

Sandy Bay



CHILD AND FAMILY SERVICES INC

Annual REPORT 2024-2025





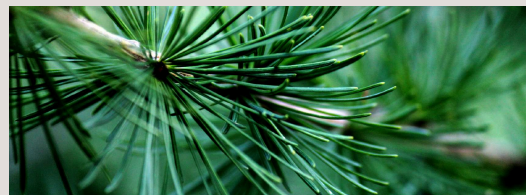
Vision. Mission. Values.

⇒ Vision



Sandy Bay Child & Family Services believes that all children have the right to grow up in a safe and nurturing family environment, free from child abuse and neglect. To help protect children from abuse and neglect, the agency offers a variety of child protection services.

⇒ Mission



Sandy Bay Child & Family Services is committed to maintaining and strengthening the family and to ensure the safety and protection of the children.

Our Values

Love (Eagle)

Respect (Buffalo)

Honesty (Sabe)

Truth (Turtle)

Humility (Wolf)

Wisdom (Beaver)

Bravery (Bear)

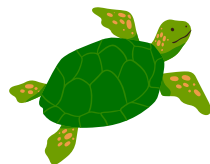




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Message from Chairman of the Board

As we reflect on the 2024-25 fiscal period, I would like to take a moment to reflect on the remarkable progress we have made over the past year at Sandy Bay Child and Family Services. It is with immense pride that I share these reflections with you.

Looking back, I am filled with gratitude for the unwavering commitment and hard work of our team. Together, we have achieved so much in support of the children and families of Sandy Bay First Nation. Among our significant accomplishments, we have invested in new infrastructure to better serve our communities. Our Portage la Prairie office is in a new location at 2465 Saskatchewan Ave West. We have purchased six new mobile trailers to accommodate staff in Sandy Bay. The Winnipeg office is now at a new location at 1037 Erin Street and we have purchased the Strocen farm near Langruth, which will play a key role in the agency's Prevention programming. We are proud to offer enriching experiences, led by our cultural leaders and elders.

Our mission to provide safe, nurturing, and culturally connected spaces for children and families remains at the heart of all that we do. This year, I believe we have made great strides in making that vision a reality.

A large part of our success is due to the leadership of our dedicated management team, but it is the staff, volunteers, and their families who truly drive the agency forward. Your tireless efforts make a meaningful difference in the lives of those we serve—thank you for your continued commitment.

It's hard to believe how quickly the year has passed. As we look to the future, we also take a moment to say farewell to Brennan Roulette, who has been an important member of our Board of Directors. Brennan's contributions over the years have been invaluable, and we are grateful for his dedication and service to the agency.

Looking ahead, I am filled with anticipation for the opportunities and achievements that await. Together, we will continue to support and uplift the families and children of Sandy Bay First Nation.

Miigwech,

Lester Hauke



Sandy Bay CFS

Board of Directors

1 Vacancy



**Lester
Houle**

Board Chair



**Georgina
Brass**

Vice Chair



**Jessica
Prince**

Secretary/Treasurer



**Randal
Roulette**

Council Member



**Eileen
Roulette**

Board Elder



**Fern
Cook**

Board Member



Message from Executive Director

Boozhoo, Aaniin. Makide Makwa Ikwe dizhinikaaz. Makwa doodem.

My given name is Sharon Desmarais, and I am a proud Treaty Member of Sandy Bay Ojibway First Nation. This past year has been one of significant activity and positive transition for our agency. As we continue to evolve, many changes have taken place across our organization. I am pleased to share the following highlights:

Infrastructure:

This year, we relocated two of our off-reserve offices to better meet the needs of our staff, youth, and families.

- Portage la Prairie: Our new interim location at 2465 Saskatchewan Avenue West will serve as our temporary office until a permanent site is secured. In the future, this space will become our Post Majority Support Services Office and a short-term transition centre for young adults moving toward independence.
- Winnipeg: Our Winnipeg office has moved to 1037 Erin Street, offering improved accessibility for the families we serve.

Work continues with Indigenous Services Canada on the development of our on-reserve office, though progress has been slower than anticipated. A shift in planning required the submission of a new feasibility study, and we remain committed to moving this project forward.

Prevention Services:

This year marked the growth of our Prevention Team, dedicated to building programs and services that strengthen families and support the health and well-being of the community.

Our first year focused on training and capacity-building, and we are now working toward delivering a full spectrum of prevention programming—primary, secondary, and tertiary services as outlined in our funding framework.

Collaboration has been central to our work. We have partnered with community organizations to provide culturally relevant programs, outreach, and activities. Our goal remains clear: to foster resilience, support positive outcomes, and help families thrive.



Message from ED **continued...**

One of our most exciting developments has been the purchase of the former Strocen Farm, which will be transformed into a community gathering space. This land—now named Kabangishimoonoot Kiizis (Sunset)—will host: Children's and family camps, Land-based teachings, Training opportunities, Staff gatherings and events.

The Board of Directors and management team continue to plan for future development of this special site. Updates on our prevention initiatives can be found on our program page: [Gaawikwedaawangaag Mino Bimadadiziwin – Sandy Bay The Good Life](#).

Services to Young Adults

We were deeply impacted by changes in funding for Services to Young Adults (post-21 supports) under the Social Services Administration Act. We will continue to advocate for funding as this service is very important to these young adults.

We continue to advocate for this critical funding. Many young people who grew up in care face challenges related to identity, well-being, nurturing, and connection.

Building Capacity

Our agency has continued to strengthen staffing capacity to better support our workers and enhance service delivery. We now operate two front-line teams—one in the community and one in Winnipeg—each serving a high volume of families and children and added two Customary Care Supervisors. As we grow, these supervisors will play a key role in transitioning toward a Customary Care approach, keeping children connected to family, culture, and community.

As we move forward, we remain committed to growth, development, and the ongoing transformation of our agency. On behalf of all of us at Sandy Bay Child & Family Services, thank you for your trust, partnership, and dedication.

Miigwetch,



The Agency's **Key Strategic Goals**

Sandy Bay Child and Family Services is committed to strengthening the services that are offered to children, families and community. Our strategic goals are guided by our vision and focus on enhancing service quality, supporting staff development, improving infrastructure and building realationships within the community we serve.

01 Financial Practices

The agency is dedicated to strengthening financial practices to ensure accountability, transparency and sustainability in all areas of operation. Through financial management, budgeting and ongoing monitoring, Sandy Bay CFS aims to maximize resources and support programs that directly benefit children and families.

02 Infrastructure

The agency is actively working towards securing a permanent structure in the community of Sandy Bay. Additionally, efforts are being made in the Winnipeg, Portage La Prairie and Brandon offices to ensure functional and welcoming spaces that meet the needs of staff and families.



03 Developing Laws Respecting First Nations, Inuit, and Metis Children, Youth and Families

The agency is committed to advancing the development of laws under An Act Respecting First Nations, Inuit, and Metis children, youth and families. This goal is working towards restoration of jurisdiction over child and family services with practices that reflect the Sandy Bay Ojibway First Nation culture.

Human Resource Highlights



HR Policy Revision

During this period the HR Policy and Procedures manual was revised and approved by the Board of Directors.



Salary Analysis Completed

A salary analysis was completed and implemented. This was conducted to ensure pay structures were competitive, equitable and aligned with Sandy Bay Child and Family Services' goals.



Performance Management

Performance management began after the implementation of the salary analysis using annual evaluations. This process is used to assess the employee's performance against established goals and expectations.

Employment Status

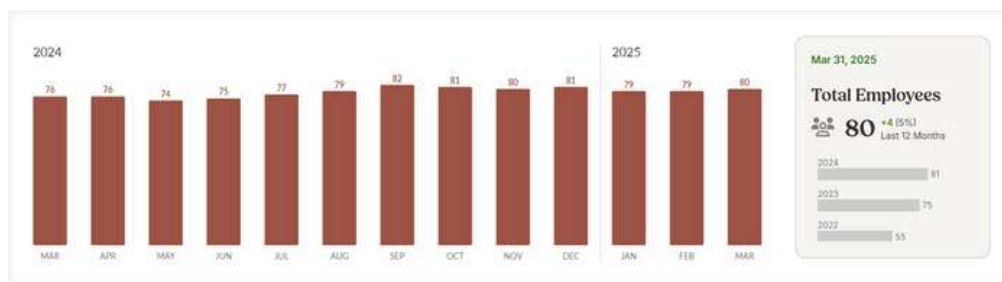
Full time
67 staff
84%

FT Term
8 staff
10%

Leaves
5 staff
6%

Total Staff
80
100%

Staff as at March 31, 2025

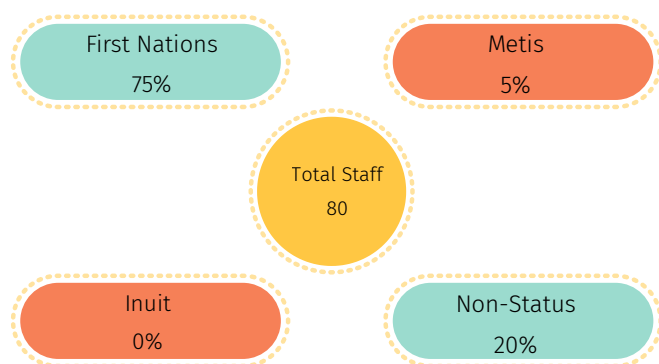


Human Resources

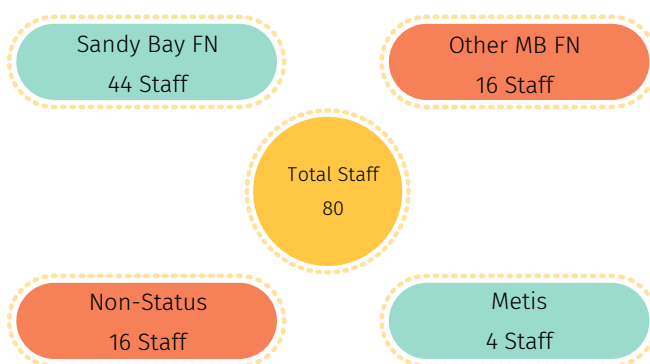
Recruitment and Selection

For the period of April 1, 2024, to March 31, 2025; there were thirty (30) hires and sixteen (16) staff turnover.

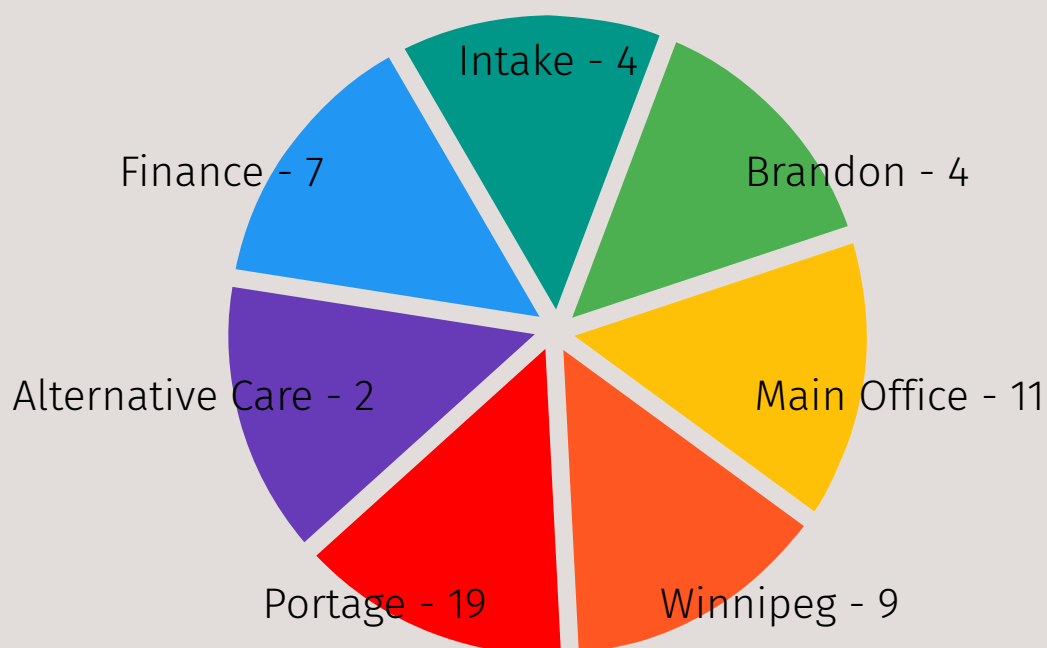
Indigenous Workforce



First Nation Employees



Training and Development



Organizational CHART

Board of Directors

**Sharon Desmarais
Executive Director**

Prevention Supervisor

Anika Mulholland



Comptroller

Prevention Coordinator X3

Cultural Program Coordinator X4

Prevention Admin. Assistant

Chief Financial Officer

Debralee Beaulieu



Director of Finance

Finance Officer

Finance Clerk

Maintenance Clerk x2

Abuse Coordinator

Taylor Dyck



Intake/Abuse Worker x2

Abuse Administrator

Director of Operations

Francine Roux



Receptionist

Maintenance Tradesperson x2

IT Technician

Human Resources Manager

Eleanor Dick



HR Administrator Mat.leave

File Clerk

Alternative Care Supervisor

Gregory Briem



Administrative Assistant

Alternative Care Worker x4



Patricia Desjarlais
Executive Assistant

Customary Care Supervisor	Customary Care Supervisor	Customary Care Supervisor	Customary Care Supervisor	CFS Supervisor/ FE Supervisor	Quality Assurance Specialist
Charlene Demarais ↓ Case Aide x2 CFS Worker x3	Jamieson Watson ↓ Case Aide CFS Worker x3	Alison Tuck ↓ Receptionist Case Aide x2 CFS Woker x5 SYA Worker	Julie Williams ↓ Receptionist CFSIS Coordinator Case Aide x2 CFS Worker x7 SYA/AYA Worker	Roberta Riglin ↓ Case Aide CFS Worker	Shannon Pelletier

** 6 Employees on leave



Sandy Bay CFS

Management Team



**SHARON
DESMARIS**



**PATRICIA
DESJARLAIS**



**ELEANOR
DICK**



**GREGORY
BRIEM**



**ANIKA
MULHOLLAND**



**CHARLENE
DEMARIS**



**JAMIESON
WATSON**



**TAYLAR
DYCK**



**SHANNON
PELLETIER**



**JULIE
WILLIAMS**



**EUNICE
ROULETTE**



**FRANCINE
ROUX**

Sandy Bay CFS

Management Team



ROBERTA
RIGLIN



DEBRALEE
BEAULIEU



CATHY
HOULE

COLLABORATION HAS NO
HIERARCHY. THE SUN
COLLABORATES WITH
SOIL TO BRING FLOWERS
ON THE EARTH." – AMIT
RAY

Sandy Bay CFS- Main Office

Sandy Bay



**Charlene
& Jamie**

Customary Care
Supervisor

This year, Sandy Bay CFS reorganized its main office into two teams to better manage the high volume of cases and enhance service delivery. This structure allows each team to work more closely with frontline staff, children in care, and foster families, ensuring timely and effective support. Each team consists of four workers dedicated to providing quality services.

In early fall, approximately 50 Child Service files were transferred to Winnipeg, Portage la Prairie, and Brandon to align case management with the children's placement locations and improve service responsiveness. Additional files were also transferred back to Sandy Bay from our sub-offices.

We experienced a change in our legal advisor this year. During this period, five Section 38(1) (b) guardianships were granted to extended family members, two children were successfully reunited with their parents, and 35 files were closed. Sandy Bay CFS continues to prioritize prevention, cultural programming, and food assistance to support families and reduce the number of children coming into care.

Over the past year, our team has worked diligently to meet provincial standards, ensure service compliance, and maintain up-to-date CFSIS records. Staff members have also completed training in Section 92 and Customary Care to strengthen culturally grounded and family-centered practice.

- Charlene Demarais

Our team consists of CFS frontline workers- Shari Richard and Carolyn Kaye, case aid- Martina Mousseau, and CFSIS clerk- Blaine Roulette. Together, we support families from Sandy Bay, Portage la Prairie, Brandon, Winnipeg, and nearby communities.

SBCFS remains committed to supporting our families, keeping them strong and connected. Through prevention and cultural programming, food security supports, advocacy, land- based learning, ceremonies, and counselling, we are helping families access the care and resources they need. Our goal is to keep children safely in their homes and communities whenever possible.

Miigwetch to all the families and community partners who continue to work alongside us.

-Jamie Watson

Sandy Bay CFS - Sub-Office

Portage La Prairie



**Richard
Zolondek**

Customary Care
Supervisor

Hello. Bonjour. Tansi. Boozhoo.

My name is Richard Zolondek (Waabanong Giisis – Rising Sun), and I serve as the Customary Care Supervisor at our Portage la Prairie sub-office. I joined the team in June 2025, and it has been an honour to support our community through this role.

I discovered my Scottish-Cree lineage at the age of 23, a history intentionally hidden from me, and I have been on a journey of cultural rediscovery ever since. I began my child welfare career in 2003 and have worked within CFS since 2010, joining Sandy Bay CFS in 2014. Prior to CFS, I worked with MYS (The Link), beginning as group home staff and eventually moving into foster care management. These diverse experiences within child welfare have shaped the relationships I build with families, caregivers, and colleagues.

I completed my Advanced Bachelor of Arts at the University of Manitoba, majoring in Psychology and minoring in Native Studies. The land-based and classroom teachings led by Elders remain central to my practice. These teachings reinforced the importance of integrating both traditional and western approaches—an approach I continue to use to ensure that case plans are responsive to the unique strengths, needs, and “family cultures” of the families we support.

Over the past year, the Portage sub-office has experienced significant change and growth. Our team currently includes CFS Workers Alexandra Borland, Ryan McIvor, Daryl Creighton, Marge Smoke, and Holly Baker; Case Aides Gloria Pelletier and Laurie Saltise; and our Receptionist/CFSIS Clerk Briana Cyr. Their commitment and compassion have resulted in meaningful progress for the families and communities we serve.

One of my predecessors expressed a guiding principle that continues to ground our work: our focus is the health and wellbeing of the families we serve. This includes working alongside all family members; providing prevention and in-home supports; advocating for children, youth, and parents; partnering with community resources; and working toward reunification whenever possible. This approach aligns with the spirit of An Act Respecting First Nations, Inuit and Métis Children, Youth, and Families and supports ongoing efforts to repair historic relational, systemic and cultural harms.



Sandy Bay CFS - Sub-Office

Portage La Prairie



**Richard
Zolondek**

Customary Care
Supervisor

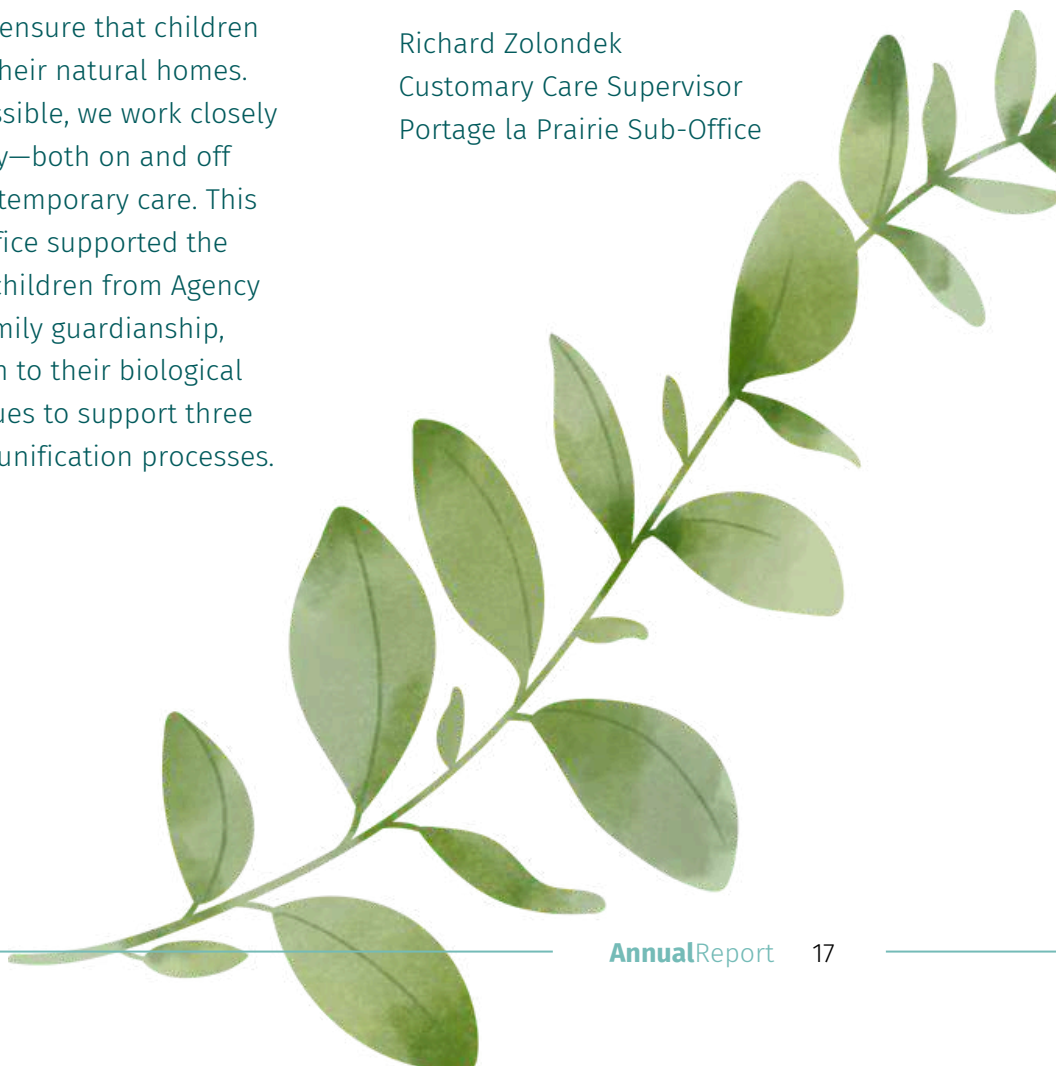
Our staff work with diligence, respect, and humility to build trusting relationships with families—supporting them through difficult moments and offering pathways to healing. Advocacy for culturally appropriate programming, resources, and supports is central to our role. By doing so, we help families interrupt cycles of intergenerational trauma and reconnect with the teachings and strengths that guide us toward living in a good way.

Each year, our office averages approximately 30 files per worker. Our priority is always to ensure that children remain safe within their natural homes. When this is not possible, we work closely with extended family—both on and off reserve—to provide temporary care. This year, our Portage office supported the transition of seven children from Agency care to extended family guardianship, returned six children to their biological parents, and continues to support three children in active reunification processes.

As Canada continues to navigate the implementation of Bill C-92, Sandy Bay Child and Family Services remains committed to growing alongside our community and honouring the knowledge, practices, and experiences of our Elders. While our shared history contains difficult truths, our community continues to draw strength and resilience from these experiences as we work toward a brighter future for our children and families.

Thank you. Merci. Ekosani. Miigwetch.

Richard Zolondek
Customary Care Supervisor
Portage la Prairie Sub-Office



Sandy Bay CFS - Sub-Office Winnipeg



**Julie
Williams**

Customary Care
Supervisor



My name is Julie Williams, and I began my career with Sandy Bay Child & Family Services in November 2012 as a Direct Service Worker. I later transitioned to the Supporting Young Adults (SYA) position from November 2023 to March 2024. As of March 2024, I have taken on the role of Customary Care Supervisor for the Winnipeg sub-office. During this reporting period, I supervised seven direct service staff, two case aides, two administrative staff members, and one SYA worker.

Our team has settled into our new location at 1037 Erin Street, where we await planned renovations. In the meantime, we have opened our visiting rooms to resume in-office family visits, while community-based visits continue as needed.

The Winnipeg sub-office remains committed to delivering services that are both efficient and culturally grounded. Families visiting the office are offered smudging kits and cultural supports, and staff provide opportunities for cultural engagement upon request.

Our SYA worker successfully organized several programs for young adults accessing Post-Majority Services, including:

- Ribbon skirt/shirt making workshop
- Financial planning workshop
- ID clinic
- Additional life-skills and cultural activities

Despite consistently high caseloads, staff continue to collaborate closely with community resources to ensure wraparound supports for children, youth, and families.

Our priority is to provide services that are responsive, culturally appropriate, and rooted in the values of Sandy Bay Ojibway First Nation.

Successes and Achievements

We are proud to celebrate several accomplishments among the children and youth we serve:

- High School Graduates: A number of youth successfully completed grade 12 this year.
- Post-Secondary Achievement: Several young adults are enrolled in programs such as Culinary Arts, Aerospace Engineering, Policing, and Social Work.
- Athletics: Many of our children and youth demonstrate exceptional athletic talent and participate in hockey, martial arts, soccer, and other sports.
- Arts and Creativity: We support a number of talented young artists, and some of their artwork is proudly displayed in our Winnipeg office.

Looking Ahead

As we move into the coming year, our goals include:

- Strengthening partnerships with culturally appropriate community resources
- Further developing the SYA program
- Expanding cultural programming and activities for both families and staff
- Supporting children and youth in reconnecting with their home community
- Encouraging participation in the agency's cultural camp, annual powwow, and Treaty Day events

We look forward to building stronger relationships, enhancing cultural connections, and continuing to support our children, youth, and families with compassion and respect.

Sandy Bay CFS - Sub-Office

Brandon



**Roberta
Riglin**

Customary Care
Supervisor

The Brandon Sub-Office, located at 1725 18th Street North, Unit B, continues to support families from our site on the North Hill, beside the Western Nations Gas Bar. To ensure secure handling of confidential mail, our office now uses a dedicated postal address: PMB 412, Unit E – 1300 18th Street, Brandon, MB R7A 6X7.

As of March 31, 2025, our office carried 26 active files, including:

- 8 Protection (PRT) Files, with one pending closure due to resolved concerns
- 2 Family Enhancement (FE) Files
- 15 Child Service (CS) Files, with one pending closure due to a youth aging out into CLDS
- 1 Adult Youth Agreement (AYA)

We continue to utilize the Brandon Access Exchange Service through the Brandon Friendship Centre for supervised visits, intermittent visits, and safe exchanges. Their documented observations support our case planning and promote child safety. Our team actively connects families to local resources to support stability and wellbeing. Commonly accessed services include: Samaritan House Ministries (Food Bank), Women's Resource Centre, 7th Street Health Access, Brandon Friendship Centre programs, Manitoba Housing Authority, Elspeth Reid Family Resource Centre, and St. Augustine of Canterbury Church's weekly food programs.

With support from our Prevention Team, we have been able to provide grocery and household hampers for families in need, along with invitations to prevention programming. A highlight this past year was Family Fun Day at Turtle Crossing Campground, where families enjoyed recreational activities that promoted bonding, cultural connection, and positive family time.

Together, we remain committed to building trusting relationships, advocating for families, and ensuring they have meaningful access to community supports. This year has been successful and rewarding, and we look forward to continuing this important work in the year ahead.



Sandy Bay CFS Quality Assurance



**Shannon
Pelletier**

Quality Assurance
Specialist

During this fiscal period, my role changed to Quality Assurance Specialist after spending several years doing front line work and supervision. This change has been a valuable and fulfilling learning experience that I take on with pride.

Working closely with our Executive Director, Sharon Demarais, has given me the opportunity to grow and expand my knowledge in the day-to-day operations of the agency, completing reviews, developing policies and procedures and working at implementing BillC-92. I have also had the privilege of collaborating with a variety of collaterals and meeting with Executive Directors from other agencies, gaining insight and knowledge from their shared experiences.

Together with Sharon and other management staff, we have worked at developing the agencies business and work plans, not only at the organizational level but also tailored to the specific needs of individual units. This has included identifying areas requiring improvement to ensure services are delivered effectively and consistently.

This fiscal year I completed a review on our provincial files with respect to funding, implemented processes and procedures relating to CFSIS to ensure we are compliant with our reporting requirements, developed various forms including revisions to our special rates documentation, customary care forms and revised our supervision reviews for children in care and family service files. I developed an agency wide tracking document that is accessible by all CFSIS clerks and supervisors that keeps up to date information in real time and continue to create and implement documents that track data, trends and relevant information to generate reports.

It continues to be a pleasure to serve my community of Sandy Bay First Nation, and I look forward to the years ahead working alongside our Executive Director and the dedicated management team. I am committed to excelling in my role as Quality Assurance Specialist to ensure that the children and families of Sandy Bay receive the highest standard of care and support.



Caseload Information

Trends seen this year include:

Case numbers increased in all offices except Brandon

Funding status changed for 204 Provincial cases

Review of band membership and status eligibility

Prevention Awareness and Services increased



377

Total Number
of Children in
Care



29

Agreements
with Young
Adults



155

Family Services
(PRT/FE/VFS &
PRT/M)



Sandy Bay CFS Prevention



**Anika
Mulholland**

Prevention
Supervisor



Hello, my name is Anika Mulholland, and I am grateful for the opportunity to have supervised the Prevention and Cultural Unit for the majority of the 2024–2025 fiscal year. I am a Cree woman from Cross Lake First Nation and hold a Bachelor's Degree that has supported me in my leadership role. Over the past ten years, I have advocated for Indigenous-focused resources, programming, and political action, with four of those years spent providing one-on-one counselling and group programming centred on addictions, mental health, and overall wellbeing.

Since joining Sandy Bay Child and Family Services in September 2024, it has been a privilege to contribute my knowledge, experience, and passion to the continued growth and development of the SBCFS Prevention and Cultural Team.

Throughout the 2024–2025 fiscal year, our unit worked diligently to deliver meaningful, culturally grounded programs and events designed to strengthen families and promote holistic wellness within the Sandy Bay Ojibway First Nation community. Our team remains committed to supporting positive parenting, healthy lifestyle choices, cultural revitalization, and community connection.

Our work is guided by five core program streams:

- Children's Programs
- Parenting Programs
- Community Programs
- Preventative/Intervention Support Services
- Cultural Programming

Together, these pillars ensure that our services are responsive, culturally relevant, and focused on empowering families and community members across all stages of life.



Children's Programs

Children's programming focused on fostering growth, development, and well-being through engaging and active initiatives. This year, children participated in a wide variety of offerings including field trips, after-school programs, gym nights, kickboxing, summer day camps, volleyball tournaments, hockey camps, and "fun days." These programs aimed to enhance social skills, increase physical activity, and support mental health. In total, 635 children were reached through these initiatives.



Parenting Programs

Our parenting programs aimed to help caregivers recognize and build upon their existing strengths while enhancing knowledge, coping strategies, and positive parenting practices. Programs delivered this year included Nobody's Perfect, Budgeting Workshops, My Tween and Me, Growing Great Kids, group parenting classes, one-on-one support, cooking classes, and more. A key highlight was the successful implementation of the CAMS Anger Management program—recognized by the Canadian Court System—with certified facilitators leading sessions. This year, our parenting programs reached a total of 110 parents.

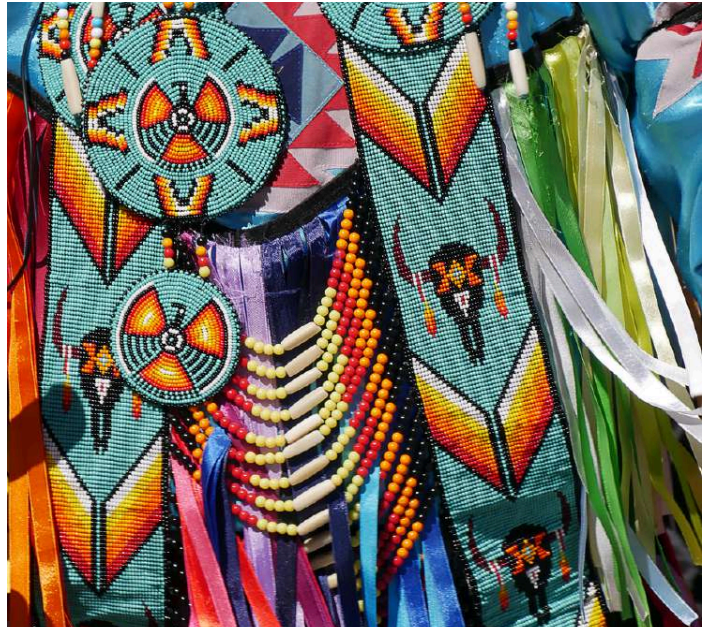
Community Programs

Community-wide programming brought people together and fostered connection, inclusion, and collective celebration. Some of the year's most notable events included the Every Child Matters Day Celebration, New Year's Eve Dance, Family Fun Nights, work opportunities, the MMIWG Red Dress Day Memorial, ribbon skirt workshops, ID fairs, family photo days, and seasonal events. A major initiative involved addressing pest infestations across the community—through collaboration with other local entities, numerous homes in Sandy Bay Ojibway First Nation were fumigated, greatly improving living conditions for many families. Overall, 2,321 individuals participated in our community programs.



Preventative Support & Intervention Services

Our team also delivered crucial supports for individuals and families experiencing challenges. Services included residential addiction treatment programs, individualized case-based supports through referrals, and a range of poverty reduction strategies. The Community Pantry provided both perishable and non-perishable food hampers, while additional support was available through our Community Closet, cleaning kits, and emergency baby supplies. A total of 926 participants accessed these important services.



Cultural Programming

Our Cultural Team, composed of passionate and knowledgeable staff, is committed to cultural reclamation and integration within Sandy Bay Ojibway First Nation. In collaboration with Elders and community members, the team facilitated a variety of culturally grounded programs, including sweat lodges, solstice ceremonies, traditional parenting groups, healing sessions, cultural counselling, language classes, traditional teachings, anger management rooted in Indigenous values, women's groups, and land-based teachings. These initiatives supported healing, identity, and intergenerational connection. This year, cultural programs reached 1,525 participants.

In Summary, The Prevention and Cultural Unit continues to prioritize the delivery of diverse, inclusive, and culturally relevant programming that supports the development of healthy children, empowered parents, and strong families. We are proud of the collective impact made throughout the 2024–2025 fiscal year and look forward to continuing this vital work in the years ahead.

Sandy Bay CFS

Alternative Care



**Gregory
Briem**

Alternative Care
Supervisor

The Alternative Care Unit is responsible for the management and licensing of all alternative (foster) care homes within the agency. This includes completing Places of Safety, conducting guardianship assessments, recruiting care providers, and processing all required checks for respite and support workers.

Our dedicated team prioritizes kinship and culturally appropriate placements for children who require out-of-home care. We take a proactive approach by engaging extended family members, exploring familial connections, and ensuring that children remain with family or within their home community whenever possible. Keeping children connected to their identity, culture, and community remains central to our work.

The unit also leads recruitment efforts and community engagement initiatives. Staff maintain a strong presence at major events such as Sandy Bay's annual Treaty Days, Manito Ahbee, and National Indigenous Peoples Day. In addition, the department has hosted Alternative Care Open Houses in Sandy Bay to encourage family and community members to learn about fostering. As the saying goes, "it takes a community to raise a child," and we are committed to ensuring our children grow up surrounded by their culture and community whenever possible.

The Alternative Care Unit also provides orientation and training opportunities for caregivers and identifies external training that supports caregivers in providing high-quality, trauma-informed, and culturally grounded care.

As of June 2025, Sandy Bay CFS oversees 180 active foster homes, including:

- 59 Relative/Kinship Homes
- 41 General Foster Homes
- 80 Places of Safety

These numbers fluctuate throughout the year as new homes open and others close, particularly when children are reunited with parents or placed with extended family. Over the past year, there were eight successful guardianship applications, resulting in children leaving agency care to join family permanently.



Sandy Bay CFS Abuse Unit



**Taylor
Dyck**

Abuse Coordinator

The Intake and Abuse Unit is combined for a coordinated response and is responsible for responding to new referrals of suspected child abuse and neglect. The unit's jurisdiction covers the community of Sandy Bay, with some exceptions with respect to off-reserve investigations. The unit serves as the first point of contact for new reports to the agency.

The Intake & Abuse Unit is comprised of one Coordinator(Supervisor), two Intake/Abuse Investigators, and one Abuse Administrator. Our team is deeply rooted in Sandy Bay, and strives everyday to ensure community members and children have the services and support they need.

The Abuse Administrator plays a vital role in ensuring that all files are up to date in reporting requirements. The unit's admin makes sure all files are opened and documented on the Child and Family Services Information System(CFSIS), and that all relevant reports and documents are attached to the file. The administrator is also responsible for preparing meeting agenda's and completing minutes of same.

Collectively, the Intake/Abuse Unit works closely with other departments of the Agency. The Intake/Abuse Unit makes countless referrals to the agency's Prevention and Cultural programs for families who are at risk of their children coming into care.

The unit is happy to report that in the 2024/2025 fiscal year, there were very few apprehensions, and this can be attributed to collaborating with the Prevention and Cultural unit.

The Intake/Abuse Unit is also responsible for assessing and determining whether a family requires ongoing service and support. With matters that cannot be concluded at the intake level, a transfer is made to ongoing services for further support and case planning where the family will be assigned a CFS Worker to work with them to resolve the outstanding child protection concerns.

During the 2024/2025 fiscal year, the Intake/Abuse Unit implemented an "Intake Line" where concerned community members can by-pass speaking with reception and report child protection concerns directly to an Intake/Abuse Worker. This has proven to be successful and provides a more secure option for those wishing to report with anonymity. The number to call to report a child in need of protection in Sandy Bay is 204-903-0192. This number is monitored during business hours and is forwarded to the SBCFS After Hours number outside of regular office hours.

2024-25 Statistics

After Hours – Sandy Bay CFS has an After Hours program for emergencies that occur outside of regular working hours. Each week there is a Primary Worker and Supervisor assigned to cover emergencies. The rotation consists of mandated workers & supervisors from within the Agency.

Abuse



New Referrals - 22
Unsubstantiated - 2
Substantiated - 0
Inconclusive - 4
Pending – 16 investigations
pending as agency is awaiting
court/criminal process to be
complete.

Intake

New Referrals – 63 new reports of child
protection concerns (approximately 250+
children involved in these referrals)
Transferred to ongoing services – 18
families
Apprehension – 4 children
Refer to Prevention and/or Concluded – 45
families

The unit also concluded several investigations from previous fiscal years that were pending. A lot of matters from 2021 and onward are coming to conclusion in the court process, and several individuals have been charged/convicted & registered on the Child Abuse Registry. When an individual is not convicted in criminal court, our agency’s Child Abuse Committee votes whether the individual abused the child, and whether their name should be entered onto the Child Abuse Registry.



Operations

at a glance

Highlights

Hired 2 Maintenance tradespersons, 1 IT Technician

Upgrade of server and switches, IT Assets

Switched IT Service Provider

Agency Vehicles/Maintenance/Fleet Management

Health and Safety Compliance

Security/Monitoring

Community Initiatives

Janitorial

Managing properties

Cultural Camp Acquisition

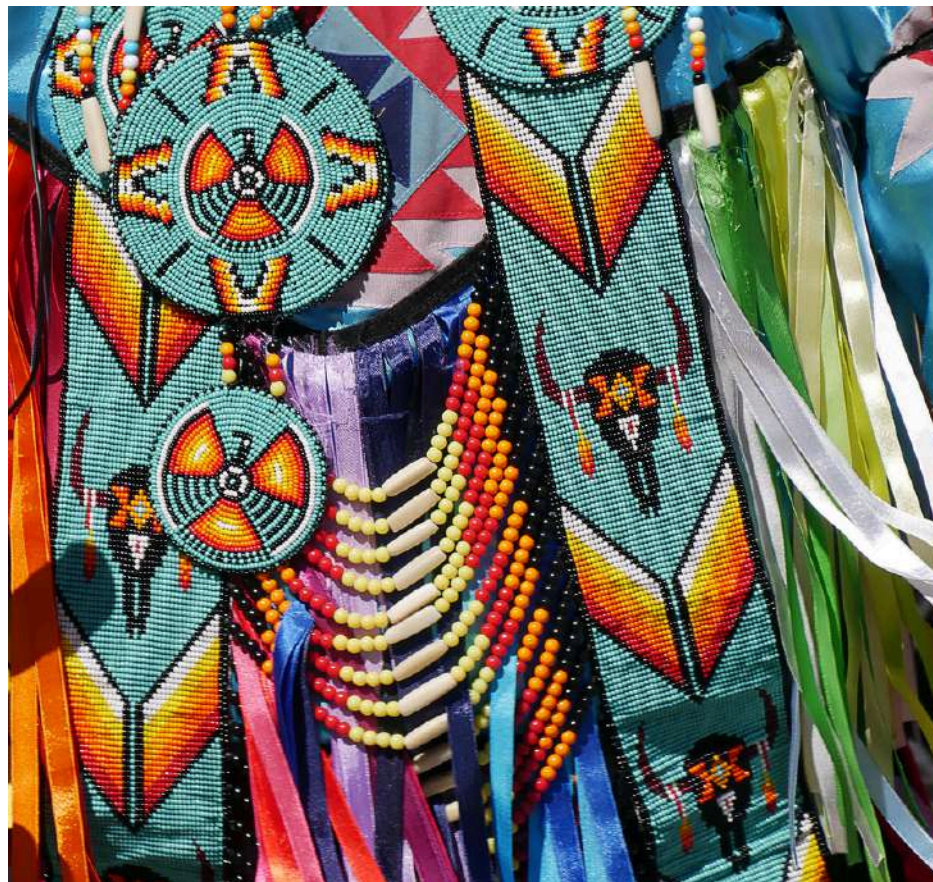
Relocation of Winnipeg and PlaP Office Locations

This year, we continued to see growth in the Operations of Sandy Bay Child & Family Services Inc., including the expansion of our team. These new roles ensure we maintain compliance with policies and standards.

We continue to find new ways to engage with the community to keep everyone informed and we encourage feedback as that is the only way we can improve.

I thank the community for their patience and understanding as we implement these continued changes.

Francine Roux



Sandy Bay CFS Finance Unit



Introduction

The SBCFS Finance Department is responsible for reporting on how the Agency allocated the financial resources received, both to the community it serves and the federal and provincial funding sources. The Agency receives funding from Indigenous Services Canada (ISC) and Southern First Nations Network of Care (SFNNC).

The SBCFS Finance Department's head office is in trailer 55 in Sandy Bay Ojibway First Nation (SBOFN). The Finance Department consists of seven staff members, Chief Financial Officer, Director of Finance, Comptroller, Finance Officer, Finance Clerk and two Maintenance Clerks. The Finance Department has hired a Finance Clerk on a contract basis.

During The 2024 – 2025 fiscal year the Agency completed three (3) fiscal years of Audits.

1. 2021 – 2022 Audited Financial Statements.
2. 2022 – 2023 Audited Financial Statements.
3. 2023 – 2024 Audited Financial Statements.

The Agency's 2024 – 2025 Audit is scheduled to begin July 2025.

Financial System & Administration

The Financial Department did an internal account conversion in Sage 300 (Accounting System). The Accounting System now has the capability of producing Financial Statements including budgets and variance reports. The account conversion is now also in line with the Agency's funding.

The Agency is in the planning phase for the implementation of the Sage 300 Job Costing Module (JCM). Currently, maintenance processing is conducted in a stand-alone program. The transactions are then journalized into the accounting software. The JCM will integrate Maintenance transaction processing into the accounting system. The financial transactions will originate from the Accounting System. The module will track maintenance expenses in the accounting system.

The Agency's Payroll has been prepared in Payworks since 2023, ensuring source deductions are remitted on a timely basis. Payroll processing was also made streamlined, and efficient by restructuring Salaries and Benefits according to funding rather than by position. Previously, payroll was an internal process in the accounting system.

Streamline internal financial processes for Visa reconciliations, operational costs for new properties, and funding reporting requirements.

Independent Auditor's Report

To the Board of Sandy Bay Child & Family Services Inc.:

Opinion

We have audited the financial statements of Sandy Bay Child & Family Services Inc. (the "Organization"), which comprise the statement of financial position as at March 31, 2025, and the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Organization as at March 31, 2025, 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.

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 are independent of the Organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Matter

Our audit was conducted for the purpose of forming an opinion on the financial statements taken as a whole. The information presented in the supplemental schedules (schedules 1 to 13) is presented for the purpose of additional analysis and is not a required part of the basic financial statements. Such supplemental information has been subjected only to auditing procedures applied in the audit of the basic financial statements, taken as a whole, and therefore should not be considered audited schedules.

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.

Portage la Prairie, Manitoba

MNP LLP

Chartered Professional Accountants

In the End **Conclusions**

This year has reminded us of the strength found in community, culture, and working together for the wellbeing of our children.

Each step we have taken—whether in prevention, infrastructure, or capacity building—reflects our commitment to Mino Bimaadiziwin, living the Good Life.

As we move forward, we will continue to honour our values, uplift our families, and build programs that reflect who we are as Anishinaabe people. Miigwetch to everyone who has contributed to this important work. Together, we look toward a future guided by connection, healing, and hope.

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As we move forward, we remain committed to growth, development, and the ongoing transformation of our agency.

Sharon Desmarais
Executive Director



Make a Note





Sandy Bay Child and Family Services

Contact Information

By Office Location

➤ Sandy Bay Main Office

Box 105
Marius, MB R0H 0T0
Phone: 204-843-2687
Toll Free: 1-866-235-6968
Fax: 204-843-2696
E-Mail: inquiries@sbcfs.org



➤ Winnipeg

1037 Erin Street
Winnipeg, MB R3G 2X1
Phone: 204-336-3440
Toll Free: 1-888-336-3440
Fax: 204-336-3444



Emergency After-Hours Telephone Numbers

ANCR Emergency (Winnipeg): 204-944-4200
SBCFS On Reserve After Hours: 204-856-3942
CFS of Central Manitoba (Portage): 1-888-339-3576
CFS of Western Manitoba (Brandon): 1-800-483-8980



Sandy Bay Child and Family Services

Contact Information

By Office Location

➤ Portage La Prairie

2465 Saskatchewan Avenue West
Portage la Prairie, MB R1N 4A6
Phone: 204-856-2030
Fax: 204-856-2039



➤ Brandon

1725 - Unit B 18th Street North
Brandon, MB R7C 1A6
Phone: 204-581-1232
Fax: 204-717-0566



Emergency After-Hours Telephone Numbers

ANCR Emergency (Winnipeg): 204-944-4200
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