care Worker is responsible for finding placement resources for children in care, recruiting new foster parents and monitoring existing placements.

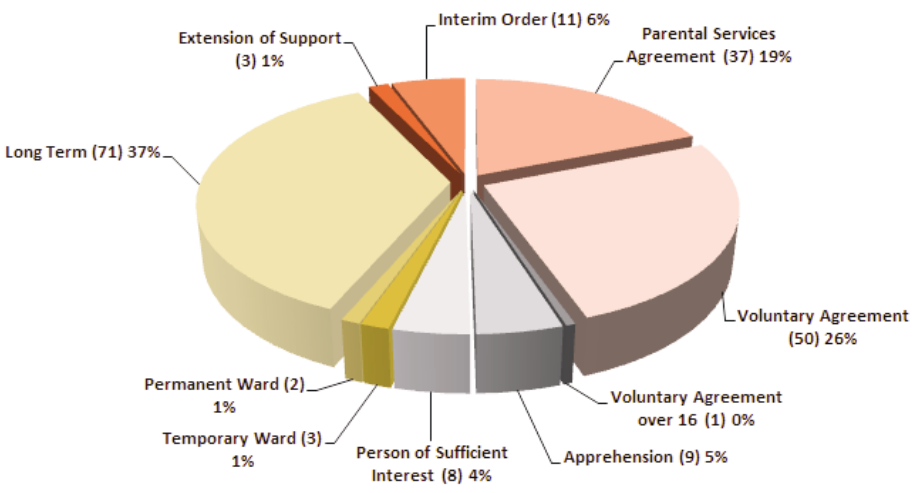
Prevention
The Child and Family Services Worker works alongside the Prevention Worker to provide and/or refer the family involved prevention resources.

Caseload

Over the 2014 – 2015 fiscal year, PBCFSI had a caseload of 195 children in care. In comparison to last year, this is a decrease of 44 children. Of these, 37 children are at home with their parents receiving prevention services. The remaining 158 children are utilizing "out of home" placements. Majority of the protection cases involve neglect where poverty and substance abuse were reported as contributing factors.

This chart illustrates the total number of children in care by legal status according to *The Child & Family Services Act.*

Total # of Children in Care by Legal Status



Total # of Children in Care by Legal Status by Community					
Legal Status	Deschambault Lake	Pelican Narrows	Sandy Bay Denare Beach Sturgeon Landing	Southend	Total by Legal Status
Parental Services Agreements	13	17	0	7	**37**
Voluntary Agreement	17	25	7	1	**50**
Voluntary Agreement over 16	0	1	0	0	**1**
Apprehension	0	7	2	0	**9**
Person of Sufficient Interest	4	2	2	0	**8**
Temporary Ward	0	0	0	3	**3**
Permanent Ward	0	2	0	0	**2**
Long Term	18	36	2	15	**71**
Extension of Support	1	2	0	0	**3**
Interim Order	1	4	3	3	**11**
Total by Community	**54**	**96**	**16**	**29**	**195**

Legal Status Description
Section 5- Parental Services Agreement: child is at home with parents and receiving prevention services.
Section 9- Voluntary agreement: parent/caregiver agrees to have child in care in order to receive services.
Section 10- Voluntary Agreement: youth 16 and 17 yrs of age voluntarily put themselves in care in order to receive services.
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 until the age of 18.
Section 37 (1) (c) Temporary Ward: temporary care granted by the court in order for parents to work on case plan.
Section 37 (2) Permanent Ward: child is in the care of the Agency and may be eligible for adoption.
Section 37 (3) Long Term: long term ward of the Agency until the age of 18.
Section 56 Extension of Support: extended support services provided to a youth until the age of 21.
Interim Order: the court adjourns a protection hearing and makes an interim order based on the best interests of the child.

Case Management cont'd

Achievements

Peter Ballantyne Cree Nation's population of children and youth between the ages of newborn to 18 years is 4,274 as per the most recent statistics received. Of these, 158 are in the care of our Agency. This equates to only 3.67% of the total population in this age group. This is a very low percentage given the size of the population we serve.

It is always encouraging when the number of children in care continues to decrease. We attribute this decrease to a number of factors including: our prevention services, Family Wellness Center programs, regular and consistent case reviews and ensuring parents assist in developing and follow their case plans.

By offering the Family Wellness Center services to 15 families and 54 children, PBCFSI was able to maintain the family unit and apprehensions were unnecessary in these cases.

PBCFSI staff continue to do an excellent job in ensuring case management is provided as per our policies and *The Child & Family Services Act.* In the file audit conducted by the Ministry of Social Services this year, the Agency received very positive feedback and it was evident that the Agency is continually improving its Case Management processes to better serve the communities. Due in part to CARF accreditation, the standardization and alignment of all Child and Family programs have improved the services provided to the children, youth and families the Agency serves. The Agency continues to enhance and strengthen its relationships with external parties, including PBCN community members with the children as its focus at all times.

Foster Care

Foster Care is the part of the protective service where children are provided with a substitute family life experience in an agency-approved home for a planned period of time. Foster parents play a key role in providing a safe and caring environment for children and treating them as a member of the family.

PBCFSI has a total of 41 foster homes and include; 16 PRIDE certified foster homes, 4 therapeutic homes, 18 alternate care homes and 2 person of sufficient interest homes.

Community	Trained Foster Care Homes	Alternate Homes	Therapeutic Homes	Person of Sufficient Interest Homes	**Total Foster Homes**
Pelican Narrows	8	2	0	2	**10**
Deschambault Lake	3	7	0	2	**10**
Sandy Bay	2	4	0	1	**6**
Denare Beach	0	0	0	0	**0**
Sturgeon Landing	0	0	0	0	**0**
Southend	2	3	0	0	**5**
Kinoosao	1	0	0	0	**1**
Prince Albert	3	2	4	0	**9**
Total	**19**	**18**	**4**	**5**	**41**

Child and Family Services Workers and Foster Care Workers work closely with the Foster Parents to support the best interests of the children in care. Foster parents are considered a part of the team with the Agency and are provided continuous support. Caregivers are provided different types of training that include good child rearing techniques and help them establish ways to meet the needs of children with less than desirable behavior and/or special needs.

Foster Care Workers are trained to provide PRIDE training to prospective Foster parents. PRIDE (Parent Resources for Information, Development and Education) training is a support program intended to assist in recruiting for and training of foster parents/ caregivers.

Other services and activities provided to our Foster Parents included:

- Monthly Foster parent support group meeting and workshops.
- Christmas appreciation dinner that included their families.
- Empowering Caregivers Conference in Saskatoon.
- Participation in our annual PBCFSI Wellness Conference.

Foster Parents

Being able to place children with First Nations caregivers and/or extended family allows children to maintain their culture and family ties.

PBCFSI is fortunate to have many committed foster parents, some of which who have fostered for the Agency since it began operations. Two such foster parents are Phillip and Angelique Beatty, PBCN members from Deschambault Lake who became alternate caregivers for PBCFSI in 1995. They received their PRIDE certificates and have had many children through their home over the years. By opening their hearts and their home to these children for both short and long term care, this caring and compassionate couple have been exemplary role models for their community. There are no words to express our gratitude for their dedication to our children. Thank you for your many years of service to this Agency.

Please contact your local Child and Family Services office for more information about a rewarding and life-changing experience as a foster parent and becoming part of the PBCFSI team.

A heartfelt appreciation to all foster parents and caregivers who open their homes and hearts for our PBCN children. Foster homes are in high demand and the Agency focuses on keeping children in their own community whenever possible.

Dedicated Foster Parents, Angelique and Phillip Beatty

Prevention

Jane Ross, Program Manager

Our prevention programming focuses on awareness and education in three specific areas. The first area consists of activities that are targeted toward families and the community. These activities are intended to impact families to prevent child abuse, neglect and promote wellness in the community.

Secondary prevention consists of activities targeted to families that have one or more risk factors including; self-referrals, parents of special needs children and high risk youth, and families with substance abuse. The parenting programs help to prevent behavioral, emotional and developmental problems in children and youth by enhancing knowledge, skills and confidence of the parents. The Triple P Parenting program and the First Nation traditional parenting are also offered to parents in group settings, individual sessions, and in the parents' homes.

The third area, tertiary prevention, consists of activities for families that have confirmed or unconfirmed child abuse and/or neglect reports. The Intensive Family Based Services Model is used to work with these families who are involved in Protection Services either through the Section 5 Parental Services Agreement (PSA) or a Section 9 Voluntary Agreement. The PSA enables the parents to access programming to assist them while working through their case plan.

The Intensive Family Based Services model also provides aftercare services to the families who exit protection services. The parents receive support, mentorship and modeling to increase their parenting capacity and self-development. The emphasis is to promote positive, caring relationships between parents and their children.

The Agency works in partnership with the other community service providers and Elders in the delivery of awareness and educational programs.

PBCFSI Inter-Agency Programs	# of Families	# of Children
Community Wellness Christmas/New Year's Activities	218	350
Grief and Trauma Workshop	20	30
School Breakfast Program	150	200
Valentine's Day Video Max Dance	48	64
Trauma Informed Training	25	76
Youth Conference	693	1040
Family Wellness Conference	78	113
Family Wellness Fun Day Activities / Family Bonding	166	156
Community Wellness, Gospel Jamboree	174	734
Community Walk, Physical Fitness	10	11
Community Wellness Fire Safety, Community Clean-up	130	160
Woodland Cree Traditional Family Camp	312	526
Traditional Sundance Ceremony Camp	62	110
Woodland Cree Cultural Days	55	295
Youth Symposium	55	220
Cree Language Festival	56	234
National Addictions/Poster Contest	76	411
Inter-Agency Meeting	7	10

2,335 Families and **4,740** Children Benefited from PBCFSI's Inter-Agency Programs

Prevention services include family and cultural camps, youth and family conferences, parenting programs, family bonding activities, Elder's conference, youth camps, life skills, self-esteem workshops, career planning, positive relationships, communication skills, teenage issues, suicide awareness, gang awareness, grief and loss, and motivational programs to encourage the entire community. Many programs are held weekly by the community staff while others are held in partnerships with community agencies on a monthly or annual basis.

Approximately 200 participants including Staff, Board of Directors, Chief and Council, Elders and community members participated in the 3rd Annual PBCFSI Conference held in Saskatoon. The theme of the conference was "Hope and Healing for our Children, Families and Communities." The conference provided insight into surviving trauma and grief, taking care of our health, and providing ways of healing. Topics included self-esteem, motivation, compassion fatigue, self-care, grief in the workplace, and professionalism in the workplace. Susan Aglukark shared her personal story and provided an evening of entertainment that was full of inspiration and motivation.

PBCFSI Youth Programs	# of Families	# of Children
Self-Esteem Program/Girl Power	40	59
Youth Support, Recreation Activities	55	77
Mental Health Awareness at School	57	72
Honoring High School Graduates	98	131
Self Esteem Program / 2Bboys	11	18
World Suicide Day Prevention / Bullying / Self-Esteem	109	211
Youth Symposium, Bullying, Suicide, Drugs & Alcohol	173	153
Cultural Awareness Week / Cree Language Festival / Family Camps	229	829
Support Program / Self Care - Hygiene	46	60
Support Program / Youth Empowerment	165	229
Healing Circle / National Child's Day	361	516
Conference, Youth Support, Anti-Gang Awareness, Bullying	981	1367
Outdoor Family Wellness Activities / Bonding	50	60

2,375 Families and **3,782** Children Benefited from PBCFSI's Youth Programs

14,551

Participants in Prevention Programs

PBCFSI Parent / Adult Programs	# of Families	# of Children
Triple P Parenting / Parent-Child Bonding Activities	246	357
Traditional Parenting / Couple Support Groups	91	226
Women's & Parent Support / Retreat / Cultural Programs, Domestic Violence	58	130
Assisting Families with Food/Reunification	3	11
Assisting and Supporting Bereaved Families	22	75

420 Families and **799** Children Benefited from PBCFSI's Parent and Adult Programs

Prevention cont'd

Cultural Camp Highlights

Cultural camps were held last summer in Deschambault Lake, Denare Beach, Pelican Narrows, Sandy Bay and Southend. The camps provided a safe and positive learning experience and allowed for participants to enjoy outdoor activities with their families.

The focus this year was exploring the Woodland Cree culture and the cultural traditions. The Elders took a lead role in the cultural programs and offered traditional teachings to the families. Topics included the importance of family and community, child rearing, and the different roles every family member plays. The teachings were delivered through storytelling, displays of arts and crafts, activities such as fishing and net setting, traditional medicines, traditional crafts including bead work, skirts, necklaces, and moccasins.

The Elders also displayed traditional clothing items that were passed on from past generations. Traditional food preparation was taught and included smoking, drying and cooking over the fire, as well as berry picking.

The Southend Cultural Camp offered an inspirational workshop involving PBCN Judge Morin who shared his life story on his educational endeavors and his role as a provincial court Judge. The story was both educational and inspiring. Also provided was a workshop entitled "Laughing Out Loud" that discussed the therapeutic principles of laughter.

Sandy Bay and Pelican Narrows Family Camps also included Elders who offered cultural ceremonies, sweat lodges, and tipi teachings. Sandy Bay and Deschambault Lake camps also offered a therapeutic workshop called "Access Bars" as well as healing circles, counselling and support.

Deschambault Lake Cultural Family Camp

Southend Cultural Family Camp

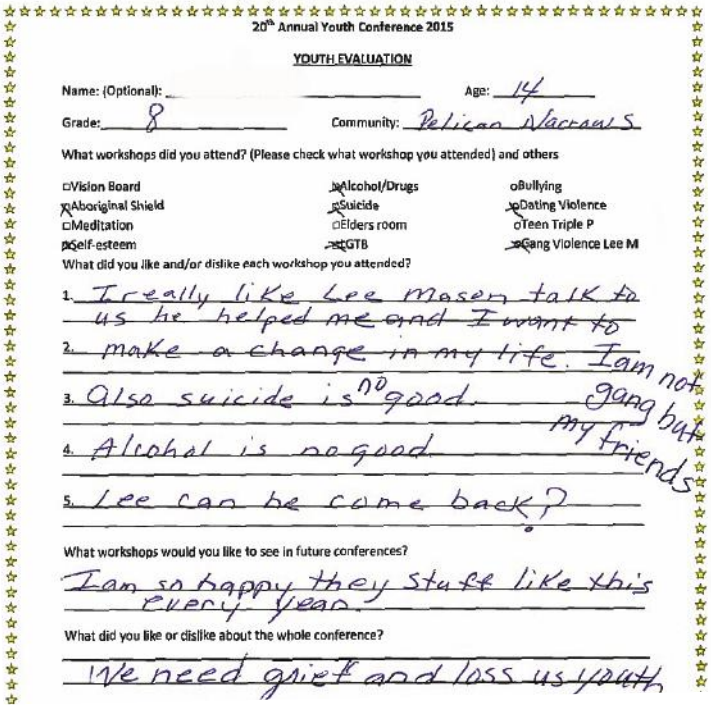
Youth Learning to Fish

Prevention Programming Highlights

The following prevention activities took place in our communities throughout the year:

- A youth symposium offering workshops with motivational speakers on bullying prevention, suicide awareness, drug and alcohol abuse.
- Woodland Cultural days with Elders sharing about crafts, tipi teachings, moss bag teachings, traditional medicines, traditional child rearing and storytelling.
- The Woodland Cree Retention Festival where students delivered oral presentations of poems, songs and stories in the Woodland Cree language.
- Youth conferences with speakers and activities on gang awareness, aboriginal shield, vision board, teen pregnancy, bullying, meditation, relationships, self-esteem, drugs and alcohol, dating and violence, teen Triple P Parenting, suicide awareness, grief and loss, positive choices, First Nation perspectives on traditional respect for women, and traditional childrearing and smoking.
- The 20th Annual Youth Conference in Pelican Narrows hosted by PBCFSI with involvement from Angelique Canada Health Centre, the Opawikoscikan High School, Victim Services and Pelican Narrows Youth Council and Cameco. MBC Radio was on site broadcasting live for the entire conference interviewing sponsors and youth participants.

Motivational Speaker: Drug and Alcohol Awareness



20th Annual Youth Conference 2015

YOUTH EVALUATION

Name: (Optional): _____ Age: 14

Grade: 8 Community: Pelican Narrows S.

What workshops did you attend? (Please check what workshop you attended) and others

☐Vision Board	☒Alcohol/Drugs	☐Bullying
☒Aboriginal Shield	☒Suicide	☒Dating Violence
☐Meditation	☐Elders room	☐Teen Triple P
☒Self-esteem	☒GTB	☒Gang Violence Lee M

What did you like and/or dislike each workshop you attended?

1. I really like Lee Mason talk to us he helped me and I want to
2. make a change in my life. I am not
3. Also suicide is no good. gang but
4. Alcohol is no good my friends
5. Lee can be come back?

What workshops would you like to see in future conferences?

I am so happy they stuff like this every year.

What did you like or dislike about the whole conference?

We need grief and loss us youth.

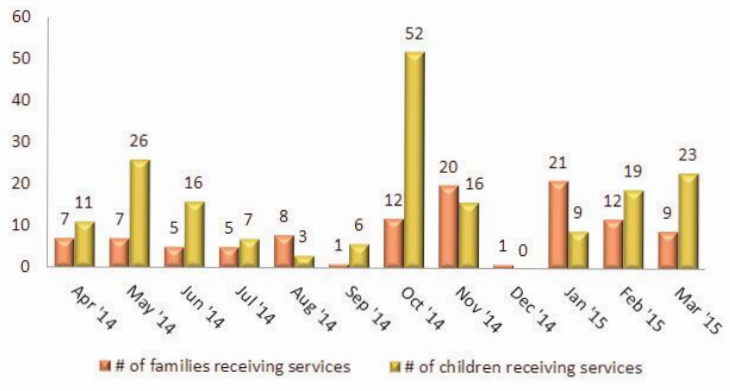
Pelican Narrows Youth Evaluation

Urban Prevention Centre

The PBCFSI Urban Prevention Centre offers preventative services to Urban First Nation members. The program also provides counselling and therapeutic programming to help strengthen family relationships and encourage communication between parents and children.

The PA Urban Prevention Centre is in its third year and was developed in partnership with the Ministry of Social Services. The purpose of the Urban Prevention Centre is to provide preventative services utilizing Triple P Parenting Program with families who are receiving services under the Ministry of Social Services and to PBCN members residing in Prince Albert.

Some of the prevention services/workshops offered by the prevention workers at the Centre include: Family Violence Programming, Girl Power and 2Bboys youth groups, and the Nobody's Perfect Parenting Program, Teen Dating Violence and the Core Principles of Triple P Parenting. This year, workers facilitated a two-day Traditional Parenting workshop in the community of Denare Beach that included the use of the Cradle Board. Parents crafted cradle boards and an Elder offered teachings of the Cradle Board principles.



Referrals received from April 1, 2014 to March 31, 2015

Children Complete 2B Boys and Girl Power

Denare Beach Girl Power Youth Build Tipi During Cultural Excursion

Success Stories

• Prince Albert Urban Prevention Services programs were successful in reuniting three families with their children.

• 35 families completed and received certificates in the Triple P Parenting Program

• A single grandfather raising his two teenage grandchildren took part in the Triple P Parenting Program after being referred by the Ministry of Social Services. The Triple P program provided him with suggestions on parenting strategies which he applied in his home. He now uses family meetings in his home to discuss rules and expectations; including having quality time with his grandchildren. He stated that his new skills have taught him how to give his children more freedom and responsibility, while he gained a sense of calmness. He has become more confident in his parenting skills which has resulted in improved interactions between family members and stronger relationships with his grandchildren.

35 families completed and received certificates in the Triple P Parenting Program.

"Before I used to yell, now I use a calm voice and there is no more yelling."

~ Grandfather who Participated in Triple P Program

Grandfather (Triple P Participant) with Teenage Grandchildren

Parents Craft Cradle Boards

Resource Facilities

Melissa Beatty, Resource Program Manager

PBCFSI Resource Facilities provide a safe, nurturing, and supportive living environment for children, youth, and families of PBCN. Our team is guided by the PBCFSI strategic plan in supporting our children, youth, and parents to work towards healthier lifestyles.

Our facilities include: Pelican Narrows Group Home, Deschambault Lake and Sandy Bay Family Wellness Centers, Southend and Pelican Narrows Receiving Homes, and 2 Peer Homes in Prince Albert.

> Our Resource facilities delivered services to 120 members. This means that our facilities provided the opportunity for 19 parents to be reunited with their children, and 101 children to remain in their communities.

Overview

Resource facilities offer the opportunity for life and social skills development through our programs. Our programs are individually based, culturally appropriate and encourage community and family relationships. The programs are designed to be family-centered and provide support for the physical, mental, emotional, and spiritual needs of children and youth in care.

Below is an overview of the programs and activities that were offered at the facilities this past fiscal year.

Activities	Outcomes	Support	Facility Provided
Youth trips	Educates youth on expanding perspectives	Encourages positive attitudes by providing different healthy experiences via trips	Peer Home Group Home
Cultural excursions	Educates children on cultural traditions	Encourages culture and identity	All Facilities
Community activities	Provides opportunity for youth to expand their interpersonal skills and build healthy relationships	Encourages youth to establish healthy relationships within the community and providing a sense of belonging	All Facilities
Life skills	Educates children and parents basic life skills	Encourages families towards independence	All Facilities
Triple P (Positive Parenting Program)	Educates families on healthy positive parenting strategies	Promotes positive parenting and prevention	Family Wellness Centres
Grief and Loss, Grief and Recovery	Provides families an understanding of loss	Assists families to learn healthy coping skills	All Facilities
Anger Management	Educates families to understand anger management	Encourages healthy communication and coping skills	All Facilities
Domestic Violence	Educates families to recognize various types of abuse, promote awareness	Supports families to build healthy relationships	Family Wellness Centres
Addictions	Educates families to understand addictions and provide awareness	Encourages healthy lifestyle choices	Family Wellness Centres Group Home Peer Homes
Sharing Circles	Sharing life experiences and discussing various topics	Promotes healing and wellness by communication and active listening	All Facilities
Elders	Counseling, traditional teachings on values and activities	Promotes healthy lifestyles through cultural teachings	All Facilities

Our resource facilities are approved and internationally recognized by CARF for the quality of care provided to children and families.

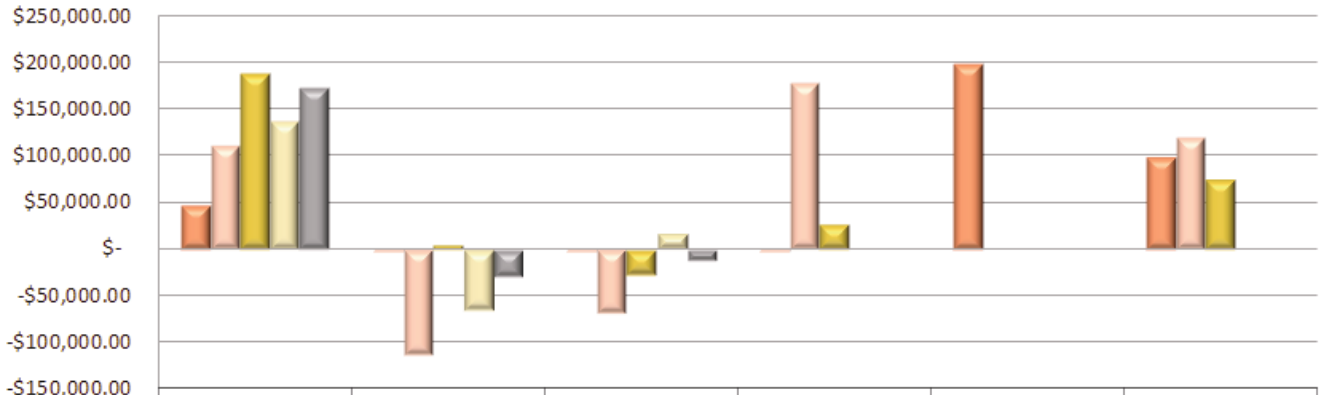
A second Receiving Home was established in Pelican Narrows. The Receiving Home alleviates the shortage of foster homes (due to lack of housing) and allows our children to stay in their communities.

Operating our facilities is solely dependent on the per diem we receive per child, which is $250 per day. Our per diem rates are expected to cover all expenses related to the operations including fixed costs and must be paid regardless of how many children (and related per diem) come through the facilities. While we try to keep our facilities at maximum capacity, it is not always possible and affects our bottom line. Accessing services to accommodate our needs in the north increases our expenses as does the geographical spread of our communities.

The Group Home is our longest-running and most successful facility. The Peer Homes and Receiving Homes have also been very well received as our as our newest programs. The Family Wellness Centres, while they are the most necessary program in our prevention programming, are the most difficult to sustain financially due to the low per diem rates.

Below is a snapshot of the PBCFSI facilities over the past five years.

Facilities Annual Surplus (Deficit)



	PN Group Home	DL Family Wellness Ctr	SB Family Wellness Ctr	PA Peer Homes	PN Receiving Home	SE Receiving Home
2015	$46,784.00	-$2,736.00	-$2,079.00	-$1,879.00	$198,917.00	$99,192.00
2014	$110,760.00	-$113,543.00	-$69,539.00	$177,644.00		$119,787.00
2013	$187,352.00	$4,262.00	-$28,497.00	$27,406.00		$75,405.00
2012	$137,497.00	-$66,385.00	$16,201.00			
2011	$172,336.00	-$30,384.00	-$12,487.00			

Resource Facilities con't

Family Wellness Centre

The Family Wellness Centers (FWC) offer a 6 week program that is geared towards family reunification and prevention of family breakdown. The programming is flexible and focuses on the family's needs and paces the programs accordingly.

The FWCs continue to be a distinct service in Canada, providing parents the opportunity to stay together as a family unit. Our FWC's provided services to 15 families and 54 children this year. The highlight of our FWC program is of the 15 families served, 14 have no further involvement with PBCFSI Protection, which indicates success to the families. 80% of parents showed a meaningful improvement in their pre/post needs & strength assessments. The assessment is data gathered from surveys that are completed by the families participating in the FWC program.

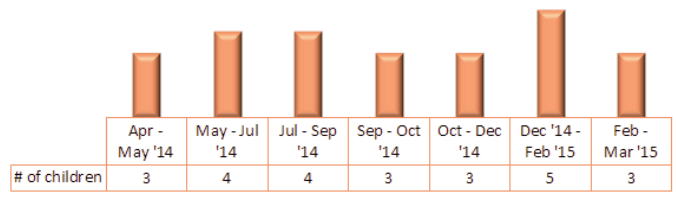
Deschambault Lake Family Wellness Centre (DLFWC)

Our team at DLFWC believe in operating our programs as effectively and efficiently as possible. This fiscal year 8 families and 29 children received services. All children were re-united with their families upon discharge and continue to be at home with their parents.

13 out of 14 family surveys completed by clients upon discharge indicate the DLFWC program had a positive impact on their lives.

Each family that enters our program participates in the annual PBCFSI family camps. This year, 8 families attended cultural day camps and participated in various cultural and traditional activities.

# of Children per Month - DLFWC



	Apr - May '14	May - Jul '14	Jul - Sep '14	Sep - Oct '14	Oct - Dec '14	Dec '14 - Feb '15	Feb - Mar '15
# of children	3	4	4	3	3	5	3

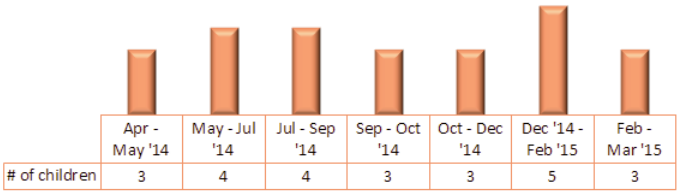
Sandy Bay Family Wellness Centre (SBFWC)

SBFWC provides a safe and nurturing environment to families that wish to create positive changes in their lives. The SBFWC focus their programming on engaging families and teaching them how to develop and maintain healthy lifestyles.

We structure our programs using the four aspects of the First Nations Medicine Wheel which include the emotional, physical, mental, and spiritual aspects of our lives.

The SBFWC served 7 families and 25 children throughout the year. According to surveys completed by the clients, all families agreed to being treated with respect and gained valuable knowledge from our program.

# of Children per Month - SBFWC



	Apr - May '14	May - Jul '14	Jul - Sep '14	Sep - Oct '14	Oct - Dec '14	Dec '14 - Feb '15	Feb - Mar '15
# of children	3	4	4	3	3	5	3

"I was kind of scared and I didn't know what to expect, and once I entered I'm glad I did because I feel a lot better now." ~ SBFWC Client

"The programming and staff were very helpful. We felt very safe and secure. Over all the staff and facility was a positive impact on my family." ~ DLFWC Client

Group Home

Group Homes ensure a safe, clean and nurturing environment for all the children in care. Staff work collaboratively to ensure individual case plans for each child are followed.

Pelican Narrows Group Home

The Group Home meets the basic needs such as, food, shelter, clothing and medical care for all youth at the facility. The program is for both male and female youth from ages 9 to 16 years of age.

Youth are encouraged to participate in the Group Home programming and activities within the community. The children have structured daily routines that include regular school attendance, proper eating habits and hygiene, and daily chores.

The children also attend power group information sessions provided by the prevention team at the PBCFSI office that discuss self-esteem, body changes, meditation and other age appropriate topics.

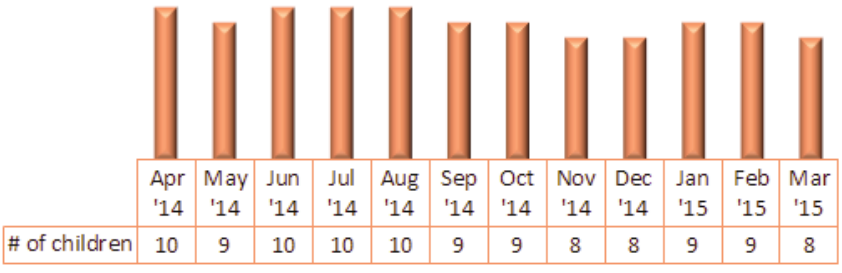
The Group Home recognizes Elders as a valuable resource for the youth. Elders help educate the children on traditional ways of living, both indoor and outdoor cultural activities, and valuable teachings on culture and respect. The Elders also are mentors by providing group and one-on-one counseling.

The Pelican Narrows Group Home maintained an average capacity of 90% through the fiscal year.

One of the highlights within the Group Home took place when one of the youth participated in a queen pageant event. She worked hard in selling tickets, preparing speeches and interacting with people. The experience of the entire event was an obvious boost to her self-confidence.

Pelican Narrows Group Home Youth Participates in Pageant

# of Children per Month - Pelican Narrows GH



	Apr '14	May '14	Jun '14	Jul '14	Aug '14	Sep '14	Oct '14	Nov '14	Dec '14	Jan '15	Feb '15	Mar '15
# of children	10	9	10	10	10	9	9	8	8	9	9	8

Resource Facilities cont'd

Receiving Home

Receiving homes provide temporary care for children in need of protection. We promote healthy child development in our programming by providing structured routines and engaging activities.

Southend Receiving Home

The Southend Receiving Home provides care for children in need of a safe placement and temporary care between the ages of newborn to 10 years. This year, the Southend Receiving Home provided care for 36 children.

The team provides a nurturing environment for the children that consists of kind, compassionate, patient individuals. One staff member is an Elder whom the children are very fond of. As an Elder, she teaches the value of respect, language, and culture.

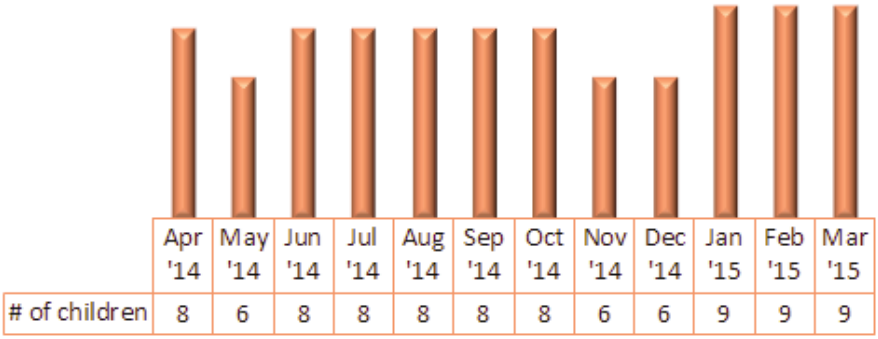
The staff provide daily care and programming for the children and foster the growth and development of each child. The staff are encouraged by noticeable improvements in behavioural and other developmental areas in many of the children.

As an example, one of our children struggled in school with listening and being cooperative in the classroom. With the daily programming and care at the Receiving Home, he progressed over time and significantly improved in both attendance and academics. This demonstrates the capability and resiliency of children and their ability to succeed with a little love and guidance, even in the face of adversity.

Some activities that our children participate in included a: Penny Carnival, Mini-festival, and a child and family night hosted by PBCFSI.

Southend Receiving Home Child Receives Academic Award

# of Children per Month - Southend RH



	Apr '14	May '14	Jun '14	Jul '14	Aug '14	Sep '14	Oct '14	Nov '14	Dec '14	Jan '15	Feb '15	Mar '15
# of children	8	6	8	8	8	8	8	6	6	9	9	9

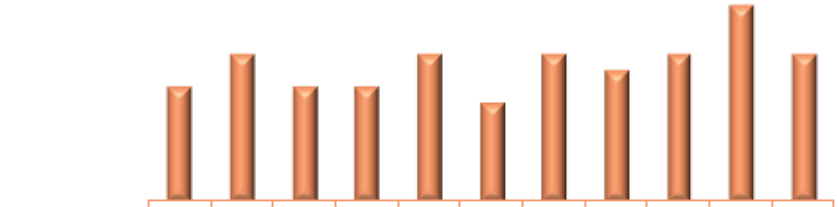
Pelican Narrows Receiving Home

The Pelican Narrows Receiving Home became operational in May 2014 and has quickly become a much sought-after facility. Due to the lack of available foster homes in Pelican Narrows particularly, this Home has been very successful and has maintained maximum capacity since it opened its doors. The Receiving Home provided care for 20 children throughout the year, all of which were from Pelican Narrows. Because of this Home, these children were able to receive the care they needed while remaining in their home community. This allowed for regular parent-child visits keeping that bond intact while the parents worked on their case plans.

While staying at the Home, the children participate in regular activities as part of their daily scheduled routine. These include the Head Start program based out of the Health Centre, arts and crafts, the "Learning Centre" (colors and numbers in Cree), daily exercise and socializing, nature walks and traditional cook-outs with Elders.

Pelican Narrows Receiving Home Staff and Children

# of Children per Month - Pelican Narrows RH



	May '14	Jun '14	Jul '14	Aug '14	Sep '14	Oct '14	Nov '14	Dec '14	Jan '15	Feb '15	Mar '15
# of children	7	9	7	7	9	6	9	8	9	12	9

Resource Facilities cont'd

Peer Home

Peer Homes offer semi-independent living arrangements for youth who are aging out of care and transitioning into adulthood. Providing safe and supportive living environments, the program is designed to assist the youth to learn independent living through daily life skills and continued education.

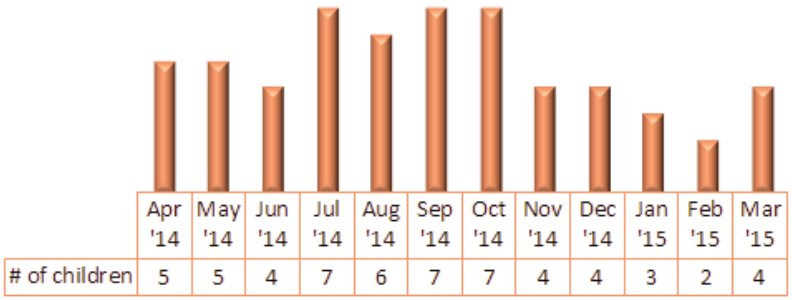
Peer Home

PBCFSI's Peer Homes have been fully operational since 2013. The girls' home is a (4) bed facility and the boys' home is a (3) bed facility which are both located in Prince Albert. Each home is staffed with a Live-In Mentor and provides 24-hour support. The program teaches life skills by encouraging positive lifestyle choices and includes referrals to community resources and assistance in planning family visits.

The programs and services the youth participate in include: the Alfred Jenkins fitness program, mental health counselling, Sylvan Learning, Army Cadets, PBCFSI prevention youth programs, and the PBCFSI cultural camp.

The Peer Home program encourages the youth to set goals such as completing high school. This is supported by scheduling home work time and providing transportation to and from school on a daily basis.

# of Children per Month - Peer Home



	Apr '14	May '14	Jun '14	Jul '14	Aug '14	Sep '14	Oct '14	Nov '14	Dec '14	Jan '15	Feb '15	Mar '15
# of children	5	5	4	7	6	7	7	4	4	3	2	4

Peer Home Youth Graduate

Success Story

Julian is an 18 year old youth from Deschambault Lake. Julian has been living in the Peer Home since July 2014 and is completing his Grade 12. With the support of the Peer Home staff and programs, and his regular attendance at school, he is scheduled to graduate on June 24th, 2015. This is a huge achievement for Julian. The PBCFSI staff are very proud of his success in the Peer Home and his perseverance to see the program through. The Peer Home staff will continue to guide and assist Julian in making positive choices as he transitions out of care.

Management Team

Vera Sayese
EXECUTIVE DIRECTOR
Prince Albert

Melissa Beatty
RESOURCE PROGRAM MANAGER
Prince Albert

Loretta Czarnota
FINANCE MANAGER
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

Linda Clarke
CASE MNGMT./ PEER HOME SUPERVISOR
Prince Albert

Maryann Jobb-Morin
PROGRAM SUPERVISOR
Southend

June McCallum
FAMILY WELLNESS SUPERVISOR
Sandy Bay

Bernadette McKay
PROGRAM SUPERVISOR
Deschambault Lake

Tricia Morin
RECEIVING HOME SUPERVISOR
Pelican Narrows

Katie Sewap
FAMILY WELLNESS SUPERVISOR
Deschambault Lake

Teresa Swan
GROUP HOME SUPERVISOR
Pelican Narrows

Finance

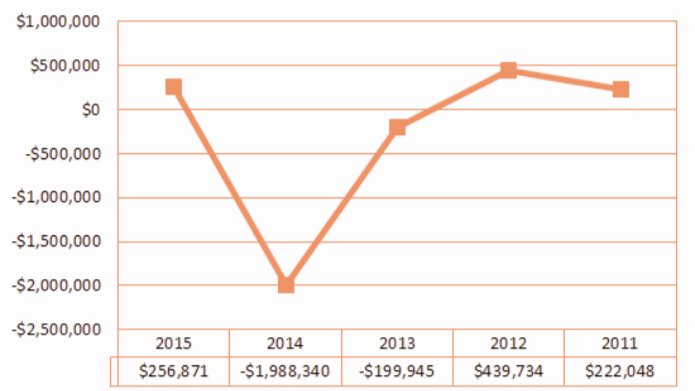
Loretta Czarnota, Finance Manager

The financial statements for PBCFSI following this report are as at March 31, 2015 and reflect the current financial position of the Agency. The Agency continues to be financially stable and has adequate assets to pay current and long-term debts as required. The financial assets of $1.3 million less liabilities of $4.1 amount to a net debt position of $2.7 million. In addition, the Agency owns capital assets in excess of $6.5 million. The Agency reduced its payables from the prior year and also purchase capital assets which explains the reduced cash balance from the prior year.

This year, the Agency received funding from both AANDC and MSS as well as generated revenue from a GIC, GST rebates and staff housing rent for a total of $15.25 million. Expenses for the year totaled $15.27 million for an operating deficit of $23,000. This brings the Agency to an overall accumulated surplus of $3.8 million. This surplus has been invested in the Agency's capital assets, including buildings, vehicles, furniture and equipment.

With respect to the Maintenance program, the Agency had $8.7 million in revenues and $8.9 million in expenses and with the transfer of CSA revenue, the Maintenance program is in a surplus of $256,000. The chart below indicates excess (deficiency) for each of the past five years.

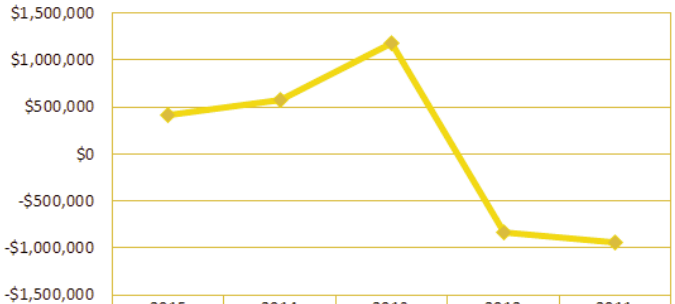
Maintenance Surplus (Deficit)



2015	2014	2013	2012	2011
$256,871	-$1,988,340	-$199,945	$439,734	$222,048

In Operations, the Agency has an unexpended fund of $417,000 at year end.

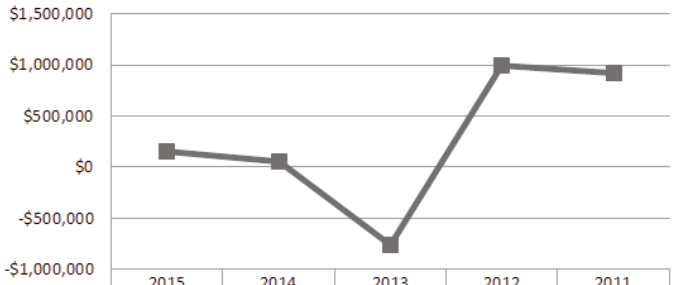
Operations Surplus (Deficit)



2015	2014	2013	2012	2011
$417,612	$570,862	$1,179,388	-$831,987	-$947,006

The Agency's Prevention program has an unexpended fund of $158,000.

Prevention Surplus (Deficit)



2015	2014	2013	2012	2011
$158,037	$56,820	-$765,930	$991,709	$926,338

PETER BALLANTYNE CHILD & FAMILY SERVICES INC.
Chief Joseph Custer Reserve #201
PO Box 158 Prince Albert, SK S6V 5R5
Toll Free: 1-800-365-9257 ~ Phone: (306) 953-4410
Fax: (306) 953-4414

Management's Report

June 25, 2015

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 fulfils 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 an 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.

, Executive Director
[Name and title]

Ernest Cook, Board Chair
[Name and title]

June 25, 2015

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, 2015 and the statements of operations, changes in net debt and cash flows for the year then ended, and the related notes, which comprise a summary of significant accounting policies and other explanatory information.

Management's responsibility for the financial statements
Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian public sector accounting standards, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

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

PricewaterhouseCoopers LLP
128 4th Avenue South, Suite 600, Saskatoon, Saskatchewan, Canada S7K 1M8
T: +1 306 668 5900, F: +1 306 652 1315

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

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

Opinion
In our opinion, the financial statements present fairly, in all material respects, the financial position of Peter Ballantyne Child & Family Services Inc. as at March 31, 2015 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.

PricewaterhouseCoopers LLP

Chartered Professional Accountants

Peter Ballantyne Child & Family Services Inc.

Statement of Financial Position

As at March 31, 2015

	2015 $	2014 $
Financial Assets (note 4)		
Cash and cash equivalents	633,760	1,730,745
Accounts receivable (note 3)	707,523	686,573
	1,341,283	2,417,318
Financial Liabilities		
Accounts payable and accrued liabilities	1,082,965	1,819,982
Loans payable (note 4)	1,142,695	1,155,458
Unexpended funding (note 5)	1,894,700	1,924,288
	4,120,360	4,899,728
Net Debt	(2,779,077)	(2,482,410)
Non-Financial Assets		
Prepaid expenses	47,625	21,383
Tangible capital assets (note 15)	6,551,158	6,304,553
	6,598,783	6,325,936
	3,819,706	3,843,526

Commitments and contingencies (note 9)
Economic dependence (note 12)

Approved by the Board of Directors

Ernest Cook _____ Director _____ Director

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

Peter Ballantyne Child & Family Services Inc.

Statement of Operations

For the year ended March 31, 2015

	2015	Budget (Unaudited)	2014
	$	$	$
Revenue			
Aboriginal Affairs and Northern Development Canada (note 6)	14,041,045	13,167,811	14,663,052
Government of Canada – Children's Special Allowance	621,672	576,600	565,967
Ministry of Social Services – Urban Prevention (note 7)	293,218	383,232	118,176
Ministry of Social Services – Administration fee (note 7)	126,008	118,260	121,969
Ministry of Social Services – Family Finders (note 7)	63,640	60,000	61,600
Other	100,388	82,300	36,831
Interest	8,940	30,800	25,607
	15,254,911	14,419,003	15,593,202
Expenses (note 8)			
Maintenance	6,078,467	5,853,450	6,620,345
Education	619,460	300,000	329,422
Operations	3,576,767	3,846,452	3,547,190
Community Resources	2,439,663	2,721,650	2,200,575
Prevention	1,405,252	1,518,469	1,763,517
Children's Special Allowance	226,635	392,750	359,242
Urban prevention	254,206	375,730	110,661
Amortization	678,281	678,281	506,801
	15,278,731	15,686,782	15,437,753
Operating surplus for the year	(23,820)		155,449
Accumulated surplus – Beginning of year	3,843,526		3,688,077
Accumulated surplus – End of year	3,819,706		3,843,526

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

Peter Ballantyne Child & Family Services Inc.

Statement of Changes in Net Debt

For the year ended March 31, 2015

	2015 $	2014 $
Operating surplus (deficit) for the year	(23,820)	155,449
Acquisition of tangible capital assets	(937,510)	(2,705,326)
Amortization of tangible capital assets	678,281	506,801
Proceeds on the sale of tangible capital assets	36,007	-
Gain on disposal of tangible capital assets	(23,383)	-
	(270,425)	(2,043,076)
Acquisition of prepaid expenses	(26,242)	(3,131)
Changes in net debt	(296,667)	(2,046,207)
Net debt – Beginning of the year	(2,482,410)	(436,203)
Net debt – End of the year	(2,779,077)	(2,482,410)

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

Peter Ballantyne Child & Family Services Inc.

Statement of Cash Flows

For the year ended March 31, 2015

	2015 $	2014 $
Cash provided by (used in)		
Operating activities		
Operating surplus for the year	(23,820)	155,449
Items not affecting cash		
Amortization	678,281	506,801
Gain on the disposal of tangible capital assets	(23,383)	-
Net change in non-cash working capital items (note 10)	(813,797)	(1,257,767)
	(182,719)	(595,517)
Capital activities		
Proceeds on the sale of tangible capital assets	36,007	-
Acquisition of tangible capital assets	(937,510)	(2,705,326)
	(901,503)	(2,705,326)
Financing activities		
Proceeds of loan issuances	65,540	-
Repayment of loans	(78,303)	(77,908)
	(12,763)	(77,908)
Net change in cash and cash equivalents	(1,096,985)	(3,378,751)
Net cash and cash equivalents – Beginning of year	1,730,745	5,109,496
Net cash and cash equivalents – End of year	633,760	1,730,745
Supplemental disclosure of cash flow information		
Cash paid during the year for		
Interest	58,687	62,632

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

1 Incorporation

Peter Ballantyne Child & Family Services Inc. ("Company") 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 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 Company'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

	2015 $	2014 $
Aboriginal Affairs and Northern Development Canada	85,711	224,388
Ministry of Social Services (note 6)	557,864	446,336
GST receivable	25,617	15,849
Other receivables	38,331	-
	707,523	686,573

4 Loans payable

	2015 $	2014 $
First Nations Bank of Canada, term loan, interest at prime plus 4.75%, repayable in monthly blended payments of $9,764, secured by a general security agreement over all assets	1,078,351	1,137,265
First Nations Bank of Canada, term loan, interest at fixed rate of 3.94%, repayable in monthly blended payments of $1,205, secured by a general security agreement over all assets	64,344	-
	1,142,695	1,137,265

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

	$
2016	74,395
2017	78,217
2018	82,237
2019	86,467
2020	89,648

5 Unexpended funding

	March 31, 2014 $	Revenue deferred $	Revenue recognition $	March 31, 2015 $
AANDC				
Education (set)	1,020,202	-	74,424	945,778
Operations (fixed)	570,863	-	153,251	417,612
Prevention (fixed)	56,820	101,217	-	158,037
Ministry of Social Services				
Urban Prevention Services	276,403	96,870	-	373,273
	1,924,288	198,087	227,675	1,894,700

	March 31, 2014 $	Revenue deferred $	Revenue recognition $	March 31, 2015 $
AANDC				
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

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 AANDC revenue

AANDC revenue is comprised of the following:

	2015 $	2014 $
Transfer payments received	14,029,551	12,341,722
Amounts receivable from AANDC at year-end	85,711	224,388
Funding recognized	227,675	2,096,942
Unexpended funding deferred	(101,217)	-
Funding repaid during the year	(200,675)	-
	14,041,045	14,663,052

7 MSS revenue

	2015 $	2014 $
Transfer payments received	189,647	91,784
Amounts receivable from MSS at year-end	390,089	278,589
Unexpended funding deferred	(96,870)	(68,628)
	482,866	301,745

8 Expenses

	2015 $	Budget (unaudited) $	2014 $
Accounting and legal	67,838	35,000	43,200
Activity support	2,119	54,000	5,489
Advertising	491	1,500	5,009
Amortization	678,281	678,281	506,801
Bank charges and interest	73,038	69,000	75,940
Child allowances	7,890	10,250	56,329
Conference/meetings	58,257	90,396	65,994
Contractor costs	5,583	2,000	47,062
Cultural activities	63,867	101,000	21,442
Elders services	28,287	42,600	11,485
Family violence prevention	-	-	11,936
Honorarium	140,806	155,494	192,811
Maintenance payments	6,697,927	6,153,451	6,949,766
Membership fees	2,861	3,250	2,926
Office furniture, equipment and building	22,718	492,442	35,981
Office rent and insurance	122,091	133,575	100,310
Office repairs and maintenance	38,642	202,850	427,908
Office supplies	78,384	89,150	128,100
Recreation	2,655	27,100	17,382
Salary	4,953,992	4,809,258	4,293,640
Services	352,083	437,365	498,562
Supplies and materials	223,270	332,254	355,848
Staff benefits	455,868	454,547	372,664
Strategic planning	2,943	-	9,329
Telephone	189,830	162,650	167,075
Training/professional development	430,875	296,000	376,178
Transportation	5,564	21,400	7,122
Travel per diem	219,713	302,219	293,756
Utilities	178,660	130,150	158,655
Vehicle	163,289	354,600	171,402
Youth trips	10,909	45,000	27,652
	15,278,731	15,686,782	15,437,754

9 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.

10 Net change in non-cash working capital items

	2015 $	2014 $
Accounts receivable	(20,950)	(300,190)
Prepaid expenses	(26,242)	(3,131)
Accounts payable and accrued liabilities	(737,017)	1,073,868
Unexpended funding	(29,588)	(2,028,314)
	(813,797)	(1,257,767)

11 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, 2015 is $707,523 as outlined in note 3.

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, 2015. 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.

12 Economic dependence

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

13 Budgeted Figures

Unaudited budgeted figures have been provided for comparison purposes and have been derived from the estimates approved by the Board of Directors.

14 Classification

Certain expenses of the prior year have been reclassified to conform with current year presentation.

15 Tangible capital assets

	Furniture and office equipment $	Computer equipment $	Vehicles $	Building and improvements $	Office building $	2015 Total $	2014 Total $
Historical cost							
Opening balance	1,057,120	557,235	1,998,032	2,419,467	4,531,900	10,563,754	7,858,428
Additions	49,279	72,185	343,876	472,170	-	937,510	3,177,763
Disposals	-	-	35,327	-	-	35,327	472,437
Closing balance – March 31	1,106,399	629,420	2,306,581	2,891,637	4,531,900	11,465,937	10,563,754
Accumulated amortization							
Opening balance	572,927	443,380	1,422,053	1,632,322	188,519	4,259,201	3,752,400
Amortization expense	102,762	59,926	223,382	112,566	179,645	678,281	506,801
Disposal	-	-	22,703	-	-	22,703	-
Closing balance – March 31	675,689	503,306	1,622,732	1,744,888	368,164	4,914,779	4,259,201
Net book value – March 31, 2015	430,710	126,114	683,849	1,146,749	4,163,736	6,551,158	6,304,553

PBCFSI Employees as of March 31, 2015

Denare Beach CFS Office

Mary-Lou Harkiss	Child & Family Services Worker

Deschambault Lake CFS Office

Crystal Ballantyne	Prevention Services Worker
Quentin Eninew	On-Call Worker
Cheryl Eninew	Receptionist
Tabitha Eninew	On-Call Worker
Sara Ewart	Child Protection Worker
Susan Michel	Janitor
Bernice Sewap	Child Protection Worker
Tiffany Smith	Child & Family Services Worker

Deschambault Lake Family Wellness Centre

Cody Ballantyne	Family Wellness Worker
Wayne Ballantyne	Family Wellness Worker
Georgina Custer	Kitchen Steward
Carla Custer	Family Wellness Worker
Clara Custer	Family Wellness Worker
Ruth Custer	Family Wellness Worker
Amanda Custer	Family Wellness Worker
Roy Eninew	Family Wellness Worker
Quentin Eninew	Family Wellness Worker
Mitch Fineday	Family Wellness Worker
Jacinta Michel	Family Wellness Worker
Katie Sewap	Family Wellness Supervisor
Roxanne Sewap	Family Wellness Worker
Ralph Sewap	Family Wellness Worker
Owen Sewap	Family Wellness Worker

Kinoosao CFS Office

Shirley Clarke	Child & Family Services Worker

Pelican Narrows CFS Office

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

Pelican Narrows Group Home

Tammy Ballantyne	Group Home Worker
Debbie Ballantyne	Group Home Worker
Helen Ballantyne	Group Home Worker
Beverly Bear	Group Home Worker
Amanda Bear	Group Home Worker
Clara Bear	Group Home Worker
Joni Charles	Group Home Worker
Dayna Halcrow	Group Home Worker
Lloyd Highway	Group Home Worker
Haralda Highway	Group Home Worker
Sandra McCallum	Group Home Worker
Rachel McCallum	Group Home Worker
Adolph McCallum	Group Home Worker
Jeffery McKenzie	Group Home Worker
Darlene Merasty	Case Management Worker
Marcel Merasty	Group Home Worker
Curtis Michel	Group Home Worker
Leah Sewap	Group Home Worker
Shirley Sewap	Group Home Worker
Teresa Swan	Group Home Supervisor
Cody Swan	Group Home Worker
Garth Swan	Group Home Worker
Vacant	Kitchen Steward

Pelican Narrows Receiving Home

Catherine Ballantyne	Child Care Worker
Cheyenne Ballantyne	Child Care Worker
Karen Charles	Child Care Worker
Krissy Linklater	Child Care Worker
Caitlyn Linklater	Child Care Worker
Brian Linklater	Child Care Worker
Maureen Linklater	Child Care Worker
Deanne McCallum	Child Care Worker
Ari-Anne McCallum	Child Care Worker
Geraldine Merasty	Chid Care Worker
Lindy Michel	Child Care Worker
Leah Michel	Child Care Worker
Maureen Morin	Child Care Worker
Tricia Morin	Receiving Home Supervisor
Carrie-Anne Natewayes	Child Care Worker
Hannah Sewap	Child Care Worker
Alice Sewap	Child Care Worker
Suzette Sewap	Child Care Worker
Brittany Swan	Child Care Worker

Prince Albert CFS Office

Verna April	Executive Assistant
Allan Ballantyne	Staff Trainer
Janet Ballantyne	Receptionist
Melissa Beatty	Resource Program Manager
Nadine Bencharski	Projects Coordinator
Frances Charles	Janitor
Linda Clarke	Case Mngmt./Peer Home Supervisor
Samantha Clarke	Foster Care Supervisor
Larissa Clarke	Finance/Human Resources Clerk
Vanessa Clarke	Finance Clerk
Loretta Czarnota	Finance Manager
Roxanne Deschambault	Child & Family Services Worker
Phyllis Durocher	Prevention Services Worker
Anna Kkailther	Prevention Services Worker
Rene Krieg	Systems Administrator
Mark Lecoq	Building Maintenance Worker
Annette McCallum	On-Call Worker
Joan McKenzie	Operations Manager
Barb Michel	Finance Clerk
Crystal Michel	CFS/Foster Care Worker
Gerald Nabess	Child & Family Services Worker
Savannah Olson	File Clerk
Jane Ross	Program Manager
Vera Sayese	Executive Director

Prince Albert Peer Homes

Dennis McDermott	Live-In Mentor
Ed McDermott	Live-In Mentor
Ann Merasty	Live-In Mentor
Dolly Mercredi	Live-In Mentor
Jane Morin-Bishop	Live-In Mentor

Sandy Bay CFS Office

Joan Bear	Prevention Services Worker
Nola Bear	Child Protection/Foster Care Worker
Tara Bridges	Program Supervisor
Karen Chaif	Receptionist

Sandy Bay Family Wellness Centre

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

Southend CFS Office

Tammy Clarke	Receptionist
Wanda Cook	Janitor
Gary Cook	Child Protection Worker
Martha Cook	Child Protection Worker
Maryann Jobb-Morin	Program Supervisor
Charmaine Morin	Prevention Services Worker
Kimberly Morin	On-Call Worker
Blair Morin	Child & Family Services Worker
Patrina Morin	On-Call Worker
Ashley Olson	Child & Family Services Worker
Chantelle Olson	Foster Care Worker

Sturgeon Landing CFS Office

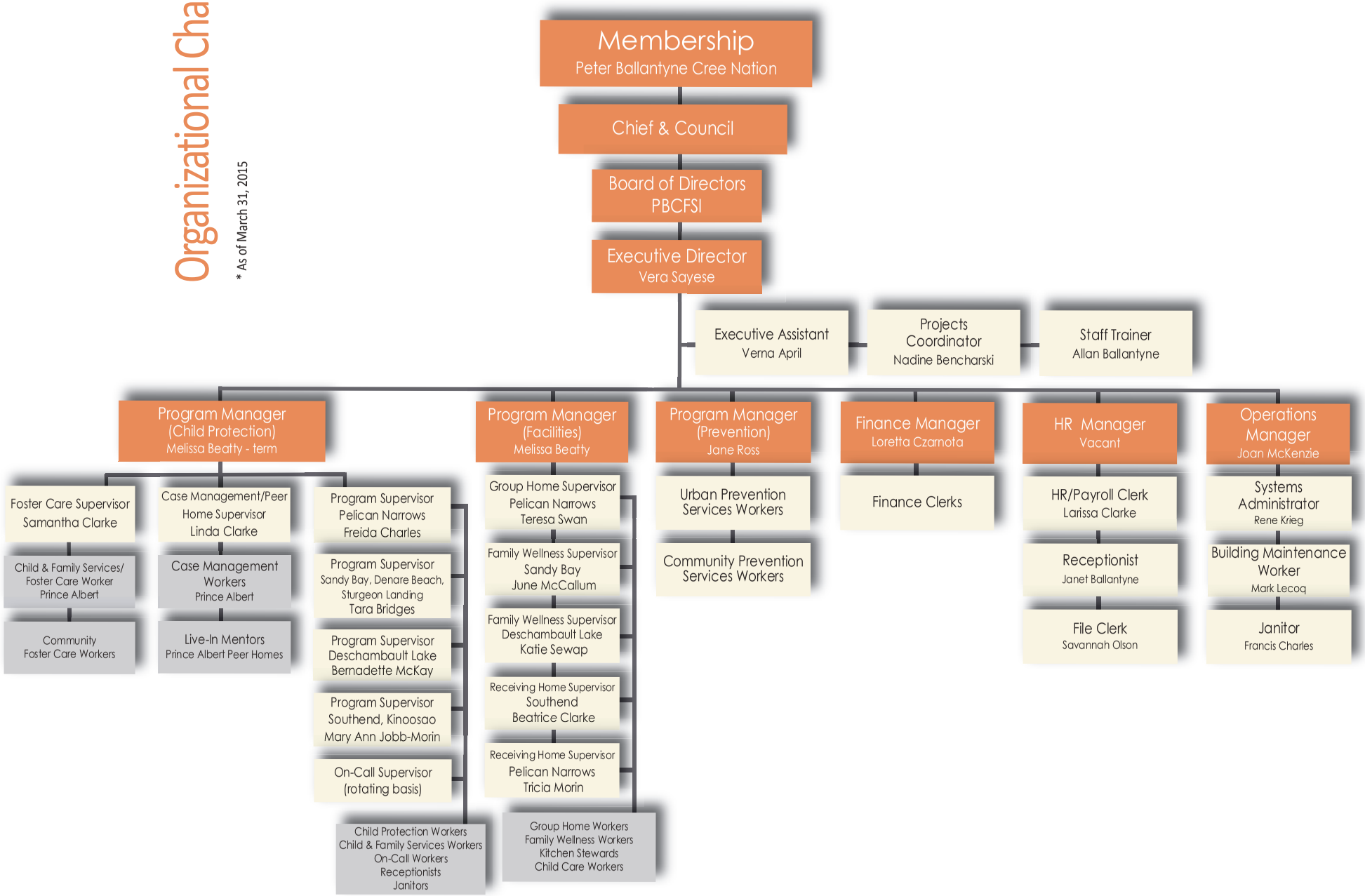
Lena Perry	Child & Family Services Worker

Southend Receiving Home

Rose Marie Bird	Child Care Worker
Beatrice Clarke	Receiving Home Supervisor
Geralyn Clarke	Child Care Worker
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
Treena Cook	Child Care Worker
Jonathon Cook	Child Care Worker
Kelly Cook	Child Care Worker
Maryann Cook	Child Care Worker
Shayna Cook	Child Care Worker
Clarence Cook	Child Care Worker
Verna Jobb	Child Care Worker
Vennessa Jobb	Child Care Worker
Karla Jobb	Child Care Worker
Hope Linklater	Child Care Worker
April McKenzie	Child Care Worker
Darrin Morin	Case Management Worker
Clara Morin	Child Care Worker
Jenna Morin	Child Care Worker
Justine Morin	Child Care Worker
Vaila Okemau	Child Care Worker
Jacqueline Olson	Child Care Worker

Organizational Chart

* As of March 31, 2015



Community Contacts

Child and Family Services

Prince Albert CFS Office
Chief Joseph Custer Reserve #201
2301 7th Avenue West
P.O. Box 158
Prince Albert, SK S6V 5R5
Toll free: (800) 365-9257
Phone: (306) 953-4410 Fax: (306) 953-4414

Prince Albert Prevention Office
Chief Joseph Custer Reserve #201
Cottage #14
P.O. Box 158
Prince Albert, SK S6V 5R5
Ph: (306) 953-1091 Fax: (306) 953-1096

PBCFSI Denare Beach
316A Spruce Street
Denare Beach, SK S0P 0B0
Ph: (306) 362-2644 Fax: (306) 362-2645

PBCFSI Deschambault Lake
Lots 24, 25, 26 Oskatuc Terrace
General Delivery
Deschambault Lake, SK S0P 0C0
Ph: (306) 632-2329 Fax: (306) 632-4473

PBCFSI Sandy Bay
Blk 5, Lot 14 Sandy Bay Avenue
P.O. Box 184
Sandy Bay, SK S0P 0E0
Ph: (306) 754-4422 Fax: (306) 754-4554

PBCFSI Sturgeon Landing
Blk 1, Lots 2, 3 East Ave.
Sturgeon Landing, SK S0P 0H0
Ph: (306) 688-4448 Fax: (306)688-4454

PBCFSI Kinoosao
General Delivery
Kinoosao, SK S0P 0J0
Ph: (306) 758-3033 Fax: (306)758-3007

PBCFSI Pelican Narrows
4814 Linklater Street
P.O. Box 480
Pelican Narrows, SK S0P 0E0
Ph: (306) 632-2246 Fax: (306)632-2248

PBCFSI Southend
Blk 12 Lot 8, 9, 10 Northward Drive
P.O. Box 88
Southend, SK S0P 2L0
PhL (306) 758-4800 Fax: (306) 758-4811

Facilities

Deschambault Lake Family Wellness Centre
Ph: (306) 632-4701 Fax: (306) 632-4703

Sandy Bay Family Wellness Centre
Ph: (306) 754-2288 Fax: (306) 754-2287

Pelican Narrows Group Home
Ph: (306) 632-2457 Fax: (306)632-2459

Pelican Narrows Receiving Home
Ph: (306)632-1233 Fax: (306)632-1234

Southend Receiving Home
Ph: (306) 758-2700 Fax: (306)758-1201

Prince Albert Girls Peer Home
Ph: (306) 763-2784 Fax: (306) 763-0294

Prince Albert Boys Peer Home
Ph: (306) 763-2953 Fax: (306) 763-0295

Thank You

Tiniki

PBCFSI cannot accomplish this work the commitment of everyone who provides faithful support to our Agency.

Your time, leadership, guidance,

directly impact the children, families and communities of Peter Ballantyne Cree Nation. Thank you so much for your helping hands and giving hearts.

We would like to acknowledge all those who provide some form of support.

~ PBCN Chief and Council
~ PBCFSI Board of Directors
~ Community Elders
~ PBCFSI Employees
~ Foster Parents
~ Caregivers
~ Camp Hosts
~ Camp Volunteers
~ Motivational Speakers
~ Victim Services
~ PBCN Health Services
~ Opawikoscikan High School
~ Pelican Narrows Youth Council
~ Pelican Narrows Recreation Committee
~ Pelican Narrows Headstart Program
~ Wapanacak Elementary School
~ St. Gertrude Roman Catholic Church
~ Royal Canadian Mounted Police
~ Southend Reindeer School
~ Southend SERM
~ Sandy Bay Community Resource Centre Inc.
~ Sandy Bay Outpatient Centre - Addiction Services
~ Hector Thiboutot Community School
~ Mikisew Pre-School

~ Kids First North
~ Lady of Seven Sorrows Church
~ Northern Village of Sandy Bay
~ Prince Albert Children's Haven
~ Ranch Ehrlo
~ Eagle's Nest Youth Ranch
~ 4 Directions Stabilization Centre
~ North Battleford Teen Home
~ Prince Albert Cadets
~ PAGC Child Care Education Centre
~ Victoria Hospital
~ Saskatoon Royal University Hospital
~ Catholic Family Services
~ Aboriginal Affairs and Northern Development Canada
~ Ministry of Social Services
~ First Nations Bank
~ Zatlyn Law Office
~ PricewaterhouseCoopers LLP
~ Numerous Suppliers

Peter Ballantyne Child & Family Services Inc.
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