



ANNUAL REPORT

2021 - 2022

The Saskatchewan First Nations Family and Community Institute Inc.

History

The Saskatchewan First Nations Family and Community Institute Inc. (commonly referred to as SFNFCI or the Institute) was formed in June 2007 as a non-profit organization in Saskatoon, Saskatchewan.

Vision

Be the leading, innovative, sustainable, holistic center of research and professional learning to organizations serving children, youth and families.

Mission

Our mission is to build capacity within organizations serving children, youth and families based on First Nation values.

Values

Respect

Having high expectations of staff and the Board regarding their commitment to the vision, mission, values and guiding principles of the Institute

Love

Demonstrating our belief (as professional services) that all organizations can and will succeed through their commitment to their communities

Bravery

Committing to create an innovative and sustainable approach to development and delivery of services

Wisdom

Creating internal capacity through ongoing professional development

Humility

Acknowledging that we need to learn more about the ways in which to better support Child and Family Services organizations in their service

Honesty

Accepting that we have a requirement to be transparent and accountable to our members, communities, funders, stakeholders and each other

Truth

Developing measurable outcomes for organizational success and using them as key indicators of how we are fulfilling our vision and mission

Guiding Principles

Based on defining the nature of relationships necessary to achieve our vision

Elders

Actively engaging Elders and honouring their sacred teachings

Youth

Respectfully engaging youth and honouring their voices in program development

Community

Increasing the capacity of service organizations to improve the lives of First Nations on and off reserve

Members/Other Organizations

Respectfully engaging those we serve to seek their guidance on the Institute's services

First Nation Government

Respecting First Nation governance and leadership and honouring First Nation Treaty and Inherent rights, language, land, customs and ways

Government

Striving toward proactive relationships with governments

Professional Organizations

Creating respectful, collaborative relationships, clear communication, building confidence in our role as credible providers of professional services

Employees

Respecting, supporting and valuing employees and their ongoing development in a safe, professional and ethical way

Environment

Decreasing our carbon footprint by increasing electronic communication and information storage while protecting privacy and integrating resource efficient tools, equipment and facilities

Funders

Maintaining respectful, transparent relationships with a diversity of funders with view to building autonomy and sustainability

Funding Partners

SFNFCI receives funding from the Saskatchewan Ministry of Social Services and Saskatchewan office of Indigenous Services Canada. Thank you for your continued support.



Board Chair Report

The Saskatchewan First Nations Family and Community Institute was established to be a center of excellence based on Indigenous values to create culturally relevant standards and training to meet the needs of on-reserve service providers.

The political environment has changed greatly in the past 2 years offering opportunities for transformation and reform for on-reserve service providers in the areas of child protection, child prevention, income assistance, and assisted living. SFNFCI has demonstrated leadership in collecting Saskatchewan First Nations community service provider voices and priorities to inform research reports and agendas nationally, regionally, and locally. SFNFCI staff have also demonstrated leadership in finding ways to offer more virtual opportunities for participation in sharing knowledge and learning opportunities.

The ability of the staff to create and maintain relationships with stakeholders, develop trust, and implement capacity building initiatives through training and support services is helping on-reserve service agencies enhance the good work and services for their communities. SFNFCI is well positioned to help communicate information on reform opportunities and provide support and training for capacity building.

We thank Elder Ernestine for her continued guidance and support for the SFNFCI Board of Directors.

On behalf of the board of directors and staff of SFNFCI we acknowledge and thank both Indigenous Services Canada and the Ministry of Social Services for their continued support and funding.

Dexter Kinequon
Board Chairperson



Executive Director Report

The 2021-22 year was an exciting and productive year for SFNFCI despite the challenges we continued to face in the second year of the coronavirus pandemic. The SFNFCI team has worked diligently to maintain uninterrupted level of services in training and support for our audiences while continuing our strategic plan initiatives.

SFNFCI staff returned to working fully from our office in June 2021, however, in-person meetings and training deliveries were scheduled at venues off-site to maintain physical distancing. The team worked on offering many more webinars are part of the knowledge sharing experience and the take-up from our audiences was significant and well received. We are grateful to our Elders for their continued guidance and participation in our meetings both virtually and in-person.

The quarterly meetings with the different stakeholder audiences have helped to bring people together both to share information and identify priorities for continued research and areas for customized training reflecting First Nations community needs.

The board and management worked on strategic initiatives to position SFNFCI for further growth and development and balancing of management supervision capacity. By fiscal year end the board approved an organizational restructure along with a salary hierarchy for new positions to be added. The programs department was restructured into two departments. One department will focus specifically on research and curriculum development while the learning operations department will focus on scheduling and delivery of training and support services. The two areas will continue to work close together along with administration for focused efforts for strategic output in research, curriculum development, and delivery of training and support services.

I would like to thank the staff for their resilience the past two years in planning, and replanning events when we have had to monitor real-time health mandates to ensure safety of our Elders, participants, and staff. A big thank you to our funders for their continued support of the work we do together with our First Nations service providers to enhance the services for children, youth and families in our First Nations communities.

Tischa Mason
Executive Director



Tischa Mason,
Executive Director



Maxine Robertson,
Business Analyst



Patricia Gardypie,
Director of Administration



Michaela Aistine,
Finance Manager



Misty Kay,
Administrative Assistant



Shelley Thomas Prokop,
Director of Research &
Curriculum Development

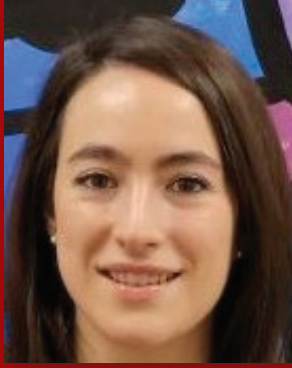


Scott Stephens,
Curriculum Developer



Anuja Thapa,
Disabilities Researcher

SFNFCI



Rachel Andal,
SDM Consultant



Ashley Hricz,
SDM Consultant



David Bird,
Learning Operations
Consultant



Juanita Wolfe,
Learning Operations
Consultant



Jocelyn Sugar,
Learning Operations
Coordinator



Ashley Mazurkewich,
Learning Operations
Coordinator

STAFF



Marisa McGregor,
Student



Chase Woods,
Student

Board Governance

SFNFCI held its 14th Annual General Meeting on June 16, 2021. The SFNFCI Board of Directors serve staggered terms.

The SFNFCI Board of Directors and Terms are outlined below.

Board Member	Agency	Organization and Term
Board Elder: Ernestine Starr	Starblanket First Nation	Elder Ernestine Starr was appointed to the Saskatchewan First Nations Family and Community Institute Board of Directors in March 2017.
Marlene Bugler	Kanawayimik Child and Family Services Inc.	Marlene was elected for a 3-year term in 2019-2020 to end at the 2021-2022 AGM.
Rick Dumais	Agency Chiefs Child and Family Services Inc.	Agency Chiefs CFS. Rick was elected for a vacant 2-year term in 2020-2021 to end at the 2021-2022 AGM.
Dexter Kinequon	Lac La Ronge Indian Band Child and Family Services	Dexter was elected for a 3-year term in 3-year term in 2019-2020 to end at the 2021-2022 AGM.
Other Professional Designation Seat	Vacant	3-year term in 2019-2020 to end at the 2021-2022 AGM.
Lois Isnana	QBOW Child and Family Services	Lois was elected to fill a vacant 3-year term in 2020-21 to end at the AGM in 2022-2023.
Vera Sayese	Peter Ballantyne Child and Family Services	Vera was elected for a 3-year term in 2020-21 to end at the 2022-2023 AGM.
Raymond Shingoose	Yorkton Tribal Council Child and Family Services Inc.	Raymond was elected for a 3-year term in 2020-21 to end at the 2022-2023 AGM.
Jason Albert	Associate Professor, First Nations University of Canada	Jason was elected for a 3-year term in 2020-21 to end at the 2022-2023 AGM.
Jason Lins	MNP LLP, Saskatoon	Jason was elected for a 3-year term in 2020-21 to end at the 2022-2023 AGM.

The 2020-21 Board Executive:

Board Chair: Dexter Kinequon, La Ronge CFS
Vice-Chair: Marlene Bugler, Kanaweyimik CFS
Treasurer and Chair Finance & Audit Committee:
Vera Sayese Peter Ballantyne CFS
Chair Governance Committee: Raymond Shingoose,
Yellow Thunderbird Lodge (YTC) CFS
SFNFCI's Elder: Ernestine Starr of Starblanket First Nation.

2021-22 Board Meetings

June 2, 2021
June 16, 2021
July 16, 2021
August 27, 2021
September 15, 2021
December 10, 2021
March 22, 2022

Board Human Resource Committee Meetings were held on January 12th, January 25th, and March 2nd of 2022.

Regional Tripartite Table Meetings

SFNFCI receives funding from Indigenous Services Canada to coordinate and co-host Saskatchewan Regional Tripartite Table (RTT) meetings. The SK RTT exists to help clarify the roles and responsibilities of Indigenous Services Canada (ISC), the Ministry of Social Services (MSS), the Federation of Sovereign Indigenous Nations (FSIN) and First Nations Child and Family Service Agencies (FNCFS).

The RTT is a venue to discuss in partnership:

- Policy Development specific to FNCFS
- Legislative and/or regulatory changes that impact the nature and extent of services provided to First Nations children, families, and communities
- Funding Formulas
- Opportunities for joint program development, service enhancements and accountability mechanisms that will improve child welfare services
- Other technical matters that are of importance to the FNCFS Regional Tripartite Table membership
- To support the implementation of the Canadian Human Rights Tribunal (CHRT, 2016), the Truth and Reconciliation Calls to Action (TRC, 2015) and the Saskatchewan FNCFS Prevention Framework (2007).
- To identify and recommend research activities to strengthen First Nations child and family service delivery in Saskatchewan.

SK RTT meetings were held virtually on October 5, 2021, 26 January 2022, and a blended in-person and virtual meeting was held on 22 March 2022.

The Saskatchewan First Nations Family and Community Institute would like to continue to thank both Indigenous Services Canada and the Ministry of Social Services for their continued support and funding.

SFNFCI Strategic Plan

In 2014, SFNFCI Board and staff created a vision for the development, growth, and sustainability for 20 years. SFNFCI's first 5-year plan period ended in 2019. Upon review of the first 5-year plan achievements, the board and management had good discussions taking into consideration the shifting priorities, as per the changing political, economic, and technical landscapes in First Nations Child Welfare. In 2020, SFNFCI has updated its strategic plan to take into consideration the initiatives completed in the first 5-year plan, and priority areas to work toward in years 6 to 10 of the 20 year vision.

This chart highlights the Strategic Priorities established by the SFNFCI Board of Directors. SFNFCI staff execute the strategic plan by developing annual work plans with different initiatives and tasks aligned to meet and achieve these goals.

Annual operation activities focus on both internal initiatives to build SFNFCI capacity, as well as external initiatives to support those we serve.

Together we can do
so much!

SFNFCI 5 – Year Strategic Plan
Strategic Priority 1: Ongoing development of Board / Governance to support growth
1.1 Identify training opportunities to build SFNFCI Board Member capacity
1.2 Promote SFNFCI internally (FNCFS agencies) and externally (new partners, communities, funders)
Strategic Priority 2: Expansion of product offerings
2.1 Provide leadership, management, supervisor learning programs and services
2.2 Establish Research and Consulting Arm
Strategic Priority 3: Be a recognized learning provider
3.1 Become an accredited institute
3.2 Explore becoming an accrediting body
Strategic Priority 4: Expansion of organizations being served
4.1 Rebrand and implement a branding strategy as part of a marketing initiative
4.2 Identify and explore new organizations to collaborate with in partnership
Strategic Priority 5: Maintain existing product offerings
5.1 Conduct operational review for SFNFCI efficiency and effectiveness
Strategic Priority 6: Operations expansion to accommodate growth
6.1 Expand Human resources and relating infrastructure
6.2 Design a Learning and Development framework & plan (for both external audience and SFNFCI staff)
6.3 Design and implement a Learning Management System
Strategic Priority 7: Create and maintain strategic partnerships
7.1 Strengthen current relationships
7.2 Develop framework, model and supporting infrastructure for new partnerships for SFNFCI

Research

SFNFCI is committed to respectful practices in research that support the growth and development of all those receiving our services and engages experts of both professional fields and lived experience to continuously refine best practices in the spirit and direction of SFNFCI values, vision, and mission.

The SFNFCI has focused research on (dis)Ability this year in its Disability Initiatives Research Project funded by Department of Indigenous Services Canada (ISC)'s own Disabilities Initiative. Understanding (dis)Abilities within and beyond our communities is critically important for capacity building, and SFNFCI has been actively dedicated to providing strength-based resources and culturally relevant services since beginning this project in 2016, in partnership with Saskatchewan First Nations Child and Family Services (FNCFS).

Data Management Systems

FNCFS are transitioning to electronic database management systems to handle and report on the status of children in care, so it is vital for us to understand these systems, and the disabilities data they collect. Saskatchewan FNCFS are at widely varying levels of development and implementation of these systems, so this year SFNFCI began the development of a versatile and adaptable framework to investigate and document the systemic barriers in these systems and practices, so that agencies can support us in-turn to identify service inconsistencies and gaps. Children and youth living with (dis)Ability in the communities of our partner agencies experience disadvantage on top of disadvantage, and it is of the utmost importance to build capacities and resiliency that may begin to transform this reality.

Identifying and Meeting Needs

SFNFCI's 2021-2022 Disability Initiatives Research Project employed a methodology of collaboration to discover insights into challenges faced by agencies under exceptional circumstances, such as the COVID-19 pandemic, and put a lot of weight in the experience of those working on the front lines. Those in the field identified, for example, the need for additional capacity-training to respond to the increasing number of children and families with new diagnoses of (dis)Ability. SFNFCI offered three activities in response to these identified needs, including a best practices PECS training and 'Social Stories', which were attended by 109 people from 27 organizations. These activities also helped to inform and guide the development and delivery of a seven-week project in late 2021 called the Autism Spectrum Disorder (ASD) Knowledge Sharing Series.

SFNFCI also developed a dedicated binder package, including seven sections covering every area identified as important and practically relevant by session attendees and frontline professionals, though it is not an exhaustive compendium of ASD-relevant content. The Institute brought together speakers and resource developers from these activities and sharing series to provide resources that can substantively support those working with children and youth affected by (dis)Ability to build both individual and organizational capacity, and better understand how to support these kids. 290 of these binders have now been deployed to 84 organizations serving First Nations children and youth.

Picture Exchange Communication Systems

PECS is a highly-regarded best practice system for understanding ASD, and how to work with individuals living with ASD. This 'flow-through' training offered by Pyramid Educational Consultants of Canada was hosted on 8-9 February 2022 at the Saskatoon Inn, with 41 participants registering and completing the intensive training. Nine organizations serving First Nations children across Saskatchewan came together to learn strategies for improving communication in group homes, schools, shelters, initiatives like Head Start, and prevention programs.

Participants learned about this social learning tool and how to use it as part of their programs by customizing it to individual, family, and community needs. They also received manuals, handouts, a certificate of completion, and the opportunity to network with colleagues and peers.



"This will definitely assist to meet the needs of children who cannot vocalize their needs"
Samantha Robin, Child Support Worker,
Saskatoon Tribal Council

"This training has given me tools to create social stories for different scenarios and some great resources to access materials"
Sarah Nieblas, Home Team Leader,
Creative Options Regina

"It will help the children we work with understand in a visual, simple form of what is being asked of them"
Carolyn Singer,
Child Support Worker,
Saskatoon Tribal Council Inc.

Creating Social Stories that Work!

Esteemed behavioural specialist Dr. Cassandra Phillips delivered a customized training for professionals working with children and youth at Saskatoon's Prairieland Park on 10 March 2022, on using visuals to enhance communication abilities.

13 attendees from five group homes across Saskatchewan participated in interactive, hands-on activities using a strengths-based approach to create their own social story. All participants were provided a curated package of resources to take back to their group home, along with many skills and strategies to continue creating social stories with the children and youth they work with.

"This training has given me tools to create social stories for different scenarios and some great resources to access materials"
Sarah Nieblas, Home Team Leader,
Creative Options Regina



"It will help the children we work with understand in a visual, simple form of what is being asked of them"
Carolyn Singer,
Child Support Worker,
Saskatoon Tribal Council Inc.

The ASD Knowledge Sharing Series

Elder Judy Pelly opened all our sessions with a prayer and remained available for support throughout the sessions, as with all SFNFCI offerings. ASD support professionals, care practitioners, and parents with the invaluable wisdom of lived experience presented on what ASD means for affected individuals and their families, early indicators and interventions, strategies for supporting children and youth on the spectrum, and so much more.



90 participants registered for the Sharing Series with an average of 30 engaging with each session. When asked which (dis)Ability was in most demand for future Series, the majority wanted more content on ASD. This speaks volumes to the relevance of this particular focus of the SFNFCI Disability Initiatives Research Project, and helped to guide and inform our research, planning, and offerings in the following months.

SFNFCI meaningfully and fulsomely addressed the priorities set by ISC through its Disabilities Initiative Research Project, but these offerings have also been answers more than six years in-the-making to the Calls to

Sessions	Date
What is Autism Spectrum Disorder?	Oct. 27, 2021
Understanding functions of behaviour	Nov. 3, 2021
Strategies and supports	Nov. 10, 2021
Learning from lived experiences	Nov. 17, 2021
Play therapy and self-care	Nov. 24, 2021
Programs and supports	Dec. 1, 2021
Programs and services	Dec. 8, 2021

Action of the Truth and Reconciliation Commission (TRC), and to the Canadian Human Rights Tribunal (CHRT)’s rulings related to discrimination and First Nations child welfare. These projects have increased awareness of critical and often ignored or omitted issues surrounding (dis)Ability, identified and begun closing service gaps and barriers to accessibility, provided strengths-based resources and capacity training for frontline workers, and illuminated new and additional understanding of the importance of developing policies and procedures for staff across sectors and silos for working with children and youth who experience (dis)Ability. To the point of brass tacks: these projects have also significantly mitigated the structurally costly and systemically challenging impacts of children and youth affected by (dis)Ability on our communities, institutions, broader society, and the individual parents and families who support them each day.

Long Term Continuing Care

SFNFCI received the monies towards the end of the 2021-2022 fiscal to start work on the Long Term Continuing Care, First Nations-Led project in Saskatchewan. Activities are planned for the 2022-2023 fiscal year focusing on the systems and structures in Long Term Continuing Care in Saskatchewan.

Income Assistance

Quarterly Meetings: SFNFCI coordinates Income Assistance meetings to connect Income Administrators, delegates, and workers. These have proven to be outstanding opportunities to share information and best practices for on-reserve IA programs, to learn about current and upcoming professional development offerings, and to gain clarity around changes and requirements for both federal and provincial programs.

Meeting Dates:

Dates	Type	Attendees
June 9-10, 2021	Online	32
September 22-23, 2021	Blended	59
December 7-8, 2021	Blended	60
March 8-9, 2022	Blended	67

The Income Assistance Administrators identified Motivational Interviewing as a key skill from the SFNFCI 2021 Training Survey. SFNFCI was able to offer 3 deliveries training a total of 38 IA staff.

Motivational Interviewing Trainings facilitated by Bobbi-Lynn Foster and Rachel Andal:

Autumn 2021: 10/05, 10/13, 10/26, 11/02.

- 5-part online series, 2.5 hrs per session.
- Registrations: 19; Completions: 13.

November 2021: 17th & 18th

- 2-day program at Saskatoon Travelodge.
- Registrations: 20; Completions: 10.

February 2022: 16th & 17th

- 2-day program at Saskatoon Travelodge.
- Registrations: 24; Completions: 15



Prevention

Prevention Guidelines and Standards

Four main activities are funded by ISC in the Prevention program. These activities apply to all First Nations offering Prevention services: Prevention Standards and Guidelines, Prevention Network, Training, and hosting a Prevention Gathering.

Guidelines and Standards: SFNFCI facilitated the review of prevention policies and standards with the Saskatchewan First Nations Prevention Network sub-committee in November and December 2021, with care and consideration for three key elements: relevance, usability, and structural alignment. This review resulted in a revised document of Saskatchewan First Nations Child Welfare Prevention Program Guidelines and Standards presented at the Prevention Network Meeting on 3 March 2022

Review Summary:

- Name change of the policies and standards document to: Prevention Guidelines and Standards of Practice from Prevention Policy and Standards
- Role changes: SFNFCI as Stewards of Document, retained by FNCFS Prevention
- Addition: Statement of cultural and emotional safety, developed during the review
- Addition: Language to be inclusive of community members: 2SLGBTQIIA+ and (dis)Ability
- Addition: Language: “enhance your community’s well-being” • Addition of supporting documents: Missing and Murdered Indigenous Women and Girls (MMIWG) Calls to Justice from the 2019 Power and Place Report; UN Rights of Indigenous Children, United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) Rights of Indigenous Children; FSIN Child Welfare and Family Support Act; Bill C92; Truth and Reconciliation Commission 2015 Calls to Action.



Prevention Network

The Saskatchewan First Nations Child and Family Service Agency Prevention Network was created in 2015 to guide and advise approved SFNFCI prevention projects. SFNFCI coordinated six meetings of the network in in this period where Network members gathered to share practices, successes, and challenges.

Attendance: 50

Agencies Represented: 15

Prevention Curriculum: SFNFCI translated some of its courses to be delivered in virtual formats this year. Virtual, blended, and asynchronous training will be the norm going forward and SFNFCI continues to be able to meet this unique learning environment for participants.

Revisions and updates: SFNFCI continues to evaluate and assess the quality of our trainings and course material to make sure participants are getting the best learning experience possible. We conduct revisions and updates with experts and facilitators in virtual meetings, to make sure that our courses and trainings have the most **up to date research**, the most **current language and data**, to be as **culturally-safe and trauma-informed** as possible, and to continue providing content that is relevant to practical, professional realities.

Informational videos developed this year: *Grief and Loss; Online Etiquette.*

Prevention Trainings:

Training	Dates	Facilitator	Registrants	Completions	Agencies
Engaging Clients through Therapeutic Interventions	June 22-23, 2021		23	18	5
Communication Skills	July 13-14, 2021	Clearwater Prevention	25	21	12
Documentation Skills	November 24-25, 2021	Anthony Roulette	29	17	17
Intro to Prevention in Child Welfare	December 14, 2021	Anthony Roulette	26	13	10
Facilitating Change	March 15-16, 2021	Charlotte Ross	20	11	8

Prevention Webinars:

Training	Dates	Facilitator	Registrants	Attendees
Providing Service in an Inclusive Way	August 26, 2021	OUT Saskatoon; Wendy Li	23	18
Early Childhood Mental Health	November 16, 2021	SK Prevention Institute; Lee Hinton	25	21

Prevention cont.

Prevention Gathering

March 23-24, Online via Zoom. This year's gathering theme was **Caring for Our Community and Each Other**. Prevention teams and professionals have worked tirelessly throughout the year to meet the challenges of providing service to the community. We focused at this virtual gathering on keeping our circles strong and supportive so that we can continue to take care of our communities and each other, with sixteen agencies represented.

Keynote speaker Chief Cadmus Delorme: from Cowessess First Nation, Chief Delorme spoke on the child and family service developments at Cowessess First Nation.

Keynote speaker Dr. Raven Sinclair: A University of Regina professor whose research focuses on Indigenous Child Welfare and Transracial Adoption, Dr. Sinclair presented on the state of child welfare in Saskatchewan and Canada, on bill C-92, and recent policy and legislation developments.

Other speakers: Kristen Wirth from ABK Consulting on Suicide Prevention; Treena Wynes from the Saskatoon Tribal Progressive Model of CFS; Valerie McLeod from Birth Alerts; Brenda Beaudry from CMHA on COVID fatigue, and Christine Fiddler on Self-care for prevention workers.



Human Resources Working Group

SFNFCI brings together experts from First Nations Child and Family Services Agencies, Group Homes, and other backgrounds to share their wisdom, guidance, and best practices in the Human Resources Working Group. This allows us to update policies and procedures, and continue to improve customized training that is based on the up-to-date needs and priorities of the professionals, organizations, and communities we serve. SFNFCI coordinated three quarterly meetings of the Human Resources Working Group, in a roundtable format in a blended approach of online and in-person.

The group focused on pertinent COVID-related discussion of the human resource implications for returning to work in its **first meeting on June 30, 2021**. Eight agencies were in attendance, and discussion included commentary on the new National Day for Truth and Reconciliation, and the review of survey results for HR training requirements. The top requests of members were for performance evaluations, new employee orientation guidance, and recruitment and retention strategies.

COVID remained an ongoing frame for the working group's **second meeting on September 29, 2021**, where four agencies participated to discuss COVID hazard pay, rapid testing both in-office and at-home, vaccination policies, work-from-home policies, and a presentation on the mapping process for claims in prevention.

Ten agencies met for the working group's **third meeting on November 30, 2021**, to discuss Job Fact Sheet Aides, Desk Audit Templates, and a review of Vaccination Policy and Service Canada changes to ROE for COVID-related illnesses. The Working Group also reviewed and finalized the HR Workshop Agenda.

Two-Day Workshop: March 17-18

Fourteen agencies participated in an in-person workshop with presentations from the Aboriginal Financial Officers Association, Saskatoon Business College, Stonefield, and First Nations University of Saskatchewan. The two days included Performance Management and Succession Planning sessions from keynote speaker Morris Interactive, and self-care guidance with Charlotte Ross.



"It gives us structure for performance management and succession planning. All the information will be useful in developing these areas within our organization. The self-care portion of the workshop was great and gives us a reminder that we need to make time for it"

- Niska Nightraveller, Finance Manager
- Keyanow Child and Family Centre



Finance Working Group

The Finance Working Group met six times this year with a blended approach of in-person and online, with 18 agencies represented by an average of 22 attendees per meeting. These included four quarterly meetings where the group shared best practices, updates from each agency, and feedback for future improvement to the processes of the working group. Key topics discussed included: CRA Income Tax Guidelines pertinent to COVID-19 issues; a review of accounting systems utilized by agencies; the introduction of process mapping and 'swim lanes'; agency models in the context of C92; the IFSD report; a review of AIP; integration of MCase and SAGE 300; and curriculum development for financial literacy course.

SFNFCI hosted two special meetings with ISC to the Finance Working Group, with key agenda items of financial reporting requirements, the process of going through Funding Authorities, the ISC reporting review process, claim submissions, prevention reporting tools, the DMS update, and the exploration of role clarity when performing prevention claims between the agencies.

Survey results from the Finance Working Group indicated that the group is still interested in pursuing this workshop, helped to prioritize items in the future, and identified key training interest in understanding ISC funding and agreements, the broader scope of agency reporting, and understanding the audit trail and accounting process of GAAP.



Testimonial by Norine Cote,
Director of Finance and Administration,
Yellow Thunderbird Lodge

"Networking in today's child welfare environment is so important and crucial in terms of working together toward full control and full jurisdiction of child welfare. Sharing experiences that are so similar in nature could ease the burden of one Nation or one agency waking alone to determine what is in the best interest of our most vulnerable... our children and their families. Mikwēc"

FNCFS Board Training

The SFNFCI delivered two Board of Directors training sessions to First Nations Child and Family Services agencies this year. The goals for directors were to become more confident and capable in governance functions, draw clearer lines between governance and operations, and share wisdom and best practices with other members to strengthen networks in the Saskatchewan FNCFS area.

Training was delivered for 28 learners in June 2021 and 23 learners in September 2021, from 11 FNCFS agencies across Saskatchewan.

Testimonial:
"I have full understanding of my role and responsibilities as a board member. My new knowledge will help prevent potential liability for my organization."
-Kimberly Rosling, TCFS Board Member



Testimonial:
"This training has helped me to evaluate myself as a board member and give me ideas of how I can further develop my abilities as a board member."
-Elaine Lavallee, QBOW CFS Board Member

Youth Transition Resources

SFNFCI has developed and continues to refine a Youth Transition Resources that will explore how users engage with the app, and how to expand its usage and the knowledge of its usage to both youth and the professionals who support and work with them. The priority is to make it as valuable a resource as possible.

The Institute delivered a presentation of the Youth Transition Resources to the Core Neighbourhood Youth Co-op (CNYC) in Saskatoon, which is an essential skill building and alternative education program for youth in Saskatoon. Youth participants competed in an online scavenger hunt for prizes using the Youth Transition app, ending in a pizza lunch. CNYC director Marcel Petit and teacher Jason Rodych appreciated this newly discovered access to youth resources and materials, for future application and use.

"I think just learning this app is a lot of good knowledge..."



"Just about renting a place. Pretty cool to learn about that and definitely got me a bit ready to move out."



"I intend on using my people skills, give my knowledge to others, be patience, watch body language, attitude. Do everything. Use my trauma informed care knowledge"

First Nations Women's Shelters

SFNFCI delivered four types of offerings for women's shelters, including quarterly meetings in May, September and December 2021, and March 2022. A five-part series on self-care was held with one session each month from November 2021 through March 2022 with 100 registrants. The Institute also delivered a Value of Play webinar in August 2021 for 23 learners, and resumed delivery of the SIEVE program.

Training

Supporting Individuals Enduring Violent Experiences (SIEVE) continued programming in 2021-2022, including a three-day course in November 2021 with 17 learners from five agencies in Saskatoon. This program is developed to support shelter staff in the diversely traumatizing types of violence experienced by women, men, and gender-diverse individuals of all age ranges may have witnessed and experienced. This includes family and intimate partner violence, sexual abuse, and child abuse, and is designed with nuanced integration of substance abuse. The goals for learners are to better understand the prevalence, incidence, and broadly varied experience of individuals who have experienced violence and the impact it has had of them, and to be introduced to a basic knowledge of trauma-informed care, including therapeutic interventions.

Shelter Business Analyst

Indigenous Services Canada provided funding to SFNFCI to hire a Business Analyst as a pilot project service to support First Nations Women's Shelters, First Nations

Child and Family Services Agencies, and Income Assistance workers in transitioning from manual paper case file systems to electronic case file systems.

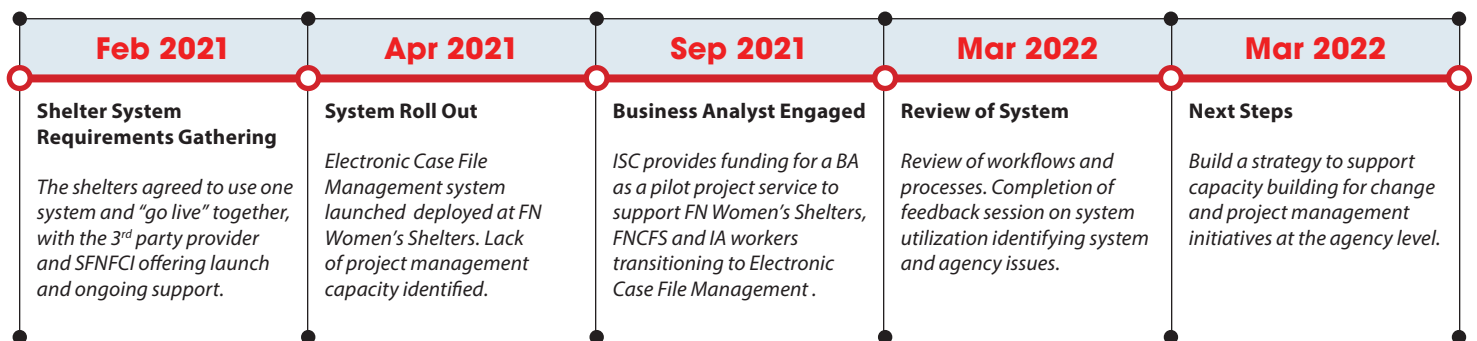
Shelters and agencies had previously received funding to shift from a manual file system to modern electronic case file systems. It was observed that these organizations were lacking the capacity for change and project management. The shelters, agencies and other organizations adamantly require ongoing support as they transition from manual file systems to electronic file systems.

In September 2021, a Business Analyst was hired by SFNFCI to review work flows and processes and to interview stakeholders to identify needs. It is important to establish a comprehensive and in depth understanding of the stakeholder's long term needs and strategies.

Now one year since the launch of the electronic case file system, SFNFCI business analyst completed a review/feedback session on how the system is working for the shelters including the successes as well as the areas for improvement. The review provided valuable information on ways to review, suggest changes, and improve the system, while at the same time identifying new ways to build capacity at the shelters based on information shared.

Gathering of this information will provide a solid starting point, working with and for the shelters to create a plan to rectify the known issues and perhaps identify more.

Project Review *Electronic Case File Management*



SDM Training and Supports

SFNFCI continues to deliver regular Structural Decision Making (SDM) training and support for FNCFS agencies throughout Saskatchewan. The Institute's two SDM consultants, Rachel Andal and Ashley Hricz who joined the team in March 2021, use a blended approach incorporating virtual delivery to delivery SDM training every Tuesday. Support extended this year to include additional communities and agencies, and SFNFCI has supported and/or provided training to every delegated FNCFS agency in 2021-2022.

Quarterly Supervisor Working Group

Supervisors from all delegated agencies convened four times this year with a number of trainings and presentations delivered, including one regarding the cessation of Birth Alerts. Supervisors in the Working Group discuss best practices, success stories, challenges, worries, action plans, as well as how to best use the supports of SDM consultants and to which agencies.



Special Trainings

SDM consultants organized several virtual workshop series this year, including the Integrated Practice Strategies (IPS) Winter Series, Children Interviewing Services and the Supervisors Series, in Buffalo Narrows. These were delivered in partnership with Evident Change, which welcomed back William Nguyen this year, and Melinda Iremonger as program specialist.



Left to Right:
Ashley Hricz- SFNFCI SDM consultant,
Melinda Iremonger- Evident Change Program Specialist,
Rachel Andal- SFNFCI SDM Consultant,
William Nguyen- Evident Change contractor

"Benefits my Intake and Investigation work tremendously"

• Cheyenna Martell, Mistahi Sipi CFS, Feb 8th, 2022
Evident Change Workshop

"It gave me a refresher and different way to approach practice. I will be able to pass info/training to my staff and help them develop their best practice."

• Shelley Arcand, Saskatoon Tribal Council, Feb 11, 2022, Evident Change Supervisor Workshop

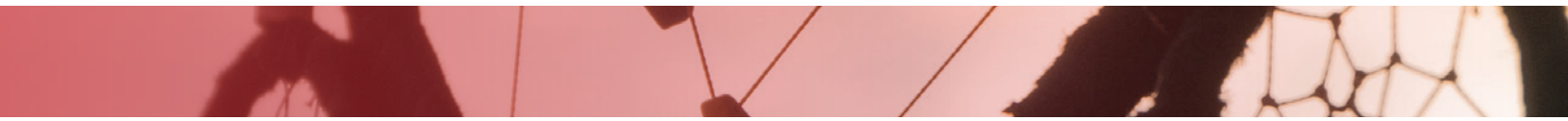
"This was a powerful session and one all those working in childcare should take."

"This session and the training we received, and what we learned, will be one of the most powerful and essential tools we will require and use in our current roles with ANCFs."

• Bernadine Graham – prevention supervisor at Awaisak Nikan CFS - Sept 15, 2021

"The on-call training was fantastic. It was a lot of in depth information I had never received directly and that has been extremely helpful in many of the day to day issues coming up."

• Caitlin Cottrell, Health and Social Development Director, Birch Narrows Dene Nation



Always Evolving

Agencies, partners, and SFNFCI SDM consultants identified the need for an On-Call Training Program this year, and worked hard to explore a wide range of methods through which On-Call services were being staffed and carried out in different communities. The challenge was to ensure that any new course offerings could meet the varied needs of the different communities interested in taking the course. We have high confidence that the course will be able to accommodate the great diversity of needs, priorities, and circumstances of FNCFS agencies and On-Call workers.



From left to right:
Prevention supervisor Bernadine Graham,
SDM Consultant Ashley Hricz,
Admin Andrea Armstrong, Case aid Doris Thunderchild,
Protection worker Violet Nimbe

Group Homes

SFNFCI is funded by MSS to offer 4 main activities to group homes: Training, Gathering, Quarterly Network meetings, and standards and resource development.

SFNFCI continued its efforts in 2021-2022 to adapt its courses for virtual delivery, as well as blended and asynchronous trainings which have become the norm. The institute's curriculum continues to monitor and evaluate all trainings and course materials to ensure the best possible quality and learning experience, meeting with Group Home experts and managers to ensure current research, language, and data. SFNFCI adheres faithfully to a trauma-informed approach, cultural safety, and professional relevance.

Training

SFNFCI delivered Understanding Grief and Loss - this two-day course for 18 learners from nine First Nations organizations in February 2022. This training is designed to introduce participants to the role of the group home worker in providing grief and loss support to children and youth, encouraging learners to demonstrate knowledge and skills to support group home residents who may be experiencing grief and loss. Participants in this course also explore their own grieving process and the importance of modeling honest, courageous grief and loss recovery for others.

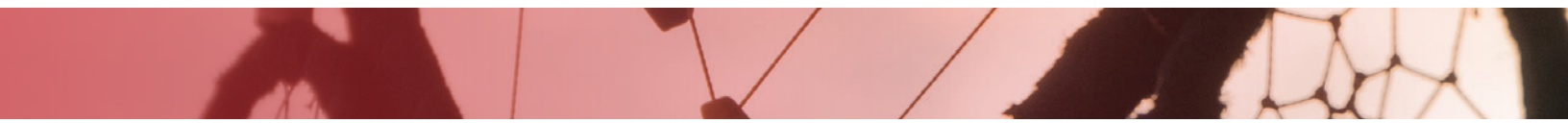
Participants who complete the course come away with a better understanding of grief, and how it is possible to heal and move on. They learn and practice the processes of supporting children and youth to endure loss, and how grieving can be different for the young.

SFNFCI developed an informational video on grief and loss, highlighting the content of this course, as well as one to guide learners on the best practices of Online Etiquette for virtual, blended, and asynchronous course delivery.



SFNFCI offered professional boundaries - this two-day course to explore how ethics, values, and boundaries work in the contexts of both their professional and personal lives, like how these aspects of life impact the clients they work with, and how they can come into conflict. Participants demonstrated knowledge and skills in the handling of confidentiality issues, boundary conflicts, and dual relationships that can arise in a group home setting, including on-line presence and social media.





26 learners from seven First Nations organizations completed the course and received certificates. They learned how to define and describe boundaries, ethics, and ethical decision-making models throughout the learning process, and how they can be applied and enforced professionally and personally. By selecting and exploring appropriate approaches to boundary issues such as dual and multiple relationships, participants came away with practical and professionally-relevant skills.

Group Home Gathering

SFNFCI also held the annual Group Home Gathering from 30 November to 1 December 2021, together with Lexi Obey and Alicia Morin of the Comeback Society, Behavioural Specialist Dr. Cassandra Phillips, and Colby Tootoosis. 52 attendees working in 13 group homes from 15 First Nations organizations participated in content offerings including Managing Child Behaviour, Building a Home Where Unity, Strength and Resilience Live, Reviving Kinship, and ways to support Indigenous individuals in finding their voice through programs based in cultural teachings and revitalization.

These sessions explored a wide variety of approaches for creating and maintaining culturally safe, healthy environments from an Indigenous worldview, and also integrated SDM and Youth Transition content from SFNFCI consultants, and a presentation on Gender and Sexual Diversity from OUTSaskatoon educator Janna Bernatsky that included the foundations of identity, inclusivity, and affirmation as they apply to the workplace. Self-care specialist Charlotte Ross helped to close the gathering with interactive ways to take care of ourselves during stressful, challenging times.

Group Home Resources

This past year SFNFCI continued the review of the Group Home Managers Manual supporting new managers. The Customary Standards of Care will be entering review in 2022-2023.

Quarterly meetings

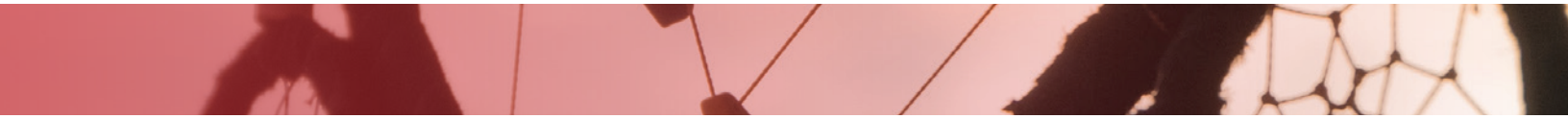
SFNFCI offers quarterly meetings for group home. The First Nations Group Home Management Network is comprised of senior managers and supervisors representing group homes across Saskatchewan, as well as a representative from the Ministry of Social Services. The group of 15-20 representatives meet quarterly to discuss standing agenda items such as; challenges, successes, training opportunities, research and curriculum, and industry trends; while aligning to the terms of reference. This group also discusses and gives direction to SFNFCI on new and expanding areas of curriculum and resources to support the growing area. There were four Group Home Management Network meetings held this fiscal year, in March, September, December and the final meeting in March. Covid-19 has played a role in the method of delivery for these group home network meetings. The meetings held for this fiscal year were blended, with some people attending in person and others online. 10 FN group homes and 5 off reserve group homes participated in the Group Home Management Network meetings throughout the year. The Network meetings strive to provide support and training for Group Home staff and managers to participate by diligently involving them in the process of creating the agenda, providing web-based platforms and ensuring that they initiate discussions based on their group home needs.

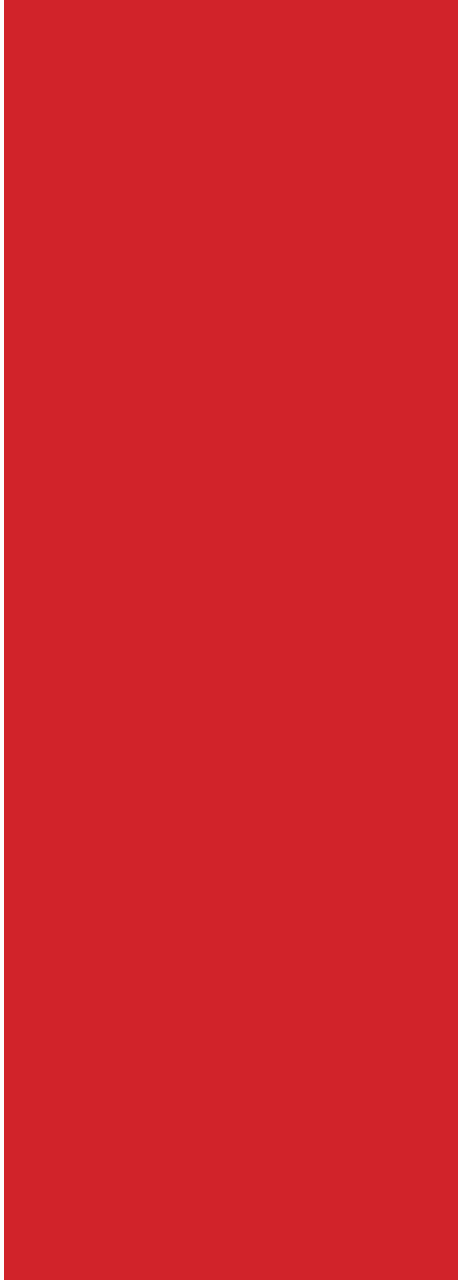
Caregivers

SFNFCI continues to develop capacity and offer trainings for caregivers' diverse needs, priorities, and circumstances. The Caregivers Group includes family support workers, resource workers, and foster families.

The Institute's goals for 2021-2022 and beyond are to re-establish connections with these groups and individuals which have grown less consistent during the pandemic, and investigate how SFNFCI can provide better and additional support, training, and resources to the caregivers group in the future.

Shana Mohr of the Saskatchewan FASD Network helped us get a strong start on this priority, with a webinar on 13 January 2022 with eight organizations in attendance.





Financials

2021 - 2022

**Saskatchewan First Nations
Family and Community
Institute Inc.**

Financial Statements
March 31, 2022



Independent auditor's report

To the Members of Saskatchewan First Nations Family and Community Institute Inc.

Our opinion

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of Saskatchewan First Nations Family and Community Institute Inc. (the Organization) as at March 31, 2022 and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

What we have audited

The Organization's financial statements comprise:

- the statement of financial position as at March 31, 2022;
- the statement of changes in net assets for the year then ended;
- the statement of operations for the year then ended;
- the statement of cash flows for the year then ended; and
- the notes to the financial statements, which include significant accounting policies and other explanatory information.

Basis for opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report.

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

Independence

We are independent of the Organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada. We have fulfilled our other ethical responsibilities in accordance with these requirements.

Other information

Management is responsible for the other information. The other information comprises the information, other than the financial statements and our auditor's report thereon, included in the annual report.

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



Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of management and those charged with governance for the financial statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Organization's financial reporting process.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting



a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

/s/PricewaterhouseCoopers LLP

Chartered Professional Accountants

Saskatchewan First Nations Family and Community Institute Inc.

Statement of Financial Position

As at March 31, 2022

	2022 \$	2021 \$
Assets		
Current assets		
Cash and cash equivalents	1,906,795	1,579,711
Grants and accounts receivable	62,156	54,153
Prepaid expenses and deposits	15,226	17,380
	<u>1,984,177</u>	<u>1,651,244</u>
Tangible capital assets (note 3)	<u>148,482</u>	<u>187,938</u>
	<u>2,132,659</u>	<u>1,839,182</u>
Liabilities and Net assets		
Current liabilities		
Accounts payable and accrued liabilities	54,353	28,263
Deferred grants (note 4)	<u>991,746</u>	<u>936,114</u>
	1,046,099	964,377
Deferred grants – tangible capital assets (note 4)	<u>-</u>	<u>7,913</u>
Total liabilities	1,046,099	972,290
Net assets		
Invested in tangible capital assets	101,246	86,150
Unrestricted net assets	165,854	116,675
Internally restricted net assets (note 5)	819,460	664,067
	<u>1,086,560</u>	<u>866,892</u>
	<u>2,132,659</u>	<u>1,839,182</u>
Commitments (note 7)		

Approved by the Board of Directors

DocuSigned by:
Jason Lins
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Director

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Director

Saskatchewan First Nations Family and Community Institute Inc.

Statement of Changes in Net Assets

For the year ended March 31, 2022

	2022 \$	2021 \$
Unrestricted net assets		
Balance – Beginning of year	116,675	15,548
Excess of revenue over expenses	218,668	178,734
Amortization of tangible capital assets	63,319	63,703
Transfer to invested in tangible capital assets – amortization	(54,552)	(54,552)
Transfer to internally restricted assets	(155,393)	(71,716)
Purchase of tangible capital assets	(23,863)	(15,042)
	<hr/>	<hr/>
Balance – End of year	165,854	116,675
Internally restricted net assets		
Balance – Beginning of year	664,067	592,351
Transfer from unrestricted net assets	155,393	71,716
	<hr/>	<hr/>
Balance – End of year	819,460	664,067
Invested in tangible capital assets		
Balance – Beginning of year	86,150	80,259
Amortization of tangible capital assets	(63,319)	(63,703)
Purchase of tangible capital assets	23,863	15,042
Transfer from unrestricted net assets – amortization	54,552	54,552
	<hr/>	<hr/>
Balance – End of year	101,246	86,150

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

Saskatchewan First Nations Family and Community Institute Inc.

Statement of Operations

For the year ended March 31, 2022

	2022 \$	2021 \$
Revenue		
Indigenous Services Canada (ISC)	1,536,000	1,562,557
Ministry of Social Services (MSS)	621,606	621,606
ISC deferred grants recognized (note 4)	276,603	270,146
Registration fees	148,237	61,112
Other revenue	27,020	10,556
MSS deferred grants recognized (note 4)	-	67,486
MSS grants deferred (note 4)	-	-
ISC grants deferred (note 4)	(324,322)	(630,171)
	<u>2,285,144</u>	<u>1,963,292</u>
Expenses		
Program activities (note 6)	934,132	759,177
Salaries and benefits	723,234	599,171
Rent and occupancy	169,277	169,277
Amortization	63,319	63,703
Janitorial	33,993	23,540
Telephone and cellular	29,521	25,791
Office supplies	28,253	48,982
Professional fees	22,056	45,969
Professional development	17,843	2,058
Technical support	15,662	12,701
Insurance	11,446	11,434
Vehicle	10,084	18,453
Memberships	2,000	1,500
Travel	1,577	-
Other	1,448	-
Interest and bank charges	1,045	866
Promotional merchandise	300	-
Catering	286	166
Cultural items	-	1,770
	<u>2,065,476</u>	<u>1,784,558</u>
Excess of revenue over expenses	<u>219,668</u>	<u>178,734</u>

Saskatchewan First Nations Family and Community Institute Inc.

Statement of Cash Flows

For the year ended March 31, 2022

	2022	2021
	\$	\$
Cash provided by (used in)		
Operating activities		
Excess of revenue over expenses	219,668	178,734
Item not affecting cash		
Amortization of tangible capital assets	63,319	63,703
	<u>282,987</u>	<u>242,437</u>
Changes in non-cash working capital items		
Grants and accounts receivable	(8,003)	(28,992)
Prepaid expenses and deposits	2,154	771
Accounts payable and accrued liabilities	26,090	3,539
Deferred grants	47,719	292,539
	<u>350,947</u>	<u>510,294</u>
Investing activities		
Purchase of tangible capital assets	<u>(23,863)</u>	<u>(15,042)</u>
Change in cash and cash equivalents	327,084	495,252
Cash and cash equivalents – Beginning of year	<u>1,579,711</u>	<u>1,084,459</u>
Cash and cash equivalents – End of year	<u>1,906,795</u>	<u>1,579,711</u>

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

Saskatchewan First Nations Family and Community Institute Inc.

Notes to Financial Statements

March 31, 2022

1 Incorporation and operations

Saskatchewan First Nations Family and Community Institute Inc. (the Organization) was incorporated on June 7, 2007 under the Non-Profit Corporation Act, 1995, of Saskatchewan. The Organization was established to receive government funding in order to provide services to the various Child and Family Services Agencies in Saskatchewan.

2 Significant accounting policies

Basis of accounting

The financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO) and include the following significant account policies.

Tangible capital assets

Tangible capital assets are initially recorded at cost, less accumulated amortization. Amortization is provided using the following declining balance or straight-line methods at rates intended to amortize the cost of assets over their estimated useful lives. The annual amortization rates are as follows:

Computer equipment	30% declining balance
Furniture and equipment	20% declining balance
Vehicle	30% declining balance
Leasehold improvements	straight line over life of lease

Revenue recognition

The Organization uses the deferral method of accounting for contributions. Restricted contributions for operations are recognized in the period in which the related expenses are incurred or in the period in which the contributions are used to acquire tangible capital assets.

Interest revenue is recognized in the period earned.

Registration fees and other revenue are recognized as revenue when received or receivable, if the amount to be received can be reasonably estimated and collection is reasonably assured.

Income taxes

As a non-profit organization, the Organization is exempt from income taxes under paragraph 149 (1)(l) of the Income Tax Act (Canada).

Financial instruments

The Organization recognizes and measures its financial instruments as follows: cash and cash equivalents, grants and accounts receivable and accounts payable and accrued liabilities are initially recorded at their fair value and subsequently measured at amortized cost.

Saskatchewan First Nations Family and Community Institute Inc.

Notes to Financial Statements

March 31, 2022

Financial assets are tested for impairment at the end of each reporting period when there are indications that an asset may be impaired.

Use of estimates

The preparation of financial statements requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, revenue and expenses and the disclosure of contingent liabilities. Future events could alter such estimates in the near term.

Fund accounting

These financial statements include the following funds:

- Internally restricted net assets

Internally restricted net assets are comprised of funds restricted for contingency or other specific purposes as designated by the Board of Directors.

- Unrestricted net assets

Unrestricted net assets represent funds available to be used for the Organization's program delivery, development and administrative activities.

- Invested in tangible capital assets

Invested in tangible capital assets represents the net book value of tangible capital assets less unamortized deferred contributions.

3 Tangible capital assets

	2022		2021	
	Cost	Accumulated	Net	Net
	\$	amortization	\$	\$
		\$		
Computer equipment	137,720	96,930	40,790	29,785
Furniture and equipment	112,898	89,008	23,890	29,862
Vehicle	28,931	28,749	182	259
Leasehold improvements	330,215	246,595	83,620	128,032
	609,764	461,282	148,482	187,938

4 Deferred grants

Deferred grants consist of unexpended funding received or receivable from the Government of Saskatchewan and Indigenous Services Canada (ISC).

Saskatchewan First Nations Family and Community Institute Inc.

Notes to Financial Statements

March 31, 2022

Deferred grants – tangible capital assets consist of funding received from ISC that is to be used for the acquisition of tangible capital assets.

	March 31, 2021 \$	Revenue deferred \$	Revenue realized \$	March 31, 2022 \$
ISC	936,114	324,322	268,690	991,746
MSS	-	-	-	-
	936,114	324,322	268,690	991,746
ISC – Tangible capital assets	7,913	-	7,913	-
	944,027	324,322	276,603	991,746
	March 31, 2020 \$	Revenue deferred \$	Revenue realized \$	March 31, 2021 \$
ISC	569,207	630,171	263,264	936,114
MSS	67,486	-	67,486	-
	636,693	630,171	330,750	936,114
ISC – Tangible capital assets	14,795	-	6,882	7,913
	651,488	630,171	337,632	944,027

5 Internally restricted net assets

	March 31, 2021 \$	Transfer in \$	March 31, 2022 \$
Contingency fund	612,198	155,393	767,591
Conference	51,869	-	51,869
	664,067	155,393	819,460

Saskatchewan First Nations Family and Community Institute Inc.

Notes to Financial Statements

March 31, 2022

6 Summary of program activities

Program activity expenditures by program:

	2022	2021
	\$	\$
Policy and research	254,811	69,778
Group home	167,476	229,115
Core funding	126,280	82,727
Supervisor	95,607	104,781
Shelter	68,844	141,244
Prevention	66,341	35,704
Agency support SDM	52,194	49,136
Human resource	37,823	14,719
Youth	34,270	30,041
Board	22,912	-
Finance	7,574	1,932
	<hr/>	<hr/>
	934,132	759,177

Program activity expenditures by type:

	2022	2021
	\$	\$
Salary	319,467	267,122
Contractor services	153,757	251,833
Catering	111,281	27,177
Office supplies	78,743	62,102
Rentals	77,216	6,507
Travel	63,911	8,213
Elders' services	29,128	11,500
Professional development	27,964	6,495
Promotional merchandise	19,038	32,823
Staff benefits	15,713	12,104
Conference	15,000	15,000
Resource materials	9,881	42,583
Cultural items	8,267	6,519
Telephone and webhosting	3,845	3,013
Vehicle	921	-
Technical support	-	6,186
	<hr/>	<hr/>
	934,132	759,177

7 Commitments

The minimum future payments required under operating lease obligations for the office building are approximately \$166,000 annually, ending in July 2023. The minimum future payments required under operating lease obligations for vehicles are approximately \$17,000, ending in January 2023.

Saskatchewan First Nations Family and Community Institute Inc.

Notes to Financial Statements

March 31, 2022

8 Financial instruments

Credit risk

The Organization's financial assets, including accounts receivable, are not exposed to significant credit risk.

Interest rate risk

The Organization is not exposed to significant interest rate risk.

Other price risk

Other price risk is the risk the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices (other than those arising from interest rate risk or currency risk), whether those changes are caused by factors specific to the individual financial instrument or issuer, or factors affecting all similar financial instruments traded in the market. The Organization is not exposed to significant other price risk.

Liquidity risk

Liquidity risk is the risk the Organization will not be able to meet its financial obligations as they come due. Liquidity risk also includes the risk of not being able to liquidate assets in a timely manner at a reasonable price. The Organization's approach to managing liquidity is to ensure that it will have sufficient cash flows to fund its operations and to meet its obligations when due, under both normal and stressed conditions. The Organization is not exposed to significant liquidity risk.

Currency risk

The Organization has no significant exposure to currency risk.

9 Economic dependence

The Organization receives a major portion of its revenue from ISC and MSS. The nature and extent of this revenue is of such significance that the Organization is economically dependent on this source of revenue.

10 COVID-19 pandemic

On March 11, 2020, the World Health Organization (WHO) declared a global pandemic related to the coronavirus disease known as COVID-19 resulting in significant public health measures and restrictions being put in place. Restrictions such as travel bans, closure of non-essential businesses and physical distancing have caused disruption to businesses and a significant decline in global capital markets resulting in an economic slowdown.

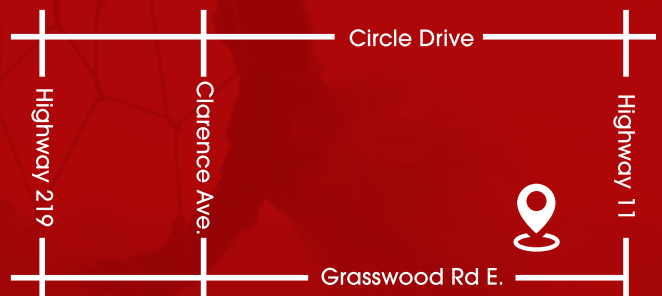
Saskatchewan First Nations Family and Community Institute Inc.

Notes to Financial Statements

March 31, 2022

Management has assessed the financial impact of COVID-19 as at March 31, 2022, including the collectibility of receivables, assessment of provisions and contingent liabilities, timing of revenue recognition and impact on financing arrangements. The Organization received COVID-19 support funding from ISC and subsequently incurred COVID-19 related costs related to this funding for the year ended March 31, 2022.

The long-term impact of the pandemic on the Organization and the economy is not yet known and information surrounding the global economic impact of COVID-19 and the estimated length of the pandemic continues to evolve. Future impacts of the pandemic may have a financial effect on the Organization's future revenue and operating results. It is not possible to estimate any results of future financial impacts of COVID-19 on the Organization subsequent to March 31, 2022.



SFNFCI

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