

# SWAMPY CREE TRIBAL COUNCIL ANNUAL GENERAL ASSEMBLY

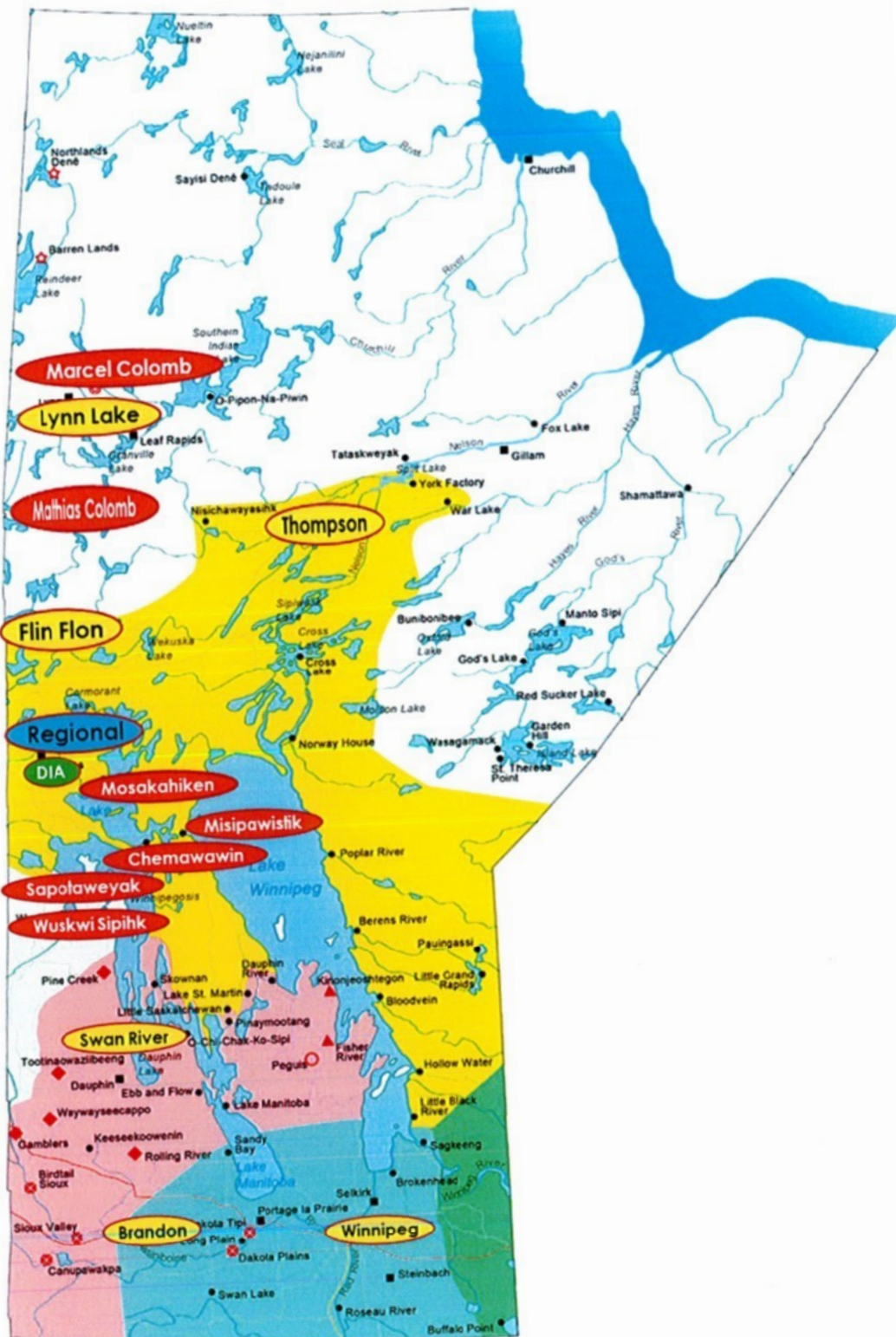


## *Cree Nation Child and Family Caring Agency*

Annual Report for April 1, 2018—March 31, 2019

OPASKWAYAK CREE NATION

August 7 & 8, 2019



# MISSION STATEMENT

Our mission is to contribute towards the development of vibrant communities for the well-being of our children and families through service to First Nations that restores family unity and their balance in life.

We will always have respect for each individual and work for the preservation of our language, culture, traditions and families.

## VISION

First Nations have a right to self-determination based on our culture, traditions & language. Below we have set out our vision for the next 5 years.

### We will:

- *Develop programming that will restore and develop culturally appropriate standards*
- *Continue to improve policies and procedures for serving our families*
- *Reinforce local control for community based decisions*
- *Restore and enhance our cultural teachings*
- *Educate and empower parents and children*

### We will be an organization that is:

- *Highly professional*
- *Making a difference*
- *Working together to succeed*

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**REGIONAL OFFICE**

Box 10130  
 2nd Floor Otineka Mall, Opaskwayak Cree Nation  
 Opaskwayak, Manitoba R0B 2J0  
 Phone Number: (204) 623-7456  
 Fax: (204) 623-3847  
 Toll Free: 1-877-252-7535

**DESIGNATED INTAKE AGENCY****CHILD PROTECTION UNIT OFFICE**

210 Fischer Avenue, The Pas, Manitoba  
 Phone Number: (204) 623-6078  
 Fax: (204) 623-5640  
 Toll Free: 1-877-311-5642

**WINNIPEG SUB-OFFICE**

Unit 14—1313 Border Street, Winnipeg, Manitoba  
 Phone Number: (204) 954-3100  
 Fax: (204) 954-3090  
 Toll Free: 1-866-665-1763

**MOSAKAHIKEN LOCAL OFFICE**

144 Churchill Drive, Moose Lake, Manitoba  
 Phone Number: (204) 678-2211  
 Fax: (204) 678-2337  
 Toll Free: 1-877-678-2175

**CHEMAWAWIN LOCAL OFFICE**

115 Northside Road, Easterville, Manitoba  
 Phone Number: (204) 329-2532  
 Fax: (204) 329-2709  
 Toll Free: 1-877-658-2741

**MISIPAWISTIK LOCAL OFFICE**

Lot 59, Grand Rapids, Manitoba  
 Phone Number: (204) 639-3200  
 Fax: (204) 639-2443  
 Toll Free: 1-877-639-2518

**BRANDON OFFICE**

Suite 4, 20-18th Street, Brandon, Manitoba  
 Phone Number: (204) 727-1900  
 Fax: (204) 726-3301

**WUSKWI SIPIHK LOCAL OFFICE**

128 Birch Drive, Indian Birch, Manitoba  
 Phone Number: (204) 236-4688  
 Fax: (204) 236-4701  
 Toll Free: 1-833-253-0388

**SAPOTAWEYAK LOCAL OFFICE**

1503-1 Simon Drive, Shoal River, Manitoba  
 Phone Number: (204) 587-2216  
 Fax: (204) 587-2030  
 Toll Free: 1-888-515-2553

**MATHIAS COLOMB LOCAL OFFICE**

20 Wapun Drive, Pukatawagan, Manitoba  
 Phone Number: (204) 553-2139  
 Fax: (204) 553-2135  
 Toll Free: 1-877-658-2744

**SWAN RIVER OFFICE**

615 Main Street, Swan River, Manitoba  
 Phone Number: (204) 734-7876  
 Fax: (204) 734-6380  
 Toll Free: 1-877-259-1704

**FLIN FLON OFFICE**

175 Green Street, Flin Flon, Manitoba  
 Phone Number: (204) 681-7170  
 Fax: (204) 687-7383  
 Toll Free: 1-877-243-5104

**LYNN LAKE OFFICE**

625 Gordon Avenue, Lynn Lake, Manitoba  
 Phone Number: (204) 356-8684  
 Fax: (204) 356-8719  
 Toll Free: 1-855-836-0482

**THOMPSON OFFICE**

Unit 6-90 Thompson Dr. N., Thompson, Manitoba  
 Phone Number: (204) 778-3030  
 Fax: (204) 778-3033  
 Toll Free: 1-855-682-1566

# Cree Nation Child and Family Caring Agency Staff

## REGIONAL OFFICE

Fran Sinclair-Dick, CISW, BISW, Executive Director  
Muriel Richards, Executive Administrative Assistant  
Diane Burns, Receptionist  
Cynthia Constant, Filing Clerk  
Vanessa Custer, Filing Clerk  
Dean Davidson, IT Manager  
Lee Mathews, IT Technician  
Marietta Janse Van Rensburg, Training & Dev. Specialist  
Laurie Ducharme, Human Resources Manager  
Wendy Chief, Human Resources Assistant  
Bonita Stevens, BSW, Service Manager Unit B  
Lillian Monias, Provincial Administrative Assistant  
Julia Lathlin, Unit B Supervisor  
Cathy Sinclair, BA, CIC Worker  
Martha Budd-Genaille, ACFSD, CIC Worker  
Sonya Hengemuehl, CIC Worker  
Angela Young, ACFSD, CIC Worker  
Meagan Bushko, BSW, RSW, Resource Coordinator  
Doug McIvor, BSW, Resource Worker  
Rosie McGillivray, ACFSD, Resource Worker  
Tricia Dick, BSW, Quality Assurance Coordinator  
Jade Richards, CFSIS Specialist  
Karen Bland, BSW, Family Enhancement Worker  
Bobbi-Faye Sinclair, BA, Family Enhancement Coordinator  
Margaret Cook, CISW, BISW, Service Manager Unit A  
Diane Mink, Federal Administrative Assistant  
Darlene Kadachuk, Legal Administrative Assistant  
Mackenzie Thomas, BSW, Adoption/Repatriation Coordinator  
Veronica Thomas, MCCN Resource Worker  
Audrey Constant, MCCN Out of Community Worker  
Derek Dick, BSW, MCCN Out of Community Worker  
Jay Constant, I/MCCN Case Aide

## FINANCE OFFICE

Bryan Hart, MBA, CPA, CGA, Director of Finance  
Monica Head-Stevenson, Finance Assistant  
Beatrice Lathlin, Accounting Supervisor  
Rachel Cook, Payroll Technician  
Emma MacDonald, Foster Maintenance Technician  
Tina Lathlin, Support Worker Technician  
Courtney Harris, Accounting Technician  
Shirley Chamberlain, Accounting Technician  
Tyler Tobacco, Accounting Technician  
Angie Bignell, Accounting Technician  
Candace Tobacco, Accounting Technician  
Tiffany Kostyk, Accounting Technician—Travel  
Chantel Makenzie, CSA Worker

Giselle Moore, Special Needs Technician  
Sharon Constant, Finance Administrative Assistant  
Rhonda Constant, Stats Supervisor  
Cynthia Mink, Family Stats Clerk  
Darlene Smith, Federal Stats Clerk

## DESIGNATED INTAKE OFFICE

Bart Constant, DIA Service Manager  
Angie Lathlin, Paralegal, ACFSD, Intake/DIA Paralegal  
Vacant, Intake Worker  
Gregory Cook, Intake Worker  
Rhonda Norman, Intake Worker  
Freda McGillivray, Intake Worker  
Whitney Kadachuk, After Hours Data Input/Foster Care Worker  
Eileen Gibbons, Intake/Data Entry/File Clerk  
Linda Kryschuk, Intake/DIA Administrative Assistant  
Vacant, CPU Case Aide  
Tyler Dorion, Child Protection Coordinator  
Sharon Stevens, Child Protection Investigator  
Lauren Melnyk, Child Protection Investigator  
Samantha Kostyk, CPU Administrative Assistant  
Mike Wyman, On Call Worker  
William Richards, On Call Worker  
Jared Henderson, On Call Worker

## WINNIPEG SUB-OFFICE

Geraldine Shingoose, BSW, Service Manager  
Crystal Hunter, Receptionist  
Helen Boulanger, Legal/Administrative Assistant  
Vacant, FS Administrative Assistant  
Audrey Contois, CIC Administrative Assistant  
Claire Ross, BSW, CIC Supervisor  
Charity Onofrychuk, BA, BSW, CIC Worker  
Sharon Gagnon, BA, CIC Worker  
Leeah Lavallee, CIC Worker  
Lilian Bagot, BSW, CIC Worker  
Kemi Bombata, BA, BH Ecol, CIC Worker  
Nancy McRae, BSW, CIC Worker  
Afolabi Oyegbile, MSW, CIC Worker  
Daniel Bitajabuka, BSW, RSW, CIC Worker  
Della George, BSW, Family Service & Resource Supervisor  
Evelyn Folster, Resource Worker  
Vacant, Resource Worker  
Janet Greene, Resource Worker  
Melissa Michel, BA, Resource Worker  
Vaunda Pangman, BSW, Resource Worker  
Amanda Boxshall, BSW, Family Service Worker  
Christine Chartrand, Family Service Worker  
Helen Chornoby, BSW, Family Service Worker  
Tania Lerat, BA, Family Enhancement Worker

**BRANDON**

Melissa Michel, BA, Resource Worker  
 Julie Fenner, ACFSD, CIC Worker  
 Loretta Sayese, Administrative Assistant

**MOSAKAHIKEN**

Vacant, Unit Supervisor  
 Melissa Sanderson, Administrative Assistant  
 Sylvia Grey, BSW, Family Enhancement Worker  
 Frank Whitehead, Family Enhancement Worker  
 June Bradburn, CIC Worker  
 Connie Flett, On Call Worker  
 Patricia Head, On Call Worker  
 Destiny Head, On Call Worker

**CHEMAWAWIN**

Abby Klyne, Unit Supervisor  
 Laura Kakagamic, CIC Worker  
 Tracy Patchinose, Family Service Worker  
 Jeffery Thomas, Family Enhancement Worker  
 Jessica Patchinose, Family Enhancement Worker  
 Vacant, Case Aide  
 Trevor Keno, Administrative Assistant  
 Frank George, On Call Worker

**MISIPAWISTIK**

Lucy Robinson, BSW, Unit Supervisor  
 Mary Ballantyne, CIC Worker  
 Karen Turner, Family Enhancement Worker  
 Karen Pranteau, Family Service Worker  
 Miranda McKay, Family Service Worker  
 Robin Ballantyne, Resource Worker  
 Jacquie Fourre, Administrative Assistant  
 Lois Sinclair, On Call Worker  
 Myra Ballantyne, On Call Worker

**WUSKWI SIPIHK**

Diane Genaille, BSW, Supervisor  
 Vacant, Family Enhancement Worker  
 Vacant, CIC Worker  
 Louise Lamb, Administrative Assistant  
 Leonard Constant, On Call Worker

**SAPOTAWHEYAK**

Lillian Campeau, BSW, Supervisor  
 Myrtle Bilow, Family Enhancement Worker  
 Devina Copapay, CIC Worker  
 Louisa Stevens, CIC Worker  
 Vacant, Resource Worker  
 Elizabeth Ballantyne, Administrative Assistant  
 Russell Leask, On Call Worker  
 Lorna Brass-Munro, On Call Worker

**MATHIAS COLOMB**

Doris Castel, MED, GD, I/Direct Service Coordinator  
 Lillian Guay, BSW, Service Manager  
 Elizabeth Bear, BA, CIC Supervisor  
 Marlene Dumas, BSW, Family Enhancement Worker  
 Vacant, Family Enhancement Worker  
 Valerie Whyte, Resource Worker  
 Mercedi Bighetty, Case Aide/Administrative Assistant

**SWAN RIVER OFFICE**

Lori Sawchuk, MSW, Unit Supervisor  
 Nora Stevens, CISW, CIC Worker  
 Jenna Koutecky, BHEC, FSS, CIC Worker  
 Bev Clearsky, BSW, Resource Worker  
 Andrea Evans, Administrative Assistant

**FLIN FLON OFFICE**

Lori Sawchuk, MSW, Unit Supervisor  
 Courtney Gieg, BA, CIC Worker  
 Amie Winterton, Administrative Assistant

**LYNN LAKE OFFICE**

Ashley MacBeth, Intake/CIC Worker  
 Josiah Phillips, Administrative Assistant

**THOMPSON OFFICE**

Jenine Cook, BSW, Unit Supervisor  
 William Ettawacappo, CIC Worker  
 Darlene Spence, BSW, Resource Worker  
 Leon Frost, Family Enhancement Worker for Lynn Lake/  
 Marcel Colomb/Thompson  
 Marion Spence, Administrative Assistant



# BOARD OF DIRECTORS

## 2018—2019

JACOB NASEKAPOW, CHAIRPERSON  
MOSAKAHIKEN CREE NATION

HEIDI COOK, VICE-CHAIRPERSON  
MISIPAWISTIK CREE NATION

MARY LOU LEASK, SECRETARY-TREASURER  
SAPOTAWEYAK CREE NATION

LORI O'NEILL  
WUSKWI SIPIHK FIRST NATION

JUDY SINCLAIR-MOOSE  
MARCEL COLOMB FIRST NATION

SHIRLEY CASTEL  
MATHIAS COLOMB CREE NATION



# Executive Director

Submitted by Fran Sinclair-Dick, CISW, BISW

Tansi, I am pleased to present the 2018-2019 Cree Nation Child & Family Caring Agency Annual Report.

Cree Nation Child & Family Caring Agency (CNCFCA) continues to promote prevention and intervention in keeping with the vision and mission statement to keep children in their communities.

CNCFCA remains active in supporting federal children in care with the federal Children's Special Allowance (CSA) funds and continues to represent an opportunity for the agency to make meaningful improvements in lives of federal children in care and former children in care. Unfortunately, this is only the case with federal children in care given the ongoing provincial clawback of CSA funds that were provided for provincial children in care. This means that the agency will be forced to continue to provide a two-tiered system of child care.

Our Agency continues to promote initiatives such as Family Enhancement Services & Programming, Jordan's Principle, Cultural Camps, working with our Elders and Local Child Care Committees. Our Family Model was introduced to our Family Enhancement Workers to assist & guide them in working with our families using a holistic approach to involve extended family and community.

CNCFCA acknowledges all our foster parents who open their homes for our children in need. They are a valuable resource and we thank them for their dedication in keeping our children safe.

We had several meetings with Chemawawin Chief & Council and they approved a Safe House to keep children in the community. We also received extra office space to accommodate additional staff. We are in discussions for an office building and hope to have this in place for our CFS staff.

Mathias Colomb Cree Nation provided a Band Council

Resolution to have all of Mathias Colomb children remain in Pukatawagan. CNCFCA has met with Council members as they have proposed a safe house for children, new office space at their office complex and a staff house.

Our local CFS opened their new office trailer at Wuskwi Sipiik First Nation in June 2018. Thank you to Chief Zastre and Council for their assistance as our staff transitioned into their new office setting. The location was an improvement for the membership to have access to the services regarding CFS matters.

I want to acknowledge our Board of Directors for their support and guidance as we continue serve our communities. The Board of Directors consists of the following:

- Jacob Nasekapow, Chairperson –Mosakahiken Cree Nation
- Heidi Cook, Vice-Chairperson – Misipawistik Cree Nation
- Marylou Leask, Secretary-Treasurer – Sapotaweyak Cree Nation
- Lori O'Neill, Board Member – Wuskwi Sipiik First Nation
- Judy Sinclair-Moose, Board Member – Marcel Colomb First Nation
- Shirley Castel, Board Member – Mathias Colomb Cree Nation

## MANAGEMENT TEAM FOR CNCFCA

The Management Team:

- Service Manager, Unit A (on-reserve offices) Margaret Cook, BISW
- Service Manager, Unit B (off-reserve offices) Bonita Stevens, BSW
- Service Manager, (Mathias Colomb) Doris Castel, Interim Director of Services
- Service Manager, Winnipeg, Geraldine Shingoose, BSW
- Service Manager, DIA/CPU, Bart Constant
- Manager, Finance & Administration, Bryan Hart, MBA, CPA, CGA
- Manager, Human Resources, Laurie Ducharme
- IT Manager, Dean Davidson

Our management team meets on a monthly basis to discuss current issues, develop/amend policies as needed and to identify changes to programming.

## TRAINING

We have thirteen (13) employees attending the BSW Co-hort program. They are completing their 3rd year of studies in October 2019.

Foster Parents & Support Workers received training during our annual foster parent conferences, held in Opaskwayak for our Northern foster families and Winnipeg for our Southern foster families.

Employees continue to attend training/workshops/conferences throughout the year.

Three (3) of our employees received their Bachelor of Arts degree, Bachelor of Social Work degree, & Masters of Social Work degree through on-line courses and attending evening classes. We are proud of their achievements.

## INITIATIVES

For the upcoming year, the Agency's Strategic Plan will guide CNCFCA for this year's initiatives:

- **Bill C 92** – We will engage with our SCTC membership as each community would have their own traditions for child and family services. We will continue to work with Northern Authority and collaborate with our Northern CFS Agencies.
- **Local CFS Offices** – To be fully staffed to include their own Intake Workers.
- **Youth Conference** – Youth & Children in Care requested for another Youth conference as they enjoyed the last one held in 2017.
- **CNCFCA Training Module** – Our Agency developed a training module and we plan to start the first module in the fall of 2019. This will be for all staff to keep them updated and informed of new procedures and changes to assist them with their work duties.

## GENERAL COMMENTS

The Agency has been working on several projects throughout the year and have completed their Operational Plan to guide our work plan. Thank you to the staff of CNCFCA for their dedication and commitment in fulfilling the Agency's mandate. We will continue to work for the betterment of the children and families.

## OBJECTIVES FOR 2019—2020

There are many important objectives to be fulfilled during this current fiscal year. CNCFCA will continue working with our SCTC leadership and continue making improvements in all areas within the Agency

This will conclude my report for the 2018-2019 Fiscal Year.

Respectfully submitted by:  
 Fran Sinclair-Dick, CISW, BISW  
 Executive Director

## Resource Report

Cree Nation Child and Family Caring Agency's resource department continues to focus on recruiting and training foster parents to provide quality standards of care for our children in care.

The recruitment strategy focused on community communication by renewing the yearly contract with CJAR in The Pas and establishing new radio contracts with CHTM in Thompson and CFAR in Flin Flon. A yearlong recruitment contract has been negotiated with Native Communications Incorporated to ensure a province-wide communication strategy. Resource also attends community functions with promotional items, incentives and information for recruitment and networking purposes. Community based strategies include newspaper advertisements and posters, and presence at local community trade and leisure shows. A new strategy for recruitment includes distributing Agency contact information in the local Canada Post offices within Cree Nation Child and Family Caring Agency's communities.

The Agency continues to recruit place of safety homes, foster homes, support workers and respite homes in each community. We strive to keep children in their home community, even if it is a temporary basis. The Agency is continuing to strengthen and build the relationships within the local communities and level of governments will the primary goal of ensuring that culturally appropriate resources are available within each community.

Cree Nation Child & Family Caring Agency's Resource Unit has been diligently striving to license Emergency Placement Resources within the local communities to be able to provide a safe place for children that require temporary assistance.

What the Agency needs to develop are more emergency placement homes, independent living placements and specialized foster resources. Currently support workers are hesitant in being licensed as emergency placements due to several factors. These factors include; Emergency Placement Homes are not equipped with supportive services, meaning that there are no provisions for respite or babysitting, if the foster parents are attending training childcare provisions are not covered, there are no options in regards to age, gender, or behaviors of the children placed in the home, and the limitations can impact the foster parents ability to tend to their own self-care, professional develop-

ment, and the ability to choose placements that best fit their family dynamics. Another aspect that can be intimidating are the fact that their home will be open to the usage of other agencies.

### Winnipeg Resource

On September 6 & 7, 2018 Winnipeg Resource department hosted their Annual foster parent conference at the South Beach Hotel Casino & Resort. Training included workshops and presentations that enhance caregivers' skills and abilities.

- FASD: Combining Life Stories with Factual Information. Presentation by Lia Braun, Visions & Voices, MCAP.
- Attention Deficit Hyperactivity Disorder. Presentation by Occupational Therapist Julie Roth & Family Therapist Patricia Kovnats from MATC.
- Fabulous Feud by Superb Entertainment
- Empowering our Spirit. Presentation by David & Sherryl Blacksmith.
- MKO – Crisis Response Unit

Certificates of Participation were issued to 60 foster parents from Winnipeg and surrounding areas who attended and participated in the foster parent conference.

Winnipeg Resource Unit provides orientation of foster parents and support workers/respite workers in a training activity that is delivered in small group and as one-on-one sessions by the resource workers in their respective areas.

### Regional Resource

Training has included workshops and presentations that will enhance caregivers' skills and abilities.

- Foster Parent Orientation
- Living the Experience of CFS. Presentation by Blain Constant and Mary Black.
- Mental Health First Aid First Nations. Presentation by Rita McIvor.

86 Foster Parents participated from Mathias Colomb, Misipawistik, Sapotaweyak, Chemawawin, Wuskwi Sipihk, Flin Flon, Lynn Lake, Sherridon, Thompson, Barrows, Swan River, and Birch River.

On March 11, 2019 First Aid/CPR Training was held in Flin Flon. 18 Support Workers and Foster Parents attended and completed.

### **Swan River Resource**

Training has included workshops and presentations that will enhance caregivers skills and abilities.

- First Aid/CPR Training
- Manitoba Foster Families Network

## **Foster Home Case Listing Profiles**

### **STATS FOR Rosie McGillivray: The Pas & Mosa-kahiken FOSTER HOMES:**

Licensed	28
Unlicensed	1
POS	0
Total	29

### **STATS FOR Stephanie Copapay: Sapotaweyak & area FOSTER HOMES:**

Licensed	9
Unlicensed	1
POS	5
Total	15

### **STATS FOR Vaunda Pangman: Winnipeg & surrounding areas FOSTER HOMES:**

Licensed	22
Unlicensed	3
POS	3
Total	28

### **STATS FOR Doug McIvor: Flin Flon, Cranberry, and Sherridon FOSTER HOMES:**

Licensed	26
Unlicensed	3
POS	3
Total	32

### **STATS FOR Melissa Michel: Winnipeg & surrounding areas FOSTER HOMES:**

Licensed	19
Unlicensed	4
POS	6
Total	29

### **STATS FOR Veronica Thomas/Valerie Whyte: Mathias Colomb Cree Nation FOSTER HOMES:**

Licensed	8
Unlicensed	3
POS	3
Total	14

### **STATS FOR Janet Greene, Winnipeg & surrounding areas FOSTER HOMES:**

Licensed	18
Unlicensed	0
POS	5
Total	23

### **STATS FOR Robin Ballantyne: Grand Rapids, Misipawistik & Chemawawin FOSTER HOMES:**

Licensed	22
Unlicensed	6
POS	3
Total	31

### **STATS FOR Beverly Clearsky: Swan River & area FOSTER HOMES:**

Licensed	17
Unlicensed	1
POS	1
Total	19

### STATS FOR Darlene Spence: Thompson & area FOSTER HOMES:

Licensed	5
Unlicensed	3
POS	3
Total	11

**Total Agency Homes: 232**

### Resource Committees:

Regional resource collaborative committees were formed in order to develop and foster working relationships between inter-agency resource departments. Cree Nation Child and Family Caring Agency has been actively participating in the Northern Authority inter-agency Resource and Standards meetings, the Alternative Care Network Committee (Northern Region), and the Customary Care Working group. The Committees' aim is to improve communication and to foster inter-agency collaboration. The Agency continues to attend and connect with other agencies when meetings are scheduled.

### Borrowed Homes:

The agency is currently utilizing, borrowing, bed space from 70 external agency resources. These borrowed spaces include foster homes, specialized foster homes that offer services for distinct needs, and group homes.

### New Applicants:

Cree Nation Child and Family Caring Agency continues to conduct recruitment and develop skills and abilities of foster homes that can provide specialized care for our children. There are currently ten (10) new applicants that are in the process of licensing in various regions.

### Misipawistik Home:

Cree Nation Child and Family Caring Agency is currently utilizing a six bedroom home provided by the Misipawistik Chief and Council for the purpose of keeping their children in the community. The home is providing a culturally appropriate foster home capable of ensuring the children and adolescents can maintain the connection to their families, community, culture and identity until suitable placements can be found. The home is licensed to a house parent who provides care on a 5/24 basis. The resource department aims to have more community-based homes established in the communities that we serve in order to assure cultural, community, and family continuity.

### Support/Respite Workers:

Support worker/respite orientation is an ongoing training activity that is delivered in small group and in one-on-one sessions as required. The aim this year was to ensure that all support workers participated in an orientation session in order to assure that expectations on contact delivery were understood.

Support Worker/Respite Worker Orientation continues to be offered one-on-one as needed.

### Licensed Out-of-Home Respite:

Persons or families who provide respite in their place of residence for four or more days a month on a regular basis or for 15 or more consecutive days in any year must be licensed.

### STATS FOR Beverly Clearsky/Swan River SUPPORT WORKERS:

Surrounding areas	44
Respite	40
TOTAL	44

### STATS FOR Robin Ballantyne/Misipawistik SUPPORT WORKERS:

Surrounding areas	79
Respite	79
ON HOLD	2
TOTAL	81

### STATS FOR Valerie Whyte/Mathias Colomb Cree Nation SUPPORT WORKERS:

Mathias Colomb Cree Nation	8
ON HOLD	0
Respite	2
TOTAL	8

### STATS FOR Darlene Spence/THOMPSON SUPPORT WORKERS:

Surrounding areas	26
Respite	26
ON HOLD	1
TOTAL	26

**STATS FOR Rosie McGillivray/The Pas & Moose Lake SUPPORT WORKERS:**

Surrounding areas	
The Pas/OCN	73
Respite	17
ON HOLD	0
TOTAL	90

**STATS FOR Evelyn Folster/Winnipeg SUPPORT WORKERS:**

Winnipeg	227
Respite	169
TOTAL	227

**Total Support/Respite Workers 522**

**STATS FOR Doug McIvor/Flin Flon SUPPORT WORKERS:**

Surrounding areas	43
ON HOLD	3
Respite	0
TOTAL	46

## STAFF TRAINING

Doug McIvor

- CFSIS Foster Care Training

Rosie McGillivray

- Case Management Standards Training

Veronica Thomas

- CFSIS Foster Care Training
- Currently working towards completing her Bachelor of Social Work program

Valerie Whyte:

- CFSIS Foster Care Training
- Currently working towards completing her Bachelor of Social Work program

Robin Ballantyne

- CFSIS Foster Care Training
- Currently working towards completing her Bachelor of Social Work program

Vaunda Pangman

- CFSIS Foster Care Training

Melissa Michel:

- Youth Conference
- CFSIS—Basic Training
- CFSIS Foster Care Training

Janet Greene:

- CFSIS Training
- Foster Care CFSA Training

Beverly Clearsky

- FACTS Training
- CFSIS Training

Darlene Spence

- FACTS Training
- CFSIS Training
- Case Management Standards

Whitney Kadachuk

- CFSIS Training
- Foster Care CFSA Training

# Human Resources Manager

Submitted by: Laurie Ducharme

## Overview of Department

The human resources department provides a full range of human resource services to the Cree Nation Child and Family Caring Agency and all employees in our various locations and offices. The human resources department is responsible for assisting in the maintenance, implementation, development and consistent application of human resource policies and procedures agency wide.

The human resource department consists of a Human Resource Manager and a Human Resource Assistant. We are responsible for overseeing employee attendance, recruitment and selection, assisting in performance management and training & development, benefits and compensation.

## Employee Education & Training

Cree Nation Child and Family Caring Agency encourages employees to continually upgrade and develop their skill and knowledge through attendance at colleges or universities in part-time studies. Our focus is to strengthen and improve upon our internal capacity building by securing more training for our staff, developing formal training plans for our staff and comprehensive orientation packages.

Cree Nation Child and Family Caring Agency has an Education Assistance Program in place to assist and encourage employees to upgrade their education and skills. Cree Nation Child and Family Caring Agency currently has staff enrolled in a BSW Cohort Program that will allow them to attend part-time studies to obtain their Bachelor of Social Work, while still maintaining the job. The goal is mutually beneficial; employees will earn their Bachelor of Social Work Degree, while the agency will have a highly qualified and skilled workforce, while meeting the mandate set forth by the province as per workforce qualifications.

## Recruitment

Cree Nation Child and Family Caring Agency is committed to recruiting and selecting individuals who are the most qualified to perform the requirements of each position available. Candidates for job vacancies may be from existing staff or outside sources. Where qualifications are deemed equivalent, preference will normally be given to internal candidates and to those candidates who are First Nation and members of the Swampy Cree Tribal Council.

Categories of positions available are:

- Executive
- Management
- Administrative
- Finance
- Social Workers – Protection, Prevention
- Coordinators
- On Call

Job vacancies are advertised in Swampy Cree Regions through:

- Local newspapers, radio, community bulletin boards
- Amik website
- Internal advertisement via email
- University of Manitoba (Thompson campus)

We are in the process of expanding our job advertisements and will be posting our jobs through:

- Service Canada Job Bank
- Company website
- Social Media

Recruitment challenges:

- Lack of qualified candidates
- Shortage of housing
- Unavailability of office space



## Turnover/Vacancies

Cree Nation Child and Family Caring Agency strives to ensure employee retention by allowing staff:

- to be appropriately orientated
- to continually improve their skills
- to have opportunity for advancement
- to be treated fairly
- the opportunity to succeed
- recognizing years of service

Cree Nation Child and Family Caring Agency aims to retain their employees through continual training; encouraging educational opportunities; internal recruitment; strong orientation; and having an objective policy. However, the realities of external competing job opportunities,

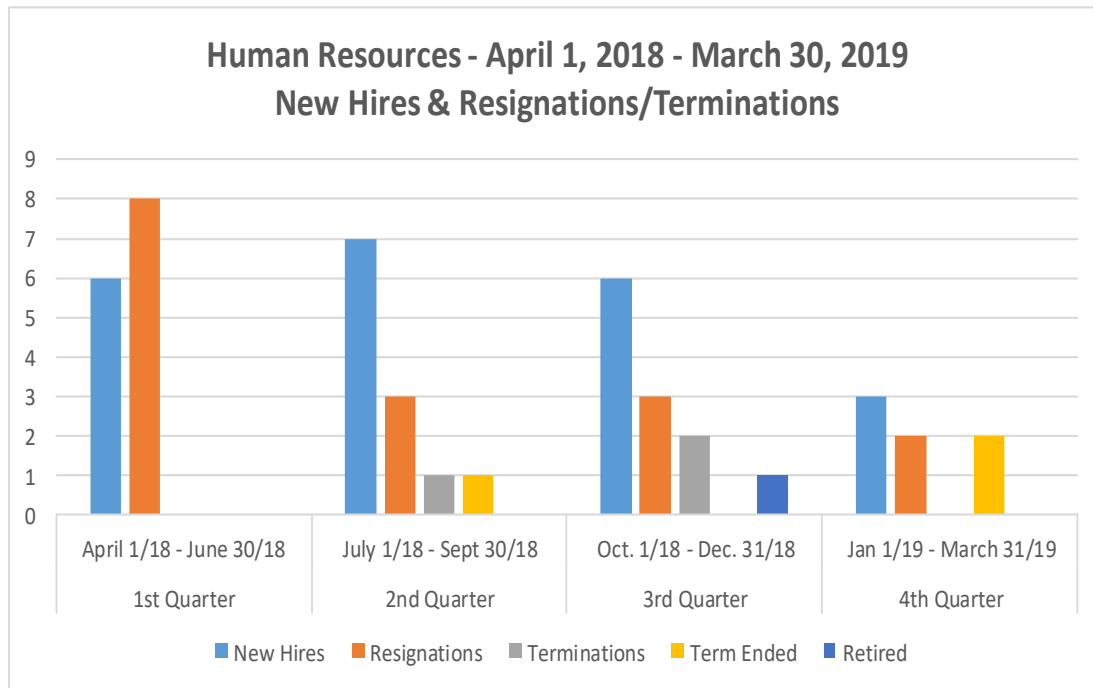
relocation of employees, internal conflicts, and lack of motivation may cause employee turnover.

During the 2018 – 2019 fiscal year, Cree Nation Child and Family Caring Agency experienced turnover of 23 staff and has hired 22 staff.

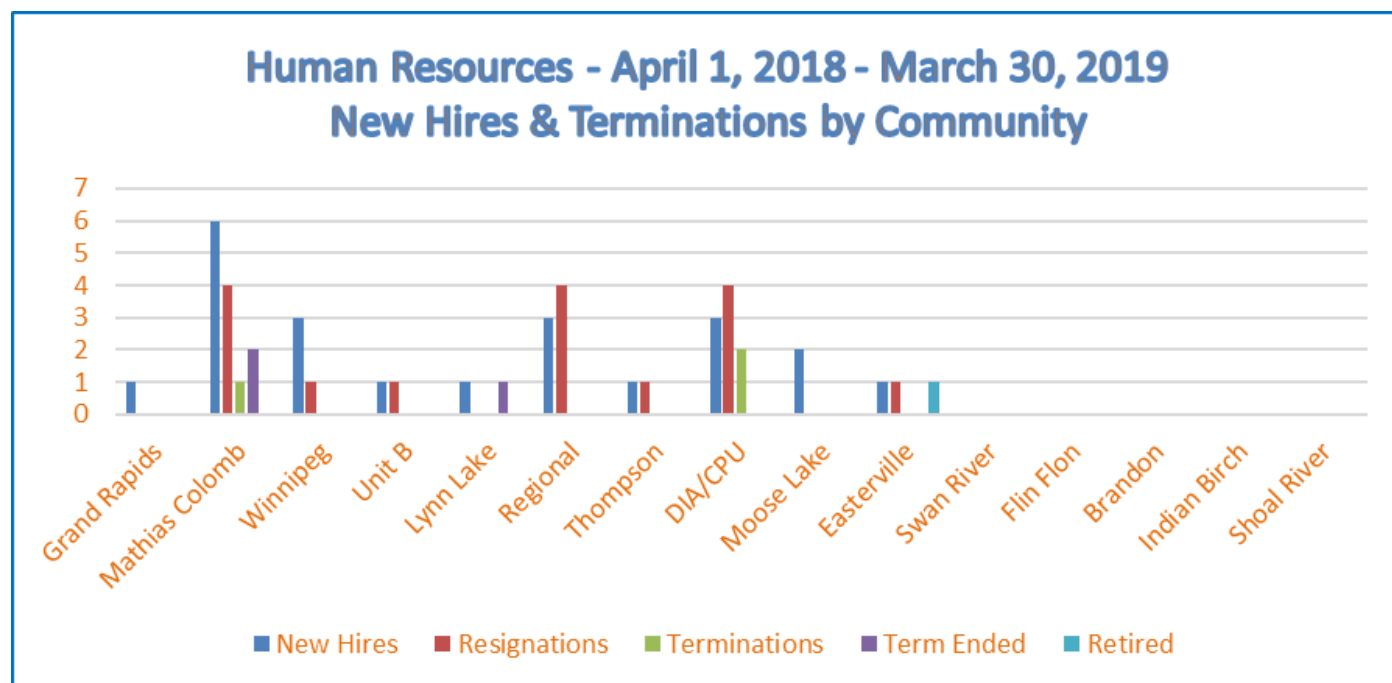
To counter the employee turnover Cree Nation Child and Family Caring Agency continues to recruit throughout the Swampy Cree Region. Candidates are selected on the basis of education, skills and relatable experience.

There are currently 24 vacant positions within the agency. These vacancies are due to the lack of qualified candidates in certain locations, shortage of housing in certain locations, and unavailability of office space. We have also created some new positions within the Agency. Also, when internal postings are filled, other vacant positions are created.

The following charts illustrate the number of hires and terminations for each office location within our organization:



		New Hires	Resignations	Terminations	Term Ended	Retired
1 <sup>st</sup> Quarter	April 1/18 - June 30/18	6	8	0	0	0
2 <sup>nd</sup> Quarter	July 1/18 - Sept 30/18	7	3	1	1	0
3 <sup>rd</sup> Quarter	Oct. 1/18 - Dec 31/18	6	3	2	0	1
4 <sup>th</sup> Quarter	Jan 1/19 - March 31/19	3	2	0	2	0
<b>TOTALS:</b>		<b>22</b>	<b>16</b>	<b>3</b>	<b>3</b>	<b>1</b>



## Objectives for 2019-2020

The Human Resource Department's goals for the Agency is to:

- Minimize Turnover
- Succession Planning
- Implement in house training modules
- Increase organization in HR department
- Increase HR staff communication
- Update Personnel Policy

Our department will work towards minimizing turnover by continually developing its orientation, in house training, assisting staff with developing training plans and encouraging advancement opportunities.

Succession plans will be implemented for senior level positions. Employees will be encouraged to develop their skills and cross-train for when advancement opportunities become available.

In house training modules will provide work place knowledge on how different units within the agency function and provide employees with policies and procedures in which to follow. This will enhance their skills and increase staff morale while decreasing employee turnover.

Increased organization will allow the HR department to function more efficiently by increasing the response time for requests, better reporting and meeting deadlines.

Increased staff communication will allow our staff to be informed about changes to benefits, pension, updated policies, new hires and employee departures.

Updating the Personnel Policy will ensure that the Agency is following Employment Standards.

# MCCN Service Manager

Submitted by: Doris Castel, MED, GD  
Interim Direct Services Coordinator

Cree Nation Child & Family Caring Agency (CNCFCA) has a Unit Office in Pukatawagan, Manitoba that provides mandated child welfare services for the community of Mathias Colomb Cree Nation (MCCN). The head office is located at Opaskwayak Cree Nation (OCN).

As of March 31, 2019, MCCN had 72 Children in Care both Provincial (5) & Federal (67). The number of CIC placed out of the community depend on the placements available at MCCN, this is due to shortage of foster homes, or inadequate services but, every effort is made to place children with extended families in and out of the community.

## STAFF LISTING:

### Mathias Colomb Cree Nation Unit (MCCN)

Doris Castel – Interim Direct Services Coordinator

Elizabeth Bear - CIC Supervisor

Valerie Whyte - Resource Worker

Marlene Dumas, BSW - Family Enhancement (FE) Worker

Kirsten Bighetty - Family Enhancement (FE) Worker

Vacant - Child in Care (CIC) Worker

Mercedes Bighetty - Administrative Assistant/Case Aide

### Regional Office, Opaskwayak Cree Nation

Veronica Thomas - MCCN Resource Worker

Audrey Constant - Out of Community Child in Care (CIC) Worker

Derek Dick, BSW - Out of Community Child in Care (CIC) Worker

Jay Constant - Case Aide Worker

## DEPARTMENTAL OUTCOMES & ACHIEVEMENTS

The Agency continues to provide Prevention Programming. The services and networking between community

members is to engage the family unit to participate and promote programming. CNCFCA on a continuous basis looks for partners to promote cultural and traditional teachings. The Family Enhancement Coordinator has a complete list of the programs that are offered at MCCN.

The MCCN unit continues to experience staff turnover but with the support from the Regional Office, they continue to provide support services to the MCCN Unit Office.

Staff at the MCCN office also continues to receive training so they can understand and meet expectations and requirements such as: Intake, Child and family Services Information system (CFSIS), Applied Suicide Intervention Skills (ASIST), Standards Training, and Safety Assessment Module (SDM).

## RESOURCES PROVIDED TO MCCN MEMBERS

### Resource Department

MCCN has eleven (11) approved Support/Respite Workers. The program is rewarding as it allows Support/Respite Workers to mentor children in care while giving respite to foster parents.

MCCN has seven (7) licensed foster homes. We continue to actively recruit and courage community members to open their homes to extended family members who come into care of the agency.

MCCN Resource continues to address the shortage of foster homes and continues to recruit foster homes and support/respite workers. Advertising, networking and educating MCCN community members about the Resource Program is a continued effort. Resource provides training to foster parents and support/respite workers every year.

The MCCN unit primarily works out of Pukatawagan. However, the regional office plays a vital role. The Financial, Resource, Filing and department components are located at the Regional Office.

The Foster Parent Conference was held on March 1 & 2, 219 at Kikiwak Inn on OCN. Five (5) of our foster parents attended the Foster Parent Conference.

## **Family Enhancement**

MCCN has a Family Enhancement Program that offers prevention services. This is a continuous effort to provide preventative services to avoid children coming into care, or to prevent children going back into care. The program continues to meet the demands and services that are needed in the community.

This year FE programs that were brought into MCCN:

- Money management training
- Anger Management & Domestic Violence Workshop
- Traditional Medicine Picking
- Unity in Community Workshop
- Youth Fashion Show

## **OBJECTIVES FOR 2019—2020**

MCCN in collaborations with Regional Office are working to recruit staff on an ongoing basis. CNCFCA hired and Interim Direct Services Coordinator from October 2018 to March 31, 2019. MCCN staff will work together with the management team to ensure that all aspects of Agency service meet the requirements of the Child and Family Services Act, the First Nations mandate, provincial licensing and service standards, as well as the agency's mandatory policies and procedures. We will continue to coordinate and supervise child and family services programs for CNCFCS MCCN. We will continue to provide support to the MCCN Members. Staff are working on improving local service delivery and the development of resources for CNCFCA MCCN. We have implemented our Agency's Family Model that is culturally appropriate.

# DIA Service Manager

Submitted by: Bart Constant

## Introduction

Welcome, to the Swampy Cree Tribal Council Annual General Assembly! The following is the annual report for the Cree Nation Child & Family Caring Agency Designated Intake Agency activities for the 2018-2019 fiscal year. Information will be provided on the training and overall activities conducted by this office as well as the statistics.

Cree Nation Child & Family Caring Agency (CNCFCA) Designated Intake Agency (DIA) and Child Protection (CPU) Unit covers the Norman Region, the First Nation communities receiving services from CNCFCA and Lynn Lake for Intake Services (Area 5). A DIA is an agency that has been jointly designated by the four Authorities: First Nations North, First Nations South, Métis and General to provide joint intake and emergency services to all persons. Intake and emergency services means child and family services are provided to persons when services are first requested or required, or when services are required on an emergency basis for the protection of a child.

Our unit is made up of the following team:

Bart Constant, DIA Service Manager  
 Linda Kryschuk, DIA Reception  
 Freda McGillivray, Intake Worker  
 Rhonda Norman, Intake Worker  
 Vacant, Intake Worker  
 Whitney Kadahuk, AH Data Entry/Resource Worker  
 Eileen Gibbons, Data Entry/Filing Clerk  
 Angie Lathlin, DIA Paralegal  
 Tyler Dorion, Child Protection Coordinator  
 Sharon Stevens, Child Protection Investigator  
 Lauren Melnyk, Child Protection Investigator  
 Vacant, Child Protection Investigator  
 Samantha Kostyk, Child Protection Administrative Assis-

tant

### Files Transferred to CNCFCA:

April 2018

- First Nations South—ANCR—13 Files to Winnipeg
- First Nations South—CFS Western MB—1 File to Winnipeg
- First Nations North—NCN FCS—1 File to Unit B Provincial

May 2018—No incoming transfers.

June 2018

- First Nations South—ANCR—3 Files to Winnipeg
- First Nations North—Northern Region CFS—1 File to MCCN
- Metis—MICHIF—3 Files to Unit A Federal, 1 File to Winnipeg, 1 File to MCCN

July 2018

- First Nations South—ANCR—3 Files to Winnipeg, 1 File to Unit A federal
- First Nations South—CFS Western MB—1 File top Winnipeg
- Metis—MICHIF—6 Files to Unit A Federal, 1 File to Unit B Provincial, 1 File to MCCN

August 2018

- First Nations South—ANCR—3 Files to Winnipeg, File to Unit A Federal
- Metis—MICHIF—3 Files to Unit B Provincial

September 2018

- First Nations South—ANCR—2 Files to Winnipeg
- First Nations North—NCNFCS—1 File to Unit B Provincial
- First Nations North—Northern Region CFS—1 File to MCCN
- Metis—MICHIF—5 Files to Unit A Federal, 1 File to Unit B

October 2018

- First Nations South—ANCR—4 Files to Winnipeg, 1 File to Unit A Federal
- First Nations South—CFS Western MB—1 File to Unit A Federal
- First Nations North—NCNFCS—2 Files to Unit B Provincial
- First Nations North—Northern Region CFS—1 File to Unit B Provincial
- Metis—MICHIF—10 Files to Unit A Federal, 1 File to Unit B Provincial



## November 2018

- First Nations South – ANCR – 4 Files to Winnipeg  
First Nations South – CFS Western MB – 2 Files to Winnipeg
- First Nations North – Northern Region CFS – 1 File to Unit B Provincial
- Metis – MICHIF – 6 Files to Unit A Federal, 1 File to Unit B Provincial

## December 2018

- First Nations South – ANCR – 2 Files to Winnipeg  
First Nations South – CFS Western MB – 1 File to Winnipeg, 1 File to Unit B Provincial
- First Nations North – NCN FCS – 1 File to Unit B Provincial
- First Nations North – Northern Region CFS – 4 Files to MCCN

## January 2019

- First Nations South – ANCR – 2 Files to Winnipeg, 1 file to Unit A
- First Nations South – MICHIF - 9 Files to Unit A
- First Nations North – NORTH CFS – 1 File to Unit A

## February 2019

- First Nations South – ANCR – 2 Files to Winnipeg
- First Nations South – MICHIF – 1 File to Unit A
- First Nations North – NORTH CFS 1 File to Unit B

## March 2019

- First Nations South – ANCR - 1 File to Winnipeg
- First Nations South – MICHIF – 1 File to Unit A, 1 File to Unit B
- First Nations North – NCN FCS – 1 File to Unit B
- First Nations North – NORTH CFS – 2 Files to Unit B

**Number of Intakes by Community (April 1, 2018—March 31, 2019)**

The following table shows the number of incoming intakes for each community monthly with totals for the month, community, and year.

	Mosakahiken Cree Nation	Chemawawin Cree Nation	Misipawistik Cree Nation	Wuskwisi Siphik First Nation	Sapotaweyak Cree Nation	Mathias Colomb Cree Nation	Swan River Local Office & Area	Thompson Local Office & Area	Flin Flon Local Office & Area	The Pas & Area	Winnipeg & Area	Lynn Lake & Marcel Colomb First Nation	External	TOTAL
<b>Apr/18</b>	5	12	8	1	4	8	6	4	4	21	9	3	13	<b>98</b>
<b>May/18</b>	6	8	8	1	6	4	3	3	4	11	11	0	16	<b>81</b>
<b>June/18</b>	2	6	9	0	5	12	2	1	1	11	8	1	6	<b>64</b>
<b>July/18</b>	1	8	6	1	7	3	2	1	1	10	7	5	9	<b>61</b>
<b>Aug/18</b>	2	20	8	1	0	1	1	2	1	8	6	1	4	<b>55</b>
<b>Sep/18</b>	2	7	4	0	5	6	6	5	1	3	11	2	7	<b>59</b>
<b>Oct/18</b>	2	6	7	2	3	6	4	3	2	13	13	2	16	<b>79</b>
<b>Nov/18</b>	3	1	2	1	9	3	2	0	3	13	7	0	12	<b>56</b>
<b>Dec/18</b>	1	4	1	0	3	4	3	1	5	9	4	0	6	<b>41</b>
<b>Jan/19</b>	2	12	2	0	0	4	6	1	2	15	10	2	6	<b>62</b>
<b>Feb/19</b>	1	2	3	0	2	1	0	0	3	4	3	1	3	<b>23</b>
<b>Mar/19</b>	6	5	1	0	0	3	1	1	3	5	3	1	2	<b>31</b>
<b>TOTAL</b>	<b>33</b>	<b>91</b>	<b>59</b>	<b>7</b>	<b>44</b>	<b>55</b>	<b>36</b>	<b>22</b>	<b>30</b>	<b>123</b>	<b>92</b>	<b>18</b>	<b>100</b>	<b>710</b>

TRAINING & WORKSHOPS

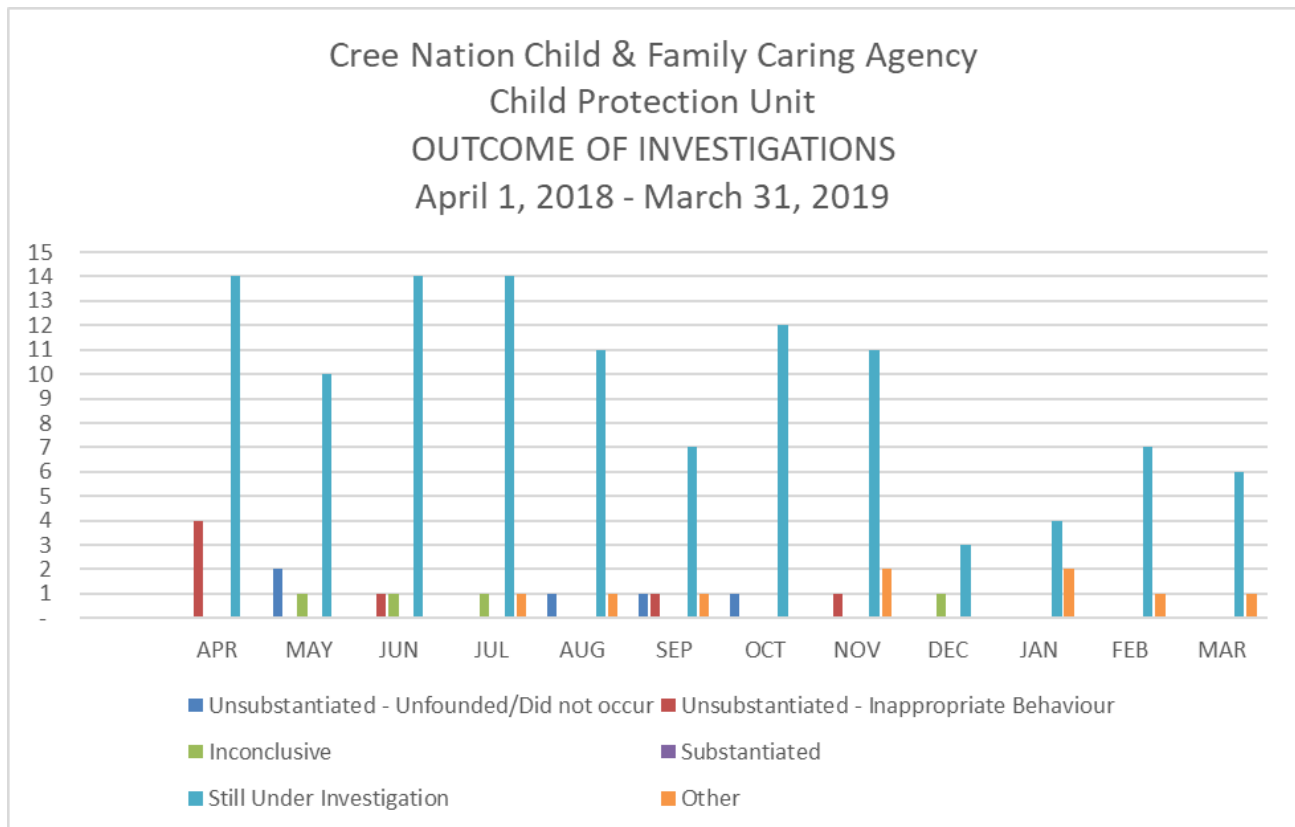
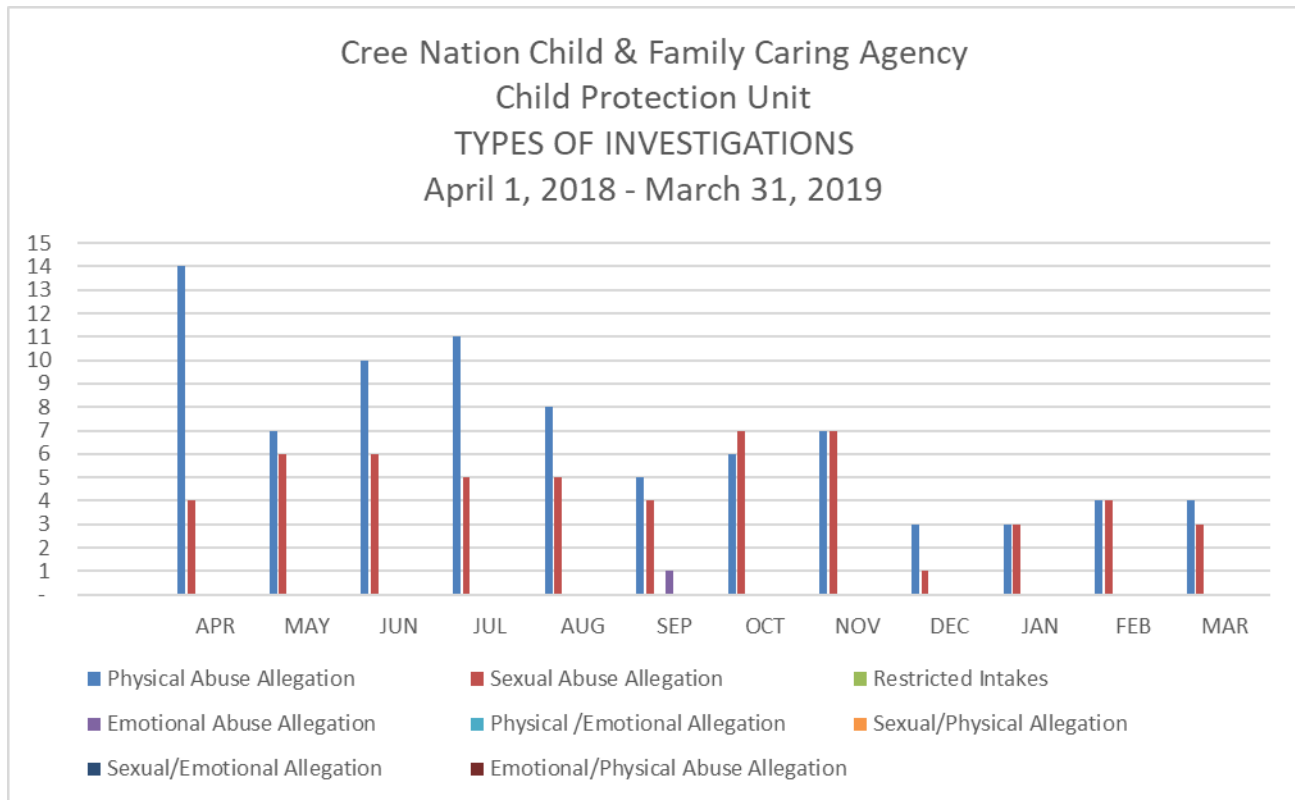
<b>Training</b>	<b>Who</b>	<b>Date</b>
CORE Competency Training 2	Tyler Dorion	April 11-13, 2018
CAC New Curriculum Training	Bart Constant	April 12, 2018
Missing & Exploited Children's Conference	Tyler Dorion Wendy Prince	May 15-17, 2018
BSW	Bart Constant Sharon Stevens	May 22-25, 2018
CORE Competency Training 4	Tyler Dorion	June 4, 2018
BSW	Bart Constant Sharon Stevens	June 18-22, 2018
BSW	Bart Constant Sharon Stevens	July 23-27, 2018
Legal Workshop with Legal Counsel and Legal Support	Angie Lathlin Whitney Kadachuk	August 1-2, 2018
BSW	Bart Constant Sharon Stevens	September 17-21, 2018
CORE Competency Training 6	Tyler Dorion	September 19-20, 2018
CORE Competency Training 7	Tyler Dorion	October 15-17, 2018
Team Investigation of Child Sexual Abuse	Sharon Stevens	October 22-26, 2018
Emergency Beds Training with Northern Authority	Whitney Kadachuk	October 24, 2018
CORE Competency Training 8	Tyler Dorion	November 19-20, 2018
BSW	Bart Constant Sharon Stevens	November 19-23, 2018
CFSIS Foster Care Training	Whitney Kadachuk	November 27-29, 2018
BSW	Bart Constant Sharon Stevens	December 10-14, 2018
Sexually Exploited Youth Training Part 1	Sharon Stevens	January 10-11, 2019
CORE Competency Training 9	Tyler Dorion	January 14-16, 2019
CORE Competency Training 1	Sharon Stevens	January 28-30, 2019
EPR & PPD Presentation with Northern Authority	Whitney Kadachuk	February 20, 2019
Sexually Exploited Youth Training Part 1	Lauren Melnyk	February 21-22, 2019
CORE Competency Training 2	Sharon Stevens	February 25-27, 2019
Kapaapako Miikiwaap Lodge Teachings Training	Lauren Melnyk	February 25 – March 1, 2019
Admin. Assistants Conference	Samantha Kostyk	March 7-8, 2019
Sexually Exploited Youth Training Part 2	Sharon Stevens Lauren Melnyk	March 27-29, 2019

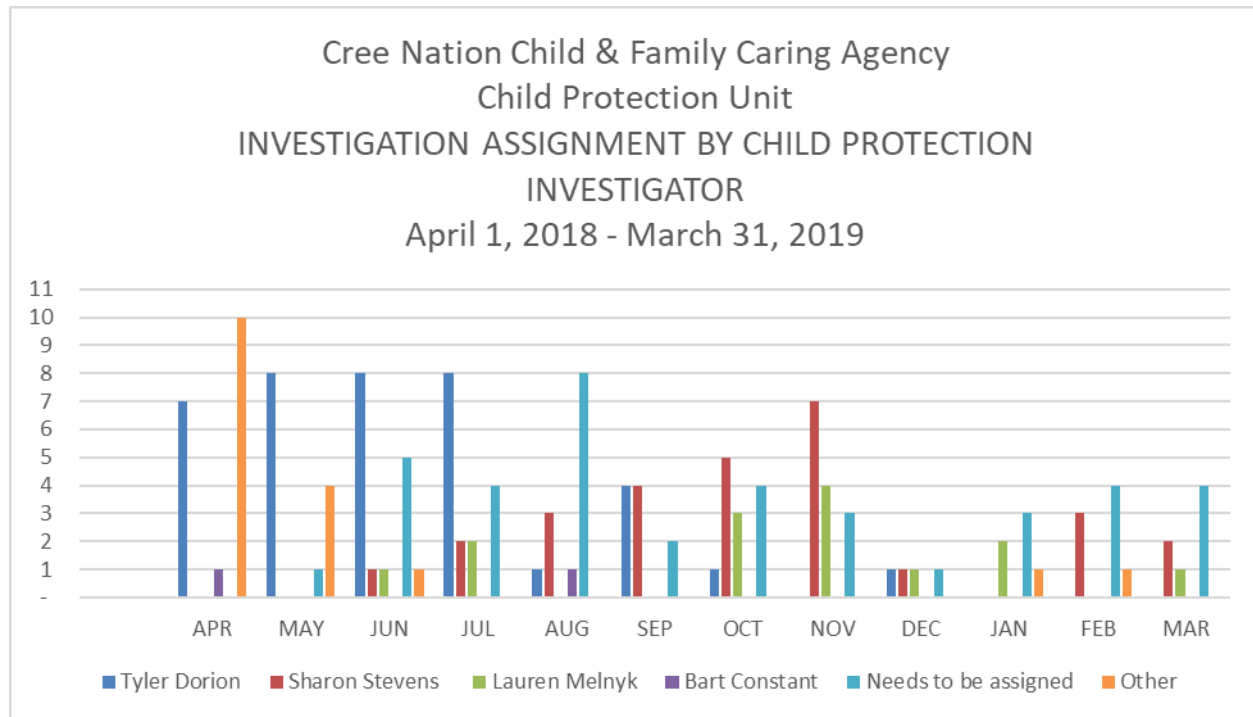


### CHILD PROTECTION UNIT

From April 2018 to March 2019 CPU investigated 55 sexual abuse cases, 82 physical abuse cases, and 1 emotional abuse case.

The following charts compares the investigations by types, outcomes, and assignment for the year.





### Child Abuse Committee

If an investigation is substantiated or inconclusive a referral is made to our Child Abuse Committee. The committee is composed of various professionals within our community. Meeting are scheduled monthly, the below are the dates of this past year's meetings.

- April 6, 2018
- May 11, 2018
- June 15, 2018
- July 20, 2018
- August 24, 2018
- September 28, 2018
- October 30, 2018
- November 26, 2018
- December 20, 2018
- January 25, 2019
- February 21, 2019
- March 18, 2019

Child Protection Unit Travel for Child Abuse Investigations 2018-2019

Who	When	Community
Tyler Dorion	April 9, 2018	Flin Flon, Manitoba
Tyler Dorion	May 1, 2018	Pukatawagan, Manitoba
Tyler Dorion	May 2, 2018	Pukatawagan, Manitoba
Bart Constant	May 4, 2018	Grand Rapids, Manitoba
Wendy Prince	May 22, 2018	Grand Rapids, Manitoba
Tyler Dorion	May 23, 2018	Flin Flon, Manitoba
Tyler Dorion	May 23, 2018	Moose Lake, Manitoba
Wendy Prince	June 1, 2018	Grand Rapids, Manitoba
Tyler Dorion	June 13, 2018	Swan River, Manitoba
Tyler Dorion	June 13, 2018	Sapotaweyak, Manitoba
Tyler Dorion	June 13, 2018	Swan River, Manitoba
Tyler Dorion	June 27, 2018	Moose Lake, Manitoba
Tyler Dorion	July 4, 2018	Moose Lake, Manitoba
Tyler Dorion	July 6, 2018	Swan River, Manitoba
Tyler Dorion	July 6, 2018	Dauphin, Manitoba
Tyler Dorion	July 18, 2018	Chemawawin, Manitoba
Tyler Dorion	July 26, 2018	Grand Rapids, Manitoba
Tyler Dorion	August 20, 2018	Swan River, Manitoba
Tyler Dorion	August 21, 2018	Swan River, Manitoba
Bart Constant	September 4, 2018	Cormorant, Manitoba
Tyler Dorion	September 25, 2018	Flin Flon, Manitoba
Sharon Stevens	October 4, 2018	Moose Lake, Manitoba
Tyler Dorion	October 4, 2018	Moose Lake, Manitoba
Tyler Dorion	October 10, 2018	Pukatawagan, Manitoba
Tyler Dorion	October 11, 2018	Grand Rapids, Manitoba
Tyler Dorion	October 11, 2018	Chemawawin, Manitoba
Tyler Dorion	October 12, 2018	Flin Flon, Manitoba
Tyler Dorion	October 24, 2018	Grand Rapids, Manitoba
Tyler Dorion	November 1, 2018	Chemawawin, Manitoba
Tyler Dorion	November 13, 2018	Pukatawagan, Manitoba
Tyler Dorion	November 15, 2018	Moose Lake, Manitoba
Tyler Dorion	November 28, 2018	Lynn Lake, Manitoba
Tyler Dorion	August 1-3, 2018	Winnipeg, Manitoba
Tyler Dorion	August 27-30, 2018	Garden Hill, Manitoba
Bart Constant	August 30-31, 2018	Winnipeg, Manitoba
Tyler Dorion	September 12-14, 2018	Winnipeg, Manitoba
Lauren Melnyk	December 7-8, 2018	Thompson, Manitoba
Lauren Melnyk	December 11, 2018	Flin Flon, Manitoba
Lauren Melnyk	December 12, 2018	Easterville, Manitoba
Lauren Melnyk	December 13-15, 2018	St.Malo
Tyler Dorion	January 10, 2019	Easterville, Manitoba
Tyler Dorion	January 17, 2019	Easterville, Manitoba
Lauren Melnyk	January 29 2019	Easterville, Manitoba

Child Protection Unit Travel for Child Abuse Investigations 2018-2019 (Continued from previous page)

Who	When	Community
Lauren Melnyk	January 30, 2019	Grand Rapids, Manitoba
Lauren Melnyk	January 31 - February 2, 2019	Brandon, Manitoba
Sharon Stevens	February 7, 2019	Chemawawin, Manitoba
Lauren Melnyk	February 13, 2019	Cranberry, Manitoba
Tyler Dorion	February 28, 2019	Grand Rapids, Manitoba
Tyler Dorion	March 21, 2019	Pukatawagan, Manitoba
Lauren Melnyk	March 22, 2019	Chemawawin, Manitoba

OBJECTIVES FOR 2019—2020

1. The Child Protection Unit wants to develop their skills in interviewing children with special needs.
2. The Service Manager will continue to work with the Management Team in developing Agency programs and services that meet the needs of service delivery.
3. As part of system wide, Designated Intake Agency Steering Committees, the Service Manager will continue to review policies and processes in order to better provide services to the intake region.
4. The Designated Intake Agency office will continue to provide training to the community levels in regard to intake, child abuse processes and Safety Decision Making Assessments.

This concludes the Designated Intake Agency annual report for the fiscal year 2018—2019.

Respectfully,

Bart Constant, DIA Service Manager

# Unit A

## Service Manager

Margaret Cook, CISW, BISW

### Introduction

Tansi & Greetings to all participants of the Swampy Cree Tribal Council Annual General Assembly!

This report is for the agency's Federal units, Unit A, which covers the (5) communities of: Mosakahiken, Chemawawin, Misipawistik, Sapotaweyak, and Wuskwi Sipihk.

It has been a very productive year in the federal communities with many of the collaterals working in collaboration, Chiefs and Councils, RCMP, Health, NADAP, Schools, Jordan's Principle, Nursing Stations, Local Child Care Committees, and University College of the North.

I would like to acknowledge Late Elder David Lathlin of Mosakahiken Cree Nation who passed away this year, for his contributions as a valuable and knowledgeable team member in the development of the Family Model Manual.

I would also like to acknowledge Late Josephine Brass who worked as a Child In Care Worker for 30 years for CFS in Chemawawin, who passed away after her retirement.

### Current Staff Listing for Unit

#### Regional Office (The Pas)

Margaret Cook, CISW, BISW—Unit A Service Manager  
Diane Mink—Unit A Administrative Assistant  
Darlene Kadachuk—Legal Administrative Assistant  
Rosie McGillivray, ACFSD—Regional Resource Worker  
Bobbi-Faye Sinclair, BA—Family Enhancement Coordinator  
Mackenzie Thomas, BSW—Adoption/Repatriation Coordinator

#### Mosakahiken Cree Nation

Melissa Sanderson—Administrative Assistant  
June Bradburn—CIC Worker  
Frank Whitehead—Family Enhancement Worker  
Sylvia Grey, BSW—Family Enhancement Worker

#### Chemawawin

Abby Klyne—Supervisor  
Laura Kakegamic—CIC Worker  
Jessica Patchinose—Family Enhancement Worker  
Tracey Patchinose—Family Service Worker  
Jeffrey Thomas—Family Enhancement Worker  
Trevor Keno—Administrative Assistant/Case Aide

#### Misipawistik

Lucy Robinson, BSW—Supervisor  
Jacquie Fourre—Administrative Assistant  
Mary Ballantyne—CIC Worker  
Miranda McKay—Family Service Worker  
Karen Pranteau—Family Enhancement Worker  
Karen Turner—Family Enhancement Worker  
Robin Ballantyne—resource Worker

#### Sapotaweyak

Lillian Campeau, BSW—Supervisor  
Elizabeth Ballantyne—Administrative Assistant  
Devina Copapay—CIC Worker  
Louisa Stevens—CIC Worker  
Myrtle Bilow—Family Enhancement Worker  
Stephanie Copapay—Resource Worker

#### Wuskwi Sipihk

Diane Genaille, BSW—Supervisor  
Louise Lamb—Administrative Assistant/Case Aide  
Alec Bouvier—CIC Worker  
Karen Bland, BSW—Family Enhancement Worker

Mosakahiken—As the Service Manager, I continue to supervise the CFS sub-office. The CFS staff continue to meet with the Local Child Care Committee (LCCC) monthly. There are two Family Enhancement (FE) Workers, who provide services and programs to the families, who work diligently with them to prevent children from coming into care. On October 18, 2018 the Principal of Moose Lake School invited our team (Service Manager and the two FE Workers) to attend a meeting regarding concerns of absenteeism. Although this was not a child protection concern, the FE Workers followed through by completing home visits with families, and did report back to the Principal as to why the children were not attending.

The school staff appreciated this extra effort made by CFS. This is an example of good teamwork and collaboration between the Agency and the school. CFS will continue to collaborate with other collaterals in working and strengthening families.

The agency has been meeting regularly with Chief Easter and his Council in discussing future plans for the children in the community.

In Chemawawin, the Local Child Care Committee was appointed and received training in The Pas, Manitoba from May 17 to 18, 2018 on their roles and responsibilities as follows:

- To advise and support Agency staff respecting the planning, implementation and delivery of child and family services.
- To advocate on behalf of children and families in need of services and to ensure fairness and cooperation in respect to the delivery of such services.
- To act as liaison with other community based services and resources and to assist in their mobilization to augment child and family services.
- To assist in the planning, implementation and review of preventive and supportive services, to reduce the incidence of children coming into the Agency's protective care.
- To assist in the planning, implementation and review of community education and development programming.

Chemawawin local offices have expanded their office space which allows the workers to talk to their children in care and clients privately. Another Family Enhancement (FE) worker was hired in the community to provide more supports and services to families. This also allows for development and extensive planning assisting the family unit as a whole.

In June 2018 the Wuskwi Sipihk sub-office staff moved into their new building. I would like to thank Chief Elwood Zastre for his assistance and support. He continues to check with CFS staff on a regular basis to ensure there are no issues with our office building. The Grand Opening was held on July 12, 2018, which was followed by a feast and giveaway.

The supervisor was part of the working group of the Family Model Manual, and also participated in the training to

the FE workers. Some of the objectives identified in this Manual are:

- 1) To continue promoting healing and healthy lifestyles for community members by delivering educational workshops and to have as many families as possible receiving direct services; and
- 2) To work towards restoring traditional values to community members such as our language, spiritual ceremonies, strengthening family relationships, re-connecting the relationship with the land, and teaching rites of passage to restore traditional parental spiritual roles and responsibilities.

Within the Child Protection Program, workers will continue working with foster parents and Children in Care to ensure their needs are being met, that issues are addressed as they arise, and to continue to work collaboratively with collaterals.

Local Child Care Committee—The target date is July 2019 for the establishment of the Wuskwi Sipihk LCCC.

The Wuskwi Sipihk/Sapotawayak Supervisor provided orientation/training to the new Supervisor of the Sapotawayak sub-office throughout the month of June, and began her supervisory position at the Wuskwi Sipihk sub-office on a full-time basis in July 2018.

Misipawistik have focused on Children in Care reunification with the families either through adoption for the children and foster parents who had had the children in their care for a number of years. This has provided these children with continuity of care and permanency of their residence. CFS workers have also worked with parents to rescind Permanent Orders, and return children to their biological parents. Misipawistik has also been successful in placing our children in care in the community. The CFS staff continue to utilize supports for families and children to prevent them from coming into care. The Local Child Care Committee has been instrumental in providing mediation services between families and the staff, and has provided this support throughout the year.

Sapotawayak—The Supervisor was hired effective June 2018 and it was a huge learning curve. However, with the support of colleagues, the transitioning was not as challenging.

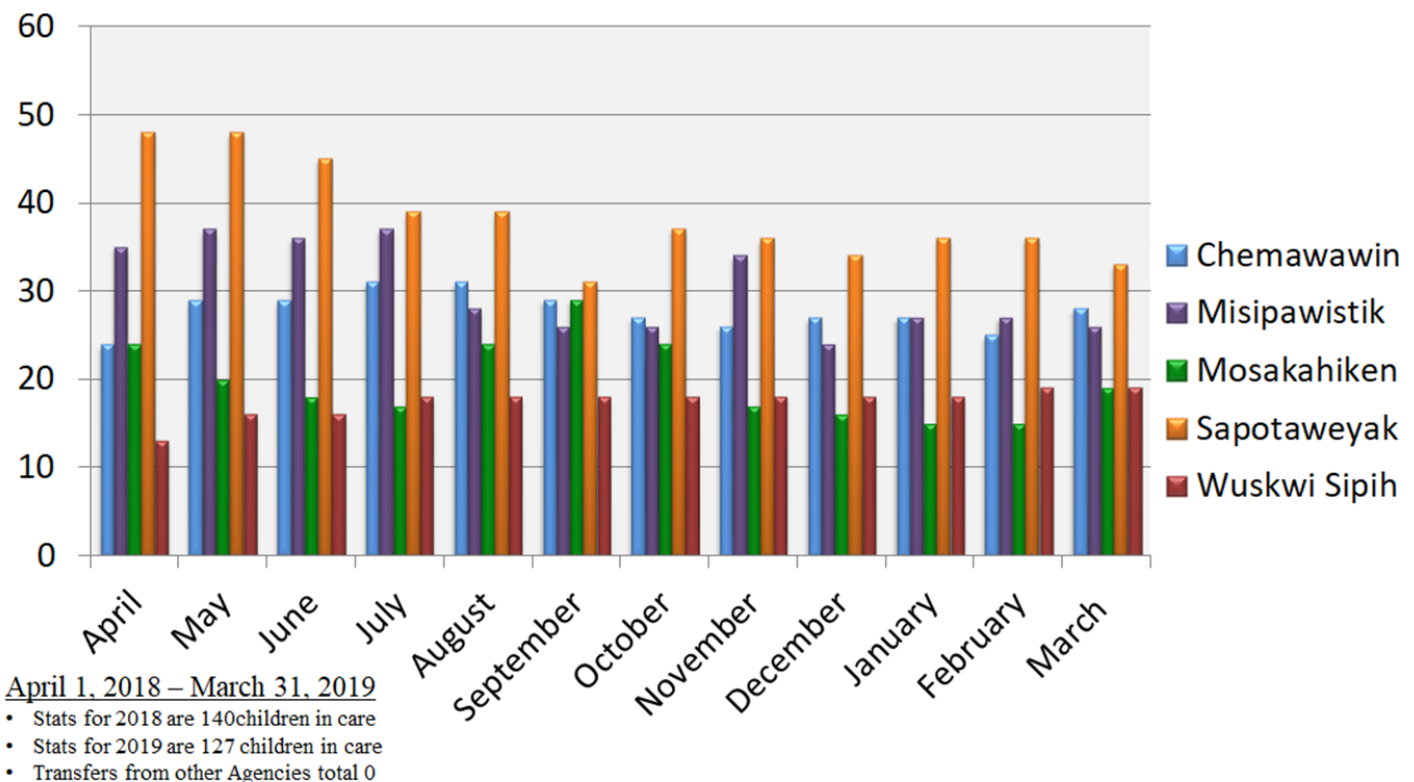
It did take time to get to know front-line and the caseload, but with continued supports from Service Manager and other Unit Supervisors, this new assignment was manageable. Collaboration between Jordan's Principle and the Agency has continued throughout the year. The Family Enhancement Program has continued to provide supports to prevent children from coming into care by providing programming and activities. The Supervisor was invited to Neil Dennis Kematch Memorial School to promote the importance of education to students, working on short-term goals for long-term plans and participating and speaking in classrooms. Worked with and supported the local Resource Worker in promoting and recruiting more support workers and foster homes at the local level to keep children in community where they will maintain family connection.

Work will continue with Chief and Council to have a new Child and Family Services Office for Children in Care and clients to have private space for confidential meetings. The Local Child Care Committee continues to hold monthly meetings where they provide guidance support and recommendations. On-call service after hours has been a challenge in recruiting local community members even though the Agency provides on call workers training to help them become familiar with roles and responsibilities, including the Child and Family Service Act.

## Statistics:

The following chart illustrates the Unit A Children in Care statistics from April 1, 2018 to March 31, 2019.

**Children in Care Statistics**  
**April 1, 2018 to March 31, 2019**





## Goals/Objectives For 2019 -2020

- **New Office Building Phase 1 Renovations, Chemawawin**

Phase 1 renovations—This will house all CFS staff.

- **Aftercare Programming, Chemawawin**

Chemawawin CFS staff will work with local organizations to develop an aftercare camp for families. This program is for families that can go out in the wilderness and learn the traditional ways of living and learning about positive coping methods on how to deal with addictions from a traditional perspective.

- **Stabilization Unit, Chemawawin**

Chemawawin CFS staff will continue working with Chief and Council to plan and build a crisis stabilization unit for clients with disability and mental health issues.

- **Chemawawin**

With the therapist and psychologist that come into their community twice a month to have their CIC and families to be assessed to assist the workers understand how to deal with their emotional, physical, mental difficulties.

- **New Family Model Manual**

The manual was completed and is currently being implemented for the Family Enhancement workers. The FE workers will be trained on how to use the manual as a teaching guide. The purpose of this new family model initiative is to create opportunity for people of our communities to: reclaim and restore our language, revitalize lost values, and ultimately, to strengthen families. Family Model Training will be on-going with the next land-based camp at the Grand Rapids Culture Camp from June 10 to 14, 2019. FE workers will be immersed in the language, ceremonies and land-based activities such as medicine gathering and fishing. The workers will continue to practice prevention strategies that are culturally appropriate and some mainstream methodology.

- **Jordan's Principle – Child First Initiative**

The Agency continues to advocate for parents that have children with high medical needs referred into the Jordan's Principle programs.

- **Evacuation Emergency Plan (EEP)**

In the Federal communities implementation of the Evacuation Emergency Plan, staff are to be trained in CPR and Supervisors are to review the manual. Staff are to be prepared for any emergency.

- **Emergency Placement Resource Homes/Crisis Stabilization**

The Agency has two EPR homes in the Federal communities. To continue working with the other communities for EPR so that children can stay within their own communities. To establish crisis stabilization short-term units in each community to prevent children from being removed from their communities.

- **Extended Family Foster Homes**

To find extended family homes for children who are in need of protection so that they will continue to reside in their community.

- **Local Child Care Committees**

To ensure that all LCCC meetings are held monthly for advice and recommendation from community members and Elder.

- **Provide more training for staff or to get refresher in CFSIS, Intake Training, ASIST, Core Training that will increase their job knowledge and skills.**

- **Misipawistik to expand their office space so that we can offer more services to families with family meeting room, larger kitchen to teach parents healthy cooking and other domestic skills.**

- **All federal communities build cabins for families out of the community for land based activities and to be able to work with them with fewer interruptions and have Elders work along with family units.**

- **Federal communities will continue to collaborate with other collaterals in working and strengthening families.**

## Training

The Agency provides various training to employees in each community. This training enhances and improves the employees' work skills and knowledge, thus enabling them to assist and advocate for their children in care and families.

EMPLOYEE:	TRAINING:
Margaret Cook, Unit A Federal Service Manager	Dealing with Challenges Situation Manager & Supervisor Training NA
Diane Mink, Administrative Assistant	Administrative Assistant training
Bobbi-Faye Sinclair, Family Enhancement Coordinator	Manager & Supervisor Training NA Family Model Training
Lucy Robinson, Misipawistik Supervisor	Manager & Supervisor Training NA Trainer Family Model Manual
Mary Ballantyne, CIC Worker Misipawistik, Local Office	BSW Education SDM Training
Karen Pranteau, FSW Worker Misipawistik, Local Office	BSW Education
Robin Ballantyne, Resource Worker Misipawistik, Local Office	BSW Education SDM Training Intake Training
Miranda McKay, CIC Worker	CFSIS Training
Karen Turner, FE Worker	Primary Care Parent Training Power Point Training
Lillian Campeau, SCN Supervisor	SDM Training Intake Training
Stephanie Copapay, Resource Worker Sapotaweyak, Local Office	BSW Education Resource Training
Devina Copapay, CIC Worker	CFSIS Training Standards Training CFSIS Training SDM Training
Myrtle Bilow, FE Worker	CFSIS Training Standards Training CFSIS Training SDM Training
Louisa Stevens, CIC Worker	Child in Care Core Training CFSIS Training Standards Training SDM Training Intake Training
Abby Klyne, CFN Supervisor	Trainer for the SDM Training& Intake CFSIS Training Standards Training BSW education SWASI Training LCCC Training
Tracy Patchinose, CIC Worker	Standards Training CFSIS Training SDM Training Intake Training BSW Cohort Training SWASI Training
Laura Kakegamic, CIC Worker	Standards Training CFSIS Training SDM Training Intake Training BSW Education SWASI Training
Shirley Walker, FE Worker	Therapy Counseling
Jeff Thomas, FE Worker	Power Point Training Train the Trainer Anger Management Child in Care Core Training

EMPLOYEE:	TRAINING:
Jessica Patchinose, FE Worker	Standards Training CFSIS Training SDM Training Intake Training Train the Trainer Anger Management Child in Care Core Training
Sylvia Grey, FE Worker	Standards Training CFSIS Training SDM Training Intake Training
Frank Whitehead, FE Worker	Standards Training CFSIS Training SDM Training Intake Training
June Bradburn, CIC Worker	Child in Care Core Training Standards Training CFSIS Training SDM Training Intake Training
Diane Genaille, WFN Supervisor	Supervisors/Service Managers/Coordinators New Forms training – Trainer in Family Model Power Point Training Legal Training for Court
Alex Bouvier	Child in Care Core training SDM Intake Training CFSIS Training
Louise Lamb, Administrative Assistance/Case Aide	CFSIS Training
Karen Bland, FE Worker WFN	Orientation Training CFSIS Training SDM Training Intake Training

This concludes this year's report and our team will continue to support, provide services and advocate for the families and children in the federal communities, for a brighter future.

Thank you.

Respectfully submitted by:  
Margaret Cook, CISW, BIW

## Adoption/Repatriation Program Coordinator

Adoption writer obtains information from the communities regarding clients and children, meeting with other agencies and organizations regarding adoptions, carry out adoption placements, obtaining legal documents from the government such as courts, vital statistics, health, Indian Affairs, health centers and nursing stations in the communities.

### TRAVEL/MEETINGS:

Adoption writer travelled to Arborg, Sandy Lake and Moose Lake for adoption home assessments. There were four home visits to each of the above-noted communities. Arborg had two families who wanted to adopt the children they have been fostering for many years. In the community of Arborg, one family adopted a sibling group of three and the other family adopted one little girl. A family in Moose Lake adopted one little girl that they were fostering for many years. In The Pas a family adopted three children she was fostering since they were infants. There have been nine adoptions completed. One of the adoptions was a De Facto in which adoption worker assisted the adoptive parents.

### HOME VISITS AND RESOURCE CONTACTS:

Writer had contact via phone, office visits and home visits with families in The Pas, Moose Lake, Sandy Lake, and Arborg with prospective adoptive parents.

### STATS FOR ADOPTION, DIVISION 1:

Writer has 15 files that receive ongoing financial assistance. Writer has completed nine (9) adoptions for the year of 2018/2019. Writer is in the process of adoption with three families; two in Easterville and one in Sapotaweyak. Each family has three children each that they want to adopt. Adoption worker is waiting for fingerprints for three sets of prospective adoptive parents to start the adoption process.

### ADOPTION CONFERENCE:

The Adoption Conference was held in conjunction with Opaskwayak Cree Nation Child and Family Services. The conference took place on May 13 & 14, 2019. There were 22 adoptive and prospective adoptive parents that attended

each day the conference was held. The evaluations exhibited the audience was pleased with the Adoption Conference.

The topics the five guest speakers spoke on were as follows:

- Donna Janzen, Adoption coordinator of Opaskwayak Cree Nation Child and Family Services, presented a film “Birth of a Family” and spoke about Children’s Tax Disability.
- Carrie McIntosh, Jordan’s Principle Service Coordinator of Beatrice Wilson Health Centre, presented information on Jordan’s Principle as well as how to access Jordan’s Principle.
- Coleen Rajotte, Director/Producer of her own production company and former award-winning CBC television reporter, presented on the films of Amanda’s Choice and Sixties Scoop.
- Marnie Streit, Occupational Therapist of Primary Health, presented on Self-Regulation.
- Joanne Wyman, FASD Coordinator, presented on effects of FASD.

### OBJECTIVES FOR 2019:

- To continue to familiarize with CFSIS regarding adoptions and adoption manual.
- Present training for staff to all communities on Adoption Procedures with Power Point.
- Prepare for Adoption Conference.
- To continue to work with collaterals and networking among agencies.

The report summarizes the activities in the Adoption department from April 2018 to March 2019. This concludes the summary report.

Respectfully submitted by:  
Mackenzie Thomas, BSW,  
Adoption/Repatriation Program Coordinator

# Family Enhancement Program

Bobbi-Faye Sinclair, BA

Tansi! I am pleased to provide you the 2018-2019 Cree Nation Child & Family Caring Agency Annual Report on behalf of our Family Enhancement Program.

Our Agency has provided the following in our seven First Nation communities:

## Programs, Activities & Camps

- Family Camp at Mino Aski Culture Camp
- Awaken the Spirit Workshop
- Cree Mother's Day Bingo
- Sundance Ceremony & Family Camp at Shallow Bay
- Traditional Parenting Workshop
- Misipawistik Maytahway Days
- Contribution for Halloween Pumpkins
- MCN Community Support & Healing Workshop
- Contribution to Grade 7 Winter Camp
- Spring Break Family Events at MCN
- Spring Family Fasting Camp
- Sundance Ceremony in Mosakahiken Cree Nation
- Family Canada Fun Day
- Sinclair Ininew Summer Camp
- North Arm Camp
- Family Memorial Soccer Tournament
- Weegez & Traditional Medicine Picking at Sinclair Ininew Camp
- Family Fun Events
- Understanding Trauma Workshop
- Enriching relationships Workshop
- Making Birch Baskets Workshop
- Family Walking Derby
- Christmas Crafts

- Family Enhancement Pantries
- Maple Sugar Camp
- Grief and Loss Workshop
- Healthy Relationships
- Addiction & Trauma Workshop
- Skirt Making Classes
- Money Management Workshop
- Fashion Show Sewing
- Unity in the Community Workshop
- Culturally Appropriate Program for Anger Management & Domestic Violence
- Contribution to Crow Rock Annual Traditonal pow Wow
- Traditional Medicinal Teachings
- Family New Year's Eve Event
- Bullying in the Family Workshop
- Kinships & Relationships in a Cultural Teaching
- Babysitting Course
- Youth Community Mentorship Activity
- Cree Singing & Word Challenge Competition
- Elder & Youth Competition
- Family Enhancement Open House & Feast
- Native Men & Healing Workshop
- Sugar Island Camp
- Oski Awasis Oci Wichiwewhin
- Pakekineskisina/Baby Wraparounds

Family Enhancement recognizes the needs in our communities, specifically within our families. We want to ensure our families are receiving culturally appropriate services that will build their self-development and parental skills. We acknowledge the strengths within all of our families and we want to assist each of them by supporting their needs.

## Family Model Initiative

The Family Model Working Group completed the manual with the guidance and help from our Elders, Knowledge Keepers and the Lathlin Family (Late David and Patricia) of Crossing Bay, Mosakahiken. Orientation/Training of the Family Model Manual was presented to all Family Enhancement Workers January 28—February 1, 2019. The purpose of the manual is to guide our Family Enhancement Workers to restore and revitalize our sacred teachings, spiritual laws and language as this will assist them when they are working with a family.

## Positive Outcomes

- Increase of Family Enhancement clients
- Increase of programs, workshops, activities and camps in the communities
- Increase of requests from community members, families and Elders to have consistent programs, workshops, activities and camps
- Increase of elders involvement
- Increase of networking within the local resources
- Increase of positive relationships between CFS and communities/families
- Increase of land-based activities
- Increase of a more positive image of CFS
- Increase of community and family interest of “reclaiming their identity”
- Increase of interest to restore and rejuvenate our Ininew language
- Increase of interest to restore our ceremonies
- Increase of community members and families’ spiritual awakening
- Family Enhancement Workers are receiving culturally appropriate training

## Family Enhancement Stats on CFSIS as of March 31, 2019

Community	# of Family Enhancement Files
<b>Unit A:</b>	
Chemawawin	30
Sapotaweyak	5
Mosakahiken	2
Misipawistik	22
<b>Unit B:</b>	
Thompson	6
Provincial Unit	11
<b>Other:</b>	
Winnipeg	7
<b>MCCN Unit:</b>	
Mathias Colomb	4

## Training

- May 2018  
Child Family Services Information System (CFSIS)
- June 2018  
Triple P Parenting  
Power Point
- August 2018  
Intake  
Structured Decision Making (SDM)
- November 2018  
Cree Language
- December 2018  
High Risk Youth
- January 2019  
Family Model Manual
- February 2019  
Core Training CC1—CC8

## Challenges

Due to colonization in our First Nation communities and families, we are dealing with the effects of the unfortunate history within the Child Welfare System. Our Family Enhancement Workers are faced with families who fear the system. It is with dedication and perseverance our Family Enhancement Workers continue to work on building these relationships as they are committed to making these challenges into a positive result.

There are very little to no resources in the First Nation communities; therefore, it can be overwhelming for families when they are seeking resources. There are no programming monies for Provincial Units. This results in no programming for provincial Family Enhancement clients.

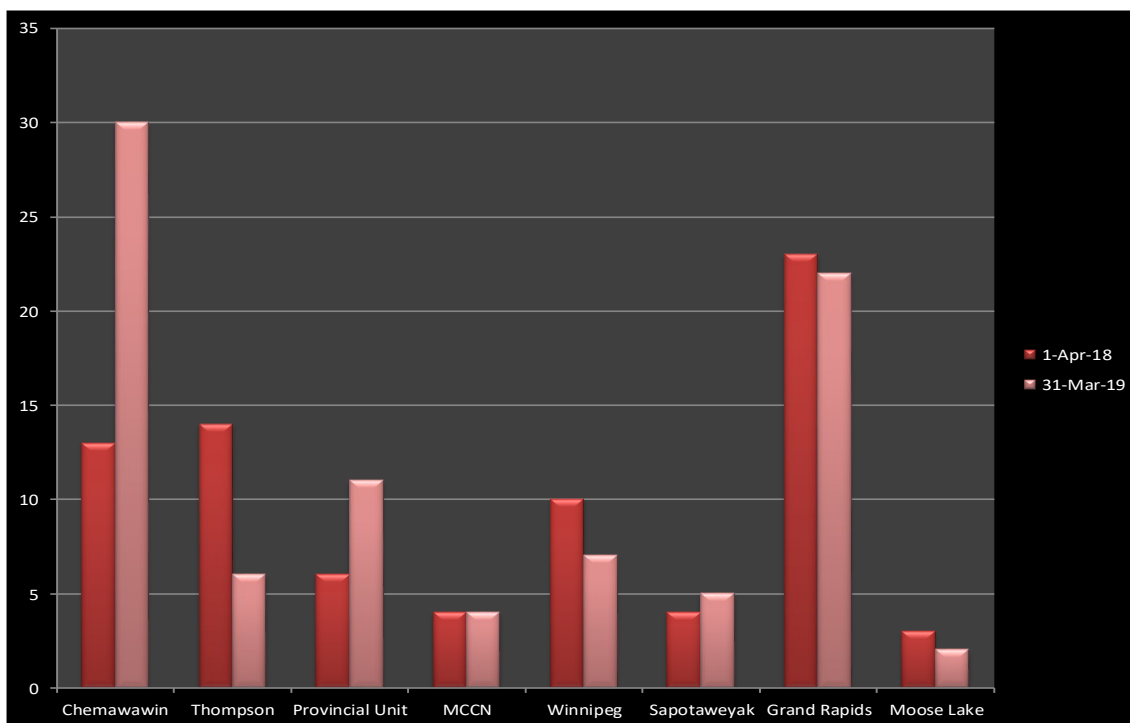
Family Enhancement does not have a building or camps/cabins to host consistent programs, activities and camps.

## Objectives for 2019—2020

- Build Family Enhancement cabins for each First Nation community
- Quarterly Gatherings of Elders from each First Nation community
- Annual Family Enhancement Conferences for families, staff and service providers

This concludes my report for the 2018—2019 fiscal year.

Ekosi!

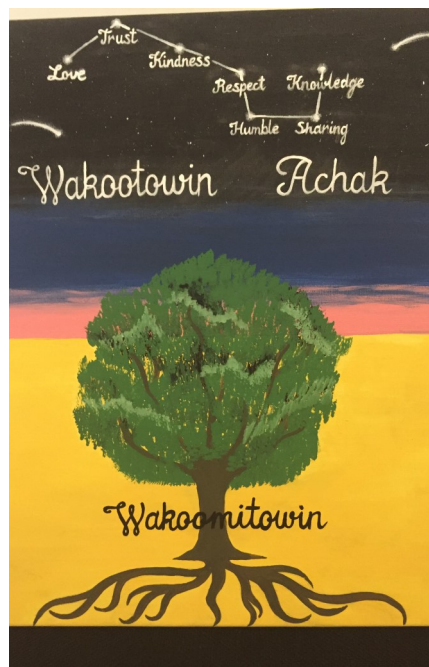




## Pictures submitted by Lucy Robinson & Bobbi-Faye Sinclair







# Unit B

## Service

## Manager

**Bonita Stevens, ACFSD, BSW**

### Brief Overview of Department

Unit B provincial unit consists of The Pas Regional office, Flin Flon sub-office, Thompson sub-office, Swan River sub-office, and Lynn Lake sub-office, which provides service delivery to the Marcel Colomb First Nation.

The Pas Regional office is situated on the 2nd floor of Otineka Mall on Opaskwayak Cree Nation. The Flin Flon sub-office is situated at 175 Green Street, Thompson sub-office is situated at Unit 6, 90 Thompson Drive, Swan River sub-office is situated at 615 Main Street, and the Lynn Lake sub-office is situated at 625 Gordon Avenue.

Unit B provincial unit goals are to continue to work with families and offer services, supports and resources to prevent children coming into care. Unit B carries caseloads of children in care, family files and family enhancement.

### Current Staff Listing for Unit

#### Provincial Unit B—The Pas Unit B

Bonita Stevens, ACFSD, BSW, Service Manager  
 Julia Lathlin, Unit B Supervisor  
 Angela Young, ACFSD, CIC Worker  
 Martha Budd-Genaille, ACFSD, CIC Worker  
 Cathy Sinclair, BA, CIC Worker  
 Sonya Hengemuehl, CIC Worker  
 Vacant, CFS Worker  
 Karen Bland, BSW Family Enhancement Worker  
 Meagan Bushko, BSW, Resource Coordinator  
 Doug McIvor, BSW, Resource Worker  
 Tricia Dick, ACFSD, BSW, Quality Assurance Coordinator  
 Lillian Monias, Provincial Administrative Assistant  
 Jade Richards, CFSIS Specialist

#### Flin Flon Sub-office

Lori Sawchuk-Leclair, MSW, Unit Supervisor  
 Courtney Gieg, CIC Worker  
 Amie Winterton, Administrative Assistant

#### Thompson Sub-office

Jenine Cook, BSW, Unit Supervisor  
 William Ettawacappo, CIC Worker  
 Darlene Spence, BSW, Resource Worker  
 Leon Frost, Family Enhancement  
 Marion Spence, Administrative Assistant

#### Lynn Lake Sub-office

Jenine Cook, BSW, Unit Supervisor  
 Joyce Maniel, I/CFS Worker  
 Leon Frost, Family Enhancement  
 Darlene Spence, BSW, Resource Worker  
 Ashley MacBeth, CIC/Intake Worker  
 Josiah Phillips, Administrative Assistant

#### Swan River Sub-office

Lori Sawchuk-LeClair, MSW, Unit Supervisor  
 Nora Stevens, BSW, CIC Worker  
 Jenna Koutecky, CIC Worker  
 Bev Clearsky, BSW, Resource Worker  
 Andrea Evans, Administrative Assistant

### Achievements & Challenges

This fiscal year was quite challenging in terms of staff recruitment and retention in maintaining Child and Family Services workers in Lynn Lake, Marcel Colomb, and The Pas. It created a lot of hardship on carrying caseloads that we need to provide service delivery to the children and families.

The management team and coordinators continue to meet on the Agency's operational plan and discuss overall progress of the Agency objectives and key issues that need to be addressed. These meetings will be continued and ongoing within the fiscal year.

The Agency needs to continue to recruit place of safety homes, foster homes and support workers in each community. We strive to keep children in their home community, even if it is a temporary basis. What the Agency needs to develop are emergency placement homes, independent living placements, and specialized foster resources.



This fiscal year the Agency has developed one (1) emergency placement resource (EPR) in Sapotaweyak Cree Nation.

Also, further regarding Resource, the Agency was notified that the First Nations of Northern Manitoba Child & Family Services Authority would now filter and review placement referrals from Agencies for the Provincial Placement Desk (PPD), which impedes the access to specialized placements for our children and youth that require specialized care.

Effective April 1, 2018 the First Nations of Northern Manitoba child & Family Services Authority would be approving Level 5 and Exceptional Circumstances requests, which essentially has caused undue strain on approval turnaround from the Northern Authority level.

The Agency continues to work with the law firms Myers and Ferriss Law. The child protection courts goes as follows:

- The Pas court is Queen's Bench, which is every third Wednesday of the month. Michael Clarke is the assigned lawyer.
- Thompson is Provincial court, which is every third Monday of the month. Dianna Nesbit is the assigned lawyer.
- Swan River court is Queen's Bench, which is every fourth Tuesday of the month. Melanie Beaudry is the assigned lawyer.

This past fiscal year here are some important key meetings/gatherings/conferences within the Unit B and the Agency:

- Quarterly Unit B Supervisory meetings that were held within CNCFCA sub-offices: June 7, 2018 in Winnipeg; September 13, 2018 in Flin Flon; and January 10, 2019 in Thompson.
- Unit B had a working weekend November 2 & 3, 2018 in Winnipeg.
- Annual Christmas gatherings for our children and families: Lynn Lake on December 1, 2018; Thompson on December 8, 2018; Flin Flon on December 9, 2018; The Pas on December 9, 2018; and Swan River on December 15, 2018.
- Supervisors, Service Managers, and Coordinators met throughout the year. These meetings were held: May 9 & 10, 2018; October 10 & 11, 2018; and February 6 &

7, 2019 in The Pas.

- Swan River Sub-Office held an Open House on May 16, 2018.
- Annual General Assembly in Chemawawin First Nation on July 4 & 5, 2018.
- Monthly Management Meetings.
- Special Needs Committee continues to meet weekly.

## Quality Assurance Report

There are two staff responsible for the Quality Assurance of the Agency: Jade Richards, CFSIS Specialist and myself, Tricia Dick, Quality Assurance Coordinator.

CNCFCA is responsible for completing quality assurance projects and initiatives throughout the year as part of the QA Framework developed by the Northern Authority. Here is a brief overview of the QA functions:

### Quality Assurance Framework

Annual Quality Assurance Assessment - This refers to standards that are reviewed in each agency during each fiscal year.

- a) Face to Face Contact
- b) 50(2) Extension of Care and Maintenance
- c) Place of Safety
- d) Foster Homes
- e) Training Statistics
- f) Input of the Strategic Planning/Business Plan

Agency Reviews (Service Delivery, HR, Finance, Governance) – This refers to comprehensive agency reviews that are completed in all agencies at least once during the time period for a quality assurance cycle.

- a) Agency Reviews
- b) Mandate Reviews
- c) Agency Self-Evaluations

Cyclical Quality Assurance Assessment – This refers to standards that are reviewed in all agencies at least once during the time period for a quality assurance cycle.

- a) Family Assessment Review (all agencies)
- b) Case Plan Review Pilot
- c) Digital/Photo Attachment
- d) Expectant Parent Services
- e) CFSIS Compliance
- f) Training Needs

Special Case or Program Reviews – This refers to special reviews that are done in response to issues that arise during the fiscal year.

- a) Complete Internal Reviews upon child death or serious injury.
- b) Follow-up on internal and external recommendations from child death
- c) Case Reviews arising from complaints
- d) Family Enhancement Review

#### **Meetings with Northern Authority Quality Assurance Team**

During 2018/2019, the Quality Assurance Coordinator met with the Northern Authority Quality Assurance Team and other northern QA Coordinators throughout the year to discuss the QA projects. There were five (5) meetings held: April 23 & 24, 2018; June 26 & 27, 2018; October 14 & 16, 2018; December 4 & 5, 2018; and February 26 & 27, 2019. I attended three of the five meetings. There were no new reviews implemented for the 2018/19 year as other agencies did not complete their family assessment review. CNCFCA completed this review in 2016 and implemented a work plan. The NA and other agencies has identified case plan reviews to be completed for youth ages 15 and up. In 2018/2019, the NA hired a contract worker to complete the Case Management Framework for the North.

#### **Social Work Administrative Streamlining Initiative (SWASI)**

As part of SWASI, the agency is continuing to evaluate the internal processes through committee meetings. Changes are continuously occurring at the provincial and federal level which affects our internal processes. Our overall goal is to ensure that workers have improved streamlined processes so that they can focus on the children and families.

#### **Child & Family Services Applications Use (CFSAS) Directive**

Jade Richards continued as the CFSIS Specialist throughout the 2018/2019 year. Jade's role is to provide support to all staff with regards to CFSIS and the Intake Module. Jade travels to the outlying communities to provide on-side support. She also provides support at the regional office at our training lab and through Team Viewer. Jade is a valuable asset to the agency in ensuring we meet compliance. Please review Jade Richards' report on CFSIS.

To ensure we increase and maintain compliance,

monthly reports are provided to the Executive Director, Service Managers, Resource Coordinator and Family Enhancement Coordinator to ensure their workers enter the information on a regular basis. Our agency is also involved in regular internal meetings and with the Northern Authority.

#### **Reviews**

Assessment Reviews—In November 2018, the agency completed a review of the family and child files to see if Family Assessments and Child Assessments were being completed by the workers. It was found that there is work to be improved with the Family Assessments. The agency has a plan in place which will request Family Assessments within 30 or 60 days (depending on intake). Another review will be completed in the fall of 2019 to check on the progress of workers completing Family Assessments. As for the Child Assessments, many of the children in care files reviewed had child assessments; however improvements are required. This will not be an issue for the 2019 year as many of the Child Assessments will be captured in the Director Annual Reviews.

Also, as part of the service delivery (on assessments), the QU Coordinator continued to meet with the Supervisors, Service Managers and Coordinators throughout the 2018/19 fiscal year. These meetings were held May 9 & 10, 2018; October 10 & 11, 2018, and February 6 & 7, 2019. This group reports that the meetings are important as it provides support to them with regards to case management and meeting standards.

Director Annual Reviews (DAR) – According to section 54 of the Child and Family Services Act: “*The director shall, during each 12 month period in care, review the placement, care and treatment of and the permanency plans for every child in the care of agencies.*” The agency completed Director Annual Reviews on children who have been in care for over one year. Excluded were youth (18+) that were on an extension of care. The compliance on DAR as of March 2019 is at 82 percent.

Child Death Internal Reviews—Child Death Reviews were completed by the Quality Assurance Coordinator. Along with the reviews, recommendations have been implemented to ensure support and follow-up is provided to all children and families, as well as Agency staff. The QA Coordinator spends a lot of time ensuring the internal and external recommendations are worked on and met.

Foster Care Review – A 15% sample foster care review was completed January 28 - 31, 2019. This included twenty-eight (28) foster care files and four (4) Places of Safety files. There were twenty issues/concerns identified however, to date, five (5) issues are outstanding. Overall, the agency did well in the review. The greatest improvement from the Resource team is the entry of their foster and place of safety home homes in CFSIS and their placements.

### **Training Modules**

The QA Coordinator presented a proposal for a training coordinator as there is a need for internal training modules specific to orientation and case management for front line staff and supervisors. It is Quality Assurance and Human Resource's plan to implement this for the 2019/2020 year.

### **Training Received:**

- Foster Care Training in CFSA—November 2018
- Form development—March 2019

***Report completed by: Tricia Dick, BSW, Quality Assurance Coordinator***

## **Child and Family Services Information System (CFSIS)**

My name is Jade Richards and I am the CFSIS Specialist with the Cree Nation Child and Family Caring Agency. When I first started I had four key areas I wanted to conquer: CIC files, family files, resource and waiting closure files. I can proudly say that we are getting very close to being 100% compliant with our CIC files and resource files. This year my focus will be monitoring family files to ensure information is added to CFSIS. The last area that needs my attention are the files waiting closure. Every year this list grows by at least 50 cases; majority being historical files. However, we have a work plan in place to get these files closed.

Over the 2018/2019 year, I concentrated on ensuring our workers and supervisors were entering their information on legal, placements, and funding areas on CFSIS as directed by Northern Authority. The following year we were informed that if the CIC files did not have the above-

mentioned areas completed, they would not be accounted for by the province. A memo was drafted and sent out by the Acting Executive Director where I teamed up with the legal administrative, resource workers, and administrative assistants to ensure this was all completed by March 31, 2019. We were able to get this all completed, however there were files opened after the fiscal year with an open date before March 31, 2019. We are currently working on getting these files completed. We were later informed that we also need to make sure that our funding and recordings are up-to-date for our family files. The work is completed but time is needed to upload and enter the information.

In November 2018 I had booked time with Tiffany Pickell, CFSA Training Instructor in Winnipeg for all the resource workers, including support staff, to take the 3-day training session for foster care. It was a very good learning experience for all resource workers, as it opened up a whole new understanding of the Intake Module and CFSIS. I felt that it was important that they attend together to ensure they all received the same instruction, and so there would be no confusion on who should be completing what. Resource placements is the best that I have ever seen it since I started in this position. We have always fluctuated around 60% to 70% compliancy, and we are now at 97% compliant in CFSIS.

As the CFSIS Specialist, I commit my time to helping workers in their local office, in the Agency's training lab, or working in computer software called Team Viewer. I share the R64, R65, R78, and R81 reports. This helps them understand how to read them, how to upload the information, and it gets them up to date at the same time. I also assist with any other questions they may have during my visit or when I am in my office. I always leave them with a copy or make sure they have a copy of the CFSIS Checklist to use as a guideline when I am not around. The CFSIS Checklist is more of a guide that the Quality Assurance Coordinator, Tricia Dick, and myself have created. It is used to assist the workers so they have more of an understanding of what they need to open a file, what they need for ongoing services, and what they need to close the case.

***Report completed by: Jade Richards, CFSIS Specialist***

	Case Synopsis	File Location	Persons in Case	Recordings	Legal	Placement	Last F2F	Funding
<b>As of March 31 2018 Compliance Based on 993 Cases</b>	91%	89%	98%	64%	90%	85%	CIC-72% Family – N/A	91%
<b>As of March 31, 2019 Compliance Based on 904 Cases</b>	84%	85%	90%	80%	96%	98%	CIC-68% Family-N/A	93%

## Training (page 1):

TRAINING	DATE	LOCATION
CORE SC 1 CORE SC 2  CORE SC 3 CORE SC 4 CORE SC 5A CORE SC 5B CORE SC 6	April 16-18, 2018 May 14-16, 2018 June 18 & 19, 2018 September 18-21, 2018 October 15-17, 2018 November 14 - 16, 2018 December 10-12, 2018 January 14-16, 2019	Winnipeg, MB
In House – Computer Software Training	April 23 – 27, 2018 May 1 – 3, 2018	Swan River, MB Thompson, MB
EOC, Critical Incident & Interprovincial Training	May 10, 2018	The Pas, MB
CPR First Aide	May 12, 2018	Thompson, MB
In House – Legal Training	June 12, 2018 September 25-26, 2018	The Pas, MB Swan River, MB
Unity in the Workplace	June 25 & 26, 2018	Thompson, MB
In House – New Employee Orientation	June 25-29, 2018 July 9 -13, 2018	The Pas, MB
In House – Resource Training	July 16, 2018	Swan River, MB
Family Enhancement Conference	July 16 & 17, 2018	Winnipeg, MB
In House – Intake Training	July 16-19, 2018	The Pas, MB
Professional Receptionist Conference	July 25 & 26, 2018	Winnipeg, MB
Annual Legal Training	July 31, 2018 - August 3, 2018	Winnipeg, MB
Legal Assist	August 27, 2018	Thompson, MB
Addictions & Trauma	September 10-13, 2018	The Pas, MB
In House – Family Enhancement	October 25 & 26, 2018	The Pas, MB
Mental Health & First Aide	October 25 & 26, 2018	Winnipeg, MB
Administrative Assistant Conference	October 31 – November 2, 2018	Winnipeg, MB
Substance Abuse Training	November 15-16, 2018	Winnipeg, MB
In House – Finance training	December 3, 2018	The Pas, MB
CORE CC1 CORE CC2 CORE CC3	January 28-30, 2019 February 25 – 27, 2019 March 3-5, 2019	Winnipeg, MB
In House – FACTS training	February 5-8, 2019	Swan River, MB
Understanding & Working with Children & Youth who have been sexually exploited	February 21-22, 2019 March 27-20, 2019	Winnipeg, MB
Sexually Exploited Youth Training	March 6 – 8, 2019	Thompson, MB
SDM Training	April 9 – 12, 2018 August 20 – 24, 2018 October 15-19, 2018 January 14-18, 2019	The Pas, MB The Pas, MB Winnipeg, MB Swan River, MB

*Training (continued on next page)*



## Training (page 2):

TRAINING	DATE	LOCATION
Child and Family Services Information Systems (CFSIS) Training	July 3—16, 2018 July 11—13, 2018 July 31—August 3, 2018 August 14—17, 2018 August 21—24, 2018 August 27—30, 2018 September 18—21, 2018 October 2—5, 2018 October 29—November 1, 2018 November 19—22, 2018 December 3—6, 2018 December 17—20, 2018 January 8—11, 2019 March 5—8, 2019	Winnipeg, MB
⇒ Foster Care Training	September 25—28, 2018  October 23—26, 2018 October 30—November 2, 2018  August 8—10, 2018 November 14—16, 2018 April 9—11, 2019	The Pas, MB  Thompson, MB
Child Abuse Coordinators Conference	June 5—6, 2018	Winnipeg, MB

The Agency strives to support and train staff with ongoing staff development and capacity building, whether it is internal or external.

## FAMILY ENHANCEMENT REPORT

### Update

The Family Enhancement program continues to progress. Families continue to enquire about the program and many of them are beginning to request, and receive, services from the Agency. Families report that the program has been a tremendous support and a very positive experience. The service users have appreciated the programming/workshops, as well as the supports and services they have received upon planning and signing their own service agreement and case plan.

### Challenges

This worker has been able to provide support and services to families living in The Pas, Flin Flon, Wanless, and Cormorant, Manitoba. The Provincial Family Enhancement worker is constantly challenged by the overwhelming amount of paperwork that is required in order to follow through with CFS provincial standards. There is a constant struggle to balance enough time spent with families, help with programming/workshops, along with the required paperwork. The biggest challenge, one could say, would be when it comes to budgeting, as there is a huge lack of funding from the Provincial Government.

### Christmas Party

The Agency's Christmas Party (December 2018) was well attended. The children and families enjoyed getting together at a local Veterans hall for an amazing dinner, gift opening and special guest, Santa Claus! The children and foster parents participated in games and really enjoyed themselves. Transportation to and from the event was also provided for all of the families.

### Files

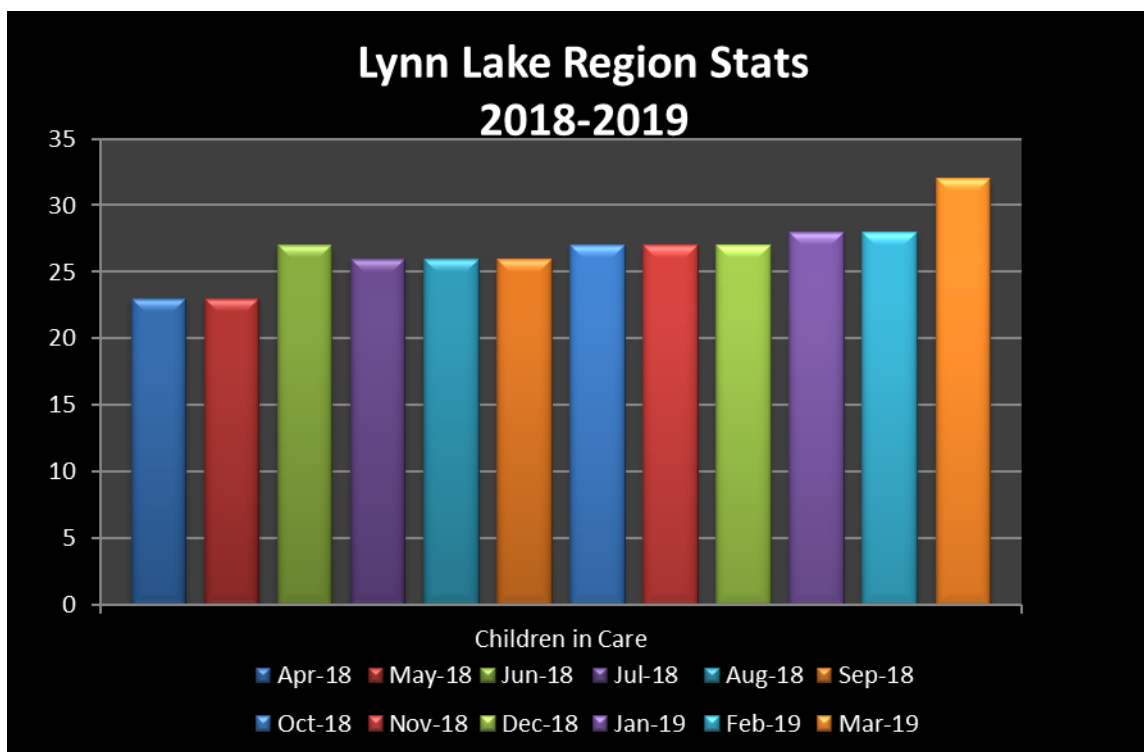
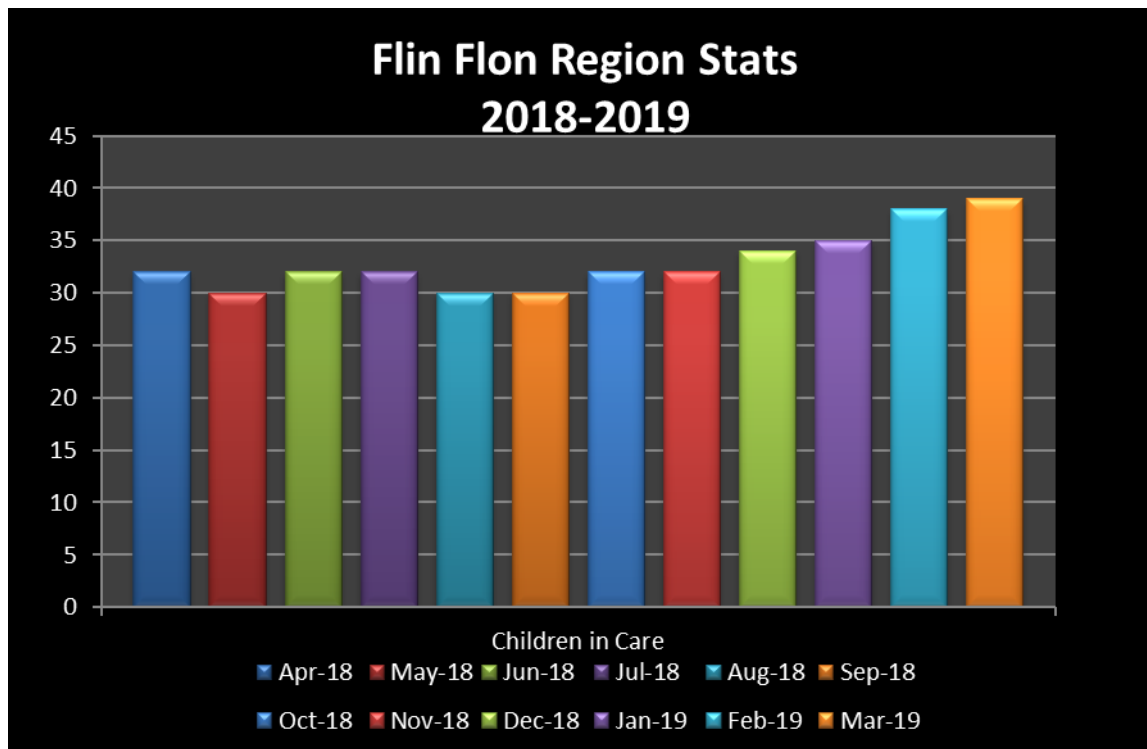
There are currently fourteen (14) active Family Enhancement Files. This is a total of fifteen (15) parents and thirty-four (34) children.

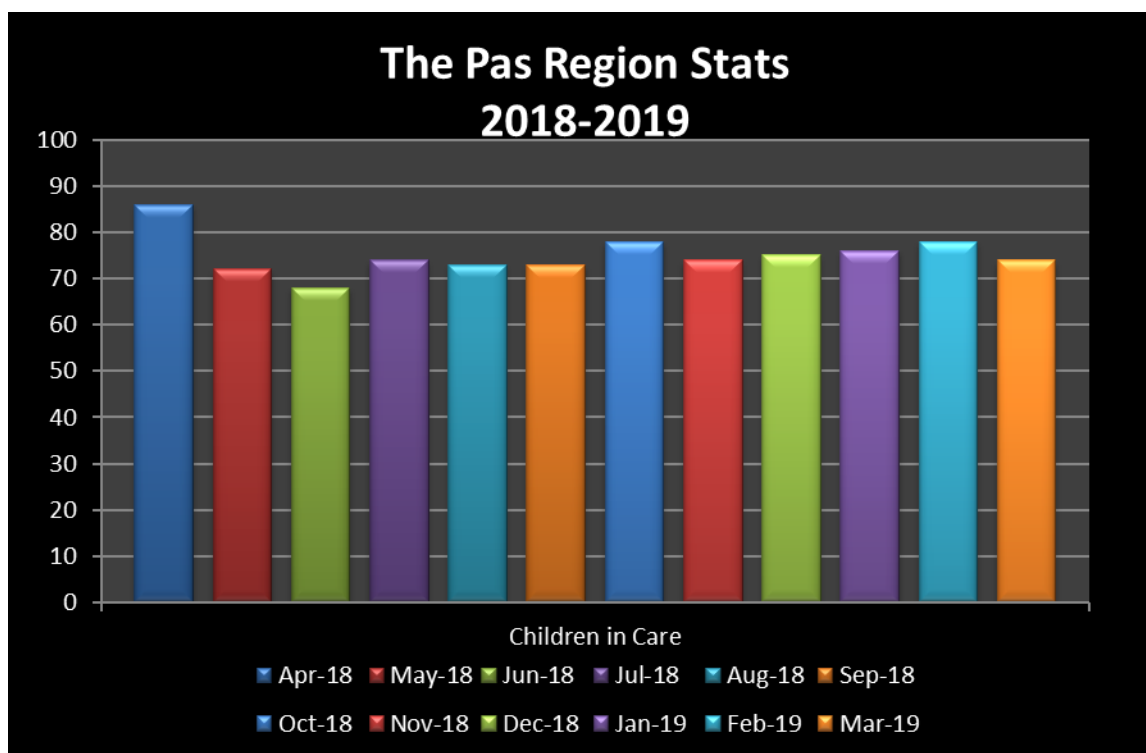
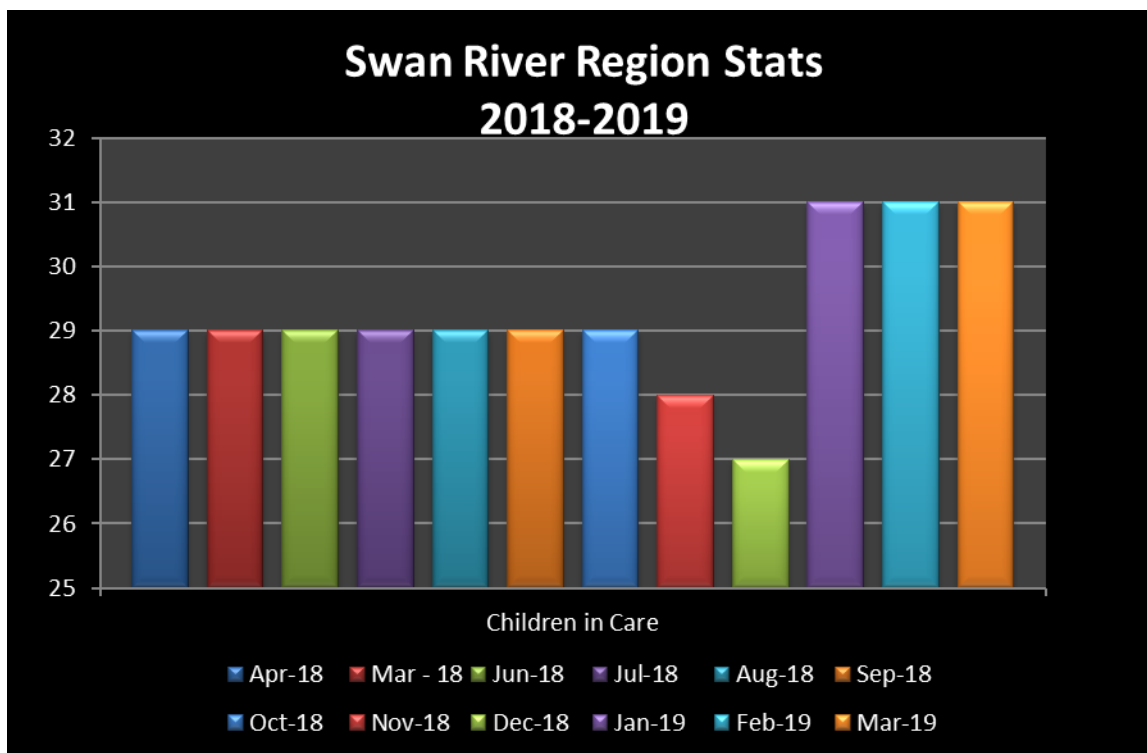
### Closing

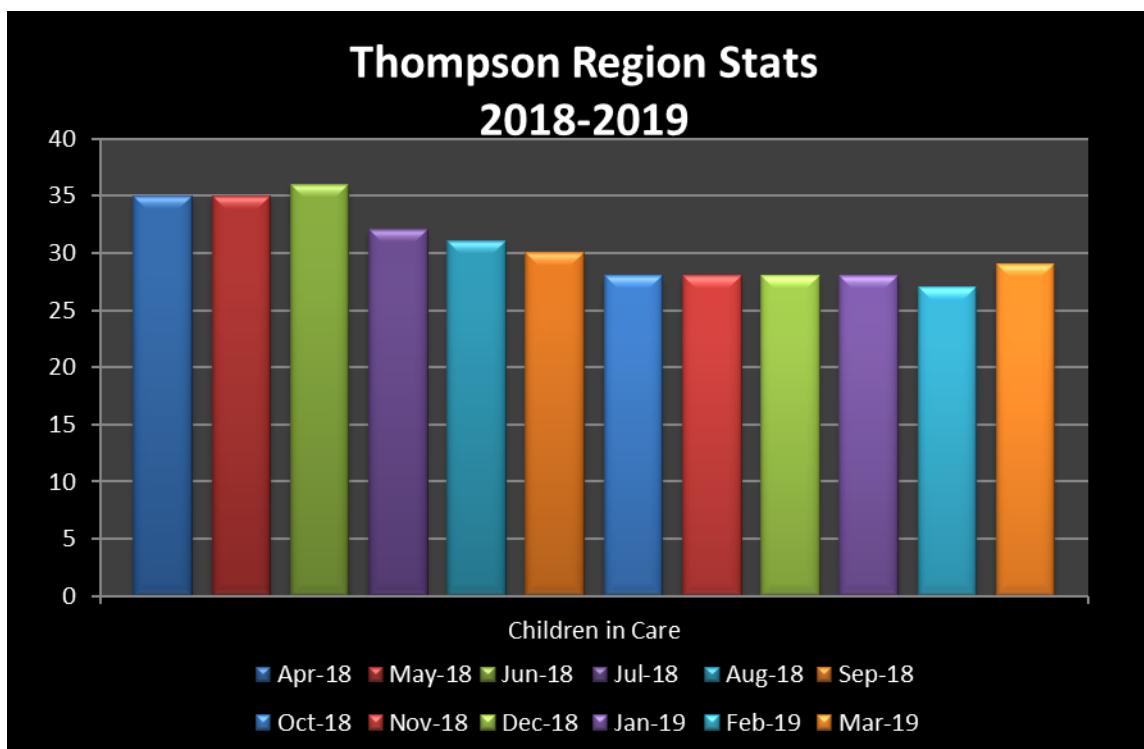
The Family Enhancement Program has kept many children out of care this year. The program has assisted many families and has given them a renewed sense of hope and purpose.

*Report completed by: Julia Lathlin, Provincial Unit Supervisor*

## CHILDREN IN CARE STATISTICS FROM APRIL 1, 2018 – MARCH 31, 2019







## General Comments

Unit B continues to work with outside collaterals such as Manitoba Advocate for Children & Youth (MACY) formerly known as Children's Advocate, Ombudsman, First Nations of Northern Manitoba Child and Family Services Authority, the Province of Manitoba, other CFS Agencies, local schools and divisions, mental health collaterals and any community based services that are available.

The Agency has a joint partnership with agencies in The Pas, MB for a cohort program with the University College of the North and University of Manitoba. Unit B has two (2) employees that are enrolled in this program to complete their Bachelor of Social Work (BSW) and are expected to be completed in the year 2021. In addition, we currently have two (2) employees who are taking part-time studies in completing their Bachelor of Social Work (BSW). The Agency encourages and supports employees to enhance their education.

The Unit B Service Manager has also been active in the Child Abuse Committee since March 19, 2013 and attends regular monthly meetings.

## OBJECTIVES FOR 2019—2020

- Continue to promote our Agency in order to build and maintain positive, healthy relationships within the community we serve.
- Continue to recruit local resources such as support workers, place of safety homes, foster homes, and emergency placement homes for our families and children.
- Continue to follow and participate in the Agency's Strategic and Operational Plan.

As a member of the management team I am responsible to lead, manage, and direct assigned staff in the delivery of Agency programs and services within the service unit. I will continue to assist and support staff on education and training to enhance their skills and knowledge of the child welfare system and continue working as a team and develop good working relationships with other collaterals.

This concludes my report for the 2018-2019 fiscal year.

Respectfully submitted by:  
Bonita Stevens, ACFSD, BSW  
Service Manager Unit B

# Information Technology Manager

Dean Davidson  
Information Technician Manager

## Introduction

The CNCFCA IT department strives to provide standardized services with technology solutions to effectively serve the staff and management of Cree Nation Child & Family Caring Agency.

1. This is achieved by maintaining a reliable and consistent technology infrastructure.
2. Ensuring integration of technology across the organization.
3. Administering a training program to ensure full utilization of technology.
4. Establishing standards, policies and procedures to achieve consistency and quality in systems and service.
5. Ensuring a support system for day-to-day break/fix and administration is available to staff and management.

## Current Staff

Dean Davidson, IT Manager—Senior Technician  
Lee Mathews—Technician  
Marietta Janse Van Rensburg—Trainer

## In House Service Training

The Agency's IT Department strives to keep up with changing technologies and pass these skills on to CNCFCA Staff and Management. The CNCFCA in house computer service trainer has a successful training history with new and current agency staff in all standard and one off computer service training. Staff that are informed and current with the newest computer technology can better serve CNCFCA children in care. Staff training for 2018-2019 has flowed towards the in house trainer being more mobile to the local office staff.

Trainer Stats April 2018—March 2019:  
112 staff trained over 313 Training Sessions.  
58% Regional Lab Training  
42% On-Site Local Office Training

Staff trained in core Agency services including:

- FACTS
- Leave Scheduler
- EIO Board
- Staff/Travel Databases
- Special Needs Databases
- Outlook
- Outlook Web App
- Word
- PowerPoint
- Excel
- Publisher/Paint
- HR Web
- Windows File Management
- Basic Skills
- Orientation

## IT Achievements and Challenges

The CNCFCA IT Department has had many achievements in 2018-2019.

Improving internet connectivity continues to be our priority with our First Nation offices. The improvements have come slowly with new available services in these areas and locations. Connectivity for our offices and staff remain our number one challenge and priority as newer and faster services become available, CNCFCA IT is able to roll out infrastructure upgrades within appropriate timelines.

Agency communications has become an insular as well as a general priority with staff and the public. CNCFCA has begun its secure and static move to social media platforms in order to improve Public Relations as well as increase its online presence in order to attract potential Foster Parents and resource workers.

## General Comments

CNCFCA IT Department looks forward to 2019-2020 and the opportunities and challenges to improve and upgrade service to CNCFCA staff and management.



# Winnipeg Service Manager

Geraldine Shingoose, BSW

## Introduction

Welcome to the 2019 SCTC Annual General Assembly. I am honored to share Cree Nation Child & Family Caring Agency Winnipeg Sub-office annual report with the assembly. 2018/19 was a year of transformation and growth for both Winnipeg and Brandon office. We acknowledge all the successes and social barriers faced by SCTC membership when they relocate to the city of Winnipeg and Brandon.

Winnipeg sub-office is situated at Unit 14-1313 Border Street. This location is accessible. We have been at this location since 2010. Brandon office is located at Suite 4, 20—18th Street. CNCFCA has been at this location 2 years in August 2019.

In this report you will see changes, growth and challenges experienced by staff in their endeavors to assist the children and families. With the guidance and support from the Regional office, Service Manager and Supervisors, the staff are able to provide quality services to families and children. We acknowledge our kinship homes and rely on them to meet the cultural and language needs for the children. To our service providers we say thank you for opening your homes for the children.

In the Winnipeg and Brandon office annual report you will see the following:

- Staff Personnel Listing
- Administrative Support
- Child In Care Unit Report
- Family Service/Family Enhancement & Resource Unit Report

- Brandon Unit Report
- Winnipeg Unit Challenges, Outcomes & Achievements
- Winnipeg & Brandon Stats
- Objectives & Goals for 2019-2020

## Administrative Support

The Administrative Support in Winnipeg Sub-office and Brandon office provides exceptional support to all staff, CIC and Service Providers. The Receptionist Administrative role is fast paced and is always the first contact at both Brandon and Winnipeg office. Our service providers, children and staff are grateful to have our receptionists who provide friendly service to all.

The CIC Administrative Assistant provides ongoing support to the CIC Unit where they maintain financial requests and forwards to the Supervisor for approval. They provide finance support to CIC Workers so children in care and service providers' financial needs are met. The Admin maintains all CIC files and ensures all hard copies are sent to the Regional for filing. They upload children in care photos and documents onto CFSIS. An updated case list is submitted at the end of each month. They participate in staff meetings and rotate recording all minutes.

The Legal Administrative Assistant has a vital role within the Winnipeg office and provides legal support to the Case Managers. She provides legal support and maintains all legal status of children in care. She updates legal status on CFSIS to meet compliance. The Legal Admin is liaison with the Agency's Legal Counsel and keeps contact with the lawyers via phone and emails. They provide courtesy request to conduct court services in Winnipeg. She maintains all legal files and orders birth certificates for children in care. Family court is held on Wednesdays and Intake court is held on Thursdays. On a weekly basis the Legal Admin sends notification emails to all staff who need to attend court and advises them what documentations are required for court. Training is provided once a year for the legal Administrative Assistants by the Agency Legal Counsel.



<b>SERVICE MANAGER, ADMINISTRATIVE ASSISTANTS &amp; BRANDON STAFF</b>	<b>FAMILY SERVICE UNIT</b>
<b>Geraldine Shingoose, Service Manager, BSW</b>	<b>Della George, Family Service &amp; Resource Supervisor</b>
Vacant, FS Administrative Assistant	Christine Chartrand, Family Service Worker
Vacant, Receptionist	Amanda Boxshall, BSW, Family Service Worker
Audrey Contois, BSW, CIC Administrative Assistant	Helen Chornaby, BSW, Family Service Worker
Helen Boulanger, Legal Administrative Assistant	Vacant, Family Service Worker
Loretta Sayese, Brandon Administrative Assistant	Evelyn Folster, Resource Worker
Julie Fenner, ACFSD, CIC Worker, Brandon	Janet Greene, BA, Resource Worker
Della George, BSW, Supervisor	Vaunda Pangman, BSW, Resource Worker
Claire Ross, BSW, Supervisor	Vacant, Resource Worker
Melissa Michel, BA, Supervisor	Tania Lerat, BA, Family Enhancement Worker
<b>CIC UNIT - Claire Ross, Supervisor</b>	
Leeah Lavalee, CIC Worker	Charity Onofrychuk, BSW, CIC Worker
Nancy Mcrae, BSW, CIC Worker	Sharon Gagnon, BA, CIC Worker
Kemi Bombata, BSW, CIC Worker	Lilian Bagot, BSW, CIC Worker
Afolabi Oyegbile, MSW, CIC Worker	Daniel Bitajabuka, BSW, CIC Worker

## **Children in Care Unit Team—Claire Ross, CIC Supervisor**

On behalf of CIC Unit Team- Winnipeg Sub-Office, I would like to report that child in care unit administers services to children in care that are permanent wards of CNCFCA. CIC Workers are working on providing supports to children and families based on the mission statement of Cree Nation Child & Family Caring Agency.

The success rate of children returning to their families has been tremendous. Workers are connect with parents and guide them through the process of reunification.

Reunification in the Child in care unit is comprised of developing short- and long-term plans with parents. Reunification happens when families are ready to take their children back into their care. To complete this transition, workers arrange pre-placement visits with parents and complete safety plans.

To provide support to children and families, workers arrange family and sibling visits, so children remain connected with community and family.

To provide continuous medical care, workers make certain that children have regular physical, dental and Optometrist check up on a regular basis. Children with medical needs are visited more frequently by their workers and have communication with the doctors on a regular basis.

Workers submit AYA for children that are reaching the age of majority and want to remain in care to continue with education or vocational training.

Each year, the agency provides achievement awards to children in care that have graduated from high school or any other programming that is significant to their success in life.

Workers arrange assessments through Red Ladder to determine the social, emotional and cognitive needs of children. Agency follows recommendations provided by Red Ladder to meet child's needs. Once assessments are complete, for ongoing supports, worker will make referrals for IEP, Special Ed and other programs such as CLDS, Rails Program, Eagle Transition Centre, Terf, Life's Journey, etc.

Winnipeg office receives internal transfers from within the agency and other agencies either by Section 42 & 49. Workers are consistent in uploading information on the central data system called CFSIS. As an agency we are in compliance with provincial standards.

Within the past year, there have been a total of 9 graduates from High School and College. Some of the graduates have gone on to College, University and others have chosen to live on their own. Pre-grad students are working casual at various jobs and are learning to live independently.

The numbers of children in care fluctuate throughout the year as children in care are being reunified with parents or grandparents. The numbers of children increase due to the incoming transfers from internal and external agencies.

CIC staff have attended various training such as Core 800, Applied Suicide Intervention Skills Training, Basic Facts Training, The impact of Intimate Violence on Children, Court Training, Emergency First Aid & CPR, 3 day CFSIS training etc.

One Staff member completed Bachelor of Arts Degree from University of Manitoba.

#### **Challenges in Child Care Unit are as follows:**

- Youth struggling with drugs/alcohol addictions
- High risk behavior, sexual exploitation, non-compliance
- Lack of Emergency placement for CNCFCA children in care
- Youth incarceration
- Youth transitioned to Winnipeg sub-office with limited information
- Frozen rates for children that are high needs
- The process for AYA and special needs takes too long
- Lack of parental involvement to have older CIC's returned home

- The everyday pressure from collaterals from government such as MACY
- Medical High Needs children that require constant monitoring

#### **Some possible suggestions provided by Child In Care Unit:**

- Agency's own EPR shelters in Winnipeg
- University and Colleges fees for CIC's should be paid in a timely manner
- Birthday money to be paid automatically each year
- Need more training on Jordan's Principle and new block funding
- Parental involvement when Youth are exiting out of care
- More prevention programming that will avoid children coming into care
- More culturally appropriate homes are needed for children in care
- Successful reunifications of CIC's with parents should be acknowledged and celebrated
- Self-care for staff once a week, even if it's only for an hour debriefing

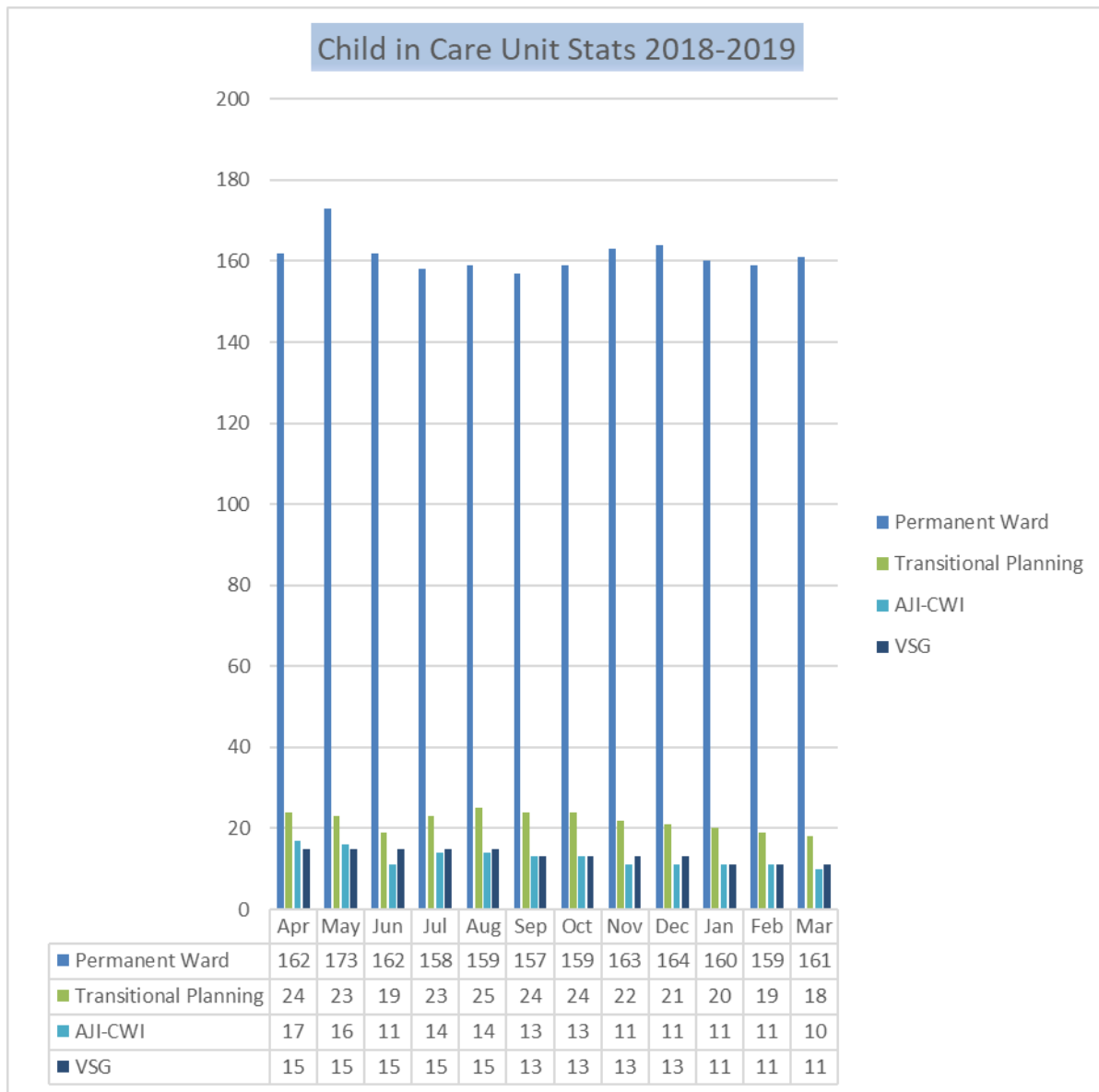
CNCFCA Children have access to a good education, maintain contact with families and community, they have input into their case plan, have access to agencies that provide supports for children with disabilities, maintain their culture and sense of belonging, and have access to the teachings from Elders.

The workers' goal is to make decisions on the best interest of the child.

Submitted on behalf of Child In Care Unit Team  
Claire Ross, BSW



### **Winnipeg and Brandon CIC Stats:**



### **Family Service Unit & Resource Unit—Della George, FS & Resource Supervisor**

Under the Family Service Unit and Resource Unit there is consisting of eight staff including: 3 Family Service Workers, 1 Family Enhancement Worker, and 4 Resource Workers.

#### **Family Service Unit:**

Family Service Workers maintain a case load between 20-35 cases including Protection and Voluntarily files and Child in Care files. The caseloads vary in volume each given monthly due to new assigned case transfers from ANCR and other ADP File Transfers and PRT and/or CIC file closures occurred when child have been returned to parent and/or some cases child becomes a Permanent ward. PW file CIC gets transferred to the CIC Unit for ongoing case management. (See Graph) For instance, for the month of July 2018 family file stats, there were 116 Family Files open and in August 2018 there were 57 files closed during this month it is shown a significant volume of file closures.

Our workers from the Winnipeg office coordinated a Homecoming Gathering with CIC's of Chemawawin on July 3-4, 2018.

### **Family Enhancement Program:**

The Family Enhancement worker has maintained a consistent load of 10 or more cases including FE files and Voluntarily Family Service Files. There were some files had to be re-open within the year and were open as PRT and or VFS Files.

Family Enhancement program continues to provide 270 days of preventative and therapeutic support services such as networking, advocacy, emergency food to FE clients and depending on client's case plan offer such as respite, support worker, Parent Aide and Elder Supports when it is necessary.

Some of activities include attending FE Quarterly meetings in Jan 10 & 11, 2019 and Northern Authority FE Conference in July 16-17, 2018.

Winnipeg Family Enhancement made a star blanket and gifted it to the Easter family in Chemawawin First Nation in memory of L. Easter.



### **Resource Unit:**

There are three (3) Resource workers who maintain a case load between 20-30 of foster homes and one (1) Resource worker coordinates the Support worker and Respite Program including hiring, recruitment and specialized training. There are a total of 227 Support and Respite workers who are actively working for our agency within City of Winnipeg and Surrounding areas. There are 38 Service Providers who have completed orientation and 5 Support workers who completed Non-Violent Crisis Intervention Training and 7 who completed ASIST Training.

Some of activities included such as Foster Parent Orientation with Brandon Foster Parents on April 25, 2018, Booth Set up at Vision Quest in April 25, 2018, Supervisor and 1 Resource worker attended Resource Committee Meetings

to assist in developing Standardized Resource Manual on May 9 and September 20 & 21, 2018. South Beach Foster parent Conference in Sept 6 & 7, 2018 at South Beach Casino. Foster parent Appreciation Luncheon on October 17, 2018 at Canada Inns. Resource workers has had to do back up office coverage July 25-27, November 6-7, 2018, and January 16-18, 2019. Some of Wpg Staff had completed Non -Violent Crisis Intervention Training along with Service Providers on February 14 & 28, 2019.

### **Staff Development and Training:**

Supervisor:

- Staff Development working weekend at White Buffalo Point Resort, Sept. 14-16, 2018
- Northern Authority Agencies Gathering, Nov. 29, 2018
- Finance Training at OCN, MB, Dec. 3, 2018
- Family Enhancement Family Model Manual Training, Jan. 28—Feb. 1, 2019

Family Service Workers:

- 1 worker completed 7 modules of CORE Case Worker Training, Feb-Sep 2018 & March 2019
- 1 worker completed CORE Case Worker Training, Jan. 17-19, 2019
- 1 worker completed CFSIS 4 days training, Oct. 2-5, 2018
- 3 workers completed the SDM Training, Oct. 15-19, 2018
- 1 worker completed ASIST Training
- 1 worker completed in-house computer training, May 30-31, 2018

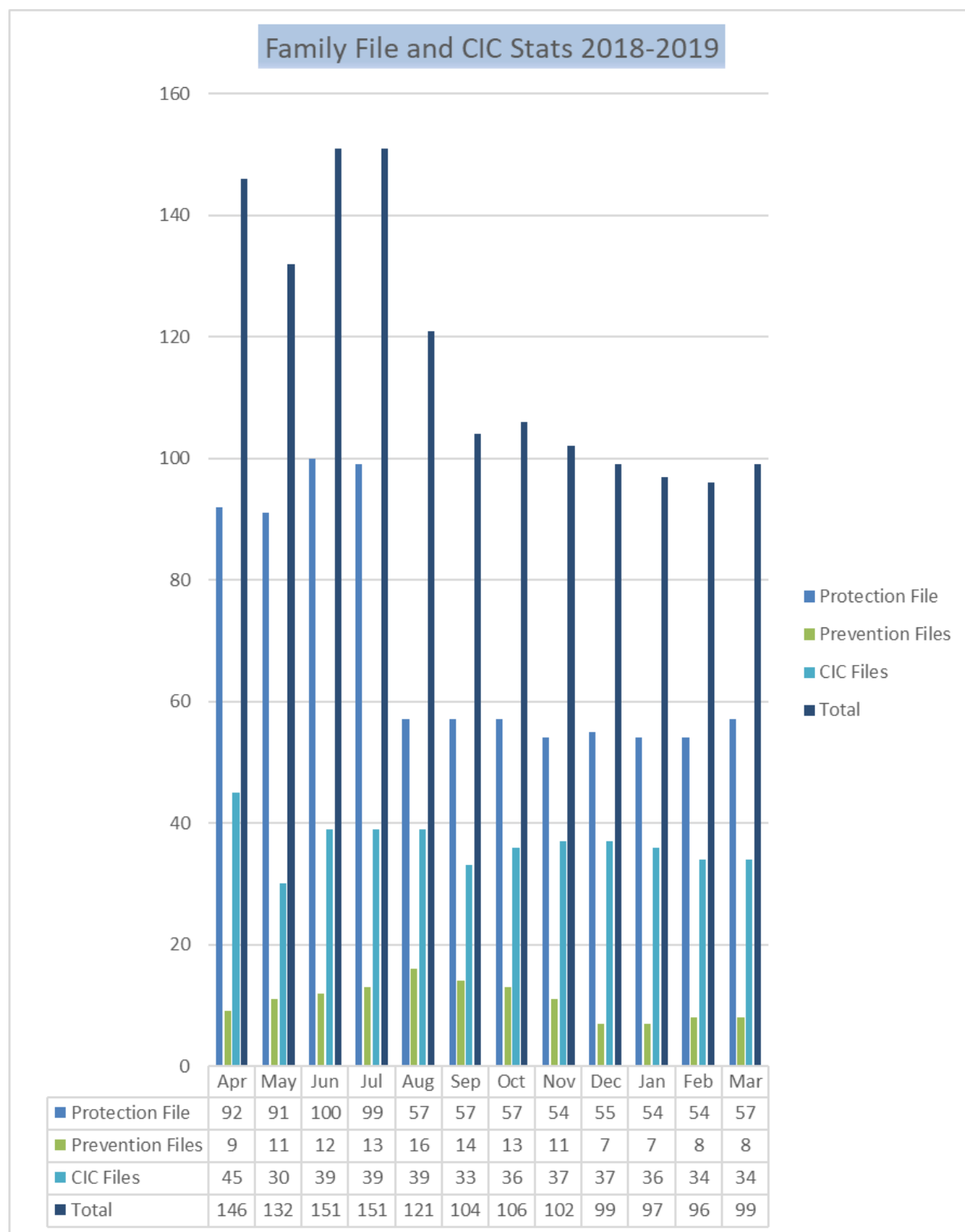
Family Enhancement Workers:

- SDM Training by DIA, Oct. 15-19, 2018
- CORE Case Worker Training completed 7 Modules from Feb-Sep 2018 & March 2019
- FE Family Module Training, Jan. 28-29, 2019

Resource Workers:

- First Aid/CPR—June 2018
- PowerPoint—June 27-28, 2018
- Guy Hill residential School gathering—Aug. 3-4, 2018
- Winnipeg Working Weekend, Professional Development—September 14-16, 2018
- Word templates—September 27, 2018
- All Resource Workers completed Resource CFSIS Training—November 27-29, 2018
- Non-Violent Crisis Intervention—February 14, 2019
- Computer In-House Training—May 13, 2018 & February 26-27, 2019

### Family Service Unit Stats:



## Brandon Office

- In August of 2019 Brandon office will be open two years with two staff members: Julie Fenner, Social Worker and Loretta Sayese, Administrative Assistant.
- Currently there are 28 active cases, which consist of 18 children in care and 10 protection.
- Nisichawayasihk Cree Nation CFS who provides service to all Northern Agencies in Brandon will be transferring 27 cases to CNCFCA. Date to be determine as CNCFCA is waiting for NCN
- Receives transfer from CFS Western and CNCFCA agency offices.
- Had its 1<sup>st</sup> Annual Summer picnic in August 17, 2018 with a BBQ. All children and foster parents attended the event. Event was held at Kin Park with a splash park and playground with a bouncy house rented for the event. Staff from the Winnipeg helped out with our BBQ by setting up, cooking and serving and cleaning up. Thank you Winnipeg office staff.
- CIC Christmas party was held December 9, 2018 where they had Brunch with Santa. The Christmas party was held at Brandon Friendship Centre hall with the Little Teaching Lodge cooking and serving the agency brunch. When the children received their gifts photos were taken with Santa. All children, families, foster parents and staff had a fun time.
- Currently Brandon office have many female support/respite workers to utilize. There is a need for male support workers.
- Foster homes are always in need. Potential foster parents can come to our office and pick up an application and ask questions. Staff will be happy to assist in any way they can with photocopying needs, mailing applications to Winnipeg office for processing to Wpg resources.
- CNCFCA networks with Western CFS and attends the DIA steering committee meetings.
- In follow up to the legal changes in 2017 where Legal Counsel informed CNCFCA Winnipeg the Court process would change as per legislation with the new protection model. Where all petitions may appear on the Masters docket in Winnipeg under the new 60 Day Rule.
- In 2018 – 2019 we are finding barriers where Permanent Orders are being granted more quickly than in prior years, which hinders the families. The granting of the permanent orders early prevents reunification plans for the agency and family. As it takes longer for some families to meet their case plan and the agency is always open to allotting an extended case plan for reunification.
- Resource staff attended Vision Quest in May 2018 to recruit foster parents and provided agency pamphlets with information on the agency.
- August 2018 the annual CIC picnic was held at Sinclair Park Community Centre where children in care along with their foster parents attended the day event. The event was successful where children were entertained with games, entertainers and a pow-wow. One of the highlights was RCMP Division set up their Tipi and the youth helped construct the Tipi up. Three youth Graduates were honored with drum song and were given graduations gifts from the Agency.
- In 2018/19 Winnipeg and Brandon were 100% compliant in the Director Annual Reviews
- In September 2018 Winnipeg staff attended a Professional Development working weekend at Buffalo Point, Manitoba. Star teachings were presented by Wilfred Buck, Manitoba Education Resource Center.
- December 2018 the CIC Christmas Party was held at Sinclair Park Community Center. Families were also invited to the event.
- 2018/19 Winnipeg office developed a youth program for youth in care. The youth program will be in their second year. The Youth program Committee coordinated a Homecoming Gathering for youth in care from Chemawawin on July 3-4, 2018. They presented Chemawawin Chief & Council and community members with gifts by having a give-away. The community assisted and put a feast on for the youth and community members.
- On a monthly basis Winnipeg office participates in monthly SWASI & CFSIS meetings with Regional staff by teleconference. CFSIS updates are provided for each unit.

## Challenges – Outcomes - Achievements

For both the Winnipeg Sub-office & Brandon Office 2018—2019 brought changes, challenges and successes. From the following list below, you will see the challenges, outcomes and achievements:



- CNCFCA Managers & Supervisors continue to meet quarterly to develop agency case management process and to receive training from Northern Authority
- Winnipeg resource held their Foster Care Conference in September 2018 at South Beach casino. Highlight of the conference was David and Sherri Blacksmith's presentation on Empowering our Spirit.
- Brandon and the Service Manager attend the Western CFS DIA Steering Committee on a quarterly basis. It gives an opportunity for CNCFCA Brandon to connect with other agencies in Brandon.
- Winnipeg office attends the Northern Authority Child Abuse Committee on behalf of CNCFCA DIA.
- Northern Authority developed a Customary Care Committee, Winnipeg Resource attends the meetings on a monthly basis. A Customary Care model is being developed by the committee for northern agencies. .
- The Province and Northern Authority implemented an AYA process for youth extending in care. The process was challenging as there was no training provided to case worker. Winnipeg will be inviting Northern Authority to provide the training to workers.
- One of the recent challenges for case workers is attending homes where the family is using meth. Meth in home places safety risk factors for case workers.
- Foster File and Family file reviews will continue on an annual basis with the assistance of the Quality Assurance Coordinator, Unit B and Winnipeg Service Manager
- Continue to partake in the Monthly CFSIS Meetings
- CIC Annual Picnic planned for August 2019
- CIC Christmas Party for CIC to held in December 2019
- Continue to develop Youth Programs for 2019/20. The Youth in Care will: connect with their identity, their communities, and their families.
- Train Winnipeg staff on prevention approach practices to meet the reunification needs of families.

In closure I want to thank all the Winnipeg and Brandon staff for their continued dedication, commitment and hard work in 2018-2019. In moving forward, Winnipeg and Brandon will continue to provide cultural and quality services that are beneficial to the children, the families, the service providers and the SCTC communities.

Thank you.

Submitted by: Geraldine Shingoose, BSW  
Winnipeg Service Manager

## Goals & Objectives 2019-2020

- Continue to utilize CNCFCA mission statement to meet the cultural needs of children and families we service.
- To utilize the assistance of extended family and grandparents in placement planning for children.
- To access Training on Meth Addiction: With the increase of drug meth use, Winnipeg staff would benefit from the training and to learn safety measures when in the presence of meth.
- Continue positive working relationships with internal & external organizations and agencies to meet the needs of children and families.
- Continue to provide Professional Development Training as it enhances case workers daily work practice in meeting children and family needs.
- Management will continue to implement the new forms to assist Case Workers in assessments and case management practices.
- Director Annual Reviews to be 100% compliance
- Continue to maintain staff retention







# Cree Nation Child and Family Caring Agency

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