

# 2012-2013 ANNUAL REPORT

# Tikinagan Child & Family Services በዮᢏ╘っ 석석· 尔ບ Γᢏ በѴっ҄ӷӌ҄Δ·っ ∧」ӷӌ҄Δ·っ

Our Families – Our Foundation | Our Children – Our Future  $P \cap V^2 \cap \Delta \cdot a^2$ ,  $b \cap L^2 \cup \Delta \cdot b < \Delta \cdot b'$  |  $P \cup U \cup D \cup D^2$ ,  $q \triangleleft \sigma$   $\sigma \cup \sigma \cup C \cup D^2$ 

# Tikinagan Child Family Services

**BOARD OF DIRECTORS** (at March 31, 2013)

#### Officers

Harvey Kakegamic, Chairperson Lorraine Crane, Co-Chairperson Archie Meekis, Secretary-Treasurer

#### Directors

Jim Bottle, Board Member Sonny Gagnon, Board Member Donald Dean Ross, Board Member Stephen Turtle, Board Member

#### ELDERS COUNCIL

Moses Fiddler Elsie Fox Emily Gregg Georgina Neshinapaise

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(ΦΣΓ ΓΓ ΓΡΥΔ·ΛΥς 31, 2013)

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≋◁¾𝑘𝔅 ₽¾𝑘ℑ, ╘◁♂٩ ▷∩Ե·♂୯៦`
◁¾Ր Γ₽°, ▷Lґ๔"Ճ٩𝑘°-▷๔ᲮՃ·∾♂५₸.

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<sup>┍с</sup> <・⊃<sup>≤</sup>, ▷СЛL٩ հჾ ╘<sup>,</sup>, ▷СЛСL٩ С・→<sup>≈/</sup> ∩᠈ ≥⊲・<sup>,</sup> ▷СЛСL9 °ПЛ᠈ ⊃≥⊃<sup>≤</sup>, ▷СЛСL9

**₽רזייסבי סאכנפבי** איי אי≤ס ע≤י <ייי ערס ף≥עי טרב ססגבע

#### **Emily Gregg**

Cover: From left, Anthony and Chase meet for the first time in Sioux Lookout.



### MESSAGE FROM THE BOARD CHAIRPERSON: Harvey Kakegamic

I am pleased to acknowledge the achievement of another  $b\Delta \cdot a$   $\Delta \cdot b$   $\sigma b > \sigma$  aad  $\Gamma \cdot a$   $\Gamma \circ C = \Delta b \Delta \cdot C = \Delta d + a$ year in the life of Tikinagan Child and Family Services ασραρα, ηα, ρνι σσυσηα.- Dab das di ασρεγь as reflected in this Annual Report for the year 2012**βΓΥ"Δαά. βυλιασύ το βυλιασύ βαστηρη** 2013. We have selected the theme of Our Families, Our <>> የብን ለገጋርን ወሳሌ የወሳሌ የሚኒስት የሚኒስት የግን የገር ለ የብላ የ Foundation - Our Children, Our Future for this year's  $\mathsf{P}\mathsf{P} \subset \mathsf{C}\mathsf{P}\mathsf{P} \mathsf{O} \to \mathsf{P}\mathsf{P} \to \mathsf{P}\mathsf{O} \to \mathsf{P} \to \mathsf{P}\mathsf{O} \to \mathsf{P} \to \mathsf{P}\mathsf{O} \to \mathsf{P} \to \mathsf{P} \to \mathsf{P}\mathsf{O} \to \mathsf{P} \to \mathsf{P} \to \mathsf{P} \to \mathsf{P} \to \mathsf{P} \to \mathsf{P}\mathsf{O} \to \mathsf{P} \to \mathsf{$ Annual Chiefs Assembly. We want to underline in this σΓα·ΛΛΓσα, ρανι υραρεία. Γσ εία εία γαναιαία theme how important our families and children are as Ubaby Jabapa, paaruato-  $dV c_{Q} Q c_{Q} Q c_{Q}$ the basis for building a strong and healthy future for all ∇∫ ααγησ94. 4Λ δαρυδια. 4σΓηδι ρηνγραισαν our communities. This is what Tikinagan is all about. Γο ΡΟΓΑΔισο, Δ. Προβ Ρ<<Γμοσι ασισων αγ δα∇·)Cdγσ- ∇δ· C<sup>ν</sup> ∇δ Γασ9α·- ⊳Cσ∫α∨Δ·σα. σαανοίριο δυςμένρα, υσιμαρώ, δΔι Γαι-

We have continued to work hard this year as in preceding years to come up with solutions and ideas that will work for our families. While progress isn't always as quick as we'd like, I am proud to be part of a team that never gives up advocating for the kind of services our Lγς CJAVa, Lσ βαα σισι βαιισι Διαιαι Δ≥σ. children need. One of the good things on our priority list V', σΟΡLΓΩ', VAF 4σ6CL' 4V PP 44·JJA·PL is to continue to find ways of bringing children back to our area. This is because we have always said that the Va)CV)CLP) Δ·Γ"ΔV·Δ·α) 95 baV·σL>' Ρσυσσα) Γα answers lie within the communities. We will never give ρ∩νγραισαν ∇6 ρρ αισ⊃αι<ν ⊳σσσσσαισαι. up working with this principle.

I can never thank the management and staff of Tikinagan enough for their efforts in continually striving to find new ideas and ways of approaching problems our families and communities face.  $D = 0^{3} +$ 

2012-2013 Annual Report | Tikinagan Child & Family Services

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ΓΛd ∇ Υ ΡΓ ΛL ΔbCL<sup>3</sup>, 9da<sup>3</sup> Δdc bd<sup>m</sup>Pd·, PCa<sup>3</sup>, Λd bΛ d4<sup>3</sup>OCL<sup>3</sup>, ∇aa<sup>3</sup>DaL<sup>3</sup>, 9Γ ΓΔΥΡ<sup>3</sup> 9da<sup>3</sup> Γα bdσ LFbL<sup>3</sup>P<sup>3</sup> 9Δ·Γ<sup>m</sup>Δdd· POV<sup>3</sup>Γ9Δ·σa<sup>3</sup>, bP 9<sup>3</sup>Cb·, ·Δσd ∇b λL' ∇Ρ Δ<sup>2</sup>Υ, bJ <d4<sup>3</sup>CL<sup>3</sup>, Ld· σ<sup>3</sup>OP ΡΓ<sup>3</sup>C<sup>3</sup> bP<sup>3</sup>Γ Δ·CΔPL·b ∇b ·Δb b>σ dσbCJd· P∇·σ Δ·Γ<sup>m</sup>ΔdΔ·a<sup>3</sup> ba<sup>3</sup>C·∇<sup>3</sup>CJd· PσLσJa<sup>3</sup>, VJ, 9d<sup>3</sup> bσbσ<sup>3</sup>CL<sup>3</sup>, Δ∇· ΓΛΓ aa<sup>3</sup>DaL<sup>3</sup>, dσ<sup>3</sup> 9P OCL<sup>3</sup>P<<sup>3</sup> ΓΡ ΛΡ∇·<PDσ<sup>3</sup>C·<<sup>3</sup> PσLσJa<sup>3</sup> AL ∇d5Lb, Δ·Γ<sup>m</sup>ΔdΔ·a<sup>3</sup> DΛa∇· PCJ9Δ·σa<sup>3</sup> Vb· C<sup>a</sup> bΔ·<sup>3</sup> Δ·b σPΛΓ<sup>2</sup>Γ bd<sub>2</sub>bCL<sup>3</sup>, P∇· ΔP<sup>3</sup>·Δ<sup>3</sup> daΔ·σd ∇dσΓΔ·3<sup>3</sup>, ασ5a<sup>3</sup>, σ9 Γα b4 Δ·Γ<sup>m</sup>Δ∇·Δ·a<sup>3</sup> ba<sup>3</sup>C·∇<sup>3</sup>Cb·P<sup>3</sup> P∇· ΓΡ ΛΓΔ·ΓbU.

2012-2013 כולקייף ה<רובאי | חויפרא פאישי דב חעיינאאי אשונא. אשונאי אשונאי אשונאי אשונאי אשונאי אשונאי אשונאי א



We are carrying out services in an area very different from urban centres and I am always impressed by the energy and commitment of the Tikinagan team to find the answers that work here and nowhere else. When our families and communities experience difficulties, it is Tikinagan's responsibility to ensure that children are protected while staying rooted in their culture. We ask for the Creator's help every day to support us in this important role.

We struggle with a lack of resources at the community level. And as you will hear in the message from Ernest Beck, our Executive Director, we continue to try to find ways to ensure the Ministry of Children and Youth Services acknowledges that our communities are unique. We must have the resources to care for kids and families without separating them for their cultural roots.

For the past 10 years, I have served Tikinagan as either a board chair or co-chair. Both positions gave me opportunities to speak with Chiefs and Councillors, community members and our own staff about the role of our organization. I am proud to see that communities now understand why Tikinagan is here. It has taken a long time for our community partners to see that we are not about snatching children away from families. They now know we are all in the same struggle to build healthy families - that this is all about working together to secure the future our children and grandchildren deserve.

I have also seen our community staff come on board as they see the results of their efforts. They understand the need for this kind of intervention in the lives of our children and families. I am pleased that our employees are developing an appreciation of their work and the the staff at the community level such as high staff turnover, but everyone who works for us can see the importance of our work. I encourage young people to work with us so that they understand at the heart of our work is building together safe environments for our children. We strive to offer improved and frequent training so that our staff is the best gualified in the north. Tikinagan is supporting community efforts to address extraordinary individual and family problems such as the prescription drug addictions crisis that is crippling some of our families. We know this puts extra burden on our staff and we are grateful for their commitment and professionalism.

As we have for many years, we continued to meet with Ministry officials to strongly present the unique needs of the people in our area due to living conditions, isolation

Γα- μσ.ρ. Φολο, μαλοσια. Ελυμ Δ. συργαρικά το αναιαικό το αναιαικό αναικό αναιαικό αναικό αναικό αναικό αναικό αναιαικό αναικό αναικό αναικό αναικό αναικό αναικό αναιαικό αναικό αναικό αναικό αναικό αναικό αναικό αναικό αναικό αν αα·Jω' ΔL βργρ Πνγςαγα-. αω βραγοαα βρα σλγ δρογ Δροασαιν LL° ΓΔισρΓΠεν Γασ διεργραιαι  $c_{0} = c_{0} = c_{$ 

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 $d \sim \Gamma \mathcal{D} = P \mathcal{D} (a) \mathcal{D} (b \sim a) \mathcal{D} (a)$ ααρυβάιτι ⊳ρίαι διαι, Δράι αλυστών ασγυ  $\label{eq:started}$   $\label{eq:started}$ bPa 9da?,  $PC\sigma\Gamma\Delta$  T?, Cd b4,  $\Delta\nabla$   $\nabla b$   $\Delta$  b  $bU\Lambda$  H? <u>ρλυσι το ρανι Γισριδι δρλυσοι ιδ ηνογ</u> ρσισσαί σΔιο Γίαι δρισαι βαισαί βαισαί ▷ΡLΔ·ን bσ√C∇·ንCን` ▷∇· bLΓΠ·D)CJ"Δd>)` Γα σααdLΓ' ינארסגאט איסעע.

σ⊃ንՐ Lባንርን Γα 64 σ⊃ንՐ Γσ•ንርን ΓΔ•ንCLን ▷∇• Δ°6·৮⁻ ΓΡΩΛ"ΔLን σΔ·ንCL9Δ·ን ΡΖ· βΡΠβ·συβLን ΠΡαβ  $\forall ACL9\Delta \cdot$ ,  $\sigma C \neq$   $\sigma q \sigma$   $A \Delta \nabla \cdot b L \Gamma \Lambda \sigma$   $b \Delta \cdot b \Delta \cdot d \sigma$ ΔΔΓΥΦ Υδ· C', σΛLΔbCa) Δ"ΡΔ· ΔΔΡCL9Δ·a) ΓĴϼϤ"Ρ. ∇Δ·ንርLን Γ"ϷͲ· ΔΨϧ·ϧʹ ϧΛΓϞ ϷͼͽρΓ۹Δ·ͽ C'' by production of a statement of the state ԵΡ Λσοσείαστια σας ραραίας

I am both sad and happy to announce that this is the last time I will be writing this message to you as the Chairperson of Tikinagan. I have dreams of my own and, having been involved in political life for many years. I am announcing that this will be my last term as a Councillor for my community of Sandy Lake. I will also be stepping down as Chairperson and member of the Board of Directors for Tikinagan at the end of the fiscal year 2013-2014. It has been a privilege and honour to work with the Executive Directors of this organization, both the former and the present one, who have worked so hard for the provision of good culturally-appropriate services to children. I am so proud to have been a part of Tikinagan for the past 10 years. It will be up to my Council to direct me in the future, but I am willing to serve in roles other than a Tikinagan Board member in the important work of helping families.

I would like to thank my fellow board members for their Tikinagan Child and Family Services board members and mansupport of me as Chair and for their commitment to the agement meet in Slate Falls July 24, 2013. From left, Chief Sonny work of Tikinagan. We have had good working relations Gagnon, John Harrington, Eno Chapman, Emily Gregg, Elsie Fox and I think the caring and openness of my colleagues has and Georgina Neshinapaise. contributed to improving the organization and its ser-vices. In particular, I would like to thank my Co-Chair,  $PC\sigma \mathcal{L} \wedge \mathcal{L$ Lorraine Crane, who has shared her experiences and  $\Delta \cdot C_{D} PL_{b} \cdot \Omega_{ab} PC_{a} \cdot 10$ contributed her wisdom and expertise. We say thank you  $\sigma \exists \mathsf{PLL'} \forall \sigma ? \forall \cdot \Delta \mathcal{I} b a \forall \cdot \langle \mathsf{\Gamma} \mathcal{I} \forall \cdot \varphi \cdot ? \sigma b ?, \forall d^{-} \mathsf{C}^{\vee}$ this year to departing board members Ananias Winter  $\Delta \Gamma^{\mu}\Delta$   $\nabla \Delta \sigma$   $\Delta \sigma \Delta \sigma$   $\Delta \sigma \Delta \sigma$   $\Delta \sigma \Delta \sigma$ and Matthew Kakekaspan and welcome to the board Dean Ross and Archie Meekis.  $\Delta \Lambda CL9 \Delta \sigma$ .

The Board of Directors is committed to support the work Δ9·σ4· 64ΛCL94- <ΡΠσΠζ4· ΓΔ·Γ6<Δ·CJ4of Tikinagan Child and Family Services. As Chair, I ΠΡΦΡ ΔΔ. Δ. ΓΦ ΠΛλ ΔΑ. ΥΠΑΤ. speak for my colleagues when I commend the dedicated  $\nabla \nabla \cdot b D D b \cdot \sigma^{\nu} b L^{2} \Delta A C L 9 \Delta \cdot 2, \sigma D P C L \Delta \cdot 1 b \Delta \cdot C D P L b \cdot 1 b \Delta + 1 b$ work of the Tikinagan team: the management, supervi- $\nabla \Delta \cdot \text{ addlb} \text{ Ld}^- \text{ b}' \text{ b} \text{ A} \text{ G} \text{ d}^- \text{ b} \text{ C} \text{ d} \text{ d}^$ sors and front line workers. We also acknowledge the Πραβ) σσραβα': βρρισιρία. βρογ ασβσυβισι many extended families and foster families that fill in as Δ·Γ"Δ∇·Δ·α), Γα Λα βρα σσραδαί, σοι Γρωνος Γαιγο substitute parents and siblings when children need alter-Γυν βασ αρσηγρί Πυνραδιών Γο βραδισγαγαγικά native homes. It is their consistent support and guidance (A) = (A)that ensures the continued investment in our children. <b>  $b \int b \Delta \nabla \cdot \nabla C d A d \cdot \overline{}$ ,  $\Gamma'' D \nabla \cdot L d \cdot \overline{}$   $\Gamma'' C'' \Delta b \Delta \cdot \Gamma'' \Delta d b \lambda'$  $\Gamma_{Q}$   $\rho_{Q} = \rho_{Q} = \rho_{Q$ ρσισ∫α).

I would like to thank the Chiefs for having the confidence in me to chair Tikinagan. It has been a privilege σαασι' Ρριβα' βυ<9σΓγα- Γρυβ.συβι Νραβ to be part of the team that oversees the implementation  $\Delta CL9\Delta v$ .  $L \Delta - \sigma \rho \rho \sigma^{2} v$  b  $C d \sigma d v$   $\rho \Delta \rho CL9 v$ of so many efforts to address our communities' social  $\Delta L$  bdgr badigirburg bra dag average providence by needs. I cannot say thank you enough to those who have worked with me all these years to build a better future  $\label{eq:states} {\rm ach} \ {\rm ac$ for our children. Γα Λα Δισό. Yours sincerely,

Harvey Kakegamic **Co-Chairperson Tikinagan Board of Directors** 

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### **EXECUTIVE** DIRECTOR'S MESSAGE: **Ernest Beck**

I am happy to submit my message for the 2012-2013 Annual Report of Tikinagan Child and Family Services. Our Foundation – Our Children, Our Future reflects Tikinagan's strong commitment to families and communities. We believe strengthening families is the best way to ensure our children grow in an environment where they can flourish. Tikinagan continues to push for the capacity to do more prevention and family support services. We must help teach and encourage positive parenting, which include traditional and land-based teachings.

We are aware that Tikinagan must be proactive, not reactionary. We cannot just react to families and children who are in trouble. I am aware of the agonizing challenges parents, grandparents, and foster parents face in their communities. I am also continuously told about the positive impact Tikinagan staff have had on the lives of children and families. And I have been told many times to support our staff because of the stress placed on them by this very difficult work. I want our staff to know how thankful we are for their extraordinary efforts in working with families. It's their efforts that will bring about a future where children are blessed with stable, healthy homes and environments.

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σρηγοργοιρία ματαγιαία το αραγιατικό το αραγία Λό Πνρηδιών Γο ααιδιά βρηγον Γα-⊲γΓ"Δd⊲·- baaρ"bJ⊲·- Þσρ"ΔdL', ÞΓ∾ΓL' Γα ÞdΓL', Γο δδο δισμαια το δια τ  $\nabla \cdot \cup \neg \cdot \neg$   $\nabla \cdot \cup \neg \cdot \neg$ ΓΟσ 6.4, ΓΔ. Γρ<Δ. (Δ. 4.4), σς σραραα, ζλαρ Γα.-Vdrb.a, papera. pcdbad. pa.a c, plan. **▷**𝑘𝑘𝑘𝑘𝔄·𝑘𝔄 Λ𝑌 ΔL ▷CΔ·σ⊲·.

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#### Δαρσιρη, υρσρ, αιαρι **ዓ**ሌር የትርጉ የ

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Tikinagan has maintained its focus on delivering services in culturally appropriate ways. This year, my main emphasis has been to continue strongly urging the Ministry of Children and Youth Services to address our challenges as an Aboriginal agency. It's an effort that has required a lot of time and effort, not only by me, but by the entire

management team. And we have raised awareness with some limited success. It's important to understand we deliver culturally appropriate services in a remote area the size of France.

#### **Positioning Tikinagan for The Future**

#### Strategic Planning

We have worked hard this year to build a new strategic plan for Tikinagan. This was based, in part, on our interest in moving forward after the 25-year review of Tikinagan, a review which asked the question, "Is Tikinagan fulfilling the mandate given to us by the Chiefs 25 years ago?"

The strategic plan, which is near completion, has been done a little differently. We have sought input from a wider variety of stakeholders. We reached out to management, supervisors, front line service and administration staff, board members, community leaders, Chiefs and Council members, Elders, foster parents, community members, and local and regional service providers. It's an approach that ensures Tikinagan's future direction is truly based on the

vision and thinking of all the people who have a stake in the future of our organization. The plan will deal wit service-related issues, organizational realignment, capa ity building and infrastructure: all the elements Tikinagan needs to provide services to families. We expect to complete the planning process this fall and release the five-year Strategic Plan in January 2014.

#### **Succession Planning**

Related to the strategic planning process is succession planning. This is of key interest to Chiefs and to the Ministry as both parties want assurances there will be stability and leadership for the agency. When I assume this position in 2011, succession planning was a big pa of my mandate. The strategy I have followed, under the direction of the board, is to build stability and leadership from within the organization. It is for this reason board appointed Thelma Morris as Associate Executive Director of Tikinagan. This provides a capable senior  $b\Delta a a b^{-} 2011, \Delta \nabla \cdot 9 d \sigma \mathcal{J}^{b} \sigma d \cdot D a c \theta \Delta \cdot a^{2} \Gamma^{\mu} \Delta \nabla \cdot$ manager with an opportunity to learn executive duties LAT BP PPADOCLY.  $\Delta \nabla \cdot C^{\vee} = \Lambda \Gamma \sigma \sigma^{\parallel} \Delta L^{\gamma} D_{\Omega} \Gamma \Delta \cdot \gamma$ . and gives the board comfort knowing there is someone in place with the skills and knowledge to direct the organi-Γσυσείας δι απόσια το δι αρια. Τε βαρια. zation. ⊳ርΛርL9` U≤L L·≥Δ" ∩⊳ንՐ Δ·C\_PL<sup>-</sup> ∩₽₫ьσ₽Lን. ⊲·"⊲∇·



Associate Executive Director Thelma Morris was appointed by the Tikinagan Child and Family Services board May 6, 2013.

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#### **Ministry Relations**

The Ministry of Children and Youth Services is implementing many changes that affect Tikinagan, including changes to the funding framework, a new focus on board governance issues, and development of a new Aboriginal ▷PL∆・> b∆・C→PLb→ Children and Youth Strategy. We have kept up-to-date with all the changes and their potential impacts. We have pr dd. sole coco for dd. sole cococo boo worked closely with Nishnawbe Aski Nation on these matters. We will protect our interests when necessary and  $95 d_{DU} d_{CL9\Delta \cdot PL\Delta} \cdot \Lambda_{19\Delta \cdot Q^2}$ , Fa bb<sup>o</sup>P take advantage of new opportunities as they arise.

#### New Ontario Child Welfare Funding Model

A new funding formula introduced by the Ministry will take effect in 2013-2014. Going back many years, Tikinagan has tried to negotiate a funding framework for our agency that recognizes our unique challenges. The size and remoteness of our jurisdiction, the high cost of living in the north, the plight of the children and families we serve, high numbers of special needs children and youth we serve, the First Nations context, the extensive training needs of our staff and the lack of other community resources and services result in many extraordinary cost factors for Tikinagan.

The Commission to Promote Sustainable Child Welfare submitted their final report to the Ministry and we were encouraged that it confirmed the necessity of having a new funding formula model. The new funding model takes into consideration child population and other socio/ demographic factors of the region as well as historical agency service volumes. Service to Aboriginal populations and remoteness factors are also included in determining funding. Sounds positive, but for Tikinagan, it results in significantly less funding for the next fiscal year 2013-14, than was provided in 2012-13.

for changes to the funding framework. Our agency's funding levels need to better match what is needed to region.

#### **Changes in Board Governance**

The Ministry has also introduced new accountability agreements, which all Children's Aid Societies are expected to sign for 2013-14. Boards are being asked to sign agreements indicating they will guarantee their organizations will end the fiscal year with balanced budgets. This has become a pressing concern for Children's Aid Societies across the province. This commitment is very difficult, especially for Tikinagan, as our funding allocation for 2013-2014 is

significantly lower that what was provided to us for last year. Spending within our allocation would mean cuts

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families and ultimately be detrimental to our role in protecting children. **Aboriginal Children and Youth Strategy** Another government relations issue, which will likely have an impact on the new funding formula and board accountability agreements, is a commitment by the Ministry of Children and Youth Services to develop an Aboriginal Children and Youth Strategy. To develop the strategy, the Ministry initiated a Roundtable consultation process with Aboriginal leadership in Ontario about child welfare, children's mental health, prevention services, etc, with goals of providing them more effectively and streamlining services. One of the ongoing concerns that Tikinagan has had is that we are not a multi-service agency able to provide family counseling, children's mental health and child and family early intervention services. Tikinagan's mandate is child protection only. Without these other services, it is impossible for us to provide the kind of holistic and family-based services that are essential if we are to truly impact the outcomes of families. We do not know what the outcome of this initiative will be, but we do know that we must play an active role in attempting to ensure the process ends up being of positive value for Tikinagan's work. We have been working closely with Nishnawbe Aski Nation and other child welfare agencies in the NAN region to analyze opportunities and challenges. We want to ensure the issues and

ΔΔ·ΓΛΟ Δ. ΔΓΔΟ ΤΟ ΚΟΥΔΑΥ ΔΑΔΟΥΑΥ concerns in the NAN region are addressed and communi-Δσσ, Ογ. βαλ στον, αφρα, αγ. μ. μ. αγ. μ. αγ. μ. αγ. μ. αγ. μ. αγ. μ. αγ cated to the Ministry.

#### **Inter-Agency Relations**

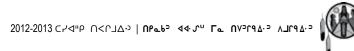
#### **Dilico Anishinabek Family Care**

Because of the escalating number of children from Tikinagan communities coming into care in Thunder Bay, Π≤∇ϥ ⊲ႭჀσΛ, UΛͻႱd∇ <L"∇U∇·3 there has been strong pressure from leadership to have  $\Delta \nabla \cdot L d = b d \sigma^{\vee} \Lambda \iota^{\vee} d d \cdot J \sigma^{\vee} b d \sigma \Lambda^{\vee} \Lambda^{\vee} d d \cdot J \sigma^{\vee} b d \sigma$ our communities involved in deciding the outcomes for Ωννςαγα.- υρσρ, ∇<sub>α</sub>ααρσ, C<sub>ν</sub>⊃≥ Λ ρυ ρ∧υα.-. these children. At the 2012 Annual Assembly, the Chiefs σΠσdΓን ÞσbσCL۹՝ ዮΡ ⊲ፓΠαϞንΡ<ን ዮርፓ۹Δ·σαን ዮΡ gave Tikinagan direction to establish a protocol with  $LL\Delta \cdot DD^{O}DUDP < DD^{O} DD$ Dilico Anishinabek Family Care. Tikinagan was directed  $\Delta L$  2012 Cra"p Larrandra', ppLba' pp Davaradr to ensure the Mamow Obiki-Ahwasoowin model of care Πρσρ, υρασα. συρα. σιρυ σαρυ στυσι στ be utilized in Thunder Bay thereby assuring communities Π≤Δd ⊲σĴαν` Πνγραδ <Γ"ΔΠΔν. Πραβγ βΔα∾⊲γ could partner with Dilico to have their children returned Γ<br/>
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<b home to their communities.  $\Gamma^{-}$   $\nabla^{-}$   $\nabla^{-}$   $\nabla^{-}$   $\nabla^{-}$   $\nabla^{-}$   $\nabla^{-}$   $\nabla^{-}$ We have concentrated significant effort on working with ΓΔ·CρL- Π≤Δd ΓΛΡ∇·<ΡΩφρα·- αα·√ω' ΔL Dilico to address this resolution. However, we have not ⊳с∫9∆∙σ⊲∙. been successful in forging a protocol or service solution. 

for direction on next steps. Further, the issue of jurisdic-

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tion over our children wherever they may be is a priority of Nishnawbe Aski Nation's agenda in the Chiefs Roundtable discussions with the Ministry of Children and Youth  $\Delta \perp \Delta^{\vee} d\sigma b \circ \uparrow \langle \sigma \sigma b \rangle \circ \langle \sigma \sigma \rangle \langle \sigma \sigma \sigma \rho \rangle \rangle$ Services.

#### Animikii Ozoson Child and Family Services

In response to a resolution passed at our annual assembly in October 2011, we worked with Animikii Ozoson Child and Family Services in Winnipeg and developed an interagency protocol, which was signed in July 2012. The protocol

specifically commits all parties to actively support each other in repatriation of children to their parents, extended family, community and home agency. The protocol is based on a commitment to maintain safety, best interests and cultural practices of children and their families as a primary consideration in all decisions and services.

#### **The Work Continues**

The statistics you see elsewhere in this Annual Report reveal the important reality that a significant number of our parents continue to lose the battle to keep their families together. We must always keep in mind the fact that there are still impressive challenges facing our families and our agency, unique challenges that are found nowhere else in Ontario.

#### **Drug Abuse and Addictions**

One of these challenges continues to be drug abuse and addictions. It's an issue that remains one of the urgent priorities in our area. Tikinagan continues to work with communities by assisting them with their treatment and prevention strategies. We are not funded in any significant way to do prevention work, but we have continued to do what we can, which does affect our finances. It is impossible not to try to support efforts. It's a crisis that continues to escalate affecting all aspects of peoples' lives in communities: employment, security, governance, and children and families. Parents with addiction problems have difficulty caring for their children and Tikinagan becomes involved to ensure their safety and well-being. We cannot sit on the sidelines and wait for the problem to be solved. We have participated in many discussions, forums and planning sessions whenever requested and have provided whatever support and assistance we can to the many communities struggling to deal with this problem. We do not expect to see the situation change without dedicated funding for wide-ranging services to deal with by re-profiling funds to support addiction prevention strategies and we continue to support their endeavours.

**Our Families, Our Foundation -**

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#### **Our Children. Our Future**

We are facing significant service and funding challenges, which has required the dedication of our board. They have had to address some of these critical issues. And La- Γνca ασρcja- ρανclaa-. δηνα γασρcjawith the support of community leadership, the board will  $\square \nabla \cdot \sigma$  Lat  $\square \rho \in \nabla \cdot \sigma$  Lat  $\square \rho \in \nabla \cdot \sigma$ be even more effective in advocating for Tikinagan's δσδσCL94.-, DCΛCL9, DP ρ.δ-δ-υδυλθCL4.4.-Πραφί φf α<sup>2</sup>CV·<sup>3</sup>Cb·σ' PΔ·Γ"ΔV·Δ·<sup>3</sup>. unique needs.

I would like to thank the board for their strong sense of responsibility for the important work of Tikinagan. I Πραβ). Γα 64 ΔΔ· αασμ' 6ρα Πραβ) 6σρρσ.-. Γ. would also like to thank the rest of the Tikinagan team,  $\mathsf{qC}, \mathsf{dV}, \mathsf{pCbull}, \mathsf{pCbu$ the many people who have contributed to our work this year: our management team and staff, Board, Elders and  $PP_{0} = PP_{0} = P$ the Chiefs and Councils, who have embraced the vision ΔĴαΙΔν ΓLL° ΔιCoρΓΠνν ΓΡζΛΡ"Φνν ΦΦιĴων Δ of working together to raise healthy children in healthy families, the foundation of our future. I also want to acknowledge the foster parents and supporting families  $\label{eq:constraint} \ensuremath{\mathsf{\Gammae}}\ \ensuremath{\mathsf{b}}\ \ensuremath{\mathsf{b}}\ \ensuremath{\mathsf{c}}\ \ensure$ who are the backbone for the work we do. Most of all, I acknowledge our families and children, who often face 6Δ· ΔΡΟγ, ΔΔ· aadlo· ΡΠνγραδ·σαν Γα ρσισσαν, impossible challenges in their lives with courage and the ΓΓαδ δαρυβίδι δσΓιδι βΛΕΠλάι Δο σιαιαια determination to rise again. I am pleased to move forward with you all, knowing that we are all working together to ΓΔ·Γ ΛΓσυβΓαδί βρα. Χρανοίν βρα ΧΔ·ΟρΓΠγί build the foundation of a good future with strong families  $( \nabla \sigma \ b)^{2} )^{2}$   $( \nabla \sigma \ b)^{2} )^{2}$ and children at its core.  $\Gamma L^{\nu} b \Delta \cdot r L b P^{\nu} \Lambda^{\nu} \Gamma \Delta \cdot \sigma^{\nu} L b P^{\nu} \Lambda^{\nu} \Lambda^{\nu} \Lambda^{\nu} L b P^{\nu} \Lambda^{\nu} \Lambda^{\nu}$ 



Pauline Mason, second from right, standing front row, celebrated her retirement from Tikinagan Child and Family Services Aug. 8, 2013.

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### SERVICE HIGHLIGHTS 2012-2013

Tikinagan staff in units across the north have spent the past year doing their best to support children and families  $bq \cdot d\sigma bd \cdot d \cdot - dd \cdot \sigma \circ Ta \cap V \cdot \cap q \Delta \cdot a \circ \Delta L C \cdot \cap q \Delta \cdot a \circ$ in the communities. Underpinning their work is our Mamow Obiki-ahwahsoowin service model, which means "Everyone working together to raise our children." As one Tikinagan manager explains, "Everything we do goes back to Mamow. This method of providing child protection requires the worker be compassionate, understanding and knowledgeable about the First Nation's culture, while still following provincial standards. It's an approach that maintains strong focus on the child's safety and well-being."

At the heart of Mamow Obiki-ahwahsoowin is Tikinagan's commitment to work with each First Nation in the district to support their children and families. Using a collaborative approach with Chief and Council and extended family members, our workers consult to determine what is in the best interest of a child given the circumstances.

Our first priority is to keep children with their families, but when that is not possible, we work with the community to develop an alternative care plan that is safe and nurturing for the child until the parents can resume care. Most often, when a child needs to live away from his or her family, a Mamow Obiki-ahwahsoowin care agreement is signed that permits parents to voluntarily have their children cared for while they work out their problems.

In communities, our staff support local activities and prevention initiatives that help strengthen families and children. This year Tikinagan helped support a number of local Suboxone treatment programs. We sponsor community fall feasts and the annual Honouring Our Children Day (held every June) as a way to promote family fun and togetherness. We also help out during periods of community crises as we did recently in Neskantaga and last summer during numerous forest fire evacuations.

#### Services for Children in Care

During 2012-13, Tikinagan workers provided support to hundreds of children. The year began with 630 children in care and ended with 668 children in care, a number that has continued to rise for many years now. It represents a 6% increase in the number of children in our care this year, which follows a 4% increase last year and a 6%

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increase in 2010-11. We are anxious to turn a corner at some point to see these numbers start decreasing.

We admitted 544 children into care in 2012-13, 264 for the first time and 287 who were readmissions. We discharged 506 children.

The agency's total days in care for children this year increased modestly to 239,300 days. This includes children in regular, specialized and treatment foster care and children in group care. The vast majority of children (more than 150,000 days) are in Mamow Obiki-ahwahsoowin care foster placements.

We experienced a 42% increase (more than 18,000 days) in the number of days of outside foster care. We had to purchase outside foster care due to an increase in high needs children coming into care. We think this is, in part, due to prescription drug abuse that overwhelmed many of our communities. Although we are seeing a significant easing of this crisis amongst many parents, many children are still suffering from the physical and emotional effects.

A new format for reviewing crown wards was introduced recently by the Ministry of Children and Youth Services. The review is an annual process to ensure that the needs of our crown wards are being addressed. The review took place July 3-10, 2012 with 61 crown ward files reviewed. Seventy-seven per cent of the children involved have special needs, such as Fetal Alcohol Spectrum Disorder (FASD), Attention Deficit Hyperactivity Disorder (ADHD) or medical conditions and 60% have behavioural issues. The Ministry provided useful measures to help us improve our care plans for these children. A new step in the review process is the requirement of all Children's Aid Societies to implement Quality Improvement Plans for crown wards and submit quarterly updates on our progress.

#### **Intake and Family Services**

There are some moderately hopeful indicators amongst our intake and family service statistics this year. We ended the 2012-13 year with 912 ongoing family service cases, slightly fewer than the 924 we started with. This is welcome news – our first decrease in years. We also experienced a small decrease in child protection cases, averaging just over 900 open cases over the year.

Our Intake and Investigations Unit conducted more than 1,500 new child protection investigations this year: 774 on open cases and 741 on new files. Sixty-five per cent of the child protection investigations required no further protection service while 35% were transferred for ongoing protection work. This is another positive sign as it is a

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decrease in numbers of investigations requiring ongoing work. The Intake and Family Services Policy Manual was updated in 2012 and all Service Managers and Supervisors had good opportunity to review it thoroughly at the annual supervisors meeting in November.

#### **Residential Services**

#### **Alternative Care (Foster Care)**

The vision for the Residential Services Program is that Tikinagan will meet the needs of our clients by offering a full spectrum of alternative care services including regular foster care, specialized and treatment foster care, agency operated homes and group care in our communities.

Mamow Obiki-ahwahsoowin promotes the delivery of services at the community level through communitybased workers and local resources. Services are culturally responsive and supportive of traditional values and customs.

This past year Residential Services staff worked hard to provide ongoing support and training to our foster parents. Foster Parent training included topics on Fetal Alcohol Spectrum Disorder, Attention Deficit Hyper Active

### "As part of the recruitment strategy, **Residential Services initiated recruit**ment through radio and television at the local level in each community."

Disorder, Child Abuse and its effects, Car Seat Training and Potty Training. This training was delivered in 17 First Nation communities and the turnout was positive. The agency continues to actively recruit foster parents throughout Tikinagan's service area. As part of the recruitment strategy, Residential Services initiated recruitment through radio and television at the local level in each community. Other methods included consulting with First Nation leadership to identify potential foster parents. These efforts proved to be effective as a total of 89 potential foster parents were identified to the agency.

As part of the development of resources in our communi-  $ba \nabla \cdot \nabla C d d \cdot \langle v \rangle$ . ties, Tikinagan has developed agency operated homes at the community level. The agency currently has two agency operated homes in Eabametoong, one in Aroland, two in Pikangikum, five in Sioux Lookout, and two in Lac Seul. Currently, development is underway for an additional three agency operated homes in the north. Expanding this

residential option helps us provide services and care to

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ΔΔ· ρυνιαταιφιραφ. Γσ υλιμαν σιμαδια Lγα"Δδ<sup>3</sup> δΛΓσ∽"Δδυ` ρ⊳°δρδυ 2012 ∇δ· Γα  $bPa \Delta \cdot C'' \Delta \nabla \cdot \Delta \cdot \Lambda \Box C \Delta \cdot a^{2} b D^{2} C \sigma b \sigma^{2} b \Box \sigma^{-} \Gamma a b 4$  $a\sigma b\sigma^{\nu} bLq d^{-} DPL b^{\lambda} DL d^{\mu} \Delta D\Delta d^{-} d^{\nu} d^{\nu} d^{\mu} d^$ 

#### **۵۵.∿۵, PCL PσL.**

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Δν. βδωλερι, σταιγι, ασιλι, βει, βαδιαγια, ΛΙΓ9Δ· 4∇· ΠΡαδ ΓΣσ ΓΡ UΛΟC> bJ α>C∇·>Cb·σ ρΓρυγα. ρυ ρσδιασιατά. Γσ να γαρικ, ρυ  $\Delta L PCJQ\Delta \sigma Q$ ,  $LL^{\circ} DAP''QQ A Q$ ,  $\Delta v DJP \sigma b\sigma$ Alda'  $\Delta \cdot C^{\mu} \Delta \nabla \cdot \Delta \cdot a'$  Al CJ9 $\Delta \cdot \sigma'$  bCadbUp  $\nabla^{\mu} d < \Gamma^{\mu} d b D d \cdot^{-} d \sigma b \sigma b \sigma' C \mathcal{J} d \partial \tau \sigma' b C \sigma D d \cdot^{-} L \sigma V d$  $\Delta L \Delta \cdot \Gamma'' \Delta \nabla \cdot \Delta \cdot a^{2} b^{2} C \int \Delta \cdot \sigma' \cdot \Delta \sigma \int a \nabla \cdot a^{2} b^{2} d \sigma \cdot a^{2} d \sigma \cdot a^{2} b^{2} d \sigma \cdot a^{2} d \sigma \cdot a^{2} b^{2} d \sigma \cdot$ αα·γγγγ δλρ"αα·γδ. Γλα Δι ρσα·ζιρη, ασρδ.  $\nabla \triangleright$   $\gamma \cap \nabla \circ$   $\nabla \circ \cap \nabla \circ$ 

 $\square \Box_{3}$  br shows all and a start and a start and a start a  $\Delta \cdot \mathsf{CDPL} \mathsf{A} \cdot \overline{} \ \mathsf{Fa} \ \nabla \mathsf{A} \mathsf{F} \ \mathsf{PPD}^{"} \mathsf{A} \mathsf{L} \mathsf{A} \cdot \mathsf{A} \cdot \overline{} \ \mathsf{Dba} \nabla \cdot \sigma \mathsf{L} \mathsf{A} \cdot \mathsf{A} \cdot$  $d d \cdot \mathcal{J} \omega$  by bradd for a diagonal to the delta brought. Γ៤ ७₽₽₽"⊲∟⊲・७₽־ ⊲⊲・√५° ቦσ"ር ፓ₽"∆∩๙⁻. ⊳▽・  $\rho\rho_{\Delta} = \Delta \sigma_{\Delta} = \Delta \sigma_{$  $\nabla \nabla \cdot \nabla$  b)cl), dq. dd. dd. br br dd. dd. d.  $\Delta L$  bra CJATA' bJATP. Land by  $\Delta L$  and the second seco  $\Delta^{\nu}d\sigma b\sigma \Delta^{\mu}PL^{\nu} \nabla_{\alpha} \alpha^{\beta} \Lambda^{\alpha} \sigma^{\beta} \sigma^{\beta}$ C° ρΓως δ∇· δροςιν μι° 89 αδαδισιαιζιαι. σρ ⊳ን∩ ΓЬ⊲⋅Γን.

 $\Delta \nabla \cdot b \Lambda \Gamma D^{3} \Gamma C L q + 3^{3} \Delta \cdot \Gamma^{"} \Delta \nabla \cdot \Delta \cdot a^{3} P C \int q \Delta \cdot \sigma a^{3}$ ,  $\Gamma P a b^{3}$ >P >QOQ ΠΡQ6σ6ΓΦ ΔL CJ9Δ·σ. ΠΡQ6 σJ ⊲·σα⊲·b', ∇b· Γα σ∫) ▷Λ∫db)'. ٦b·⁻ Δ·σd, dCP> 

64σ LCP- σPΛ- 1, 2012, ΛΡαδ ▷Ρ LΓΟα 410 ዮፓለና Γργδιλγς 31, 2013, 423 δ<ρησδυρο δνσδιαο  $Pd \rightarrow d \rightarrow$ . 127  $b V \mathcal{J} \Delta \cdot a \rightarrow P \mathcal{J} \partial \phi \rightarrow b \Lambda L P U \wedge d P \Gamma a$ 114 6/ 31, 2013, 00 LC LC 2010, 2013, a)b)a) bV $\int \Delta \cdot a$ ) Fa  $\sigma V \Delta \cdot a$ ) 9b· $\gamma$ )CP). CYA"P PP 44·JJA·PL 44·J6' 607·30L604children locally in First Nations settings.

At the beginning of April 1, 2012 the agency started with 410 approved foster homes and at the end of March 31, 2013 there were 423 approved foster homes. Onehundred-and-twenty-seven foster homes were approved throughout the year and 114 foster homes were closed. As of March 31, 2013 the agency had 797 beds open. The agency increased in number of foster homes and beds available.

The annual Ministry Children's Residential Licensing onsite review took place January 2013. The Licensing Review showcased many positive findings such as foster parent files, and interviews with staff, children/youth, and foster parents. Staff and foster parents interviewed were very knowledgeable and committed, striving to perform their best in protecting children and their rights.

 $\Delta \Delta \cdot \ \Gamma \cdot \ \nabla \cdot \ \nabla$ **Group** Care οιεί διαρικό δραδιαγία στη δηματική τη δηματική το δηματική το δη This year proved to be a rewarding one for both O-Shkee Ρ⊲γΓ"⊲⊲·` ⊲σραδα', ⊲⊲·∿ω` Γα ▷υδ∩γ', Γα Λα Meekena Youth Healing Centre in Cat Lake and Oshkabba√·σL4·+CL94·<sup>-</sup>. 4σραba' Γα bba√·σL4·+CL94·<sup>-</sup> Teesuk Neehgan Healing Centre in Kitchenuhmaykoosib Inninuwug (KI). The licensing reviews for both centres resulted in full Regular Licences with no conditions, a Γα 64  $PL^{\nu}b\Delta \cdot r\Delta \cdot \sigma \Delta \cdot \sigma$ major achievement for staff in both facilities.

As part of the Mamow Obiki-ahwahsoowin Service Model, it is our responsibility to keep our children cor nected with their culture and traditional teachings. We strive to ensure children placed in these Healing Centre develop a strong sense of pride in their ancestry and identity, so traditional teachings are incorporated into programs at both centres. Through land-based program clients learn about traditional practices through season activities such as ice fishing, wood cutting, snowshoei and marten trapping in the winter; and camping, fishin hunting geese and ducks in the summer and fall. Anot aspect includes teaching youth about respecting Elders The youth at the centres organize and host feasts for l Elders. Additionally, one-to-one and group counselling provided to children during their placement there.

#### **Training and Capacity Development**

2012-2013 was yet another exciting year for training a Tikinagan. A wide variety of training was offered to be the capacity of agency staff and improve services to children and families. Combinations of internal and external trainers were utilized with expertise specific the training being offered.

The Child Welfare Professional Series was offered aga this year, which is mandatory training for Family Serv Workers, Intake and Investigation Workers and Direct Services Supervisors. This training consists of eight modules which staff must complete in order to be auth rized protection workers. The agency employs a full-ti



Foster parents Elsie and Ron Suggashie of Pikangikum.

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| nal<br>ing,<br>ng,<br>ther<br>s.<br>ocal<br>g is<br>at<br>wild | $ \begin{array}{l} \Delta L \ b \Delta J \wedge "\Delta b U \ LL^{\circ} \ b \wedge \rho " d d \cdot \prime \Delta \cdot \partial \Delta \cdot \cap " \Delta \nabla \cdot \Delta \cdot \\ L \prime a " \Delta b  angle \ b \wedge \Gamma \sigma \varsigma " \Delta b U \ , \ \sigma \supset r \ < < \Gamma \prime b \supset L d \cdot \Gamma  angle \ d d \cdot J \circ \wedge \\ \nabla b \ \Gamma d \cdot \sigma q d \cdot \neg \ b \subset \sigma J \sigma \sigma \Delta \cdot \sigma d \cdot \ \Gamma a \ b \subset \sigma J \sigma \sigma \Delta \cdot \\ \rho \rho a " d L d \Delta \cdot \sigma d \cdot \ \Gamma C " \ b b \cap r \ ) C L  angle \ b L \ b " b \cap r \land \Delta \cdot b \Gamma d  angle \ b J \\ C b \cdot \rho \ r \rho \rho p a " d L d \cdot b a d \cdot \neg \ d \sigma J \sigma \sigma \Delta \cdot \ ) C J \Delta \cdot a  angle \ d \sigma J \sigma \sigma \Delta \cdot \\ \rho \rho a " d L q \Delta \cdot a  angle \ d d \cdot \neg \ d \sigma J \sigma \sigma \Delta \cdot \ ) C J \Delta \cdot a  angle \ d \sigma J \sigma \sigma \sigma \Delta \cdot \\ \rho \rho a " d L q \Delta \cdot a  angle \ d d \cdot \neg \ d \sigma J \sigma \sigma \sigma \Delta \cdot \ ) C J \Delta \cdot a  angle \ d \sigma J \sigma \sigma \sigma \Delta \cdot \\ \rho \rho a " d L q \Delta \cdot a  angle \ d d \cdot \neg \ d \sigma J \sigma \sigma \sigma \Delta \cdot \ ) C J \Delta \cdot a  angle \ d \sigma J \sigma \sigma \sigma \Delta \cdot \\ \rho \rho a " d L q \Delta \cdot a  angle \ d d \cdot \neg \ d \sigma J \sigma \sigma \sigma \Delta \cdot \ ) C J \Delta \cdot a  angle \ d \sigma J \sigma \sigma \sigma \Delta \cdot \\ \rho \rho a " d L q \Delta \cdot a  angle \ d d \cdot \ a d \sigma J \sigma \sigma \sigma \land \ ) b \cap d \sigma d \cdot \land \ d \sigma J \sigma \sigma \sigma \cdot \ ) b \cap d \sigma d \cdot \land \ ) b \cdot \ d \sigma J \sigma \sigma \sigma \land \ ) b \cap d \sigma d \cdot \land \ ) b \cdot \ d \sigma J \sigma \sigma \sigma \land \ ) b \cap d \sigma d \cdot \land \ ) b \cdot \ d \sigma d \cdot \ ) d d \cdot \ d \sigma d \cdot \ ) b \cap d \circ d \circ \circ \ ) b \cap d \circ d \circ \ ) b \cap d \circ d \circ \circ \ ) b \cap d \circ d \circ \circ \ ) b \cap d \circ d \circ \ ) b \cap d \circ d \circ \ ) b \cap d \circ d \circ \circ \ ) b \cap d \circ d \circ \circ \ ) b \cap d \circ d \circ \circ \ ) b \cap d \circ d \circ \circ \ ) b \cap d \circ d \circ \circ \ ) b \cap d \circ d \circ \circ \ ) b \cap d \circ d \circ \circ \ ) b \cap d \circ d \circ \circ \ ) b \cap d \circ d \circ \circ \ ) b \cap d \circ d \circ \circ \ ) b \cap d \circ d \circ \circ \ ) b \cap d \circ d \circ \circ \ ) b \cap d \circ d \circ \circ \ ) b \cap d \circ \circ \ ) b \cap d \circ \circ \ ) b \cap d \circ \circ \circ \ ) b \cap d \circ \circ \ ) b \cap d \circ \circ \ ) b \cap d \circ \circ \circ \circ \circ ) b \cap d \circ \circ \circ \circ ) b \cap d \circ \circ \circ \ ) b \cap d \circ \circ \circ \circ ) d \circ \circ \circ \circ ) b \cap d \circ \circ \circ \circ \circ ) b \cap d \circ \circ \circ \circ ) b \cap d \circ \circ \circ \circ \circ ) b \cap d \circ \circ \circ \circ ) \circ ) d \circ \circ \circ \circ \circ ) \circ \circ \circ \circ ) b \cap d \circ \circ \circ \circ \circ \circ ) \circ \circ \circ \circ ) d \circ \circ \circ \circ \circ ) \circ \circ \circ \circ$ |
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| ain<br>vice<br>t<br>ho-  | 2012-2013 64"Ρ4· L4· ΡΓΥΡΟΕΝ ΡΡΔ"4L9Δ·σ<br>ΔL ΠΡΔΕ. ΔΔΟΣ ΡΡΔ"4L9Δ·Δ) ΡΥΡΠσ6U4·) ΦΡ<br>ΡΔ"4LΔ·)Ο 4σΡΔΕΔ ΓΔ 64 44·ΓΤ ΓΡ ΓΔΥσσΡ<)<br>ΔΔ·Γ"Δ4Δ·σ4· 44·Γως ΓΔ ΝΥΡΥΔ.Δ). ΔL Λ4 ΦΡ<br>Ρ)ΠΔΕΔ4· 9ΡΡΔ"4L94· ΠΡΔΕ) ΓΔ Λ4 <Β) ΦΡ<br>Ρ)ΠΔΕΔ4· 9ΡΡΔ"4L94·  |



Trainer who is certified through the Ontario Association of Children's Aid Societies. This past year, one series was  $bd^{\mu}Pd^{\mu}$ ,  $a^{3}CV^{3}Cd^{2}d^{\mu}$   $PbCAaJd^{-}bV$ .  $PPb^{\mu}dLqA^{3}$ offered in Sioux Lookout and two separate series were offered in Pikangikum First Nation and Sandy Lake First boob 704- LC4202 To D9.004. bob 014-Nation. A total of 34 staff graduated.

In order to assist our front line staff to help families deal with drug addictions, Tikinagan sponsored a staff training conference in the summer 2012 titled "Working with Families: Prescription Drug Abuse." More than 80 front line and supervisory staff participated in numerous workshops. A highlight of the conference was a presentation by Eabametoong's Doris Slipperjack. Her presentation helped provide practical strategies to participants in hopes of overcoming prescription drug addiction in communities.

This past year, the Training Unit delivered two sessions of the Financial Literacy Seminars to a total of 15 youth aged 15 to 17. The seminars were held in Lac Seul First Nation and Cat Lake First Nation. The purpose of the seminars is to provide youth with financial budgeting skills to aid their transition to living on their own. Youth are assisted in

opening bank accounts and provided information on employment opportunities available in communities.

As part of staff development, the agency sponsored six agency staff to attend the Social Worker Diploma program through Oshki Pimache-O-Win Education and Training Institute. Four staff graduated in June 2012 and three will be graduating in June 2013. This program offers a combination of on-site delivery in Thunder Bay for two weeks at a time with distance education courses during the evenings. This format provides staff with the opportunity to continue their work in frontline positions while furthering their education.

Staff training and capacity development continue to be a high priority for Tikinagan. Training not only increases skills and knowledge of individual staff, but also improves and enhances services to families and children. Whether it's addressing training needs, policy development, staffing levels or agency structure, Tikinagan recognizes that all aspects of our organization focus on helping families and their children by following the principles and values of our Mamow Obiki-ahwahsoowin service model. We will stay true to the goals provided to Tikinagan by the chiefs of this region: "The future of our communities is our children who need to be nurtured within their families and communities. Tikinagan Child and Family Services was created by the Chiefs of Nishnawbe-Aski Nation to strengthen our children, our families and our communities".

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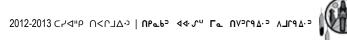
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### **TIKINAGAN SERVICE STATISTICS 2012–2013 Five Year Summary**

|   | 2008-<br>2009 | 2009-<br>2010 | 2010-<br>2011 | 2011-<br>2012 | 2012-<br>2013 | 5 yr<br>average |
|---|---------------|---------------|---------------|---------------|---------------|-----------------|
| Inquiries   |               |               |               |               |               |                 |
| Cases Served During Year                          | 448           | 416           | 495           | 483           | 403           | 449             |
| Report Received - Investigated Not Requ           | ired          |               |               |               |               |                 |
| Cases Served During Year                          | 1098          | 1257          | 1393          | 1516          | 1521          | 1357            |
| Child Protection: Investigations                  |               |               |               |               |               |                 |
| Cases Open at Beginning of Year                   | 53            | 236           | 157           | 114           | 152           | 142             |
| Cases Opened During Year                          | 850           | 713           | 745           | 655           | 658           | 724             |
| Cases Reopened During Year                        | 109           | 131           | 94            | 97            | 82            | 103             |
| Cases Served During Year                          | 1012          | 1080          | 996           | 866           | 892           | 969             |
| Child Protection Investigations Complete          | ed: No Fur    | ther Protec   | ction Servi   | ce            |               |                 |
| Cases Closed During Year                          | 412           | 513           | 373           | 397           | 482           | 435             |
| Child Protection Investigations Complete          | d. Transf     | erred for O   | ngoing Pr     | otection      |               |                 |
| Cases Closed During Year                          | 364           | 413           | 405           | 312           | 259           | 351             |
|   |               |               | 100           | 012           | 200           | 001             |
| Ongoing Services (Part III)                       |               |               |               | v             |               | _               |
| Cases Open at Beginning of Year                   | 567           | 683           | 809           | 923           | 924           | 781             |
| Cases Opened During Year                          | 383           | 438           | 431           | 335           | 280           | 373             |
| Cases Closed During Year                          | 267           | 313           | 317           | 334           | 292           | 305             |
| Cases Open at End of Year                         | 683           | 808           | 923           | 924           | 912           | 850             |
| Child Protection:                                 |               | ,             |               |               |               |                 |
| New Investigation in Ongoing Protection Cases     | 755           | 947           | 1048          | 839           | 774           | 873             |
| Number of Investigations Completed                | 776           | 926           | 778           | 670           | 741           | 778             |
| Average # of open cases Part III Ongoing Services | 612           | 758           | 882           | 936           | 905           | 819             |
| Total Children in Care                            |               |               |               |               |               |                 |
| Children in Care at Beginning of Year             | 518           | 538           | 569           | 606           | 630           | 572             |
| Children Admitted During the Year                 | 223           | 278           | 308           | 265           | 257           | 266             |
| Children Readmitted During Year                   | 223           | 249           | 258           | 312           | 287           | 266             |
| Children Discharged During Year                   | 426           | 496           | 529           | 553           | 506           | 502             |
| Children In Care End of Year                      | 538           | 569           | 606           | 630           | 668           | 602             |

| 1  |               |               |               |               |               |                 |  |  |
|--|---------------|---------------|---------------|---------------|---------------|-----------------|--|--|
|  | 2008-<br>2009 | 2009-<br>2010 | 2010-<br>2011 | 2011-<br>2012 | 2012-<br>2013 | 5 yr<br>average |  |  |
|  | 2000          | 2010          | 2011          |               | 2010          |                 |  |  |
|  |               |               |               |               |               |                 |  |  |
| Cases Served During Year                                     | 448           | 416           | 495           | 483           | 403           | 449             |  |  |
|  | _             |               |               |               |               | -               |  |  |
| eived - Investigated Not Requ                                | ired          |               |               |               |               |                 |  |  |
| Cases Served During Year                                     | 1098          | 1257          | 1393          | 1516          | 1521          | 1357            |  |  |
| ction: Investigations  |               |               |               |               |               |                 |  |  |
| Cases Open at Beginning of Year                              | 53            | 236           | 157           | 114           | 152           | 142             |  |  |
| Cases Opened During Year                                     | 850           | 713           | 745           | 655           | 658           | 724             |  |  |
| Cases Reopened During Year                                   | 109           | 131           | 94            | 97            | 82            | 103             |  |  |
| Cases Served During Year                                     | 1012          | 1080          | 996           | 866           | 892           | 969             |  |  |
|  |               |               |               |               | 002           |                 |  |  |
| tion Investigations Completed: No Further Protection Service |               |               |               |               |               |                 |  |  |
| Cases Closed During Year                                     | 412           | 513           | 373           | 397           | 482           | 435             |  |  |
|  |               |               |               |               |               |                 |  |  |
| ction Investigations Complete                                | ed: Transfe   | erred for O   | ngoing Pro    | otection      |               |                 |  |  |
| Cases Closed During Year                                     | 364           | 413           | 405           | 312           | 259           | 351             |  |  |
| rvices (Part III)  |               |               |               |               |               |                 |  |  |
| Cases Open at Beginning of Year                              | 567           | 683           | 809           | 923           | 924           | 781             |  |  |
|  | 383           | 438           | 431           | 335           | 280           | 373             |  |  |
| Cases Opened During Year                                     | 267           | 313           | 317           | 334           | 200           | 305             |  |  |
| Cases Closed During Year                                     | 683           | 808           | 923           | 924           | 912           | 850             |  |  |
| Cases Open at End of Year                                    | 005           | 000           | 923           | 924           | 912           | 000             |  |  |
| ction:   |               |               |               |               |               |                 |  |  |
| tigation in Ongoing Protection Cases                         | 755           | 947           | 1048          | 839           | 774           | 873             |  |  |
| Number of Investigations Completed                           | 776           | 926           | 778           | 670           | 741           | 778             |  |  |
| open cases Part III Ongoing Services                         | 612           | 758           | 882           | 936           | 905           | 819             |  |  |
|  |               |               |               |               |               |                 |  |  |
| ren in Care  |               |               |               |               |               |                 |  |  |
| Children in Care at Beginning of Year                        | 518           | 538           | 569           | 606           | 630           | 572             |  |  |
| Children Admitted During the Year                            | 223           | 278           | 308           | 265           | 257           | 266             |  |  |
| Children Readmitted During Year                              | 223           | 249           | 258           | 312           | 287           | 266             |  |  |
| Children Discharged During Year                              | 426           | 496           | 529           | 553           | 506           | 502             |  |  |
| Children In Care End of Year                                 | 538           | 569           | 606           | 630           | 668           | 602             |  |  |
|  |               |               |               |               |               |                 |  |  |





### **TIKINAGAN SERVICE STATISTICS 2012–2013**

|   | 2008-<br>2009                                     | 2009-<br>2010                                    | 2010-<br>2011                                    | 2011-<br>2012                                    | 2012-<br>2013                                    | 5 yr<br>average                                  |
|---|---|--|--|--|--|--|
| Foster Care   |   |  |  |  |  | ^  |
| Regular   | 15087   | 15088  | 17741  | 17144  | 17836  | 16579  |
| Specialized   | 13683   | 13328  | 13230  | 14293  | 13039  | 13515  |
| Treament  | 8619  | 9311   | 7171   | 5237   | 4791   | 7026   |
| Customary Care  | 111248  | 131964   | 144493   | 159253   | 151740   | 139740   |
| Outside Purchased Foster Care   | 4648  | 5970   | 8395   | 12746  | 18056  | 9963   |
| Group Care  |   |  |  |  |  |  |
| Purchased   | 15055   | 12638  | 12881  | 11619  | 13504  | 13139  |
| Society Operated  | 2606  | 2361   | 2404   | 2146   | 2405   | 2384   |
| Other Care  |   |  |  |  |  |  |
| Independent Living  | 1810  | 1834   | 1595   | 1757   | 2532   | 1906   |
| Extended Care and Mantenance  | 7291  | 5328   | 4919   | 3876   | 4815   | 5246   |
|   |   |  |  |  |  |  |
| Free Days of Care   |   |  |  |  |  |  |
| Free Days of Care Free Homes  | 5498  | 7593   | 11169  | 8928   | 9023   | 8442   |
|   | 5498<br>2668                                      | 7593<br>3481                                     | 11169<br>2728                                    | 8928<br>1609                                     | 9023<br>1516                                     | 8442<br>2400                                     |
| Free Homes  |   |  |  |  |  |  |
| Free Homes<br>Free Insitutions  | 2668  | 3481   | 2728   | 1609   | 1516   | 2400   |
| Free Homes<br>Free Insitutions<br>Free Other<br>Total Days Care   | 2668<br>188                                       | 3481<br>63                                       | 2728<br>19                                       | 1609<br>22                                       | 1516<br>97                                       | 2400<br>78                                       |
| Free Homes<br>Free Insitutions<br>Free Other<br>Total Days Care   | 2668<br>188                                       | 3481<br>63                                       | 2728<br>19                                       | 1609<br>22                                       | 1516<br>97                                       | 2400<br>78                                       |
| Free Homes<br>Free Insitutions<br>Free Other<br>Total Days Care<br>Foster Homes   | 2668<br>188<br>188401                             | 3481<br>63<br>208959                             | 2728<br>19<br>226745                             | 1609<br>22<br>238630                             | 1516<br>97<br>239354                             | 2400<br>78<br>220418                             |
| Free Homes<br>Free Insitutions<br>Free Other<br>Total Days Care<br>Foster Homes<br>Homes available at Beginning of Year   | 2668<br>188<br>188401<br>256                      | 3481<br>63<br>208959<br>344                      | 2728<br>19<br>226745<br>380                      | 1609<br>22<br>238630<br>404                      | 1516<br>97<br>239354<br>410                      | 2400<br>78<br>220418<br>359                      |
| Free Homes<br>Free Insitutions<br>Free Other<br>Total Days Care<br>Foster Homes<br>Homes available at Beginning of Year<br>Home Studies Completed   | 2668<br>188<br>188401<br>256<br>195               | 3481<br>63<br>208959<br>344<br>175               | 2728<br>19<br>226745<br>380<br>177               | 1609<br>22<br>238630<br>404<br>159               | 1516<br>97<br>239354<br>410<br>138               | 2400<br>78<br>220418<br>359<br>169               |
| Free Homes<br>Free Insitutions<br>Free Other<br>Total Days Care<br>Foster Homes<br>Homes available at Beginning of Year<br>Home Studies Completed<br>New Approved Homes During Year                             | 2668<br>188<br>188401<br>256<br>195<br>191        | 3481<br>63<br>208959<br>344<br>175<br>172        | 2728<br>19<br>226745<br>380<br>177<br>168        | 1609<br>22<br>238630<br>404<br>159<br>149        | 1516<br>97<br>239354<br>410<br>138<br>127        | 2400<br>78<br>220418<br>359<br>169<br>161        |
| Free Homes<br>Free Insitutions<br>Free Other<br>Total Days Care<br>Foster Homes<br>Homes available at Beginning of Year<br>Home Studies Completed<br>New Approved Homes During Year<br>Homes Closed During Year | 2668<br>188<br>188401<br>256<br>195<br>191        | 3481<br>63<br>208959<br>344<br>175<br>172        | 2728<br>19<br>226745<br>380<br>177<br>168        | 1609<br>22<br>238630<br>404<br>159<br>149        | 1516<br>97<br>239354<br>410<br>138<br>127        | 2400<br>78<br>220418<br>359<br>169<br>161        |
| Free Homes<br>Free Insitutions<br>Free Other<br>Total Days Care<br>Foster Homes<br>Homes available at Beginning of Year<br>Home Studies Completed<br>New Approved Homes During Year<br>Homes Closed During Year | 2668<br>188<br>188401<br>256<br>195<br>191<br>103 | 3481<br>63<br>208959<br>344<br>175<br>172<br>135 | 2728<br>19<br>226745<br>380<br>177<br>168<br>145 | 1609<br>22<br>238630<br>404<br>159<br>149<br>142 | 1516<br>97<br>239354<br>410<br>138<br>127<br>114 | 2400<br>78<br>220418<br>359<br>169<br>161<br>128 |

| As at   | Operating<br>Fund                     | Donation<br>Fund            | Children's<br>Trust<br>Fund | March 31<br>2013                             | March 31<br>2012                               | April 1<br>2011                          |
|---|---------------------------------------|-----------------------------|-----------------------------|--|--|--|
| ASSETS  |                                       |                             |                             |  |  |  |
| Current   |                                       |                             |                             |  |  |  |
| Cash and cash equivalents   | \$<br>2,713,296 \$                    | 157,418 \$                  | 41,900 \$                   | 2,912,614 \$                                 | 1,428,131 \$                                   | 2,563,73                                 |
| Accounts receivable   | 431,613                               | -                           | -                           | 431,613                                      | 696,759  | 644,94                                   |
| Due from the Ministry of Children   |                                       |                             |                             |  |  |  |
| and Youth Services  | 3,498,170                             | -                           | -                           | 3,498,170                                    | 4,211,997                                      | 50,000                                   |
| Prepaid expenses  | 28,514                                | -                           | -                           | 28,514                                       | 730,748  | 19,828                                   |
| Capital expenditures to be recovered                                      |                                       |                             |                             |  |  |  |
| in future years   | 433,689                               | -                           | -                           | 433,689                                      | 483,294  | -  |
|   | <br>7,105,282                         | 157,418                     | 41,900                      | 7,304,600                                    | 7,550,929                                      | 3,278,50                                 |
|   | 7,105,282                             | 157,418                     | 41,900                      | 7,304,600                                    | 7,550,929                                      | 3,278,50                                 |
| LIABILITIES<br>Current<br>Accounts payable and                            | 3.712.972                             |                             |                             | 3.712.972                                    | 2 442 510                                      |  |
| accrued liabilities<br>Deferred revenue<br>Demand loans                   | <br>3,300,131<br>433,689              | -                           | -                           | 3,300,131<br>433,689                         | 3,443,519<br>3,511,892<br>483,294<br>7,438,705 | 3,046,082<br>3,073,43<br>-<br>-          |
| Deferred revenue  | <br>3,300,131                         | -                           | -                           | 3,300,131                                    | 3,511,892                                      | - / /                                    |
| Deferred revenue<br>Demand loans  | <br>3,300,131<br>433,689              | -                           | -                           | 3,300,131<br>433,689                         | 3,511,892<br>483,294                           | 3,073,43                                 |
| Deferred revenue<br>Demand loans  | <br>3,300,131<br>433,689              | -<br>-<br>-<br>-<br>157,418 | -<br>-<br>-<br>-<br>41,900  | 3,300,131<br>433,689                         | 3,511,892<br>483,294                           | 3,073,43                                 |
| Deferred revenue<br>Demand loans<br>FUND BALANCE                          | <br>3,300,131<br>433,689              |                             |                             | 3,300,131<br><u>433,689</u><br>7,446,792     | 3,511,892<br>483,294<br>7,438,705              | 3,073,43<br>-<br>6,119,51                |
| Deferred revenue<br>Demand loans<br>FUND BALANCE<br>Internally restricted | <br>3,300,131<br>433,689<br>7,446,792 |                             |                             | 3,300,131<br>433,689<br>7,446,792<br>199,318 | 3,511,892<br>483,294<br>7,438,705<br>202,813   | 3,073,43<br>-<br>-<br>6,119,51<br>164,36 |

### TIKINAGAN CHILD AND FAMILY SERVICES

STATEMENT OF FINANCIAL POSITION



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#### TIKINAGAN CHILD AND FAMILY SERVICES

#### STATEMENT OF OPERATIONS AND CHANGES IN FUND BALANCE

|  |    | Externally    |                |            |               |             |
|--|----|---------------|----------------|------------|---------------|-------------|
|  | _  | Restricted    | Internally Res | stricted   |               |             |
|  |    |               |                | Children's |               |             |
|  |    | Operating     | Donation       | Trust      | Total         | Total       |
| For the year ended March 31            |    | Fund          | Fund           | Fund       | 2013          | 2012        |
| REVENUE                                |    |               |                |            |               |             |
| Child welfare                          | \$ | 51,496,863 \$ | - \$           | - \$       | 51,496,863 \$ | 51,295,656  |
| Cat Lake treatment centre              |    | 1,122,738     | -              | -          | 1,122,738     | 1,288,057   |
| Service programs                       |    | 2,291,820     | -              | -          | 2,291,820     | 1,479,019   |
| Special projects                       |    | 34,446        | -              | -          | 34,446        | 128,438     |
| Donation Fund                          |    | -             | 4,005          | -          | 4,005         | 3,944       |
| Children's Trust Fund                  |    | -             | -              | -          | -             | 34,500      |
| Ontario Child Benefit                  |    | 787,030       | -              | -          | 787,030       | 668,072     |
| TOTAL REVENUE                          |    | 55,732,897    | 4,005          | -          | 55,736,902    | 54,897,686  |
|  |    |               |                |            |               |             |
| EXPENDITURE                            |    |               |                |            |               |             |
| Child welfare                          |    | 51,747,784    | -              | -          | 51,747,784    | 50,630,045  |
| Cat Lake treatment centre              |    | 1,122,738     | -              | -          | 1,122,738     | 1,288,057   |
| Service programs                       |    | 2,291,820     | -              | -          | 2,291,820     | 1,479,019   |
| Special projects                       |    | 34,446        | -              | -          | 34,446        | 128,438     |
| Donation Fund                          |    | -             | -              | -          | -             | -           |
| Children's Trust Fund                  |    | -             | -              | 7,500      | 7,500         | -           |
| Ontario Child Benefit                  |    | 787,030       | -              | -          | 787,030       | 668,072     |
| TOTAL EXPENDITURE                      |    | 55,983,818    | -              | 7,500      | 55,991,318    | 54,193,631  |
|  |    |               |                |            |               |             |
| EXCESS (DEFICIENCY) OF REVENUE         |    |               |                |            |               |             |
| OVER EXPENDITURE                       |    | (250,921)     | 4,005          | (7,500)    | (254,416)     | 704,055     |
| FUND BALANCE - BEGINNING               |    |               |                |            |               |             |
| OF YEAR                                |    | (90,589)      | 153,413        | 49,400     | 112,224       | (2,841,013) |
| ADJUSTMENT TO PRIOR YEAR'S             |    |               |                |            |               |             |
| FUNDING                                |    |               |                |            |               |             |
| MCYS - Child welfare                   |    | -             | -              | -          | -             | 2,329,632   |
| - Partner facility renewal             |    | -             | -              | -          | -             | (80,450)    |
| ······································ |    | (90,589)      | 153,413        | 49,400     | 112,224       | (591,831)   |
| FUND BALANCE - END OF YEAR             | \$ | (341,510) \$  | 157,418 \$     | 41,900 \$  | (142,192) \$  | 112,224     |

| For the year ended March 31                                     | Direct<br>Services  | Infrastructure<br>and Admin | Block 4 -<br>Capital and<br>Technology | 2013          | 2012       |
|---|---------------------|-----------------------------|--|---------------|------------|
| REVENUE   |                     |                             |  |               |            |
| Ministry of Children and Youth Services                         |                     |                             |  |               |            |
| Block 1 - Core funding  | \$<br>40,903,340 \$ | 5,440,051 \$                | - \$                                   | 46,343,391 \$ | 45,116,220 |
| Block 3 - Select Service Volume Growth                          | 1,633,215           | -                           | -                                      | 1,633,215     | 2,246,155  |
| Block 4 - Capital and technology                                | -                   | -                           | 680,968                                | 680,968       | 683,159    |
|   | 42,536,555          | 5,440,051                   | 680,968                                | 48,657,574    | 48,045,534 |
| Non-Ministry  |                     |                             |  |               |            |
| Administration fees   | 210,306             | -                           | -                                      | 210,306       | 225,470    |
| Child care  | 285,942             | -                           | -                                      | 285,942       | 177,373    |
| Children's special allowances                                   | 2,275,740           | -                           | -                                      | 2,275,740     | 2,236,890  |
| Interest  | 33,925              | -                           | -                                      | 33,925        | 23,548     |
| Other   | 26,686              | -                           | -                                      | 26,686        | 577,841    |
| Rental  | 6,690               | -                           | -                                      | 6,690         | 9,000      |
|   | 2,839,289           | -                           | -                                      | 2,839,289     | 3,250,122  |
| TOTAL REVENUE   | 45,375,844          | 5,440,051                   | 680,968                                | 51,496,863    | 51,295,656 |
| EXPENDITURE   | 45,783,061          | 5,508,549                   | 456,174                                | 51,747,784    | 50,630,045 |
| EXCESS (DEFICIENCY) OF REVENUE OVER<br>EXPENDITURE FOR THE YEAR | \$<br>(407,217) \$  | (68,498) \$                 | 224,794 \$                             | (250,921) \$  | 665,611    |

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### TIKINAGAN CHILD AND FAMILY SERVICES

#### SCHEDULE OF REVENUE AND EXPENDITURE CHILD WELFARE

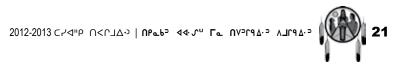
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|   |                                 |                                |                          |  |  | SCHEDULE                   | E OF REVI<br>CAT LA | enue and e)<br>Ke treatmi | SCHEDULE OF REVENUE AND EXPENDITURE<br>CAT LAKE TREATMENT CENTRE |
|---|---------------------------------|--------------------------------|--------------------------|--|--|----------------------------|---------------------|---------------------------|--|
| For the year ended March 31                                     | Tre.<br>Ce                      | Treatment<br>Centre<br>Program | Training<br>Program      | Northern &<br>Remote<br>Community<br>Grants<br>Program | Designated<br>Priorities<br>Program    | Fee for<br>Service         |                     | 2013                      | 2012   |
| REVENUE   |                                 |                                |                          |  |  |                            |                     |                           |  |
| AHWS<br>Onersting   | 5                               | 710 398 \$                     | ¥.                       |  | e                                      | <del>V</del>               | ¢.                  | 710 398 \$                | 683 393  |
| Training  |                                 |                                | 32,505                   |  |  | •                          | •                   |                           | 32,505   |
| Northern Remote Community Grants Program                        |                                 | ·                              | 1                        | 6,500  |  | ·                          |                     | 6,500                     | . 1  |
| One-time funding - Designated Priorities Program                |                                 | ,                              |                          |  | 22,000                                 |                            |                     | 22,000                    | -  |
| One-time funding - кам<br>One-time funding - Enhancement        |                                 |                                |                          |  |  |                            |                     |                           | 31,993   |
| Expenditure Recoveries - Fee for Services                       |                                 |                                |                          |  |  | 351,335                    |                     | 351,335                   | 420,166  |
|   |                                 | 710,398                        | 32,505                   | 6,500  | 22,000                                 | 351,335                    |                     | 1,122,738                 | 1,288,057  |
| EXPENDITURE   |                                 |                                |                          |  |  |                            |                     |                           |  |
| Administration  |                                 | 17,335<br>60.200               |                          |  |  | 54,245                     |                     | 71,580<br>60 200          | 86,744<br>74 424   |
| Beriellis<br>Building occupancy                                 |                                 | 09,399<br>11.578               |                          |  | 4.500                                  | - 68.600                   |                     | 84.678                    | 127.719  |
| Capital acquisitions  |                                 | I                              |                          |  | 1                                      | 121,210                    |                     | 121,210                   | 4,913  |
| Office administration   |                                 |                                |                          |  |  | 23,512                     |                     | 23,512                    | 16,070   |
| Program expense<br>Durchaed cervice fees                        |                                 | 31,993                         | 2,200<br>16,000          |  | 10,000                                 | 35,583                     |                     | 79,776<br>16.000          | 45,569<br>182 282  |
| Salaries and wages  | 5                               | 580.093                        |                          |  |  |                            |                     | 580.093                   | 640.955  |
| Training and recruitment  |                                 |                                |                          |  | 7,500                                  | 31,914                     |                     | 39,414                    | 67,352   |
| Travel  |                                 | -<br>710.398                   | 14,305<br>32,505         | 6,500  | - 22 000                               | 351.335                    |                     | 37,076<br>1.122_738       | 42,022<br>1 288 057  |
|   |                                 |                                |                          |  | )<br>)<br> <br>                        |                            |                     |                           |  |
| EXCESS (DEFICIENCY) OF REVENUE OVER<br>EXPENDITURE FOR THE YEAR | \$                              | \$<br>'                        | \$                       |  | •                                      | ۔<br>\$                    | Ф                   | \$<br>'                   |  |
|   |                                 |                                |                          |  |  |                            |                     |                           |  |
|   |                                 |                                |                          |  |  |                            |                     |                           |  |
|   |                                 |                                |                          | F  | IKINAGAN                               | TIKINAGAN CHILD AND FAMILY | ND FA               |                           | SERVICES   |
|   |                                 |                                |                          |  |  | SCHEDULE                   | OF REVE             | NUE AND EX<br>SERVICE     | SCHEDULE OF REVENUE AND EXPENDITURE<br>SERVICE PROGRAMS          |
| For the year ended March 31                                     | Prevention /<br>BFSW<br>Program |                                | Aboriginal (<br>Training | Community<br>Capacity                                  | Major<br>Capital                       | Minor<br>Capital           | 20                  | 2013                      | 2012   |
| REVENUE   |                                 |                                |                          |  |  |                            |                     |                           |  |
| Ministry of Children and Youth Services \$                      | 1,315,202<br>1.315.202          | φ                              | 119,766 \$<br>119,766    | 44,051 \$<br>44.051                                    | 500,000<br>500.000                     | \$ 312,801 \$<br>312,801   | 2<br>2<br>3         | 2,291,820 \$<br>2.291.820 | 1,479,019<br>1.479.019   |
|   | 122                             |                                | 19,100                   |  | ~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~ |                            | î                   | 1010                      | >>>>>+++   |

ł,

| Administration                      |              |         |         |         |         |           |           |
|-------------------------------------|--------------|---------|---------|---------|---------|-----------|-----------|
|                                     | 138,726      |         |         |         |         | 138,726   | 138,726   |
| Benefits                            | 87,466       | 9,984   | '       |         |         | 97,450    | 86,238    |
| Building occupancy                  | 202,784      | 9,000   | ,       |         |         | 211,784   | 233,217   |
| Capital acquisitions                |              |         | '       | 500,000 | 312,801 | 812,801   |           |
| Community capacity                  |              |         | 44,051  |         |         | 44,051    | 44,051    |
| Office administration               | 16,154       |         |         |         |         | 16,154    | 11,988    |
| Professional services - non-client  |              |         | ,       | ,       |         |           | 49,489    |
| Program expense                     | 188,395      |         | ,       | ,       |         | 188,395   | 196,027   |
| Salaries and wages                  | 660,040      | 81,357  | '       | ·       |         | 741,397   | 659,185   |
| Training and recruitment            |              | 4,169   | ,       | ,       |         | 4,169     |           |
| Travel                              | 21,637       | 15,256  |         |         |         | 36,893    | 60,098    |
|                                     | 1,315,202    | 119,766 | 44,051  | 500,000 | 312,801 | 2,291,820 | 1,479,019 |
| EXCESS (DEFICIENCY) OF REVENUE OVER |              |         |         |         |         |           |           |
| EXPENDITURE FOR THE YEAR            | ся<br>-<br>- | \$<br>' | \$<br>' |         | \$<br>' | \$<br>•   | '         |



### **Staff Recognition**

Tikinagan Child and Family Services would like to recognize employees who have reached their 10th, 15th, 20th and 25th anniversary of employment with the agency. Our thanks and congratulations go to the following employees for their many years of dedicated service to the families and children of this region.

(Years of service at March 31, 2013)

### ασβσρσ, ρσσαζα.α

Πραδ<sup>3</sup> αδισ<sup>6</sup> Γα Πν<sup>3</sup>Γ9Δ<sup>3</sup> ΛΔΓ9Δ<sup>3</sup> ΡΔι ααdl<sup>3</sup> ασραδα' δυλαματ<sup>-</sup> 10th, 15th, 20th Γα 25th Cra"ρ Γσα' αις δαρρείατο Ρί Λμγθδισ'. Lat- σααdlγ<sup>3</sup> Γα σιαγίζιγ Ραισα<sup>3</sup> 9ασ σλυλ"Δδρία<sup>-</sup> ασραδα<sup>3</sup> διτ"Δάδισα<sup>3</sup> ΡΔ Πν<sup>3</sup>Γ9Δα<sup>3</sup> Γα αδισιά<sup>3</sup> ΡΔις"Δάδισα<sup>3</sup> Ρί δρ<sup>3</sup>γ ααδηστ<sup>3</sup> ζδια<sup>3</sup>.

(Γσσ' badpclqa. dda' ΓργΔ.λγς 31, 2013)

| <b>10 years</b><br>Maryanne Rae<br>Lori Labelle<br>Connie Carson<br>Bernice Kakekaspan<br>Tanya Favot | <b>10 ל"ף</b><br>אסרי אסרי<br>18 לא<br>18 לא<br>18 ליש<br>10 לא<br>10 לא<br>10<br>10 לא<br>10<br>10<br>10<br>10<br>10<br>10<br>10<br>10 |
|---|--|
| <b>15 years</b>   | <b>15⊲"</b> Ρ  |
| Jessie Duncan   | ົ∩ ⊂ວຽວ  |
| <b>20 years</b>   | <b>20 ⊲"ף</b>  |
| Clara Young   | רכץ ⊳≤∆≥⊲  |

Tikinagan would also like to give special recognition to Service Manager Judy Angeconeb for 25 years of dedicated employment. 

Judy Angeconeb celebrated a milestone March 7, 2013. She was honoured for 25 years of service during a luncheon held in Sioux Lookout. She began her career at Tikinagan as a secretary, but moved through a series of positions building her experience and expertise. She eventually moved up to a Service Manager position. As part of the recognition of her achievements here, she was presented with a handmade quilt.



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