Peter Ballantyne Child & Family Services Inc.

Annual Report

2016 - 17

Keeping our Culture Strong

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.

Keeping our Culture Strong

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Message from the Chief

Peter A. Beatty

As Chief of the Peter Ballantyne Cree Nation (PBCN), I am pleased to contribute to the 2016-17 Peter Ballantyne Child and Family Services Inc. (PBCFSI) annual report. The theme of this year's PBCFSI annual report is "Keeping our Culture Strong". I would like to congratulate the Board of Directors, Council, and staff of PBCFSI for their achievements.

I would like to personally give praise and thanks to Vera Sayese, Executive Director for the work that she has done for the Agency. From Day 1 she has been there and at this time I would like to acknowledge and recognize her longevity in doing the kind of work that she does. As you may be aware, the average individual does not last very long in the field of Child Welfare. Once more, I give her praise and thank her for her accomplishment.

I would like to acknowledge the PBCFSI Board of Directors, management and all the staff. Thank you for your continuous efforts in improving our Cree Nation's child and family service programs over the past 21 years. All of you make it possible to meet the challenges and needs of our children and families and I encourage you to keep up the good work. I also want to commend the Agency Board and management for the example they set in consistently achieving unqualified audit opinions each and every year.

I would also like to mention the past leaders who have played a vital role and provided excellent leadership to the Agency throughout the years; from the pioneers who were the first leaders to be involved in negotiations including Chief Ron Michel, Chief Susan Custer, Chief Harold Linklater and most recently Chief Darrell McCallum and myself. I would like to draw your attention to the effort that we have exercised to maintain the integrity of the Agency; it is of great importance to mention that it takes great vision and a sincere heart to continue doing the very best for our children. It is a wonderful sight to behold of how this Agency began and of how the mantle transferred from one leader to the next; it is our continued agenda to stand by this Agency.

PBCFSI Portfolio Councillors

Della Ballantyne	Deschambault Lake
Vacant	Sturgeon Landing
Nora Bear	Sandy Bay
Warren McCallum	Prince Albert
Kevin Morin	Southend
Weldon McCallum	Pelican Narrows
Marvin Morin	Denare Beach

Message from the Board Chair

Angela J. Merasty

It has been another successful year for PBCFSI. In November 2016, PBCFSI achieved another 3 years of CARF (Commission on Accreditation of Rehabilitation Facilities) Accreditation. The ground-breaking ceremony for the Peter Ballantyne Child & Family Services Inc. Cultural Centre was held in early February and we are excited to be completing and opening the centre in the summer of 2017 for all PBCN communities.

On behalf of PBCFSI Board of Directors, I would like to acknowledge the PBCN Chief and Council and thank them for their continued support. I would also like to recognize and extend my appreciation to the Board members, representing the eight communities of PBCN, for their time and commitment this past year. To our Elder Gertie Montgrand, the wisdom and knowledge you share with us is valuable. Thank you for the many teachings you have blessed us with.

Our appreciation also extends to the Executive Director, Vera Sayese, who works diligently to provide the strong leadership and commitment in building and growing PBCFSI to what it is today. We thank the management team and staff for their tireless efforts in improving the lives of all children. Lastly, thank you to the Peter Ballantyne Cree Nation membership for their understanding and support of the agency. We all play an important role in reuniting children and families.

PBCFSI has come a long way in the 20 plus years since it started. Congratulations to everyone, past and present, who had a role in shaping this organization into one of the most successful organizations within the Peter Ballantyne Cree Nation and in Saskatchewan. Kinanaskimotinan.

(left to right): Councilor Marvin Morin, Councilor Harold Linklater, Vice-Chair Ernest Cook, Councilor Kevin Morin, Board Member Dickie Clarke, Board Member Joanne Ray, Board Member Gabe Michel, Executive Director Vera Sayese, Board Member Jason Linklater, Board Chair Angela Merasty, Councilor Warren McCallum, Board Member Shirley Olson, Councilor Nora Bear, Board Member Linda Dorion, Board Member Lynda Custer.

Message from our Elder

Gertie Montgrand

We as a Nation are growing and changing. We must remember the lessons and teachings of our parents and grandparents and pass it on to our children and grandchildren. It's is important to keep our culture strong and teach them our beautiful languages!!

I would like to thank PBCN Chief and Council and my fellow Board Members for the opportunity to sit on the CFS Board. It has been years, and each year I continue to gain knowlodge and have great learning experiences.

This year I was fortunate to travel to San Diego, CA. Where with a number of First Nations tribes, we discussed the importance of our children, our health, and our heritage.

Since this is the last year sitting on the board, I really enjoyed it and once again I want to thank the Executive Director and all the Board Members for having me!

Kinananskomitinawaw and May God bless you all!

Board of Directors

Angela J. Merasty
BOARD CHAIR
Pelican Narrows

Ernest Cook
VICE CHAIR
Southend

Lynda Custer
BOARD MEMBER
Deschambault Lake

Joanne Ray
BOARD MEMBER
Sandy Bay

Dickie Clarke
BOARD MEMBER
Southend

Linda Dorion
BOARD MEMBER
Deschambault Lake

Jason Linklater
BOARD MEMBER
Prince Albert

Gabe Michel
BOARD MEMBER
Pelican Narrows

Vacant
BOARD MEMBER
Sturgeon Landing

Ethel McDermott
BOARD MEMBER
Denare Beach

Shirley Olson
BOARD MEMBER
Kinoosao

Management Team

Vera Sayese
EXECUTIVE DIRECTOR
Prince Albert

Melissa Beatty
PROGRAM MANAGER
Facilities/Prevention
Prince Albert

Allan Ballantyne
PROGRAM MANAGER
Case Management
Prince Albert

Loretta Czarnota
FINANCE MANAGER
Prince Albert

Natalie Keewatin
HUMAN RESOURCES MANAGER
Prince Albert

Joan McKenzie
OPERATIONS MANAGER
Prince Albert

Barbara Ballantyne
FAMILY WELLNESS SUPERVISOR
Deschambault Lake

Jason Begg
PROGRAM SUPERVISOR
Deschambault Lake

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

Tricia Morin
RECEIVING HOME SUPERVISOR
Pelican Narrows

Teresa Swan
GROUP HOME SUPERVISOR
Pelican Narrows

Executive Summary

Vera Sayese, Executive Director

This 2016-2017 Annual Report provides an overview of Peter Ballantyne Child & Family Services Inc. (PBCFSI) operations, highlighting the programs services, achievements, and activities in the Child Protection, Foster care and Prevention programs. It will also provide a snapshot of the financial position of PBCFSI as of March 31, 2017.

Agency Profile

PBCFSI is a non-profit First Nation organization serving the children, youth, and families of Peter Ballantyne Cree Nation (PBCN) communities. PBCFSI began operations following the negotiation of a tripartite agreement between Indigenous and Northern Affairs Canada (INAC), Ministry of Social Services MSS and the Agency in November 1995.

The Board of Directors represents the PBCN communities where PBCFSI has offices: Amisk Lake, Deschambault Lake, Kinoosao, Pelican Narrows, Sandy Bay, Southend and Sturgeon Landing. Kiskaciwan is served by the central office at the Chief Joseph Custer in the city of Prince Albert. Guided by the PBCFSI Mission and Vision, the Board provides strategic direction, leadership, and accountability to the families and communities they represent. The Board is also responsible for the legal and financial obligations of PBCFSI.

Role of Executive Director

Accountable to the PBCFSI Board of Directors, the Executive Director is responsible for ensuring all Board-approved policies are adhered to, and for the day-to-day administration of PBCFSI. Providing management oversight and leadership to the PBCFSI staff, the Executive Director also works to promote strong working relationships with external stakeholders.

Community Profile

As the second largest First Nation in Saskatchewan (out of 70 First Nations) and the second largest in Canada, PBCFSI serves an on reserve population of 4,579 band members aged 0-18 years. With our prevention programming, we target the entire PBCN population of nearly 11,000 members; this includes nine PBCN reserves spread across a vast area of northeastern Saskatchewan.

5 Year Business Plan

PBCFSI five-year business plan guides the business and service delivery of our Agency. The plan identifies new strategies and initiatives to be undertaken in the next five years to support the objectives and performance measures of our core business goals. The proposed initiatives include:

~ Build a new Cultural Center

~ Develop structured programs for "Cultural Mentors"

~ Continue to work on the Community Wellness Plan.

~ Work together on the Truth and Reconciliation recommendations.

~ Engage with MSS to clarify their responsibilities to off reserve clients in Sandy Bay.

~ Develop a five year facilities development plan.

~ Ensure successful transitions for children, youth, and families between types of care and to independence.

~ Work towards implementing a new Therapeutic Care Facility.

~ Ensure full implementation of Triple P in all communities.

~ Updating assessment tools in case management.

Achievements

For 21 years PBCFSI has successfully maintained service delivery to PBCN members, the organization has matured and now exhibits the hallmarks of a professional, high performance human services agency. The agency's successes are highlighted as follows:

• In November 2016, PBCFSI achieved another 3 years of CARF (Commission on Accreditation of Rehabilitation Facilities) Accreditation. This means that PBCFSI is an internationally recognized provider of Child and Youth Services and has maintained this accreditation status for the past six years.

• The Executive Director brings 14 years of leadership experience with a total tenure of 21 years to the organization giving it stability and knowledge.

• Strong working relationships with external stakeholders such as the National Advisory Council (NAC). With other Executive Directors, we

advocate to ensure funding shortfalls in Child Welfare are addressed.

• To support and enhance well-being, a Self-Worth program in Buck Lake, Alberta was offered to youth and staff. Training successfully delivered to all staff as highlighted by staff Trainer.

• Through Jordan's Principle, PBCFSI can further expand services to community members without having to access the Child Protection program. Families can access respite care and other needed programs such as Hope's Home, horse therapy, and Family Wellness Center.

• Successfully meeting all reporting requirements, we are in line with our Strategic and Business Plan.

• As in previous years, PBCFSI continues to be financially stable and we continue to remain accountable and transparent to all stakeholders.

• PBCFSI employs an average of 117 employees, 90% are PBCN Band members.

• PBCFSI owns 18 facilities which are located throughout the PBCN communities.

• Successful operations of PBCFSI Database system (Nuclues Labs).

• 27 PBCFSI Foster Homes.

• At one point we had 194 children in care, at year end we have 167; 46 are under PSA which means they are in-home care. From our population of 4,579, less than 4% are in care.

• 153 children utilized our PBCFSI Resource Facilities; this means children remained in their communities.

In Closing

Responsible and accountable Board of Directors, forward-thinking leadership, sound financial management, dedicated employees that are compassionate with the best interests of our children in care, PBCFSI has successfully maintained and delivered high quality services. Thank you to the Board of Directors, Chief & Council, Elders and staff for their dedication and continued commitment to the success of the Agency. Our appreciation also extends to our PBCN community members and those who support the staff and programs in the communities. We are committed to our vision by striving for "Safe and Happy Children Living in Healthy and Vibrant Communities."

(left to right) Tricia Morin, Barbara Ballantyne, Jason Begg, Gerald Nabess, Maryann Jobb-Morin, Tara Bridges, Alvina Frieda Charles, Linda Clarke, Vera Sayese, Melissa Beatty, Allan Ballantyne, Verna Apri, June McCallum, Natalie Keewatin, Rene Krieg, Katie Sewap, Beatrice Clarke.

Human Resources

Natalie Keewatin, HR Manager

The HR department continues to be very busy as we continue to maintain CARF standards and focus on overall success of the HR department. PBCFSI continues to work toward the HR strategic goals as identified in the Agency's work plan while ensuring efficient and cost effective initiatives. This includes creating a safe, fair and respectful workplace for all employees while encouraging continuous growth and support, and increasing employee satisfaction.

The agency opened up a new Receiving Home in Deschambault Lake in February 2017.

Personnel Policy

PBCFSI ensures all employees are treated with dignity and respect by following and reviewing PBCFSI's Personnel Policy Manual during weekly staff meetings. Amendments are made when required and are approved by the Board of Directors.

Community	Percentage of Total Staff
Denare Beach	1%
Deschambault Lake	14%
Kinoosao	1%
Pelican Narrows	32%
Prince Albert	25%
Sandy Bay	9%
Southend	17%
Sturgeon Landing	**1%**

Staffing

PBCFSIemploys an average of 117 employees consisting of 97 full-time, 3 part-time, and 17 casusal . The staff is spread out over the eight Peter Ballatnyne Cree Nation communities as follows:

Employees by Community	Total
Denare Beach	1
Deschambault Lake	16
Kinoosao	1
Pelican Narrows	37
Prince Albert	30
Sandy Bay	11
Southend	20
Sturgeon Landing	1
Total	**117**

PBCFSI takes pride is providing employment to primarily persons of Indigenous Ancestry with a high percentage from Peter Ballantyne Cree Nation within all eight communities.

Ethnic Background	Percentage of Staff
PBCN Band Members	90%
Other - First Nations	3%
Metis	2%
Non-First Nation	5%

The Child and Family Services Inc. have a total of 50 staff in the 8 communities. There are 51 full-time, 3 part-time, and 4 casual staff.

CHILD AND FAMILY SERVICES

Location	Full Time	Part Time	Casual	Total
Prince Albert	20	1	1	22
Denare Beach CFS	1	0	0	1
Deschambault Lake	6	0	1	7
Kinoosao CFS	0	1	0	1
Pelican narrows CFS	8	1	0	9
Sandy Bay CFS	3	0	1	4
Strugeon Landing	1	0	0	1
Southend CFS	6	0	0	6
Total	**45**	**3**	**3**	**51**

FACILITIES

Location	Full Time	Part Time	Casual	Total
Deschambault Lake Family Wellness Centre	3	0	0	3
Deschambault Lake Receiving Home	6	0	0	6
Prince Albert Peer Homes	7	0	1	8
Pelican Narrows Group Home	10	0	5	15
Pelican Narrows Receiving Home	11	0	2	13
Sandy Bay Family Wellness Centre	5	0	2	7
Southend Receiving Home	10	0	4	14
Total	**52**	**0**	**14**	**66**

Employees by Position	Total
Administration	6
Child & Family Services	12.5
Child & Family Services Program Supervisor	6
Finance	2
Foster Care	6
Human Resources	1
Operations and Maintenance	4
Prevention	3.5
Protection	3
Senior Management	6
Staff Trainer	1
Total	**51**

Human Resources cont'd

Staff Training

PBCFSI continues to provide employees with training and professional development to correspond with industry standards and keep staff up-to-date as required. Consistent training allows for increased workplace productivity. The knowledge and expertise acquired helps motivate and retain valued employees.

PBCFSI's 5th annual conference theme was "Self-Worth" it was held in Saskatoon in October 2016. The conference brought together all PBCN communities including Chief and Council, Inter-Agencies, PBCFSI Board of Directors, PBCFSI employees, and PBCN Community Members. The speakers presented insight on topics such as: self-worth, role models Ted Nolan and Sheldon Kennedy, taking care of ourselves, and cultural teachings such as birch biting. The feedback received from those in attendance was excellent.

All managers participated in Self-Worth training in the last fiscal year. The Saskatchewan First Nations Family and Community Institute designed and delivered training to PBCFSI staff on a number of different topics.

Benefit Administration

The carrier for staff benefits is First Nations Insurance owned by PBCN. All full time and part time employees participate in the Agency's group insurance and pension plan.

Training & Development

Staff Trainer ~ Katie Sewap

This year has been another successful year in Training and Development for all employees working within Peter Ballantyne Child & Family Services Inc .

This Annual Summary Report provides an overview of training and education activities within Peter Ballantyne Child & Family Services Inc. from April 1, 2016, through March 31, 2017. This report fulfills the requirements of PBCFSI strategic goals, PBCFSI Personal policy manual, MSS Child & Family Services Service Delivery Manual, Saskatchewan Occupational Health and Safety Standards and CARF standards.

PBCFS continues to provide ongoing training and support for all employees working in different levels and different departments. .

I hope you enjoy reviewing our successes this year.

PBCFS Training Expenses, Budget, & Training Requirements & Highlights		
2016-2017 Training Budget	2016-204 Dollars Spent	Achievement
SDM Train the Trainers	Supervisors train their employees and continue to provide on-going support and training.	All Supervisors & Managers are Certified SDM trainers 98 % of CP, FS employees are trained & equipped in SDM.
Non-Violent Crisis Intervention Training	Trainer Allan Ballantyne	78% of staff are certified in CPI
First Aid - CPR Level C Instructor	Trainer Katie Sewap	Agency has its own Instructor. 97% of staff is certified.
Group Home Core Training ADHD, FASD, Children living & witness violence, helping skills, treatment methods/modes, etc.	4 out of 6 staff that attended the Group Home Core training delivered by First Nations Institute are completed and are certified.	Participants transfer their learning of skills and knowledge to their colleagues working in group homes. Continue training in various topics is taught by the certified participants.
Self-Worth Program	Managers, Supervisors, and Prevention staff attend Self Worth Program at Buck Lake, Alberta.	Supervisors and Managers reported that Self-Worth has helped them succeed in many areas of their personal lives and work life.
Annual Staff Conference	# of employees and Board members attend Annual Self-Worth Staff Conference at Saskatoon.	Employees report annual. Staff conference is an event they look forward each year and brings healing & personal development.
ASIST Training for Trainers	$2,500.00 x 2 facilitators = $5000.00 plus $6000.00 Training cost	Agency has its own Instructors Two employees became certified trainers. To date 95 % of staff are trained in ASIST.
Care-Taker-Janitorial Training	Cost covered $478.00 x 3 employees $1434.00	4 care takers attend workshop at PA hosted by PAGC

Once again, PBCFS continues to meet the needs of employees in health and safety training, professional development training and program and procedures training .The Management team consisting of supervisors and managers along with staff trainer have all taken part in providing training to the staff in each of their communities.

Training & Development cont'd

Training that was accomplished; Non-Violent Crisis intervention training , First Aid-CPR level C, WHMIS, ASIST (suicide Intervention training), Lateral Violence Prevention Program, First Nations Group home Competency training , SDM (Structured Decision Making & Critical thinking in child Welfare) , Leadership skills for front line supervisors/managers, core skills for front line employees working in child protection and family services provided by Ministry of social services, SDM training provided by National Research Child Centre.

What's New? RELIAS LEARNING On-Line Learning Management Solution

PBCFS is responsible for staying current with regulations, providing staff with the right training. As a staff trainer my task is to get Relias Learing implemented.

Now that we are CARF accredited there are over 80 training standards we have to meet covering employee health and safety training, children and family wellness, employee professional development, policy and procedures training. Therefore, we are under way in implementing online training for all employees.

Relies has thousands of courses on children, youth, families health and wellness training written by professionals. We can also customize, upload our own training courses. Relias will provide better tracking and reporting, we get better survey and audit results and for new employees they can go on board faster and get started with training. The other advantages of using this on-line learning and management tool are; to save money on travel costs, it is way too expensive to have facilitators travel to communities that are spread out. So my next task is to visit the communities in the spring to get them familiar with the training tool. The cost of having Relias is $22,000.00.

It was a very busy year for everyone. I like to wish the Executive Director, Board Members and Colleagues, foster parents all PBCFSI workers continued success.

Ikosi until next time Katie Sewap, Staff Trainer

Operations

Joan McKenzie, Operations Manager

PBCFSI owns 18 facilities located throughout the PBCN communities and one rental office space.

- 5 CFS offices,
- 2 prevention services offices,
- 2 family wellness centres,
- 1 group home,
- 3 receiving homes,
- 2 peer homes,
- 1 urban prevention office
- 2 staff housing units.
- 1 rental office space in Kinoosao

These buildings accommodate the operation and administration of our programs and services in PBCN communities and in Prince Albert.

Operations Management is responsible for:

- Building Maintenance; ensuring that our offices and other facilities are well maintained. The goal is to provide a high standard of efficient operation and safety in our facilities.
- Project Management; overseeing all aspects of major and minor capital projects including new construction and building renovations. The goal is to ensure all aspects of the project cycle are completed effectively and efficiently.
- Communication and Technology; ensuring that an effective communication network is in place to connect all our offices and communities. The goal is to ensure reliable and current technology is in place to support effective communications and business practices.
- Vehicle Fleet; ensuring that the agency pool of vehicles meets the business needs of the organization. The goal is to efficiently operate and maintain the agency's vehicles.
- Purchasing; managing the purchasing process for the agency. Purchasing includes office furnishings, office supplies, insurance and vehicles. The goal is to provide high quality goods and services to the agency at the best price.

The agency complies with all PBCFSI policies, CARF standards and Saskatchewan Occupational Health and Safety regulations. Operations 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.

Buildings

Annual inspections are conducted in all our facilities to ensure that the buildings and equipment meet all safety, security and fire regulations. A regular maintenance program is in place ensuring repairs and renovations are completed as needed. This fiscal year the renovations, maintenance and repairs completed are listed below.

Front entrance security screens and doors at reception areas were installed at Pelican Narrows, Deschambault Lake, and Southend Child and Family Services offices to ensure the safety of the employees. Solid core doors were installed in the mentor's suites for security at the boy's and girl's Peer Homes in Prince Albert.

This fiscal year 200 gallon emergency water tanks were installed at all the facilities of Deschambault Lake, Southend and Pelican Narrows Receiving Homes, Deschambault Lake and Sandy Bay Family Wellness Centres and at the Pelican Narrows Group Home.

Renovations and repaired were conducted last summer and fall to all our buildings. Major repairs include replacing roofs at Pelican Narrows Group Home and Southend Receiving Home. Other repairs include patch and painting at the Pelican Narrows Receiving Home. PAGC conducted fire inspections in all our facilities including providing fire extinguisher training to all employees. Our main office had its annual sprinkler and fire alarm inspection. The inspections and repairs were to meet CARF standards and we passed the CARF survey in October/November of 2016.

Deschambault Lake and Southend CFS offices had fibre optic conduit installed to speed up the Internet process in their offices.

The road to the cultural camp was built in the winter of 2016/17 and completed in the spring of 2017. VCM Construction Company will move in their equipment and started construction in June 2017.

This fiscal year we did not have any major construction projects. During the last quarter of this fiscal year we looked at sites for the new planned cultural camp. The site for the cultural camp has been approved by the board and design concepts were discussed.

Operations cont'd

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 a multifunction copier. This year all computers were upgraded to windows 10. Ten new computer systems were rolled out to replace the oldest machines in the organization. We upgraded our internet security device that protects the network from internet attacks. The Southend CFS and Deschambault lake CFS offices have been upgraded to 3MB fiber. This fiscal year video conferencing has been added to the Southend CFS and Deschambault Lake CFS offices. The Foster Care department is now trained and using the Nucleus electronic client record (ECR) database. All forms for the prevention and resource management departments have been created in Nucleus. We worked with Nucleus to create new ECRs for the prevention and resource management departments. The new ECRs will be added in the first quarter of 2017/18. IT met all requirements for the CARF survey performed in November 2016.

Purchasing

PBCFSI provides centralized purchasing of office and janitorial supplies, furnishings, equipment, computers, telecommunications, security services, and insurance services for the CFS Offices and Facilities.

Agency Vehicles

The agency vehicles are used to transport clients and for agency business. PBCFSI ensures that the agency vehicles meet the business needs of the organization. All employees who operate the vehicles have annual review of their driving records and are insured to operate the vehicles. There are 26 vehicles in the fleet. These vehicles are distributed amongst our offices in the communities as listed.

Location	Program	Year	Make	Model
Prince Albert	Admin	2012	Toyota	Highlander
Prince Albert	Prevention	2012	Toyota	Highlander
Prince Albert	Admin	2012	Toyota	Highlander
Prince Albert	Admin	2014	Toyota	Highlander
Prince Albert	Admin	2014	Dodge	Ram Quad
Prince Albert	Admin	2015	Toyota	4Runner
Prince Albert	Admin	2013	Toyota	Highlander
Prince Albert	Resources	2016	Toyota	Highlander
Denare Beach	Prevention	2012	Toyota	Highlander
Deschambault Lake	CFS	2012	Toyota	Highlander
Deschambault Lake	Prevention	203	Toyota	Highlander
Kinoosao	Prevention	2008	Toyota	Highlander
Pelican Narrows	CFS	2013	Toyota	Highlander
Pelican Narrows	Prevention	2012	Toyota	Highlander
Sandy Bay	CFS	2013	Toyota	Highlander
Sandy Bay	CFS	2012	Toyota	Highlander
Southend	CFS	2012	Toyota	Highlander
Southend	Prevention	2013	Toyota	Highlander
Sturgeon Landing	Prevention	2012	Toyota	Highlander
Pelican Narrows	Group Home	2014	Ford	E350 SD Vam
Sandy Bay	Family Wellness Centre	2015	Toyota	Highlander
Deschambault Lake	Family Wellness Centre	2015	Toyota	Highlander
Pelican Narrows	Receiving Home	2014	Ford	E350 SD Van
Southend	Receiving Home	2014	Ford	E350 SD Van
Prince Albert	Boys Peer Home	2015	Toyota	Highlander
Prince Albert	Girls Peer Home	2015	Toyota	Highlander

Case Management

Allan Ballantyne, BISW ~ Program Manager

Peter Ballantyne Child & Family Services Inc. has completed another year of services in Child Protection. Working in child protection is not easy, especially for our staff since they have to work right in their home communities. Under these conditions they face many additional challenges, but nonetheless our staffs remain committed and continue to workk hard. At this time, I would like to thank each and every one of them for their contribution to agency's accomplishments. I am pleased to present the Program Manager 2016-2017 Annual Repor for Peter Ballantyne Child & Family Services Inc. (PBCFSI).

PBCFSI has sub-offices in the following communities: Deschambault Lake, Sandy Bay, Pelican Narrows, Sturgeon Landing, Southend, Denare Beach, and Kinoosao offering Protection, Foster Care, and Prevention Services. Provided in the following table is a brief description of each program and persons responsible.

Protection	Family Services	Foster Care	Prevention
Intake and investigations of reports of abuse/neglect on children. On-call for after hour services.	Caseworkers work with families according to each case plan: which are developed with parents.	Responsible tofind placement resources for children in care. To train and recruit foster parents.	Resource for Family Service Worker to utlilze for families involved in both Protection and Family Services.
Deschambault Lake CFS Office ~ Jason Begg, Supervisor Pelican Narrows CFS Office ~ Alvina Charles, Supervisor Southend & Kinoosao CFS Office ~ Maryann Jobb-Morin Denare Beach, Sturgeon Landing, & Sandy Bay ~ Tar Bridges, Supervisor Prince Albert support staff ~ Linda Clarke			

Case Load Overview

PBCFSI at one point had 194 children in care. Further more; the 194 that have status with the agency 56 of them are at home with their parents and are working with prevention. Ultimately this data traslates to having 135 children in "out of home care"services. The following table illustrates the total number of children in care and below it is a description or each status (order) according to *The Child & Family Services Act.* Lastly the total number of chidren

Case Management cont'd

Total # of Children in Care by Legal Status by Community

Legal Status	Deschambault Lake	Pelican Narrows	Southend	Sandy Bay Denare Beach Sturgeon Landing	Prince Albert assisting staff	Total by Legal Status
Parental Services Agreements	13	17	7	0	0	**47**
Voluntary Agreement	17	22	1	7	3	**20**
Voluntary Agreement over 16	0	1	0	0	0	**17**
Apprehension	0	6	0	2	1	**6**
Person of Sufficient Interest	4	0	0	2	2	**12**
Temporary Ward	0	0	3	0	0	**1**
Permanent Ward	0	0	0	0	2	**47**
Long Term Ward	13	15	15	2	26	**1**
Extension of Support	0	0	0	0	2	**14**
Interim Order	1	4	3	3	0	**2**
Total by Community	**48**	**65**	**29**	**16**	36	**167**

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 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.
Section 35 Interim Order: the court adjourns a protection hearing and makes an interim order based on the best interests of the child.

Considering our population of 0-18yrs for Peter Ballantyne Cree Nation, it is at 4,274 and 135 of these children/youth are in 'out of home' placements which means 3.15% of our population. Fortunately, this number is low since we serve such a large population. We attribute this decrease to the following factors:

- Prevention Services
- Family Wellness Center Programs
- Case Reviews
- Parents taking the initiative to develop and follow their case plans.

Staff also did an excellent job ensuring case management was in line with policies and The Child & Family Services Act. To validate, our last file audit, which was conducted by the Ministry of Social Services in January 2016, proved positive results. Improving our Case Management department is always important at PBCFSI and our strategic plan reflects that, I am pleased to say that we met our targets of decreasing our numbers for children in care. Providing assistance to all communities via, transports, courtesy visits, and case management, our community support staff in Prince Albert also contributed to our program achievement, thank you.

Training and Development

The PBCFSI strategic plan highlights the importance of training and development for staff; this year we met our objective by providing training and support for staff. Essential in effective case management the following was offered to staff:

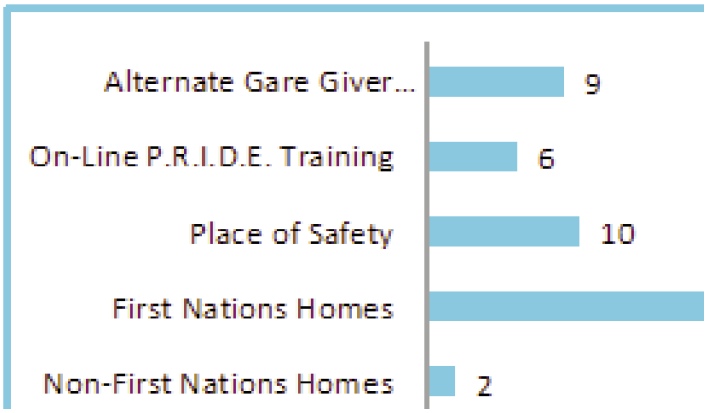
Type of Training	Purpose/Outcome	Provided
Module Core Training by Ministry of Social Services (MSS)	Teaches staff about Policy and Procedures surrounding Case Management. Extensive. 5 modules in total, 1 module is 1 week in length.	All Child Protection, Family Services, and On-call workers.
Structured 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)	Teaches staff about OHS and incorporating into policies to ensure safety for staff and persons served.	Supervisors 1 staff representative (nominated by other staff)
CPI-Nonviolent Crisis Intervention	Teaches staff to respond to acting out behavior using techniques to avoid a situation from getting out of hand.	Allan Ballantyne CPI certified trainer
ASSIST - Suicide Intervention	Teaches staff to respond to persons at risk of suicide, they learn to recognize the signs and are taught to safety plan with those individuals.	Allan Ballantyne CPI certified trainer

Case Management cont'd

Furthermore, the management team has also identified successors and provided hands on training and experience allowing for further skill development. Supporting our staff through training strengthens our service delivery as stressed in our strategic goals.

Foster Care

Enhance Service Delivery Capacity throughout our Communities is another target the agency works hard to achieve. This involves improving our Foster Care resources through training and recruitment. Crystal Michel supervises the foster care workers in each community to ensure program is maintained. Provided below is a summary of resources and highlights for Foster Care:



There were 27 foster homes in this fiscal year, 1 home was closed due to allegations substantiated by investigation and CIC discloser.

In the 12th Annual Empowering Caregiver's conference 24 foster parents attended the conference and all reported that they enjoyed the workshops, entertainment as well as the Banquet. There was recognition of 20 Years of service in Fostering for PBCFSI awarded to foster parents by the Executive director at the Banquet.

There are five prospective foster parents taking online PRIDE Training and I will be starting the Mutual Family Assessment process, conducting criminal record checks, child abuse registry check, also orientating to foster parents on the relationships, roles and responsibilities of the Agency as it relates to Child & Family Services Act.

Our Foster Care department continues to develop its program to ensure efficiency in all areas; this involves improving administration, policy, and work flow processes.

The Program Manager works closely with the department as a support and to ensure program is align with policy. Foster Care has worked hard this year and our resource success belongs to the staff and our current Foster Parents; at this time I want to acknowledge and thank them for their compassion and care for our children, you are definitely a valuable asset to our agency.

Highlights

- PBCFSI offered the least intrusive measures and maintained the family unit by offering the Family Wellness Centers services.
- Able to place children with First Nations caregivers and/or Extended family.
- Able to keep children in their home communities
- The majority of our Foster homes are First Nations
- Zero recommendations from CARF

Challenges

- Recruitment of foster homes in our PBCN communities remains a challenge due to the shortage of housing.
- Majority of Protection matters involve neglect where poverty and substance abuse were reported as contributing factors.
- Lack of specialized services in our PBCN communities such as child psychologists and counselors
- Lack of Resource facilities in the communities for long term care.

PBCFSI Values	Looking Ahead
~ Respect ~ Kistithitamowin ~ Teamwork ~ Mamawi Atoskiwin ~Good Child Rearing ~ Mitho Opikyawasowin ~Strength ~ Solatisiwin	~ Developing in-house training modules specific for PBCFSI staff ~ Buiding resource facilities in our communities to address placement needs for our long term care. ~ Providing more training for staff to attain better skills. ~ Establish a Cultural Resource Center.

This past year has been both rewarding and challenging as is the nature of child welfare, once again we are certified by CARF international for another three years with no recommendations, we've learned that success comes from a strong foundation of values; having Respect for everyone, Teamwork to help one another, promoting Good Child Rearing, having Strength to give our best efforts, and upholding Kinship- Belonging. These values have guided our staff, Board of Directors, Chief and Council, to provide the best services to our members, thank you to everyone for their commitment and compassion. Our PBCN members also added to our success by supporting our staff and programs, thank you. We look forward to another year of serving our communities.

PBCFSI makes every effort to maintain a high standard of care which includes maintaining CARF standards and following The Child and Family Services Act. PBCFSI strives to meet the needs of children in child protection by assisting families in planning positive outcomes for their future. This involves focusing on careful case planning, case reviews and case conferencing to ensure the needs of children and families are met.

Protection Services & Family Services

The number of children in care is holding steady, however the current trend has been lower numbers of children coming into care, and year after year we have witnessed a significant decrease in new intakes. Currently, less than 4% of the total population of PBCN children between the ages 0 - 18 is in care. The total number of children that currently have status with the Agency is 167. This number includes the Section 5 (Parental Service Agreements). It is important to highlight that out of the 191 children, 46 have PSA agreements which means 46 children are at home with their parents utilizing the prevention program, while the other 121 children are in out of home care.

Three years ago we had 177 children in care at year end, the following year, we had 167, and today we have 167. Since 2014, the Agency has discharged and reunified at total of 88 children back to their families and communities. This year alone, 17 children were returned to their family which indicates parents are completing their case plans and utilizing the prevention program.

The table below examines active Persons Served within the report date range, locates the most recent Placement and Status entry and organizes it by Children in Care Status

Status of Children in Care		
Section 9	Agreement for residental services	13
Section 17	Child Apprehended	19
Section 17 (4) (b)	Child apprehended - Application to court	12
Section 37 (1c)	Temporary ward up to 6 months	6
Section 37 (2)	Permanent Ward of Agency	2
Section 37 (3)	Long term ward of Agency	55
Section 56	Extension to support after age 18	4
PSI	Person o f Suffiient Interest - Alternate Care Giver	10
Section 5	Parental Services Agreement - Services to Families	46
Total		167

Achievements

This past year, the Agency has continued to successfully implement the Structured Decision Making (SDM) Model the agency continues to train staff and supervisors to comply with the requirements to meet with the working knowledge of the model. The introduction, implementation, and widespread use of the Structured Decision Making (SDM) system over the past year have transformed our approach to case management. Today, SDM is the uniting concept relied upon by our department of Children and Families services. The model assists Child Protection Workers, Family Services Workers from intake to discharges, legal services, case managers. We no longer need to rely on hunches—SDM puts science on our side when making critical calls in the life of a child. The return on the SDM investment in our agency cannot be easily measured. It is priceless.

The introduction of the SDM model as part of the case management system has provided support to our workers who assist families where a variety of protection concerns exist. SDM provides workers with assessment tools to guide them through the decision making process in regarding the clients they serve and allows them to make more positive and accurate decisions in case management. SDM assists workers in determining the level of risks the child has in their home. The SDM model also improves and strengthens their skills, abilities and critical thinking which help a great deal in working with families and their safety networks. The Agency strives toward the understanding of how our case management evolution is making a difference for our families, as we see significant evidence that the SDM Model is now securely apart of working with families.

With the implementation of the database system Nucleus Labs it has aided and supported case management, foster care. This initiative will centralize all client records in a consistent and accurate reporting format, simplify the workflow and provide instant access to needed information. Staff is continuing to utilize and gain an in depth knowledge and process of Nucleus Labs Data base system. IT personal have been training and supporting to the front line workers to become more knowledgeable with the program. The Case management team continues to expand and practice their skills to strengthen and improve service and delivery.

Case Management cont'd

The Agency continues to work in partnership with the Interagency Committee to strengthen case management and to help design and deliver programming. Collaborative community partnerships support the Agency's efforts to keep children safe. Such community efforts include: prevention services, family conferences, youth conferences, cultural programming which provide awareness on anti-bullying, alcohol and drugs, domestic violence, lateral violence, and healthy choices. Significant effort at the community level to identify those families who are at acute risk and to coordinate and strengthen the community response for those families continues to be our focus. The hope is to provide much needed support systems to prevent issues from deteriorating further where children are in need of protection.

The Ministry Of Social Services conducted a file audit reviewing a total of 120 files; 59 child files, 34 parent files and 28 resource files. From this file audit, strengths and recommendations were well received in regard to the Agency's Case Management practices.

The Agency continues to strive towards placing our children in homesof extended family or PBCN band members. It is our goal to place children in foster homes that are of aboriginal ancestry and are sensitive to the needs of those children.

A positive achievement to report is that 100% of the children in care in Sandy Bay and Denare Beach are placed within their own communities. Kinship is a very important part of our Cree culture and taking care of our extended family is rooted in our tradition. A child who stays within their community around family results in positive outcomes which benefit the families and children throughout their lives.

A high number of children are placed in our facilities operated by PBCFSI. This includes offering the services of the Family Wellness Centers which is less intrusive and maintains family unity. The Family Wellness Centers provided services to 19 families and 61 children this past year.

Southend Receiving Home	8
Pelican Receiving Home	8
Deschambault Lake Family Wellness Centre	3
Sandy Bay Family Wellness Centre	2
Pelican Narrows Group Home	6
PA Peer Homes	6
Ranch Ehrlo	11
PAGCCCEC	12
Eagles Nest	9
PBCFSI Foster Homes (including alternate)	74
AWOL	8
Other (4D, youth correctional)	1
Total number of children in care (out of home services)	148
Total number of PSA Care (in home services)	20
Grand Total of children having status (in care)	167

Foster Care

Enhanced service delivery capacity throughout our communities is a target the Agency works hard to achieve which involves improving our foster care resources through training and recruitment. The Agency assists our caregivers through monthly meetings to review policy updates, provide educational workshops, and to interact with other caregivers within the community.

Throughout the year, foster parents have the opportunity to attend various events such as the Christmas foster parent appreciation dinner, the annual PBCFSI conference, and the annual Caregiver's conference. Every foster parent who actively participates in the foster care events, ongoing training, including the day-to–day care is giving a child a sense of kinship and belonging that will greatly benefit their future.

PBCFSI has over 38 PBCFSI foster homes which accommodate the majority of our children in care. Of these homes, 41 are First Nation caregivers. The Agency continues to recruit new foster homes and train foster parents with the Pride Pre-service Training Program.

The Foster Care Supervisor ensures that the Foster Care Workers are maintaining contact with the foster parents ensuring that superior care is being provided to our children.

Foster Parents

Foster parents have been providing care for children since PBCFSI opened its doors in 1995 and some of these foster parents are still actively providing care to our children. These foster parents are respected role models in their communities as they provide children a safe, healthy and culturally based home environment. PBCFSI philosophy is to promote the preservation of the family unit and its cultural identity by keeping our children in our communities. Foster parents within the communities provide a sense of identity to develop the child's self-esteem. This includes teaching children the Wood Land Cree Culture and Cree language. They follow the preservation of the family philosophy throughout their years of service to the Agency.

PBFSI is grateful to also have therapeutic foster parents who specialize in caring for children with special needs such as medical, disabilities, and behavioral. The commitment of these parents to the children is greatly recognized as one of most positive strengths in the Agency's foster care program.

PBFSI continues to maintain positive relationships with our foster parents and encourage others to consider providing a safe home for our children.

	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total
Total new children placed in Foster Care this period	14	12	8	12	46
Total children moved to another Foster Care this period	2	10	5	19	36
Total moves that were unplanned (i.e the result of a placement bread-kown	0	8	6	8	22
Number of new children or moved children places in home with at least one First Nations caregiver	6	11	5	13	13
Number of homes visits by Foster Care Worker	74	65	56	69	264
Number of alternate caregiver home studies	3	2	2	4	11
Number of PRIDE Pre Services Training	0	0	0	0	0
Number of approved homes at the beginning of this month	38	33	33	30	38
+ (add) Number of new approved homes this month	0	0	0	3	3
- (subtract) Number of homes discontinuing services this month	0	0	1	0	1
Number of approval homes at the end of the month	38	33	32	33	38
Number of support meetings	11	8	7	10	36
Number of Annual Foster Home Reviews	9	4	5	4	22
Number of Foster Home Investigations	0	1	1	0	2
Number of Foster Parent Respite	1	0	0	0	1
Number of children places in off reserve foster homes	24	23	23	24	24
Number of children palced in on reserve foster homes	48	33	33	33	48
Total number of children placed in PBCFSI approved foster homes	72	55	56	57	72

Case Management cont'd

Family Finders

PBCFSI maintains a collaborative partnership with the Ministry of Social Services. There are children from Peter Ballantyne that are in the care of MSS, in which the Agency receives updates frequently either through court or annual ward reviews conducted and set up by the Ministry.

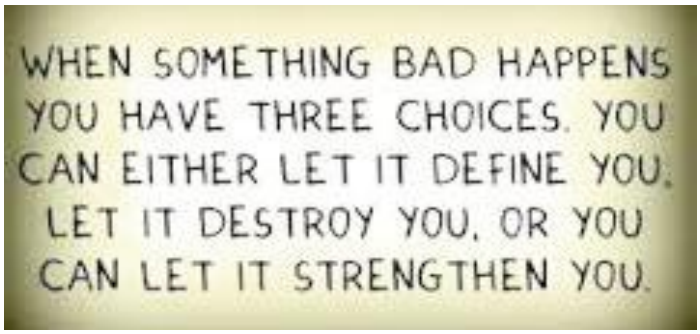
Court reports continue to be forwarded by the Ministry and our staff has been efficient in attending court on these matters every Monday. A report is completed on a regular basis as to the progress of court, as well as how we can assist and advocate for the urban clients that are undergoing the court process with the Ministry of Social Services. (See table

	1st	2nd	3rd	4th	Total
Number of Referral to Family Finders from MSS	1	2	3	6	23
Number of Homes Assessments completed for MSS	1	0	2	1	4
Number of Homes Assessments in Prograss	0	1	0	0	1
Number of Searches in Progress	0	1	4	5	10
Number of Children connected to Family	1	2	0	3	6

The Family Finders program is to help children be placed with family, extended family or within their community. It is important for PBCN memebers to remain connected to family, culture and community. The Family Finders roll is very important we talk with the parents to see if there is any possible family members that can care for the children while the parents are unable to. If the parents are unable to identify any possible caregivers, PBCFS tries to find a placment within the same community so the child will have some stability such as same school, friends and access to regular family visits. However if a placement within the community cannot be found the Family Finder will request their home reserve to explore any possible caregivers. Children placed with extended family or in their community have a greater chance at maintaining their connection to family and have a stronger sense of self.

PBCFSI and MSS has started to meet monthly in order to develop a closer working relationship. The workers review current home assessments, family searches and any outstanding assessments. The meetings have also addressed: updated information pertaining to searches, identify current requests and the sharing of information.

Some areas of concern are parents not being informed and ensuring they undestand the court orders. MSS has been experiancing many challenges in reqruitment so the front line workers are being swamped and are not able to return or responding to emails promptly regarding family searches.



Deschambault Lake ~ Supervisor Jason Begg

The annual report will refer to our strengths in the Deschambault Lake Office with regards to the community we serve.

Throughout this past Fiscal Year our office has been committed to bettering the community through fresh eyes and new perspectives. We have taken ideas from training that allows us to see new ways at looking at situations that in the past we may have viewed through a limited scope. This new way of doing things will allow us to succeed in other cases in the coming new fiscal year.

During this year we have witnessed our children in care numbers lower then past years, however there was a spike in the last quarter that increased more than the previous three quarters. This spike is of concern as this the trend in past years; the fact is that the numbers will increase and decrease continuously. Furthermore, the increase was due to larger families voluntarily working with the Agency under PSA agreements. The major number we want to look at and continuously decrease is the numbers of long term wards. This number has dropped in this fiscal year and will hopefully continue to decrease. We continue to be innovative when working with families with the best interest of the children at the forefront.

Status of Children in Care		
Section 5	Parental Services Agreement - Services to Families	17
PSI	Person of Sufficient Interest - Alternate Care Giver	6
Section 17	Child Apprehended	13
Section 37 (3)	Long term ward of Agency	3
Section 37 (1c)	Termporary ward up to 6 months	2
Total of CIC under The Child and Family Services Act		41

Our Staff has remained relatively the same throughout the past year, with very little change.

Staff as Follows:

Bernice Sewap - Child Protection Worker, Guy Collette - Child Protection Worker, Wayne Ballantyne - Family Service Worker, Donna Beatty - Prevention Worker, Cheryl Eninew - Receptionist , Jason Begg - Program Supervisor and Kelly Ballantyne - On Call Worker.

The staff here has worked alongside each other for long enough that one knows when to reach out, or assist another in the day to day rigor of case work. We have come to look upon each other as team members with one common goal and that is to serve our clients as instructed by our processes. The best indicators that our team is working in unison are that laughter can often be heard from the offices throughout the day.

This fiscal year, PBCFSI received 190 referrals and were able to redirect 72 of these referrals the Prevention Program. By the increasing number of Parental Service Agreements (PSAs) over the years, more and more parents and families are participating in PBCFSI's prevention programs.

Case Management cont'd

Pelican Narrows ~ Supervisor Alvina Charles

Every year we summarize our highlights and achievements that we have accomplished throughout the year. I like to take this opportunity to thank my co-workers in the Pelican office for their hard work over the year, also would like to thank our manager and Executive Director for their support.

CHILD PROTECTION /FAMILY SERVICES:

We are guided by the by the vision and mission statements in delivering the protection services while using the Saskatchewan Child & Family Services Act.

Once again our PBCFSI agency has the CARF accreditation, for another 3 years which is the standardization and alignment of the Child & Family programs has benefited the agency and the people served. This arrangement defines the roles and responsibilities of the protection and prevention services and allows a positive working relationship between the agency, the workers and the people served. The agency continuous to provide the child protection mandated by using extended family placements if possible to keep the children safe and well taken care of.

The SDM (Structured Decision Making) provides the workers with assessment tools to guide them through the decisions made for the people served. SDM will also guide the workers to decide the level of risks the child has in their home. Throughout the year we have had 124 children in care and so far we have referred 55 children along with their parents to prevention services they completed their Section 5 (Parental Services Agreement) including their case plan. With the SDM tools there are more positive decisions for case management workers and it also prevents children from in care and has been referred to prevention services which allow the child to remain at home with their parents while they work prevention workers.

Status of Children in Care		
Section 37 (3)	Long term ward of Agency	25
Section 5	Parental Services Agreement - Services to Families	15
Section 9	Agreement for Residential Services	2
Section 17	Child Apprehended	3
Section 17 (4) (b)	Child Apprehended - Application to court	12
PSI	Person of Sufficient Interest - Alternate Care Giver	2
Total of CIC under The Child and Family Services Act		59

This past year the agency has provided training and the decision making tools to guide the case management staff. Some training that we have had so far is as follows SDM, ASSIST, First Aid and CPR.
In closing, the agency acknowledges our community in helping us maintains our vision: "SAFE AND HAPPY CHILDREN IN HEALTHY FAMILIES AND VIBRANT COMMUNITIES." We are happy to share our accomplishment and with the support of the community resources the reunification of families was possible.

Southend ~ Supervisor, Maryann Jobb-Morin

Child Protection and Family Services

We had a total of 53 children in care under the child/family services act in 2016/2017 fiscal year.

In comparison of 2015-2016 the total number of children in care was 46 whereas 2016-2017 was a total of 53 which shows an increase in children coming into care.

The majority of the referrals we received involved alcohol substance use.

Foster Care

We continue to utilize PRIDE trained homes and alternate caregivers within our communities. There is a challenge in opening new homes due to lack of housing. However, we do look at immediate family as a resource when a child/ren are in need of protection and have to be removed from their home. We have had a total of five (5) PRIDE trained homes and five (5) alternate care homes. We continue to support our caregivers through monthly support meetings in reviewing policy updates, workshops, and mostly to socialize with other caregivers within the community.

Training

We had a staff of nine (9) and trained in areas of CPR/First Aide, CPI, Triple "P", core module training, Fem Power, Safe Talk and Janitorial training.

Status of Children in Care		
Section 37 (3)	Long term ward of Agency	12
Section 5	Parental Services Agreement - Services to Families	11
Section 56	Extension to support after age 18	1
Section 17	Child Apprehended	3
Sectopm 9	Agreement for residential services	3
Section 37 (1c)	Temporary ward up to 6 months	4
Total of CIC under The Child and Family Services Act		34

Sandy Bay/Denare Beach/Sturgeon Landing

Supervisor Tara Bridges

Tansi, as usual we are busy with day to day tasks to ensure quality services for our families to ensure our families are served in their best interests; in a culturally sensitive manner, with the needs of our community children our highest priority. Staff is committed to the care, planning and reunification of families, our team goal is to assist families just enough to make child safety their biggest concern and that they recognize the unnecessary risks and eliminate them as much as possible.

CHILD PROTECTION/FAMILY SERVICES

Over the past year case workers have had 43 visits with parents, and 44 home visits to children in care. Consistently meeting current standards for CARF and MSS for open files in all three communities; we are pleased to have met requirements in the past year for audits completed on our files. We have had a total of 19 open files in the past year.

During the year we have reunited one family, as well as have celebrated one family who did not return to care after 12 months. Referrals were mainly due to alcohol substance abuse contributing to neglect and family violence.

Workers assisted in keeping 9 families and 27 children from coming into care either by utilizing a PSA agreement or referring to other agencies to best suit their needs, Workers also have also received self-referrals to FWC which is something that rarely occurs; but nonetheless, this is a positive step in the right direction.

Status of Children in Care		
Section 9	Agreement for Residential Services	7
Section 37 (3)	Long term ward of Agency	2
PSI	Person of Sufficient Interest - Alternate Care Giver	2
Section 5	Parental Services Agreement - Services to Families	3
Total of CIC under The Child and Family Services Act		14

Case Management cont'd

Prince Albert ~ Supervisor, Linda Clarke

The Prince Albert office has a total of 20 files. 13 children in care files and 1 parent file from Pelican Narrows PBCFSI office and 6 children in care files from the Deschambeault Lake PBCFSI office. Prince Albert staff work with children in care with the status of long term ward, permanent ward, PSI and extension of support agreement.

Majority of the files that we carry out of this office are youth that were referred to group homes such as PAGC-CCEC, Eagles Nest, and Ranch Ehrlo. There are a few younger children that we have in foster homes with permanent placement plans. The case files we manage are with the placements being in and around the Prince Albert area.

There is 1 full time Child and Family Service worker for the Prince Albert office and 1 half time Child and Family Service worker. The caseworker positions began in 2011 with the workers holding 15+ caseload averages every year. Both staff also spends a lot of their time as support workers for the PBCFSI sub-offices by doing courtesy child in care face to face visits, home visits, monitoring, case reviews, intakes, transports, phone calls, referrals and file paper work.

Training

Both caseworkers did not receive any training this fiscal year but did take CPR/First Aide training. Both workers have requested to have training that deals with working with youth that have behaviour issues and addiction issues. I hope to see more training for front line workers in the near future.

Protection

The Prince Albert staffs receive referrals for the PBCN reserve Kiskatchewan. There have been no apprehensions this fiscal year. Other referrals received were courtesy from PBCN reserve offices that had to do with the maternity ward/mental health at the Victoria Hospital in Prince Albert.

Status of Children in Care		
Section 9	Agreement for residential services	1
Section 37 (3)	Long term ward of Agency	13
Section 56	Extension to support after age 18	3
Section 37 (2)	Permanent Ward of Agency	2
Total of CIC under The Child and Family Services Act		19

Challenges

~ Lack of resources/placements for youth ages 14+ on and off reserve
~ Youth with addictions
~ No parental contact
` Setting home visit with family and other relatives
~ Focusing too much on courtesy work and falling behind on your own case load
~ Courtesy face/face, intakes, referrals – lack of child info and answers make these 3 areas of courtesy work challenging
~ Lack of training for front line staff
~ Having reserves offices do courtesy for us is very difficult
~ Parents/case managers/ group home workers calling us for answers when the cic they are referring to is not on our caseload

The number of care has not changed due to working with children in care that are long term wards. We continue to provide support to communities on many fronts as it pertains to case management. We are expecting to attain more files from the communities for youths who want to attend school in PA and also find employment opportunities.

Prevention

Melissa Beatty, MNGD ~ Resource Program Manager

What is Prevention?

The Prevention Program has two components: one-on-one case management for all referrals (in depth and according to needs assessments) and the community based program (prevention programs available to all community members). Both components focus on promoting wellness and offer the opportunity for holistic healing and learning different skills and encourage community and family relationships. We have Prevention staff in all of our communities; Deschambault Lake, Pelican Narrows, Southend, Kinosao, Sandy Bay, Denare Beach, Sturgeon Landing, and Urban Prince Albert.

Peter Ballantyne Child & Family Services Inc. Prevention has completed another year of services and I am pleased to highlight the program's achievements for the 2016-17 year. We are able to celebrate our accomplishments because of all the hard work and commitment from our Prevention staff, Management Team, Board of Directors and Chief and Council, thank you to everyone for their dedication to promoting wellness in our communities.

Case Management

All Prevention staff carries case files for all referrals received from Protection Services; each parent receiving prevention services has their own case plans. These plans are determined from strength & needs assessments, self-assessments, and Prevention staff works closely with the parents encouraging them to continue with their successes. Providing one-on-one services and aligning resources that target their needs, 78 parents were able to receive Prevention Services. Last year we saw 47 parents utilize prevention; an increase is a good thing because it means they are not in Child Protection but rather choosing to utilize Prevention. Ultimately, these families were able to stay together and work collectively to personal wellness and this is our goal in prevention.

PA Urban Preventative Centre

The PA Urban Preventative Centre was developed to provide preventative services for children, youth and families who are receiving services from the Ministry of Social Services and to the general off reserve population residing in the Prince Albert area. For this year, we provided services for 154 families and 126 children. Utilizing the Triple P Parenting program the Urban Prevention also incorporated Triple P Primary Care Teen, FemPower for young mothers, along with information sessions on common parenting issues. Urban Prevention also delivered services to our children in care within Prince Albert; youth residing at Prince Albert Grand Council Child Care Education Center and our Peer Homes.

Programs offered in Case Management and Community

Various programs are held in each community such as, girl power, fem power, 2B Boys, and parenting programs, just to name a few. Our programs are culturally appropriate and encourage community and family relationships. Highlighted are programs/activities that were provided for the 2016-17 year.

With an array of Prevention services now available, our most valuable resource that continues to be a vital asset for our programs is our Elders and I would like to take this opportunity to thank them for their wisdom, knowledge, and continued support.

Moving Forward

Enhancing prevention services through Culture is the focus of this year's strategic direction, with that I am excited to report that our Prevention Program has funded the building of the PBCFSI Cultural Center. Scheduled to be completed fall of 2017, the Center is located between Bloomfield's Resort and Ballantyne Bay Resort on PBCN treaty land. This is an exciting time for our communities because this new program will allow PBCFSI to bring local community members to teach our children and families our culture. Further, all communities will be able to access this program through PBCFSI Prevention; it is truly another monumental achievement for PBCFSI and we look forward to serving our communities.

Finally, I would like to acknowledge the staff for their hard work and commitment; your role plays a vital part in the agency's achievements, thank you. Our Prevention program will continue to support wellness; guided by the PBCFSI's Mission "Working with communities to support and empower our children, youth and families through positive programs and effective services." and we look forward to another year of serving our communities. Tiniki.

Prevention cont'd

Activities	Events	Support	Provided	Data
Youth groups	Girl Power 2BBoys Self-Awareness Bullying Self-Esteem Seasonal Safety Fire Prevention Money Management Team Work Arts/Crafts Kindness Workshop	Encouraged positive attitudes by providing different healthy educational sessions.	All communities	2,443 participants in youth programs 2,177 participants
Community Wellness	Clients, Youth sports donation, Hot lunch/breakfast school programs, Youth center equipment donations, culture camps, Graduations	Prevent children coming into care and promoting healthy lifestyles	All communities	$72,579.00 was provided to support community programs.
Community Interagency	Christmas activities Treaty Day Drug & Alcohol awareness Youth sports donations Community clean-up Canada Day Hot lunch/breakfast school programs Youth conference Family conference Festivals National Child Day Aboriginal Shield Program Woodland Cree Gathering	Encouraged healthy community and family relationships.	All communities	6,373 participants Last year: 6,758 participants
Triple P (Positive Parenting Program)	Teaching families healthy positive parenting strategies	Promoting Positive Parenting and prevention	All communities	154 families served
Parent programs	Mother's & Father's Day events Quality Time Family Walk Life Skills Parenting Tips Self-Care Arts/Crafts Praising your Child Family Violence Coping with Stress Elders Teachings	Assisted families to learn healthy parenting strategies and skills	All communities	3,044 participants Last year: 1868 participants

Total of **12,014** Participants attended the different Prevention Programs

Resource Facilities

Melissa Beatty, MNGD ~ Resource Program Manager

Did you know?

PBCFSI has 8 Resource Facilities: Pelican Narrows Group Home, Deschambault Lake and Sandy Bay Family Wellness Centers, Deschambault, Southend and Pelican Narrows Receiving Homes, and 2 Peer Homes in Prince Albert. Because of our facilities, we were able to keep our children in our communities instead of having them away from their familiar surroundings.

Did you know?

Majority of staff employed at our facilities are PBCN members and this means that our own people are providing quality care to our children.

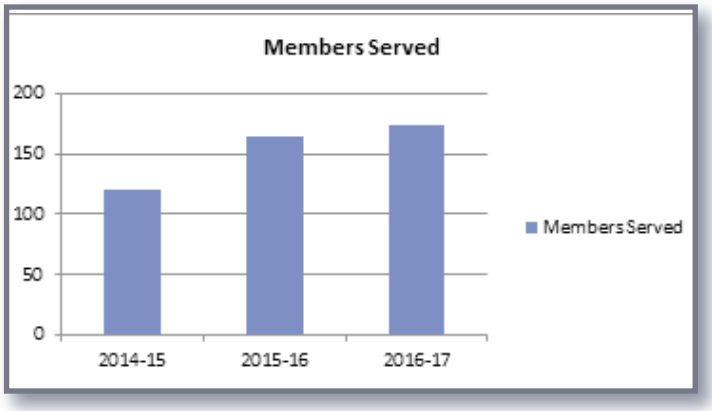
Staff successfully delivered services to our communities, guided by the PBCFSI strategic plan of 'supporting our children, youth, and parents to work towards healthier lifestyles', our team had another successful year of operations. As the Resource Program Manager I am pleased to present the 2016-17 Annual report for our Resource Facilities. Provided below is a brief description of each Resource Facility Program:

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

Our Resource facilities delivered services to 174 members; this means that PBCFSI provided the opportunity for 21 families to be reunited with their children, and 153 children to remain in their communities. Utilizing our local community resources, various other activities facilitating program goals were also provided. Our most valuable resources that continue to assist our programs are our Elders and I would like to take this opportunity to thank them for their wisdom, knowledge, and continued support.

Did you know?

Our Executive Director successfully advocated for our children; it took over 15 years and on February 1, 2017 PBCFSI finally received a per diem increase from $250.00 per day to $557.00 per child.



Revenue

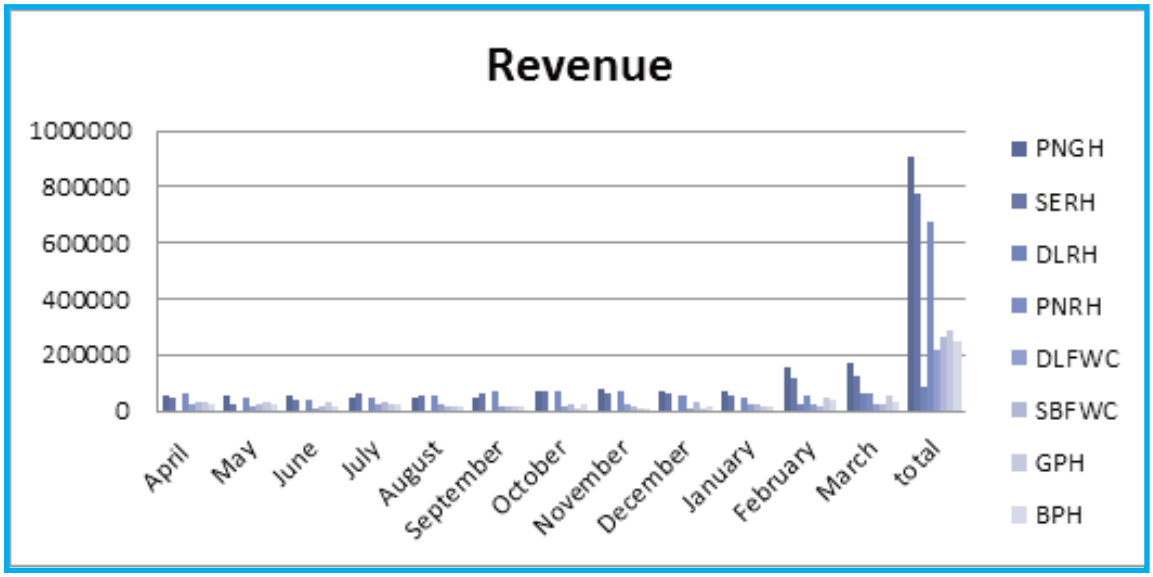
Operating our facilities is solely dependent on a per diem we receive per child, the rate of $250.00 a day was expected to cover all costs related to the operations, this may include: training, salary, insurance, maintenance, food, gas, clothing, youth allowance, and youth trips, vehicles, etc. However, thanks to the diligent work from the agency and pushing for a per diem increase from INAC the new rate of $557.00 per day was provided to PBCFSI on February 1, 2017.

Did you know?

PBCFSI Resource facilities successfully passed accreditation with no recommendations! This means staff work hard to ensure they provide a safe, nurturing, and supportive living environment for children, youth, and families.

Resource Facilities cont'd

The following chart illustrates the total revenue for all 8 facilities for Peter Ballantyne Child & Family Services Inc. Total for all facilities was at $3,470,282.00 which is an increase from last year's revenue that was at $3,174,750.00.



How our programming helps us achive our goals

Resource facilities offer the opportunity for life and social skills development through our programs. Our programs are individual based, culturally appropriate and encourages community and family relationships. Highlighted are programs/activities that were provided for the 2016-17 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

Resource Facilities cont'd

Achievements

- Deschambault Lake Receiving Home was open February 2017.
- Our Family Wellness Centers continue to be a distinctive service in Canada, providing parents the opportunity to stay together as a family unit as they work towards healthier lifestyles. Our FWC's provided services to 21 parents and 63 children this year.
- Maintaining our CARF standards; our resource facilities are approved and internationally recognized as maintaining the highest standards of care (CARF). Resource Facilities had no recommendations when audited by the CARF team, which looked at 3 years of records.
- 153 children remained in our community facilities
- Resource facilities employs PBCN members

Success and growth was made possible because of tireless efforts from all of our staff, Elders, PBCFSI Board of Directors, and Chief and Council. I would also like to acknowledge our community members for their continued support to our programs, without you success would not be recognized. Last but not least, thank you to our families for taking care of us, without you our work would not be possible.

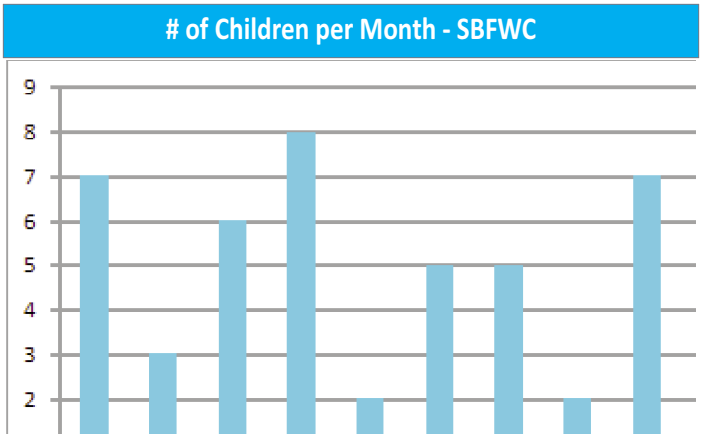
Family Wellness Centres

The Family Wellness Centres continues to be a distinctive services in Canada, providing parentes the opportunity to stay together as a family unit as they work towards healthier lifestyles. The FWC provided services to 21 parents and 63 children this year.

Sandy Bay Family Wellness Centre (SBFWC)

Supervisor, June McCallum, BA

This year we provided services to 11 families with a total of 34 children.



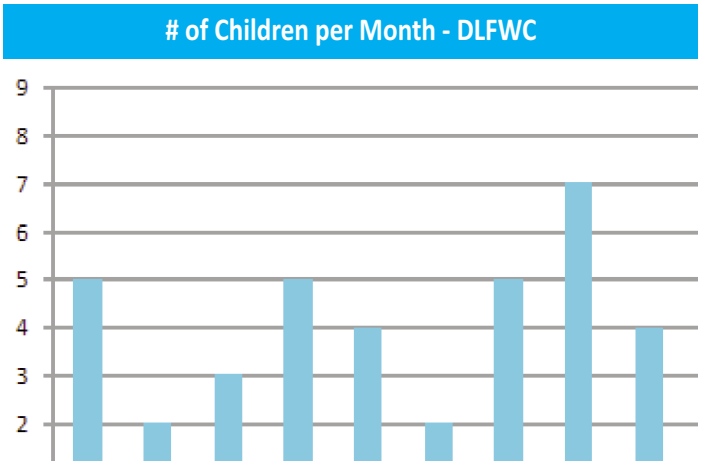
As the SBFWC Supervisor I am responsible for maintaining the operations of our facility and improving our services through implementation of new programs, teaching and educating families in living healthy life styles.

The SBFWC staff and the SBCFS work collaboratively sharing case plans and maintaining Case Management for each family entering the center. The new form structure has been a challenge and also it is very helpful when working with clients. We are able to identify and recognize the services needed for each client and strive to implement new programs to fit each unique family. Some of families come in with cultural backgrounds and enjoy going to sweat lodges where in other family dynamics they enjoy attending Church or praying/Meditating in their own way. We structure our programs in respect to our First Nations Medicine Wheel Holistic approach. The SBFWC use the holistic model which is the emotional, physical, mental, and spiritual well-being of our families. We provide resources and support within the SBFWC and outside services are always such a great help in all areas, a big thank you to all the organizations in Sandy Bay for working with us and providing effective services and programs to our families.

Many families are utilizing the skills offered as they continue to practice what has been taught to them. It gives us a great sense of accomplishment when a family leaves with confidence and hope; it's then we know we are making a difference. Weekly staff meetings are a must to ensure staff needs are met as it is very important for effective work and communication. At these meetings we all contribute one way or another when it comes to teaching, consulting, counseling, advising, and supervising and ensuring the needs of the family are addressed. All the new changes that we have implemented into our daily duties arevery effective. Passing accreditation without recommendations proves that staff carried out their work successfully; however success can be also be attributed to the support provided from the agency.

Deschambault Lake Family Wellness Center (DLFWC)

Supervisor Barbara Ballantyne



We have had a busy year with our clients and moving facilities. Our move was a big change that required a lot of hard work from staff, but it was a good change. We have moved the program to the CFS duplex and vacated the large building for the new Receiving Home. Since the move, our clients' feel more at home than they did before, clients find it easier to fall into the routine and children to adapt to surroundings. I applaud the Deschambault Lake Wellness Center's staff for all of their hard work, dedication to their jobs and always demonstrating PBCFSI's vision "Safe and happy children living in healthy families and vibrant communities"

Resource Facilities cont'd

Deschambault Lake Wellness Center staff takes pride in the delivery of their services. The best feeling comes out of knowing we did our best in helping a family through the reunification process. As of today 80% of our clients that we have served this past year are still together as a family unit. 10 family surveys were completed by clients upon completion of the program with some very positive feedback. Hearing about our client's success stories and how they have made changes for the better is always heartwarming, especially when you've been working through their hard times and listening to the client's own stories, as one of the letters sent to us from our client reads:

"To, Wellness Staff and PBCFSI

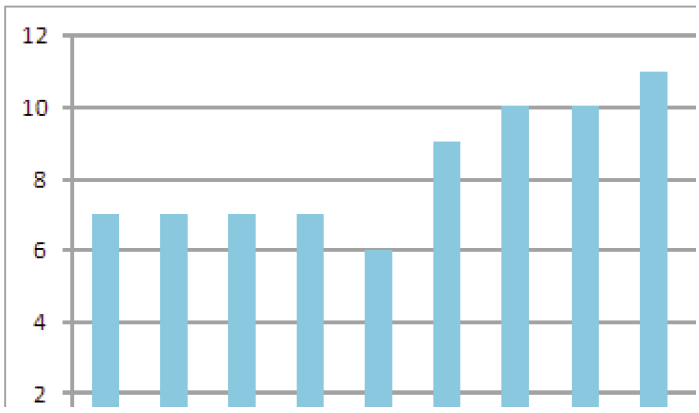
I'd like to say thank you for everything. I've found myself again cause I was lost for a while, but I've opened up at a length I couldn't get with the help of feeling important and the encouragement you wonderful ladies have given me. You ladies have helped me be myself around you all cause you all have shown me that I am not alone in this and for being so loving to my kids, having the patients and understanding with them and I hope and I pray that you will all continue to be the best most awesome people you are with others and yourselves.. Tiniki "

In closing, Deschambault Lake Family Wellness Center has had another successful year, and we will continue to strive to do our best and always ensure that the client's needs come first and that we maintain the PBCFSI mission "Working with communities to support and empower our children, youth and families through positive programs and effective services"

Pelican Narrows Group Home ~ Supervisor Teresa Swan

For this 2016-17 year we had the pleasure of having 14 youth in our program.

# of Children per Month - Pelican Narrows GH



The group home staff works well with one another to provide structure and daily routine for the youth in care, providing weekly programming as outlined in activities table. Along with programming, the routine consists of school, community engagement, and one-on-one sessions with the Case Manager. Working together, we provide numerous programs to our youth, having the case manager lead the sessions with them and having staff assist in carrying out the activities. The Group Home also utilizes Elders on a weekly basis to provide cultural teachings and guidance, thank you to our local Elders for their continued support.

This year we had the pleasure of having one of our youth participate in a prom event, this was very special as it was another positive milestone for our youth. It is rewarding to see these youth experience key moments as they learn to navigate through their adolescent years. Another component to our Group Home program is providing the opportunity for youth to go on excursions. This year the youth enjoyed trips to Flin Flon aquatic center, West Edmonton Mall, Camping, Saskatoon Powwow, and Prince Albert/Saskatoon Exhibition. One of the youth also had the opportunity to participate in an intensive self-worth program in Buck Lake Alberta; we congratulate her for the dedication and commitment towards healthy choices.

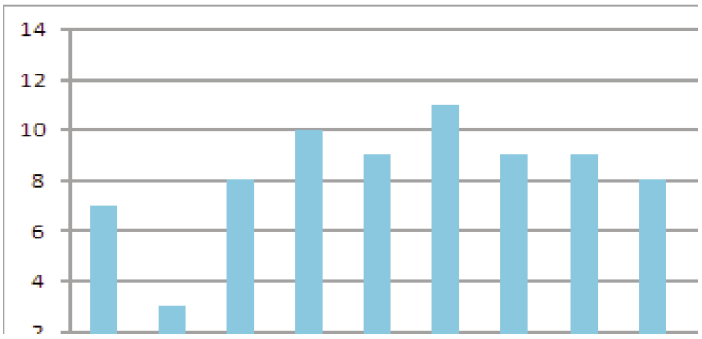
Receiving Homes

Our homes provide temporary care for children ages 0-9 years of age that are in need of a safe placement. Providing structure, daily routine, and a nurturing environment is one of the components to our program; intensive individual programs are also designed according to assessment outcomes.

Southend Receiving Home ~ Supervisor Beatrice Clarke

This year we served and provided for 20 children, it certainly is rewarding to see their growth and development as they participate in the daily programming activities.

# of Children per Month - Southend RH



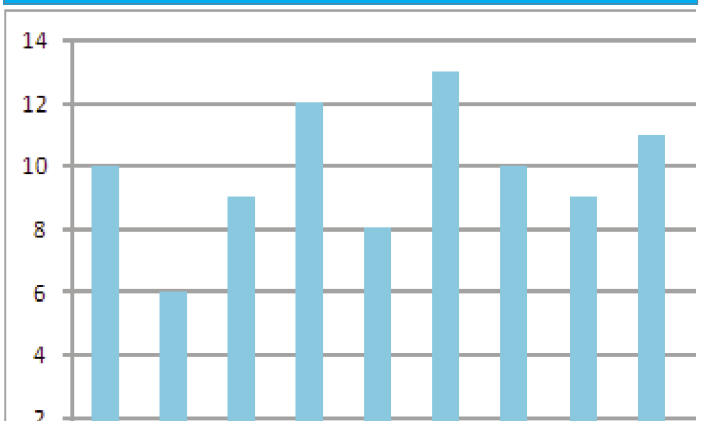
One of the pleasures we get to enjoy from working at the receiving home is watching children grow and blossom into their own unique persons. For instance, a child we have in our facility will be 4 years this fall, he is very talkative, he attended Head Start for two years and he will be in nursery this fall. He can speak some Cree words which the staff has taught him and he is very helpful around the facility; often taking a lead role and serves as a mini-role model for the other children. Another child we had since birth is now 18 months, he is walking and weening off the bottle, growing up very fast. Some children require more support and we are able to address their needs by utilizing outside resources. For example, one child required speech therapy and because staff took him to his therapy in La Ronge and talking to him daily, he was able to learn to talk in simple sentences.

The Child Care Workers provide care for the children and offer their very best to ensure every child feels safe, secure and at home while living in the receiving home, thank you to staff for their care and compassion.

Pelican Narrows Receiving Home ~ Supervisor Trica Morin

We have provided care for 36 children in the past fiscal year, having a majority of them back to their family homes.

# of Children per Month - Pelican Narrows RH



Programming is an essential part of the services provided for the clients we serve. The receiving home utilizes the community resources available for the children in care, such as the head start program and some evening programs at the CFS boardroom. The children in care follow a day to day daily routine which is set out to occupy their whole day starting from when they wake up to bedtime which include activities such as arts and crafts, learning center, exercise activities, baking with the kitchen steward, nature walk and playing at the playground.

I am pleased to see the hard work, dedication, and commitment the staff has towards the care for the children. Staff put in a lot of effort on achieving the case plans that are set out for the children. This year staff has taught the kids respect, manners, and basic self-care, practicing good hygiene, cleanliness, development in communication and Cree language development.

An important achievement we would like to mention is what we do in maintaining the child's family ties; we offered the opportunity for visits at the home. I am also proud to see that many of the children that we provided care for are now back home with their families.

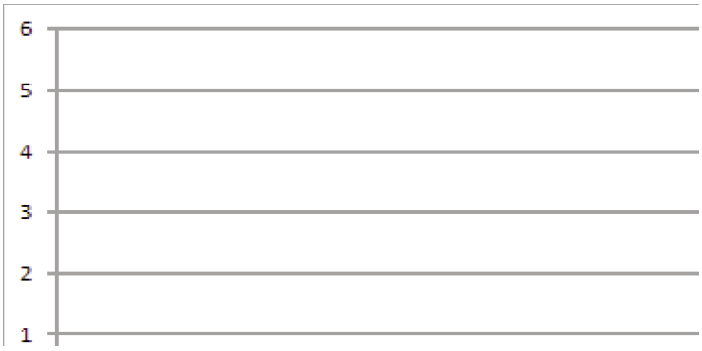
Resource Facilities cont'd

Deschambault Lake Receiving Home ~ Supervisor Barbara Ballantyne

Deschambault Lake Receiving Home, Supervisor Barbara Ballantyne

The Deschambault Lake Receiving home open its doors in February 2017 and since then has provided services to 5 children.

# of Children per Month - Deschambalut Lake RH



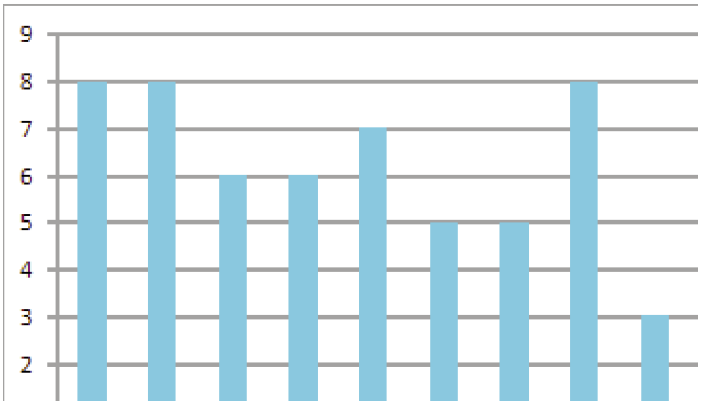
The program set up is the same as our other receiving homes where staff ensure the needs of the children are met and individual plans target their needs. Although the home is new, we have already seen the benefits of this program; 5 children that were placed in other communities are now placed in their home community. Furthermore, because these children are in their home community, it allows and encourages daily parental visits, thus also maintaining the relationship.

Peer Home ~ Supervisor Linda Clarke

PBCFSI has 2 peer homes that have been fully operational since 2013. The girl's home is a (4) bed facility and the boy's home is a (3) bed facility. Both homes are located in Prince Albert, SK. Each home is staffed with 4 mentors that provide 24 hour support to the youth. The mentor's teach youth life skills, refer youth to programs they want to attend, plan family visits and encourage the youth to make positive lifestyle choices. All together the Peer Home is staffed with 10 staff. 1 Program Supervisor, 4 male mentors for Boys Peer Home, 4 female mentors for Girls Peer Home and 1 casual worker.

This year the Peer Home was utilized by youth from the following Peter Ballantyne Cree Nation Reserves; Pelican Narrows, Southend and Deschambeault Lake.

# of Children per Month - Peer Home



The Peer Home Mentors utilize community resources for each individual youth to fit their needs. Prenatal and Parenting classes, Alfred Jenkins fitness program, mental health counselling, PBCFSI prevention triple p parenting program and PBCFSI cultural camps are some services that the youth have utilized.

The Peer Home focuses on supporting and encouraging our youth with making positive lifestyle choices and setting goals such as completing high school. The female Peer Home will have 1 graduate again this year. The youth is originally from Pelican Narrows but moved to Prince Albert when she turned 16 to be part of the Peer Home program and to continue her education through the high school in Prince Albert.

All Peer Home youth, 3 female and 2 males attended a Self-Worth Program in Bucklake Alberta in March 2017. The Self-worth program provides everyone with an opportunity to build self-worth and confidence and learn effective communication tools. All youth completed the 3 and ½ day session.

Achievements

- Deschambault Lake Receiving Home was open February 2017.
- Maintaining our CARF standards; our resource facilities are approved and internationally recognized as maintaining the highest standards of care (CARF). Resource Facilities had no recommendations when audited by the CARF team, which looked at 3 years of records.
- 153 children remained in our community facilities
- Resource facilities employs PBCN members

Success and growth was made possible because of tireless efforts from all of our staff, Elders, PBCFSI Board of Directors, and Chief and Council. I would also like to acknowledge our community members for their continued support to our programs, without you success would not be recognized. Last but not least, thank you to our families for taking care of us, without you our work would not be possible.

Ikosi, we look forward to another year of serving our children, families, and communities.

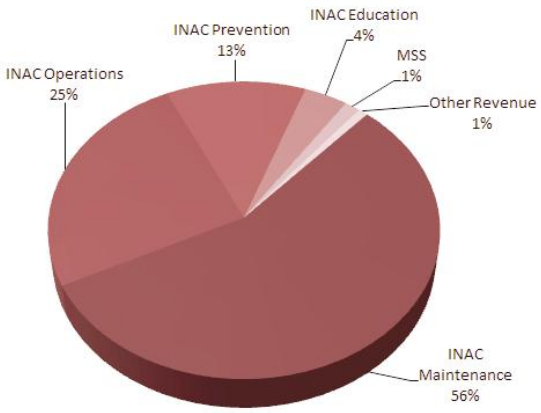
Finance

Loretta Czarnota, Finance Manager

As of March 31, 2016, we have a deficit of $373,000 in Operations, a surplus of $283,000 in Maintenance and unexpended funds in Prevention of $219,210. We have cash and other current assets of $1.3 million, capital assets worth $6.3 million and a total of $4.3 million in liabilities and unexpended funding. As in previous years, the Agency continues to be financially stable. In our continued efforts to remain accountable and transparent to all stakeholders, attached are PBCFSI`s financial statements indicating an unqualified audit opinion.

PBCFSI has two main source of funding – Indigenous and Northern Affairs Canada (INAC) and Ministry of Social Services (MSS). Below is a breakdown of all PBCFSI funding sources.

PBCFSI Sources of Revenue



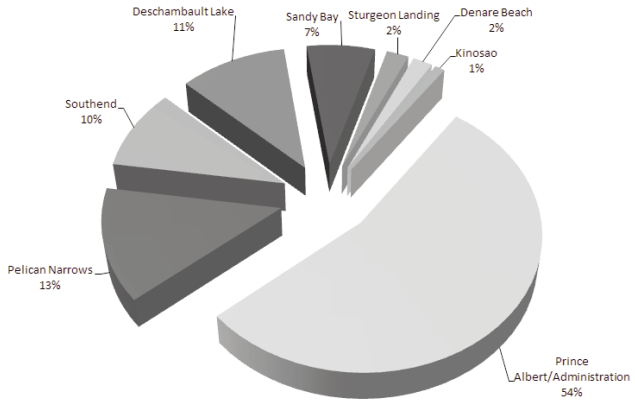
We received an increase in maintenance funding after year end and were not made aware of the increase until after year end and so were unable to use it. As a result, our financial position in Maintenance at the end of the year appears stronger than it was throughout the year. Below is a breakdown of maintenance costs by category.

Maintenance Costs

We continued to look at ways to reduce costs and operate in the most efficient way we can. Job analyses in certain departments helped in this regard. As well, we have been working with a number of our suppliers to find ways to reduce costs without lessening the quality of products and services that are provided. With respect to child maintenance costs, regular case reviews and subsequent assessments of child placements have helped to minimize the time children spend unnecessarily in high cost facilities.

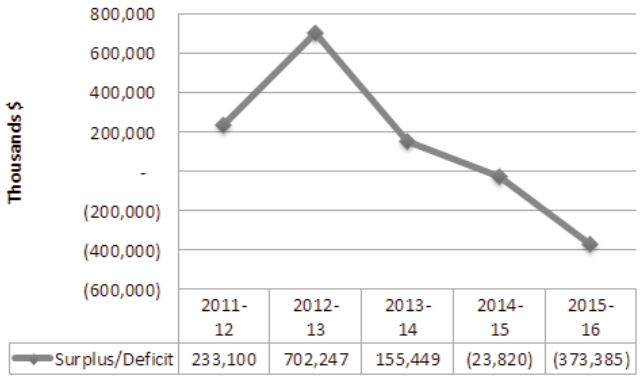
Below is a breakdown of PBCFSI`s operational costs by community.

Operational Costs by Community



Below is a snapshot of PBCFSI Statement of Operations over the past 5 years.

Operating Surplus/Deficit



	2011-12	2012-13	2013-14	2014-15	2015-16
Surplus/Deficit	233,100	702,247	155,449	(23,820)	(373,385)

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 30, 2016

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.

[Name and title] Vera Sayese, Executive Director

[Name and title] Loretta Czarnota, Finance Manager

Keeping our Culture Strong

Financail Statements ending March 31, 2017

Financial Statement cont'd

Financial Statements Cont'd

Financial Statements Cont'd

Financial Statements Cont'd

Financial Statements Cont'd

Financial Statements Cont'd

PBCFSI Employees as of March 31, 2017

Denare Beach CFS Office

Mary-Lou Harkiss	Child & Family Services Worker

Deschambault Lake CFS Office

Kelly Ballantyne	On-Call Worker
Wayne Ballantyne	Child &Family Services Worker
Donna Beatty	Prevention Service Worker
Jason Begg	Program Supervisor
Guy Collette	Child Protection Worker
Cheryl Eninew	Receptionist
Bernice Sewap	Child Protection Worker

Deschambault Lake Receiving Home

Barbara Ballantyne	Receiving Home Supervisor
Deena Ballantyne	Child Care Worker
Iona Ballantyne	Chiid Care Worker
Jonathon Ballantyne	Child Care Worker
Nikita Ballantyne	Child Care Worker
Trevor Ballantyne	Child Care Worker
Amanda Custer	Child Care Worker
Sharon Custer	Child Care Worker
Sharon Custer	Child Care Worker
Taralyn Custer	Child Care Worker
Tammy Custer Sieb	Child Care Worker
Michael Sewap	Child Care Worker

Deschambault Lake Family Wellness Centre

Barbara Ballantyne	Supervisor
Ruth Custer	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 Custer	Janitor
Darian Custer	Receptionist
Maryann Custer	Child Protection Worker
Leighann Dorion	Child Protection Worker
Annette McCallum	Prevention Services Worker
Elvena McKay	Child & Family Services Worker
Laren Michel	Receptionist
Margaret Sewap	Foster Care Worker

Pelican Narrows Group Home

Debbie Ballantyne	Kitchen Steward
Helen Ballantyne	Group Home Worker
Clara Bear	Group Home Worker
Carol Bear	Group Home Worker
Joni Charles	Group Home Worker
Sophie Custer	Group Home Worker
Brendan Highway	Group Home Worker
Haralda Highway	Group Home Worker
Barb McCallum	Group Home Worker
Laura Linklater	Case Management Worker
Barb (Rachel) McCallum	Group Home Worker
Marcel Merasty	Group Home Worker
Curtis Michel	Group Home Worker
Harriet Michel	Group Home Worker
Rochelle Sewap	Group Home Worker

Pelican Narrows Receiving Home

April Custer	Child Care Worker
Maureen Linklater	Child Care Worker
Deanne McCallum	Child Care Worker
Geraldine Merasty	Kitchen Steward
J.Laverne Michel	Child Care Worker
Leah Michel	Child Care Worker
Tricia Morin	Receiving Home Supervisor
Carrie-Anne Natewayes	Child Care Worker
Elizabeth Ratt	Child Care Worker
Hannah Sewap	Child Care Worker
Alice Sewap	Child Care Worker
Suzette Sewap	Child Care Worker
Brittany Swan	Child Care Worker

Keeping our Culture Strong

Prince Albert CFS Office

Verna April	Executive Assistant
Allan Ballantyne	Program Manager
Melissa Beatty	Program Manager
Nadine Bencharski	Finance Clerk
Frances Charles	Janitor
Linda Clarke	Case Mngmt./Peer Home Supervisor
Crystal Michel-Kohut	Foster Care Supervisor
Larissa Clarke	Finance/Human Resources Clerk
Vanessa Clarke	Finance Clerk
Loretta Czarnota	Finance Manager
Natalie Keewatin	Human Resources Manager
Anna Kkailther	Prevention Services Worker
Rene Krieg	Systems Administrator
Mark Lecoq	Building Maintenance Worker
Joan McKenzie	Operations Manager
Amanda Morin	Casual Receptionist
Gerald Nabess	Child & Family Services Worker
Maureen Olson	Data Clerk
Savannah Olson	Receptionist
Vera Sayese	Executive Director
Crystal Stavely	Child & Family Services Worker

Prince Albert Peer Homes

April Anderson	Live-In Mentor
Kayla Clarke	Peer Home Worker
Ed McDermott	Live-In Mentor
Ann Merasty	Live-In Mentor
Marcella Merasty	Peer Home Worker
Jane Morin-Bishop	Live-In Mentor
Davis Naytowhow	Peer Home Worker
Christopher Ratt	Peer Home Worker

Sandy Bay CFS Office

Claudia Bear	On-Call Worker
Nola Bear	Child Protection/Foster Care Worker
Tara Bridges	Program Supervisor
Karen Chaif	Receptionist
Beatrice Stewart	On-Call Worker

Sandy Bay Family Wellness Centre

Carol Anne Bear	Family Wellness Worker
Mindy Bear- Ray	Family Wellness Worker
June McCallum	Family Wellness Supervisor
Noel Merasty	Family Wellness Worker
Peter Merasty	Family Wellness Worker
Marie Louise Morin	Family Wellness Worker
Angelique Ray	Kitchen Steward

Southend CFS Office

Wanda Cook	Janitor
Martha Cook	Child Protection Worker
Maryann Jobb-Morin	Program Supervisor
Charmaine Morin	Prevention Services Worker
Patrina Morin	On-Call Worker
Vernon Okemau	Receptionist

Sturgeon Landing CFS Office

Lena Perry	Child & Family Services Worker

Southend Receiving Home

Marlene Bird	Child Care Worker
Beatrice Clarke	Receiving Home Supervisor
Deanna Cook	Child Care Worker
Kristy Cook	Child Care Worker
Charlene Cook	Child Care Worker
Treena Cook	Child Care Worker
Clarence Cook	Child Care Worker
Vennessa Jobb	Child Care Worker
Brian Linklater	Child Care Worker
Hope Linklater	Child Care Worker
Darrin Morin	Case Management Worker
Clara Morin	Child Care Worker
Jenna Morin	Child Care Worker

Organizational Chart

Membership
Peter Ballantyne Cree Nation

Chief & Council

Board of Directors
PBCFSI

Executive Director
Vera Sayese

Executive Assistant
Verna April

Staff Trainer
Katie Sewap

Program Manager (Child Protection)
Allan Ballantyne

- Foster Care Supervisor — Crystal Michell
  - Child & Family Services/ Foster Care Worker — Prince Albert
    - Community Foster Care Workers
- Case Management Supervisor — Linda Clarke
  - Case Management Workers — Prince Albert
- Program Supervisor Pelican Narrows — Freida Charles
- Program Supervisor Sandy Bay, Denare Beach, Sturgeon Landing — Tara Bridges
- Program Supervisor Deschambault Lake — Jason Begg
- Program Supervisor Southend, Kinoosao — Mary Ann Jobb-Morin
- On-Call Supervisor (rotating basis)
- Child Protection Workers, Child & Family Services Workers, On-Call Workers, Receptionists, Janitors

Program Manager (Facilities)
Melissa Beatty

- Group Home Supervisor Pelican Narrows — Teresa Swan
- Family Wellness Supervisor Sandy Bay — June McCallum
- Family Wellness Supervisor Deschambault Lake — Barbara Michel
- Receiving Home Supervisor Southend — Beatrice Clarke
- Receiving Home Supervisor Pelican Narrows — Tricia Morin
- Peer Home Supervisor Prince Albert Peer Homes — Linda Clarke
- Group Home Workers, Family Wellness Workers, Kitchen Stewards, Child Care Workers, Peer Home Mentors

Program Manager (Prevention)
Melissa Beatty

- Urban Prevention Services Worker — Anna Kkaither
- Community Prevention Services Workers

Finance Manager
Loretta Czamota

- Finance Clerk — Nadine Bencharski, Vanessa Clarke

HR Manager
Natalie Keewatin

- HR/Payroll Clerk — Larissa Clarke
- Receptionist — Savannah Olson

Operations Manager
Joan McKenzie

- Systems Administrator — Rene Krieg
- Building Maintenance Worker — Mark Lecoq
- Janitor
- IT Clerk — Maureen Olson

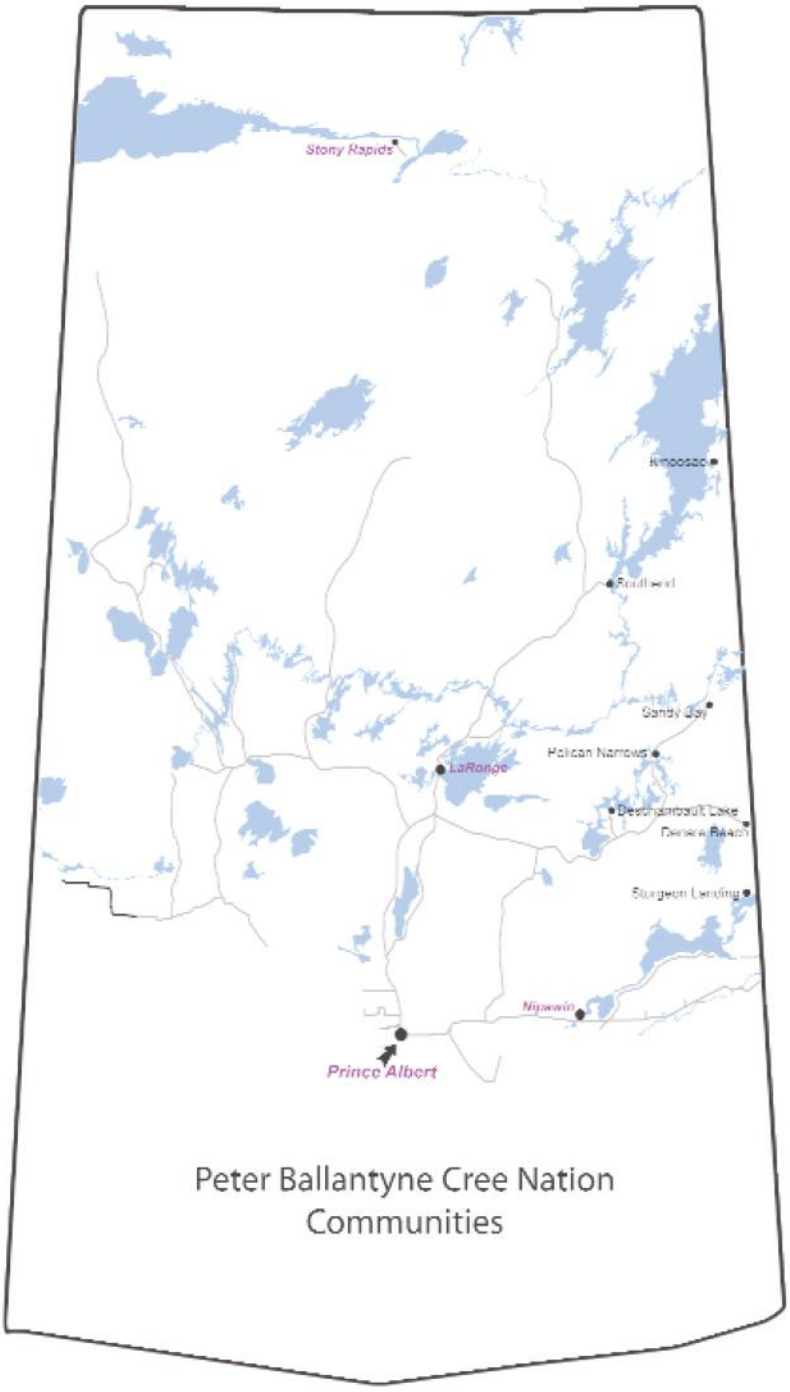
Thank You

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.

4 Directions Stabilization Centre
Catholic Family Services
Community Elders
Eagle's Nest Youth Ranch
First Nations Bank
Foster Parents
Camp Hosts
Camp Volunteers
Caregivers
Hector Thiboutot Community School
Indigenous Northern Affairs Canada
Kids First North
Lady of Seven Sorrows Church
Mikisew Pre-School
Ministry of Social Services
Mokuruk & Woods Law Office
Motivational Speakers
North Battleford Teen Home
Northern Village of Sandy Bay
Opawikoscikan High School
PAGC Child Care Education Centre
PBCFSI Board of Directors
PBCFSI Employees
PBCN Chief and Council
PBCN Health Services
Pelican Narrows Youth Council
Pelican Narrows Recreation Committee
Pelican Narrows Headstart Program
PricewaterhouseCoopers LLP
Prince Albert Cadets
Prince Albert Children's Haven
Ranch Ehrlo
Royal Canadian Mounted Police
Sandy Bay Community Resource Centre Inc.
Sandy Bay Outpatient Centre - Addiction Services
Saskatoon Royal University Hospital
St. Gertrude Roman Catholic Church
Southend Reindeer School
Southend SERM
Victim Services
Victoria Hospital
Wapanacak Elementary School
Numerous Other Suppliers

PBCN Communities



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 0G0
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) 632-5571 Fax: (306) 632-4703

Deschambault Lake Receiving Home
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

Deschambault Lake Family Wellness Derby

Community Photos

Peter Ballantyne
Child & Family Services Inc.
Support in Parenting From Toddler To Teen
IS
THIS
YOU
Quick
Tips

PETER BALLANTYNE CHILD & FAMILY SERVICES INC.