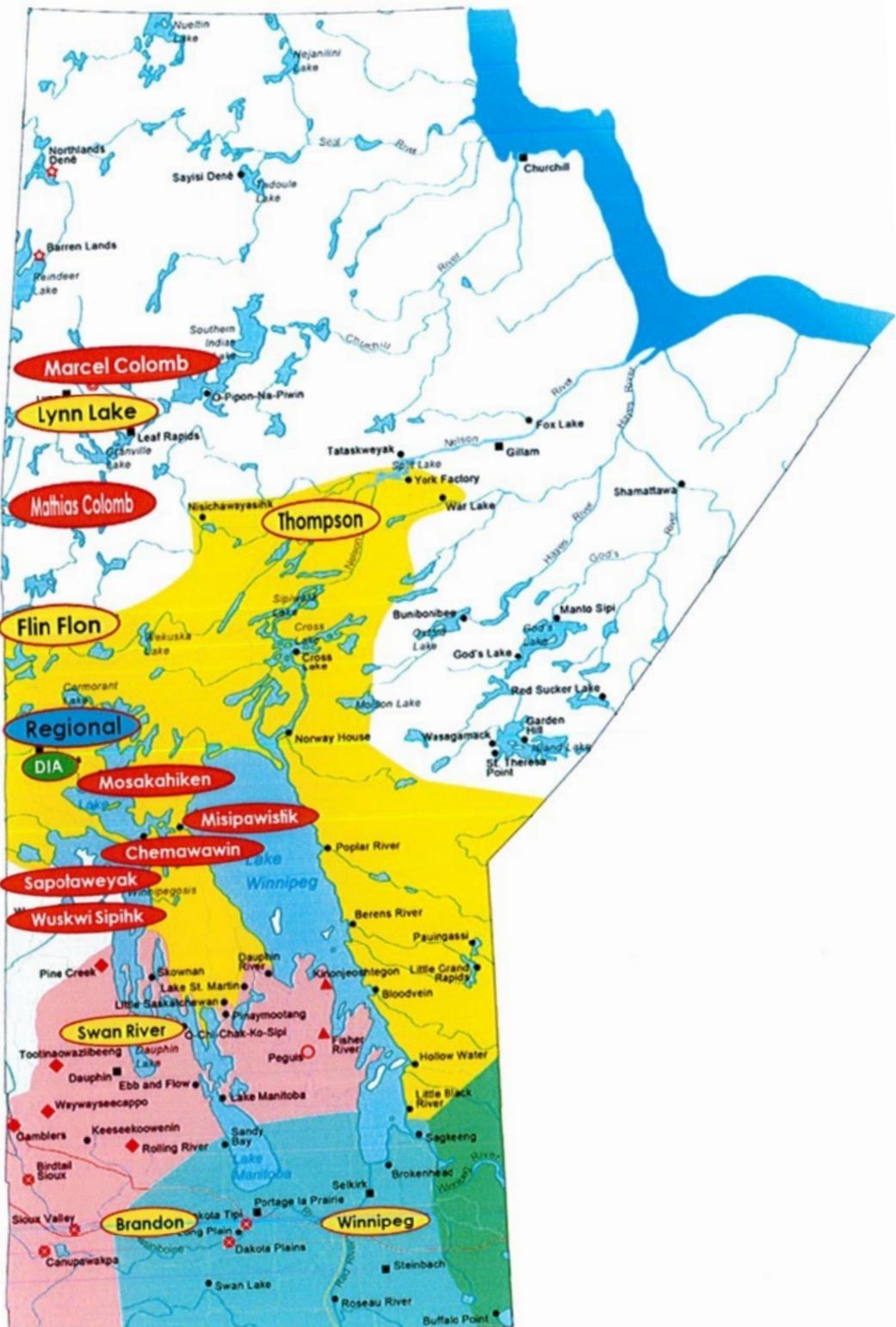




# ***Cree Nation Child and Family Caring Agency***

Annual Report for April 1, 2019—March 31, 2020



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# 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*

**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**

#5 Airport 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 SAPIHK LOCAL OFFICE**

#7 Makechewanos Bay, Hwy #10  
 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 Drive 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  
 Crystal Fulmore, Executive Administrative Assistant  
 Diane Burns, Receptionist  
 Cynthia Constant, Filing Clerk  
 Vanessa Custer, Filing Clerk  
 Dean Davidson, IT Manager  
 Lee Mathews, IT Technician  
 Braden Ramstead, Junior 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  
 Margaret Whitehead, Provincial Administrative Assistant  
 Julia Lathlin, Unit B Supervisor  
 Cathy Sinclair, BA, CIC Worker  
 Jay Constant, CIC Worker  
 Julie Fenner, CIC Worker  
 Angela Young, ACFSD, CIC Worker  
 Meagan Bushko, BSW, RSW, Resource Coordinator  
 Doug McIvor, BSW, Resource Worker  
 Corey Constant, Resource Administrative Assistant  
 Rosie McGillivary, ACFSD, Resource Worker  
 Tricia Dick, BSW, Quality Assurance Coordinator  
 Lillian Monias, CFSIS Specialist  
 Sharon Stevens, Family Enhancement Worker  
 Alvin Merasty, Unit B CFSIS File Closure Worker, Term  
 Bobbi-Faye Sinclair, BA, I/Family Enhancement Manager  
 Lauren McKay, I/FE Administrative Assistant  
 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  
 April Kematch, MCCN CIC Worker  
 Greg Cook, MCCN CFSIS File Closure Worker, Term

## 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  
 Chantal McKenzie, 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  
 Vienna Smith, Intake Worker  
 Rhonda Norman, Intake Worker  
 Randi Dick, Intake Worker  
 Whitney Kadachuk, After Hrs. Data Input/Foster Care Worker  
 Stacey Banhegy, Intake/Data Entry/File Clerk  
 Linda Kryschuk, Intake/DIA Administrative Assistant  
 Lauren Melnyk, Child Protection Coordinator  
 Sonya Hengemuehl, Child Protection Investigator  
 Vacant, Child Protection Investigator (x2)  
 Samantha Kostyk, CPU Administrative Assistant  
 Jade Richards, On Call Worker

## WINNIPEG SUB-OFFICE

Sherry Gott, MSW, RSW, Service Manager  
 Crystal Hunter, Receptionist  
 Renee Carpenter, I/Receptionist  
 Helen Boulanger, Legal/Administrative Assistant  
 Bonnie Mayham, FS Administrative Assistant  
 Audrey Contois, CIC Administrative Assistant  
 Vaunda Pangman, BSW, CIC Supervisor  
 Charity Onofrychuk, BA, BSW, CIC Worker  
 Sharon Gagnon, BA, CIC Worker  
 Leeah Lavallee, CIC Worker  
 Lillian 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  
 Shirley LaForte, Resource Worker  
 Kelly Gossfeld, Resource Worker  
 Christine Chartrand, Resource Worker  
 Amanda Boxshall, BSW, Family Service Worker  
 Vacant, Family Service Worker  
 Helen Chornoby, BSW, Family Service Worker  
 Amber Kardal, BSW, Family Service Worker  
 Tania Lerat, BA, Family Enhancement Worker

**BRANDON**

Melissa Michel, BA, Unit Supervisor  
 Vacant, CIC Worker  
 Loretta Sayese, Administrative Assistant

**MOSAKAHIKEN**

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

**CHEMAWAWIN**

Abby Klyne, Unit Supervisor  
 Laura Kakegamic, CIC Worker  
 Tracey Patchinose, Family Service Worker  
 Jeffery Thomas, Family Enhancement Worker  
 Jessica Patchinose, Family Enhancement Worker  
 Nancy Arrow, Resource Worker  
 Bernice Colomb, Administrative Assistant

**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 SAPIHK**

Diane Genaille, BSW, Supervisor  
 Daisy Chartrand, Family Enhancement Worker  
 Louise Lamb, CIC Worker  
 Warren Houle, Resource Worker  
 Sylvia Atkinson, Administrative Assistant  
 Leonard Constant, On Call Worker

**SAPOTAWEYAK**

Lillian Campeau, BSW, Supervisor  
 Caroline Quill, Family Enhancement Worker  
 Devina Copapay, CIC Worker  
 Vacant, CIC Worker  
 Elizabeth Ballantyne, Administrative Assistant  
 Russell Leask, On Call Worker  
 Lorna Brass-Munro, On Call Worker  
 Coreen Spence, On Call Worker

**MATHIAS COLOMB**

Jeanne Ross, Service Manager  
 Elizabeth Bear, BA, CIC Supervisor  
 Rosalie Colomb, CIC Worker  
 Vacant, Intake Worker  
 Vacant, Family Enhancement Worker  
 Mercedi Bighetty, Family Enhancement Worker  
 Valerie Whyte, Resource Worker  
 Vacant, Case Aide/Administrative Assistant  
 Doris Castel, On Call Worker

**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  
 Samantha Nash, CIC Worker  
 Amie Winterton, Administrative Assistant

**LYNN LAKE OFFICE**

Ashley MacBeth, Intake/CIC Worker  
 Vacant, CIC Worker  
 Josiah Phillips, Administrative Assistant  
 Jamie Halkett, On Call Worker

**THOMPSON OFFICE**

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

# BOARD OF DIRECTORS

## 2019—2020



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 SIPHIK FIRST NATION

PENDING  
MARCEL COLOMB FIRST NATION

SHIRLEY CASTEL  
MATHIAS COLOMB CREE NATION

# Executive Director

Submitted by Fran Sinclair-Dick, CISW, BISW

I am pleased to provide the 2019-2020 Cree Nation Child & Family Caring Agency Annual Report. Each service manager has provided their report based on activities and objectives for the fiscal year.

I want to acknowledge the staff, foster parents and Board of Directors as we continue to work through the pandemic by ensuring our children and families are safe from Covid 19. As an essential service provider, we will continue to work together without disruption.

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.

Children in care stats are at 658 as of March 31, 2020 with provincial at 454 and federal at 204.

I thank the Board of Directors for their continued support and guidance as we serve our communities.

- 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 Sipihk First Nation
- Judy Sinclair-Moose, Board Member – Marcel Colomb First Nation
- Shirley Castel, Board Member – Mathias Colomb Cree Nation

Unfortunately, Judy Sinclair-Moose resigned in June 2019. We thank her for her dedication and years of service as a board member of CNCFCA.

## 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): Lillian Guay
- 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

We wish Geraldine Shingoose a happy retirement! Ms. Shingoose held the service manager position for five (5) years and previously held numerous positions within CNCFCA.

## TRAINING

BSW Co-hort students completed their 3<sup>rd</sup> year of studies in October 2019. The social work courses were scheduled to resume in January 2020 however, this has been pushed back due to covid 19. Virtual classes are tentatively set for January 2021.

This year’s annual Foster Parents & Support Worker conferences were cancelled due to Covid 19.

## INITIATIVES

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

**Bill C 92** – On February 12, 2020, CNCFCA Board of Directors met with Northern Authority and Indigenous Services Canada. An information session was provided to the SCTC Chiefs regarding the Act respecting First Nations, Inuit and Metis children, youth and families. The agency continues to engage in discussions and meetings with respect to Bill C92.

**Local CFS Offices** – We are collaborating with SCTC communities to accommodate more staffing at the local level including intake workers and Family Enhancement programs to have their own buildings.

## **GENERAL COMMENTS**

Cree Nation Child and Family Caring Agency has a great team and we will continue to work for the betterment of the children and families.

## **OBJECTIVES FOR 2020—2021**

There are many important objectives to be fulfilled during this current fiscal year. CNCFCA will continue working with our Swampy Cree Tribal Council leadership and continue to making improvements in all areas within agency. This will conclude my report for the 2019-2020 Fiscal Year.

Respectfully submitted by:

Fran Sinclair-Dick, CISW, BISW  
Executive Director

# Resource Report

Submitted by Meagan Bushko, BSW, RSW  
Resource Coordinator

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 2019 recruitment strategy focused on utilizing social media and creating a Facebook page. Resource also attends community functions with promotional items, incentives and information for recruitment and networking purposes. Community based strategies include newspaper advertisements, 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, Foster, and Respite homes, along with support workers 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 with 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. There are currently two (2) licensed Emergency Placement Resources in two of our communities: Misipawistik and Mathias Colomb Cree Nation. Development progress is ongoing for the two units located in Chemawawin and Wuskwi Sipihk.

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:

- Emergency placement homes are not equipped with supportive services, meaning that there are no provisions for respite or babysitting.
- There are no options in regards to age, gender, or behaviors of the children placed in the home.

- The limitations can impact the foster parents' ability to tend to their own self-care, professional development, and ability to choose placements that best fit their family dynamics.
- Another aspect that can be intimidating is the fact that their home will be open to the usage of other agencies.

## Winnipeg Resource

Due to COVID-19, the Foster Parent Conference that was scheduled for March 26 and 27, 2020 was cancelled.

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

## Regional Resource

Due to COVID-19, there was no Foster Parent Conference held for northern foster parents.

Regional Resource continues to provide support and orientation to Foster Parents and Support Workers throughout the Agency.

## Foster Home Case Listing Profiles

All stats shown are for the period ending March 2020.

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

Licensed	29
Unlicensed	1
POS	0
Total	30

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

Licensed	27
Unlicensed	2
POS	2
Total	31

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

Licensed	8
Unlicensed	3
POS	3
Total	14

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

Licensed	11
Unlicensed	1
POS	4
Total	16

**STATS FOR Nancy Arrow: Chemawawin & area FOSTER HOMES:**

Licensed	10
Unlicensed	0
POS	1
Total	11

**STATS FOR Warren Houle: Wuskwi Sipihk & area FOSTER HOMES:**

Licensed	4
Unlicensed	8
POS	2
Total	14

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

Licensed	15
Unlicensed	2
POS	5
Total	22

**STATS FOR Leon Frost, Thompson & area FOSTER HOMES:**

Licensed	4
Unlicensed	4
POS	4
Total	12

**STATS FOR Christine Chartrand: Winnipeg & surrounding areas FOSTER HOMES:**

Licensed	25
Unlicensed	1
POS	5
Total	31

**STATS FOR Shirley LaForte: Winnipeg & surrounding areas FOSTER HOMES:**

Licensed	18
Unlicensed	5
POS	6
Total	29

**STATS FOR Kelly Gossfeld: Winnipeg & surrounding areas FOSTER HOMES:**

Licensed	20
Unlicensed	0
POS	5
Total	25

**Total Agency Homes: 235**

**Resource Committees:**

Regional resource collaborative committees were formed 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 meeting 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 fifteen (15) 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 groups 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 ensure that expectations on contract delivery were clearly 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.

### **Support Worker Stats by Region:**

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

Surrounding areas	50
Respite	45
<b>TOTAL</b>	<b>50</b>

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

Surrounding areas	63
Respite	62
ON HOLD	0
<b>TOTAL</b>	<b>63</b>

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

Mathias Colomb Cree Nation	8
ON HOLD	0
Respite	2
<b>TOTAL</b>	<b>8</b>

#### **STATS FOR Leon Frost/THOMPSON SUPPORT WORKERS:**

Surrounding areas	26
Respite	26
ON HOLD	1
<b>TOTAL</b>	<b>26</b>

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

Surrounding areas	20
The Pas/OCN	62
Respite	16
ON HOLD	0
<b>TOTAL</b>	<b>78</b>

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

Surrounding areas	56
ON HOLD	0
Respite	50
<b>TOTAL</b>	<b>56</b>

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

Winnipeg	227
Respite	169
<b>TOTAL</b>	<b>227</b>

**Total Support/Respite Workers 522**

### **Staff Training**

There was no staff training that occurred.

The Resource Coordinator was seconded to another unit for a period of six months from November 2019 to May 2020.

# Human Resources Manager

Submitted by: Laurie Ducharme

## Introduction

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 will ensure ongoing training and development of our staff to have the most qualified staff to perform the requirements of their position within the agency.

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)
- Service Canada Job Bank
- Employment and Training within local communities

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

- 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 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.

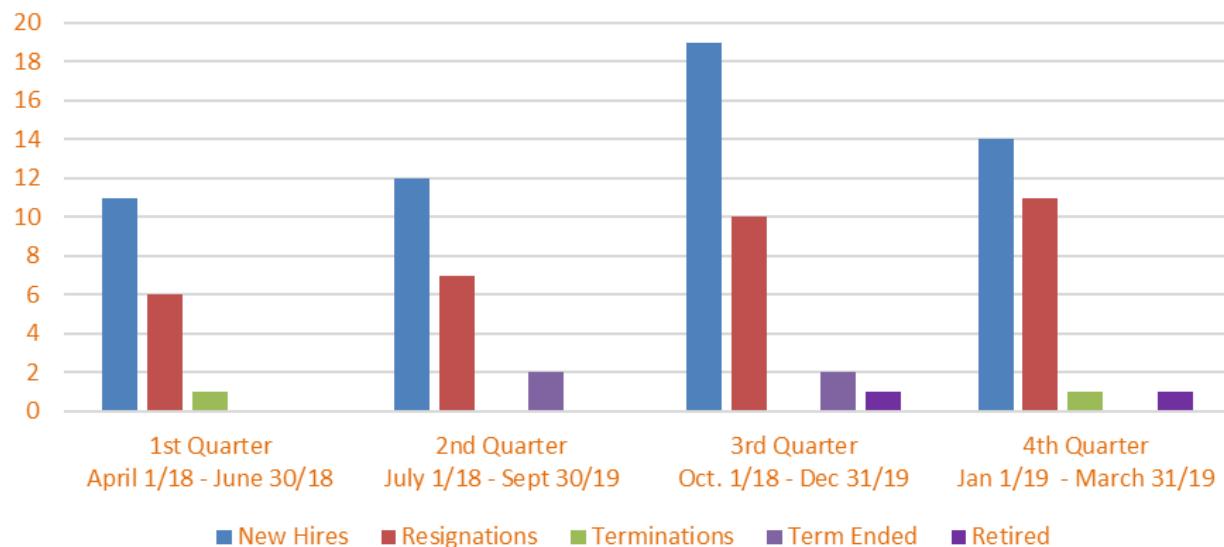
During the 2019 – 2020 fiscal year, Cree Nation Child and Family Caring Agency experienced turnover of 42 staff and has hired 56 staff.

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 38 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 staff apply for other postings within the Agency, other vacant positions are created.

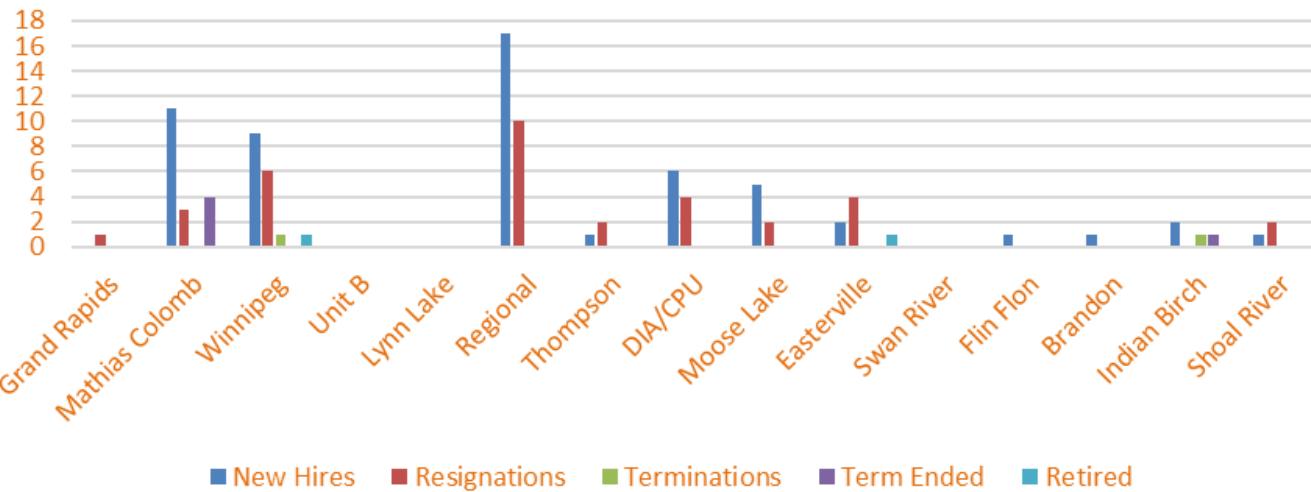
		New Hires	Resignations	Terminations	Term Ended	Retired
1 <sup>st</sup> Quarter	April 1/19 - June 30/19	11	6	1	0	0
2 <sup>nd</sup> Quarter	July 1/19 - Sept 30/19	12	7	0	2	0
3 <sup>rd</sup> Quarter	Oct. 1/19 - Dec 31/19	19	10	0	2	1
4 <sup>th</sup> Quarter	Jan 1/20 - March 31/20	14	11	1	0	1
<b>TOTALS:</b>		<b>56</b>	<b>34</b>	<b>2</b>	<b>4</b>	<b>2</b>

### Human Resources - April 1, 2019 - March 30, 2020 New Hires & Resignations/Terminations



## Human Resources - April 1, 2019 - March 30, 2020

### New Hires & Terminations by Community



## Objectives for 2020-2021

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: Elizabeth Bear & Veronica Thomas

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, 2020, MCCN had 98 Children in Care both Provincial (13) & Federal (85). 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)

Jeanne Ross - MCCN Service Manager

Elizabeth Bear - CIC Supervisor

Rosalie Colomb - CIC Worker

Valerie Whyte - Resource Worker

Mercedi Bighetty - Family Enhancement Worker

### Regional Office, Opaskwayak Cree Nation

Veronica Thomas - MCCN Resource Worker

Audrey Constant - Out of Community Child CIC Worker

Derek Dick, BSW - Out of Community CIC Worker

Greg Cook - MCCN CFSIS File Closure 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.

MCCN staff also continue 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 eight (8) 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 eight (8) licensed foster homes. We continue to actively recruit and encourage 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.

### 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.

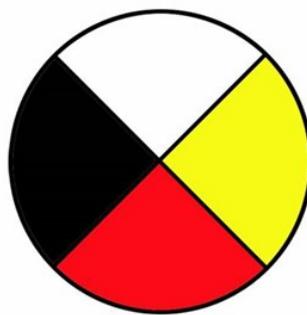
### **Family Enhancement (continued):**

The following is a list of MCCN Family Enhancement programs, activities, and projects:

- Anger Management Workshop with Community Justice Worker
- FE Pantry & replenishments throughout the year
- Babysitting Course
- Community Aboriginal Day Celebration
- Mink River Summer Camp
- Empowering Girls with Elder Guidance
- Roots of Empathy and Creating Positive Growth and Well Being
- Children and Youth Fishing Derby

## **OBJECTIVES FOR 2020—2021**

MCCN, in collaboration with Regional Office, is working to recruit staff on an ongoing basis. 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 CNCFCA 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 culturally appropriate Family Model.



# DIA Service Manager

Bart Constant

## Introduction

The following is the annual report for the Cree Nation Child & Family Caring Agency Designated Intake Agency activities for the 2019-2020 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.

## Staff Listing for Unit

Bart Constant, DIA Service Manager

Linda Kryschuk, Intake/DIA Reception

Vienna Smith, Intake Worker

Rhonda Norman, Intake Worker

Whitney Kadachuk, AH Data Entry/Resource Worker

Stacey Banhegy, Data Entry/Filing Clerk

Angie Lathlin, Intake/DIA Paralegal

Lauren Melnyk, Child Protection Coordinator

Sonya Hengemuehl, Child Protection Investigator

Samantha Kostyk, CPU Administrative Assistant

### Files Transferred to CNCFCA:

April 2019

- First Nations South—ANCR—14 files to Winnipeg
- First Nations South—CFS Western MB—2 files to Winnipeg
- First Nations North—NCN CFS—3 files to Unit B Provincial

May 2019

- First Nations South—ANCR—4 files to Winnipeg
- Metis—MICHIF—1 file to Unit A Federal, 1 file to Winnipeg

June 2019

- First Nations South—ANCR—3 files to Winnipeg, 6 files to Unit A Federal
- First Nations North—Northern Region CFS—1 file to MCCN, 1 file to Unit A Federal
- Metis—MICHIF—4 files to Unit A Federal, 1 file to Unit B Provincial, 1 file to MCCN

July 2019

- First Nations South—ANCR—3 files to Winnipeg, 6 files to Unit A Federal
- First Nations South—CFS Western MB—1 file to Winnipeg
- First Nations North—Northern Region CFS—1 file to Unit B Provincial
- First Nations North—INTER CFS—2 files to Winnipeg
- Metis—MICHIF—6 files to Unit A Federal, 1 file to Unit B Provincial, 1 file to MCCN

August 2019

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

September 2019

- First Nations South—ANCR—7 files to Winnipeg, 1 file to Unit A Federal, 1 file to Unit B Provincial
- Metis—MICHIF—2 files to Unit A Federal

October 2019

- 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—NCN CFS—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 2019

- First Nations South – ANCR – 5 files to Winnipeg, 3 files to Unit A Federal, 1 file to MCCN
- First Nations South – CFS Western MB – 1 file to Unit B Provincial
- Metis – MICHIF – 6 files to Unit A Federal, 1 file to Unit B Provincial

December 2019

- First Nations South – ANCR – 5 files to Winnipeg, 1 file to Unit A Federal
- First Nations South – CFS Western MB – 1 file to Winnipeg
- First Nations North – Northern Region CFS – 3 files to MCCN

January 2020

- First Nations South – ANCR – 2 files to Winnipeg, 1 file to Unit B Provincial

- First Nations South – MICHIF—2 files to Unit A Federal, 2 files to Unit B Provincial, 1 file to Winnipeg, 1 file to MCCN
- First Nations North – INTER CFS – 1 file to Winnipeg

February 2020

- First Nations South – ANCR – 2 files to Winnipeg
- Metis – MICHIF – 2 files to Unit A Federal, 1 file to Unit B Provincial

March 2020

- First Nations South – ANCR - 6 files to Winnipeg
- First Nations South – CFS Western – 1 file to Winnipeg
- Metis—MICHIF—1 file to Winnipeg

### **Number of Intakes by Community April 1, 2019—March 31, 2020**

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

													TOTAL	
													External	
													Lynn Lake & Marcel Colomb First Nation	
													Winnipeg & Area	
													The Pas & Area	
													Flin Flon Local Office & Area	
													Thompson Local Office & Area	
													Swan River Local Office & Area	
													Mathias Colomb Cree Nation	
													Sapotaweyak Cree Nation	
													Wuskwi Siphik First Nation	
													Misipawistik Cree Nation	
													Chemawawin Cree Nation	
													Mosakahiken Cree Nation	
Apr-19	2	7	5	1	1	0	2	5	0	14	16	0	2	<b>55</b>
May-19	3	12	6	2	3	2	1	0	2	16	8	2	4	<b>61</b>
Jun-19	2	9	9	0	1	0	2	2	2	12	9	1	3	<b>52</b>
Jul-19	2	12	6	0	1	0	2	0	0	11	16	0	1	<b>51</b>
Aug-19	1	2	3	0	0	0	2	2	0	10	6	1	2	<b>29</b>
Sep-19	0	5	3	0	1	0	1	1	0	7	9	1	1	<b>29</b>
Oct-19	0	1	5	1	1	0	3	0	0	5	10	0	0	<b>26</b>
Nov-19	1	6	2	0	2	1	7	2	1	5	11	0	0	<b>38</b>
Dec-19	0	0	1	0	0	0	0	0	0	1	5	0	0	<b>7</b>
Jan-20	1	5	2	0	0	0	4	0	0	1	0	0	0	<b>13</b>
Feb-20	1	3	1	0	0	0	3	0	0	0	0	1	3	<b>12</b>
Mar-20	0	1	0	0	0	0	1	0	0	1	9	0	0	<b>12</b>
<b>TOTAL</b>	<b>13</b>	<b>63</b>	<b>43</b>	<b>4</b>	<b>10</b>	<b>3</b>	<b>28</b>	<b>12</b>	<b>5</b>	<b>83</b>	<b>99</b>	<b>6</b>	<b>16</b>	<b>770</b>

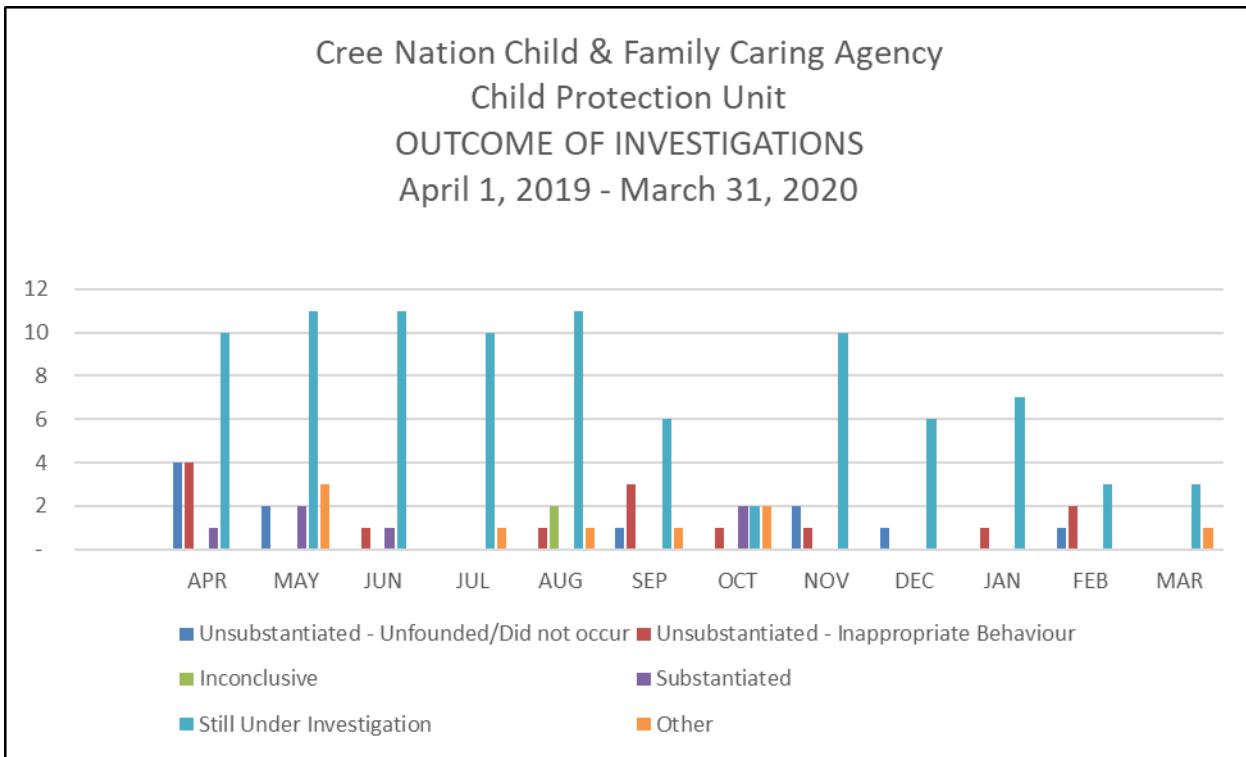
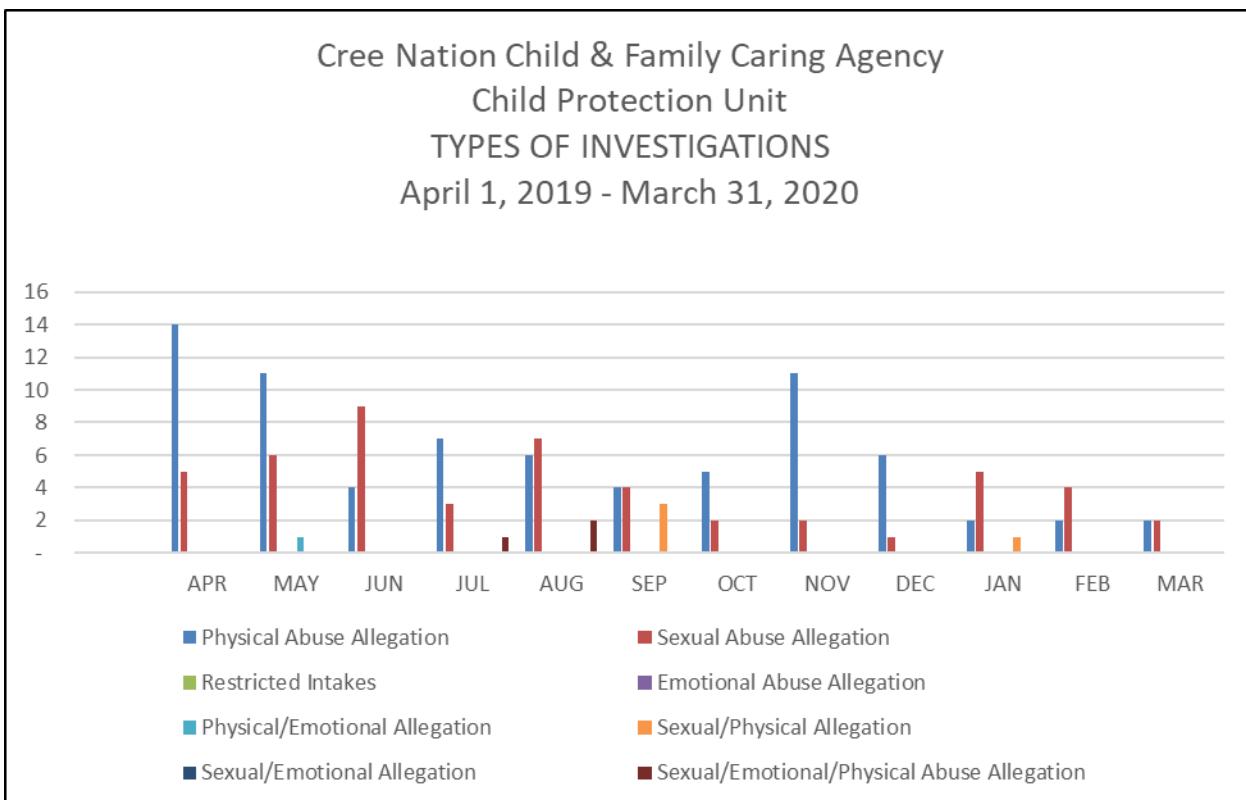
## TRAINING & WORKSHOPS

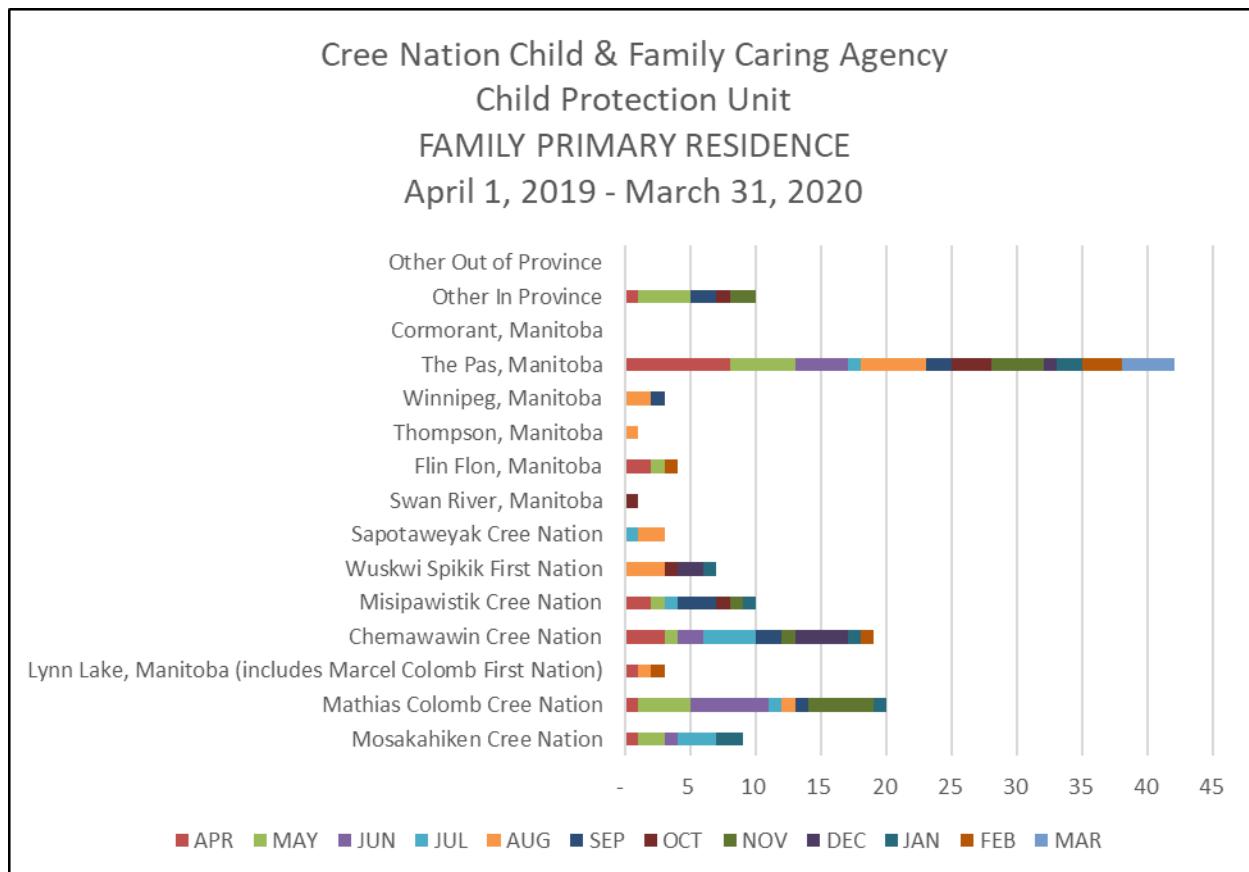
TYPE OF TRAINING/WORKSHOP	WHO	DATE
CORE Competency Training 3	Sharon Stevens	April 3-5, 2019
CORE Competency Training 802	Lauren Melnyk	April 8-10, 2019
Supervisor CORE Competency Training	Tyler Dorion	April 9-10, 2019
Applied Suicide Intervention Training	Sharon Stevens Samantha Kostyk Rhonda Norman Freda McGillvary	April 11-12, 2019
BSW Cohort	Sharon Stevens Bart Constant	April 23-26, 2019 May 21-24, 2019 July 8-12, 2019 September 16-20, 2019 October 21-25, 2019
CORE Competency Training 4	Sharon Stevens	May 2-3, 2019
CORE Competency Training 803	Lauren Melnyk	May 7-8, 2019
Missing & Exploited Children Conference	Samantha Kostyk Lauren Melnyk	May 28-30, 2019
CORE Competency Training 804	Lauren Melnyk	June 3-6, 2019
CORE Competency Training 5	Sharon Stevens	June 5-7, 2019
Child Abuse Coordinators Conference	Tyler Dorion Samantha Kostyk	June 11-12, 2019
Deception Workshop	Tyler Dorion	September 19, 2019
CORE Training 805	Lauren Melnyk	September 23-26, 2019
CFSA Training	Bart Constant Tyler Dorion Samantha Kostyk	October 8-11, 2019
CORE Training 806	Lauren Melnyk	October 21-23, 2019
CORE Training 6	Sharon Stevens	November 13-15, 2019
CORE Training 807	Lauren Melnyk	November 20-22, 2019
CORE Training 808	Lauren Melnyk	January 8-10, 2020
Bill C-92 Conference “Here Comes the Future”	Bart Constant	January 14-15, 2020
CORE Training 809	Lauren Melnyk	February 5-7, 2020
How to Create & Maintain Files Workshop	Samantha Kostyk Linda Kryschuk Whitney Kadachuk Stacey Banhegy	February 18-19, 2020
Receptionist/Clerical Workshop	Samantha Kostyk Linda Kryschuk Whitney Kadachuk Stacey Banhegy	February 19-20, 2020
CFSA Training	Sonya Hengemuehl Stacey Banhegy	March 3-6, 2020
CORE Training 810	Lauren Melnyk	March 5-6, 2020
SDM Training	Rhonda Norman Vienna Smith Stacey Banhegy	Feb 3-5,2019 Nov 4-6,2019
Assist Training	Rhonda Norman	April 11-12, 2019
Legal Training	Angie Lathlin Whitney Kadachuk	July 31-Aug 2 ,2019

## CHILD PROTECTION UNIT

From April 2019 to March 2020 the Child Protection Unit was referred 50 sexual abuse cases, 74 physical abuse cases, and 8 cases with more than 1 type of abuse identified.

The following 3 charts compare the investigations by types.





## Child Abuse Committee

When 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. Meetings are scheduled monthly, the below are the meeting dates for the 2019-2020 fiscal year.

- April 26, 2019
- May 31, 2019
- June 19, 2019
- July 17, 2019
- August 21, 2019
- September 24, 2019
- October 22, 2019
- November 20, 2019
- December 18, 2019
- January 16, 2020
- February 12, 2020
- March 11, 2020

Child Protection Unit Travel for Child Abuse Investigations 2019-2020

	When	Community
Tyler Dorion	April 1-3, 2019	Lynn Lake, Manitoba
Tyler Dorion	April 11, 2019	Winnipeg, Manitoba
Lauren Melnyk	April 25, 2019	Sapotaweyak Cree Nation, Manitoba
Lauren Melnyk	April 29, 2019	Chemawawin Cree Nation, Manitoba
Lauren Melnyk	April 30, 2019	Swan River, Manitoba
Lauren Melnyk	May 3, 2019	Thompson, Manitoba
Tyler Dorion	May 10, 2019	Thompson, Manitoba
Sharon Stevens	May 10, 2019	Flin Flon, Manitoba
Tyler Dorion	June 6-7, 2019	Lynn Lake, Manitoba
Lauren Melnyk	June 17, 2019	Flin Flon, Manitoba
Lauren Melnyk	July 11, 2019	Flin Flon, Manitoba
Lauren Melnyk	July 16, 2019	Mathias Colomb Cree Nation, Manitoba
Tyler Dorion	July 30, 2019	Chemawawin Cree Nation, Manitoba
Tyler Dorion	July 31, 2019	Misipawistik Cree Nation, Manitoba
Lauren Melnyk	August 6, 2019	Mathias Colomb Cree Nation, Manitoba
Sharon Stevens	August 9, 2019	Sapotaweyak Cree Nation, Manitoba
Lauren Melnyk	August 12, 2019	Sapotaweyak Cree Nation, Manitoba
Lauren Melnyk	August 13, 2019	Misipawistik Cree Nation, Manitoba
Lauren Melnyk	August 22-23, 2019	Thompson, Manitoba
Sharon Stevens	August 27, 2019	Chemawawin Cree Nation, Manitoba
Lauren Melnyk	August 31, 2019	Winnipeg, Manitoba
Lauren Melnyk	September 5, 2019	Flin Flon, Manitoba
Sharon Stevens	September 6, 2019	Wuskwi Sipihk First Nation, Manitoba
Lauren Melnyk	September 10, 2019	Thompson, Manitoba
Sharon Stevens	September 10, 2019	Mathias Colomb Cree Nation, Manitoba
Sharon Stevens	September 12, 2019	Winnipeg, Manitoba
Lauren Melnyk	September 11-13, 2019	Misipawistik Cree Nation, Manitoba
Tyler Dorion	October 1, 2019	Chemawawin Cree Nation, Manitoba
Sharon Stevens	October 1, 2019	Wuskwi Sipihk First Nation, Manitoba
Lauren Melnyk	October 2, 2019	Misipawistik Cree Nation, Manitoba
Lauren Melnyk	October 23, 2019	Winnipeg, Manitoba
Lauren Melnyk	October 29, 2019	Flin Flon, Manitoba
Sharon Stevens	October 30, 2019	Sapotaweyak Cree Nation, Manitoba
Lauren Melnyk	October 31, 2019	Misipawistik Cree Nation, Manitoba
Sharon Stevens	November 1, 2019	Chemawawin Cree Nation, Manitoba
Tyler Dorion	November 14, 2019	Misipawistik Cree Nation, Manitoba
Lauren Melnyk	November 15, 2019	Brandon, Manitoba
Lauren Melnyk	November 28, 2019	Misipawistik Cree Nation, Manitoba
Sonya Hengemuehl		

Child Protection Unit Travel for Child Abuse Investigations 2019-2020 (Continued from previous page)

	When	Community
Lauren Melnyk Sonya Hengemuehl	December 9, 2019	Swan River, Manitoba
Sharon Stevens	December 10, 2019	Wuskwi Sipihk First Nation, Manitoba
Lauren Melnyk	December 19, 2019	Chemawawin Cree Nation, Manitoba
Bart Constant	January 7, 2020	Swan River, Manitoba
Sharon Stevens	January 21, 2020	Chemawawin Cree Nation, Manitoba
Lauren Melnyk	January 23-24, 2020	Thompson, Manitoba
Lauren Melnyk	January 27-28, 2020	Winnipeg, Manitoba
Bart Constant	February 4, 2020	Misipawistik Cree Nation, Manitoba
Sharon Stevens	February 4, 2020	Wuskwi Sipihk First Nation, Manitoba
Sharon Stevens	February 5, 2020	Chemawawin Cree Nation, Manitoba
Sharon Stevens	February 7, 2020	Chemawawin Cree Nation, Manitoba
Sharon Stevens	February 18, 2020	Wuskwi Sipihk First Nation, Manitoba
Lauren Melnyk	March 3, 2020	Mosakahiken Cree Nation, Manitoba
Lauren Melnyk Sonya Hengemuehl	March 11, 2020	Mosakahiken Cree Nation, Manitoba

OBJECTIVES FOR 2020—2021

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 2019—2020.

Respectfully,

Bart Constant, DIA Service Manager

# Family Enhancement Manager

Bobbi-Faye Sinclair, BA, I/FE Manager

Tansi! I am pleased to provide you the 2019-2020 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

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

- Spring Ceremonies
- Family Enhancement Pantry
- Reiki, Healing & Self-Care
- Family Camps
- Cultural Camps
- Grandmother's Gathering
- Land Based Cultural Activities
- Healthy Family Walking Derby
- Oskatisak Oschi Traditional Pow-Wow
- 2nd Annual Men's Gathering
- Maytahway Days
- Fish Fry
- Awaken the Spirit Youth Workshop
- Introduction to Cree Language
- Oski Awasis Oci Wiciwehwin
- 5th Annual Women's Leadership Gathering
- Medicine Horse Lodge Therapy
- Positive Parenting
- Wesakachak Storytelling
- Community Healing Workshops
- Supporting Minor Hockey Club
- Sundance Meeting & Traditional Ceremony Activities
- Family Night "Honoring Our Elders"
- Spring Solstice Community Healing
- Addictions Awareness
- Community Night
- Sundance Ceremony
- Family Gathering Events
- Family Fasting Camp
- Cree Singing—Bringing Families & Community Together
- Treaty Day Events
- Traditional Sacred Fire
- Canada Day Children Events
- Steeprock Bible Camp
- Kids in the Kitchen
- Sinclair Ininew Cultural Camp for Youth
- Baby Fair Contribution
- Community Cultural Development
- Children & Youth Gathering
- Breaking the Cycle
- Youth Outing
- Gathering Traditional Foods for Elders & Families
- Skirts & Moss Bags Sewing
- Women's Gathering
- Family Fun Nights
- Healthy Relationships & Bullying Workshop
- Family Fishing Derby
- Spring Carnival Youth Talent Show
- Trappers, Hunters, Fishers & Gatherers
- Traditional Skirt Making Teachings Sewing Classes
- Family Gathering Breakfast Program for Treaty Days
- Traditional Parenting
- Cree Language Classes
- Blanket Making
- Babysitting Course
- Community Aboriginal Day Celebration
- Mink River Summer Camp
- Empowering Girls with Elder Guidance
- Roots of Empathy and Creating Positive Growth & Well Being
- Healing Circle and Activity
- Papayatukiwi Pimatisewin
- Oskatis Mino Pimatisewin Workshop
- Father's Day Fishing Derby
- Kiskeynihtamowin
- Family Enhancement Information Sessions
- Halloween Rattle
- Achak Akoop Kiskikosewin Star Blanket Sewing

## Programs, Activities & Camps (continued)

- Saketoototan Valentine's Day Dinner
- Sewing Traditional Ribbon Skirt & Ribbon Shirt Sewing Class

Many families have expressed interest in learning about their history, culture, traditional medicines, traditional ways of life and language. They are seeking Mino Pimatisewin and our Family Enhancement Program acknowledges their interest. As Ininewuk, we have been guided by our Elders and Knowledge Keepers to restore and rejuvenate our ways of life and our language.

## Family Model Initiative Update

Family Enhancement Workers are using the Family Model Manual as a guide when working with families. Elders are called upon to provide their wisdom/knowledge when a family is requesting for Family Enhancement services. Traditional teachings are encouraged when seeking Mino Pimatisewin. Language keepers are asked to provide language sessions/teachings when available.

## 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, 2020

Community	Number of Family Enhancement Files
<b>Unit A:</b>	
Chemawawin	35
Sapotaweyak	5
Mosakahiken	7
Misipawistik	30
Wuskwi Sipihk	0
<b>Unit B:</b>	
Thompson	5
Provincial Unit	5
<b>Other:</b>	
Winnipeg	8
<b>MCCN Unit:</b>	
Mathias Colomb	3

## Training

- Legal Principles & Practices in Child Welfare Services in Manitoba
- Engaging Families in Family Centered Child Welfare Services
- Assessment in Family Centered Child Welfare Services
- Case Planning in Family Centered Casework
- Separation, Placement & Reunification in Family Centered Child Welfare Services
- Interviewing for Child Maltreatment in Family Centered Child Welfare Services
- ASIST (Applied Suicide Intervention Skills Training)
- Food Handling Certificate
- Orientation
- FACTS

## Challenges

- Decolonization
- Lack of Family Enhancement land-based equipment
- Transportation for families to attend workshops/camps
- FE standalone offices
- Making changes from an apprehension perspective to prevention perspective
- A place to have our workshops, cultural camps, and activities

## Objectives for 2020—2021

- Restructure our Family Enhancement Program
- Move forward with culturally appropriate practices
- Build cabins in each community for Cultural Camps, Workshops, and Activities

This concludes my report for the 2019/2020 fiscal year.

Ekosi—Kinanaskimotin  
Bobbi-Faye Sinclair, BA  
I/Family Enhancement Manager



Elders in Grand Rapids, February 6, 2020  
Photos submitted by Bobbi-Faye Sinclair

Photos (from top left): Family Model Camp Boat Ride (June 2019), Enriching Relationships (2 photos), Addictions Awareness



# 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 from the five Federal communities of: Mosakahiken (Moose Lake), Chemawawin (Easterville), Misipawistik (Grand Rapids), Sapotaweyak (Shoal River), and Wuskwi Sipihk (Indian Birch).

The federal communities continue to work with the collaterals in collaboration with the Chiefs and Councils, RCMP, Health, NADAP, Schools, Jordan's Principle, and Nursing Stations, Local Child Care Committees, and University College of the North.

As the Service Manager for the federal communities I assist and advocate for the supervisors in the five communities. There have been positive changes in the communities with support and service delivery assisting children and families. There will be two additional Emergency Placements Resource (EPR) homes with ongoing negotiations and planning with Chief and Council and the agency. This is a positive move towards keeping the children in the community and siblings staying together.

The Agency continues to have issues filling positions in the federal communities due to no housing accommodations for staff. Many of the staff travel into the communities daily and this is an added stress to their jobs, leaving them too exhausted due to the travelling. The workers provide an essential service in the community to ensure that the children's needs are being met by their families. The staff approached council for housing to no avail. It would be helpful if the band would help in this housing situation. The agency does hire staff from the community, however at times they do not have the credentials to fill the positions on a permanent basis.

## 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 (Moose Lake)

Karen Bland, BSW—Unit Supervisor  
 Cara Flett—Administrative Assistant  
 Sylvia Grey, BSW—CIC Worker  
 Frank Whitehead—Family Enhancement Worker

### Chemawawin (Easterville)

Abby Klyne—Unit Supervisor  
 Laura Kakegamic—CIC Worker  
 Tracey Patchinose—Family Service Worker  
 Jessica Patchinose—Family Enhancement Worker  
 Jeffrey Thomas—Family Enhancement Worker  
 Nancy Arrow—Resource Worker  
 Bernice Colomb—Administrative Assistant/Case Aide

### Misipawistik (Grand Rapids)

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 (Shoal River)

Lillian Campeau, BSW—Supervisor  
 Elizabeth Ballantyne—Administrative Assistant  
 Devina Copapay—CIC Worker  
 Caroline Quill—Family Enhancement Worker

### Wuskwi Sipihk (Indian Birch)

Diane Genaille, BSW—Supervisor  
 Sylvia Atkinson—Administrative Assistant/Case Aide  
 Louise Lamb—CIC Worker  
 Daisy Chartrand—Family Enhancement Worker  
 Warren Houle—Resource Worker

### **Mosakahiken Cree Nation**

My name is Karen Bland, Unit Supervisor of the Mosakahiken Office since January 6, 2020. Prior to that I was employed as a Family Enhancement Worker (FEW) at both the Regional Office and the Wuskwi Sipihk Office.

I am responsible for Casual Admin, Family Enhancement Worker, Child in Care Worker (CIC) and On Call Workers. We have two staff that are currently on medical leave. We are looking to hire a term CIC worker and an intake worker.

Due to the lack of workers, we all work as a team to complete our duties and responsibilities that are required to

meet the provincial standards. At times it is difficult due to the lack of workers and other barriers in the community. We have a difficult time finding placements for our children that come into care and place them out of the community. We have encouraged members to open their homes to the children so they do not have to leave the community. The Agency's goal is to have an Emergency Placement (EPR) home in this community so we can place the children in the EPR home until we can find extended family or kinship placement. Resources at the Regional Office has been our major support in placing our children.

As a supervisor, I assist staff in fulfilling responsibilities and duties, with intakes, courtesy service, Place of Safety and court documents. We had LCCC meetings once a month until COVID-19 limited us in meeting face-to-face, but we continue contact by telephone. LCCC members assist us with families, advice, and recommendations.

Mosakahiken currently has one Family Enhancement Worker, responsible for providing families support and services required to prevent children from coming into care. We currently have seven FE families receiving support and services. In the past there were two FE workers, however one was assigned to take over the role and responsibilities as a CIC Worker. There has been less prevention and intervention activities with families in 2020 due to the COVID-19 pandemic.

Mosakahiken continued to work in collaboration with Jordan's Principle (JP) in providing services and support to the families and to our children in care. We have been referring our clients as well as other community members and their children to the JP program.

We also continue to work with the nursing station regarding any concerns about children and families. We also

work with a therapist from The Pas that comes into the community once a month for 3 or 4 days at a time. We met with the therapist and she provided us with some suggestions about how to work in collaboration with the Family Enhancement Worker in providing workshops on various topics either through the nursing station, community radio, or small group work where participants can go to the nursing station after hours to attend workshops. Although ongoing, this type of collaborative work is limited due to COVID-19. We are hopeful that we will continue to meet on a monthly basis for all community networks to come together and see how we can continue to provide support and services to the families, the helpers, and the community.

We have encouraged our clients to seek help with the NADAP worker within the community regarding addictions and the referral process to a treatment center. We inform our clients of the resources in OCN and The Pas, and encourage them to follow up with the Beatrice Wilson Health Centre regarding counseling and referrals.

We work with the Band Office to inform them when our client's children are in care so that they do not receive their social allowance. We feel that it would be an incentive for them to start working on their issues to bring their children back into their care.

We work collaboratively with the school and receive referrals from the school regarding children's behaviors. We have set up meetings to improve our services to the school as well as the needs of these children and their families.

### **Chemawawin Cree Nation**

Tansi, my name is Abby Klyne, Supervisor for the Chemawawin local sub office.

The staff has diligently been working towards prevention, assisting families with support and services to keep family together. We are working towards prevention instead of apprehension and many families are referred to Family enhancement for programming and supports. Many families are self-referral for FE program family for services, supports, and programs.

Families are involved in planning as a family unit. Meetings are arranged with families to discuss issues in the home. The Agency provides the services and support the family requires, as well as programs required for transitioning children back to parents.

Each day there are more inquiries for services and we do not deny them services. Our goal is to work with families to enforce the new standard to practice prevention with new cases and exhaust all resources prior to the last resort, apprehension.

There are incidents that happen in the home and the agency must step in to provide protection and a home for the children that are apprehended. The agency looks for extended family or kinship for temporary care for the children so that the children stay within the community. The apprehension rate has decreased and prevention has increased significantly. Workers work towards helping families in obtaining supports offered both in and out of the community.

There have been several meetings to discuss goals on Chemawawin in working towards a development of Chemawawin Cree nation (CCN) obtaining its own Child and Family Services (CFS) agreement. The plan will take time to develop and Chemawawin will continue working with the agency on other goals and plans for the community for the betterments of the children and families.

Met with 5 Elders to present the Family Enhancement (FE) supports & service they offer, in addition, purpose of FE programming and the Family Model. The presentation mentioned the Family Model and how it can be utilized by the Elders to help with their knowledge, history and teaching to families. Elders agree with helping the families. Elders will be assigned which family they will work with implementing the FE family model manual.

Staff continues to work vigorously in achieving agency goals and plans. I would like to acknowledge the CCN staff of all the work they do to help children, families, and the agency.

As the supervisor, I meet with staff individually to go over cases, children planning, face to face, 90-day summary, any family visits to be recorded. New forms have been implemented with workers on their cases. Informing staff of any changes in the agency, reports that are due, and deadlines to meet. Plan was for Chemawawin to get an EPR home for CCN to keep Chemawawin children in the community. Update in June 2019 was from Chief Easter that the EPR home was approved by Director for Chief to move forward with the EPR home. Chief reports it will be fully furnished and have disabled features in the home.

Plans for new office space from one of the existing facilities in the community. Currently, office space is at the Chemawawin Band office occupying 7 offices for staff. Our unit is growing and will need a larger facility to accommodate staff and client's privacy, until the facility is ready for us to move in. Chemawawin/Grand Rapids have been sharing a Resource Worker and the main office was at Grand Rapids. This year we were approved to hire a resource worker in our department. A successful applicant was hired and she has been working extremely hard in getting local foster homes licensed and applications as well as Support workers. There is a lengthy process to get the applicants approved for child Abuse, Prior Contact and Criminal Record Checks to be approved. Resource worker will be directly involved with the EPR home once plans are in place for the home.

We have been working with Jordan's Principle to work on programming and supports with children in care. Ongoing referrals are made for children who need services and supports from JP and parents who need services for their children is an ongoing program that both departments work on to help children and their parents. Meetings are called if families are requesting to meet with to address concerns and what steps can be taken for the family to get the help they require from their program. Chemawawin—Quest Clinic Program Director, Ken McKenzie, with the therapist and psychologist that come into their community twice a month to have children and families to be assessed/counselling to assist the workers understand how to deal with their emotional, physical, mental difficulties.

We work with RCMP whenever there is domestic violence, drinking parties, or it is not safe for workers to enter the home, whenever children are involved. RCMP officers and the On-Call worker attend homes together whenever children are involved. Agency role is to ensure the children are safe. Most cases extended family take the children home until agency can meet with family and come up with a plan for the family. RCMP provide incident reports to our office when it involves children. Follow up is a priority on all reports received.

#### **Misipawistik Cree Nation**

Tansi, my name is Lucy Robinson and I am the Unit Supervisor of the Misipawistik sub office. I started my employment with Cree Nation Child and Family in 1994 and during that time I was able to obtain my BSW degree.

The emergency home that was established has always been in full capacity for children in care. The community needs another home so that children can be placed there on a short-term basis, not under apprehension but prevention. We need to find a way to pay Support Workers to care for these children short term, especially if they are not open protection or prevention status. These are the families that fall through the cracks. Currently it is difficult to get Support Workers or foster parents due to COVID-19, they are cautious about who comes into their home.

In May of last year Misipawistik held a Cultural Camp for Youth from the Grand Rapids School. The Elder teachings was about the language and traditional laws. I

also did a brief history the cultural camp, how it started, and teachings in regards of traditional law. I am a firm believer in land-based education and re-connecting to the land for youth and families is paramount in what our local office offers. Also, in May the FE Workers, FE Coordinator and I met with some of the local Elders to discuss and introduce the Family Model that was developed by the agency. We wanted to know how many of them would be interested in working with families in the community as advisors, advocates to prevent children from coming into care. In June, the Health Authority and FE program cost shared and held a family camp. Some of the activities were Star blanket teachings for the youth and community members. It was very successful turn out.

This is an important issue for the youth and families to learn about their history, traditions, laws, and language.

I attended the *Bringing Our Children Home Conference* in Winnipeg November 2019, travel was covered by Misipawistik Cree Nation as requested by Portfolio Counsellor for CFS – Heidi Cook. Many of the keynote speakers talked about how ceremony is important when asking for help for things to work out. It was much like how we worked on the Family Model. There was some discussion on Bill C -92 which was already passed. Writer really enjoyed some of the speakers who spoke from the heart sharing personal stories of involvement with the CFS system. Some of the ones that made an impact on this writer was Dr. Pam Pamater, Issac Murdock- Storyteller, Larry Jourdain- Cultural Competence training. The breakout sessions were also very informative, and writer was able to learn the role of Child Advocate, Cora Morgan regarding re-unification and some of the services that are in the city to help and assist families. Writer was able to attend other break out sessions and connected with

other programs in the city that could assist community members who are re-locating to the city.

Children in care have been increasing in the community due to the increase in drug abuse such as cocaine and meth addiction. Gang related incidents due to drug trafficking have also increased the violence in the community. The Local office has been working relentlessly to prevent children from coming into care through increasing support to families through the Family Enhancement program. Grandparents and extended family are caring for their grandchildren more and more and they need financial support with that instead of bringing children into care.

The main issues continue to be neglect due to alcohol and drug abuse. We need more prevention and after care programs in the community or even having a treatment facility here so that parents do not have to leave their children to seek treatment.

Due to Covid-19, we were unable to have programming from March and just had our first camp on Cultural Capacity - June 24 -27, 2020 at the Culture Camp.

Misipawistik Office partners with Jordan's Principal, Health Authority, and other community resources to support families for programming in the community. Ekosi, this ends my report.

### **Sapotaweyak Cree Nation**

Tansi - My name is Lillian Campeau, I have been with the agency for approximately nine years with various roles as Child in Care worker, Child Abuse Coordinator, Supervisor in various communities. As the Supervisor for Sapotaweyak, supervisor is responsible for all aspects of the day to day supervision of the agency service workers and assist staff with the delivery of agency programs and services within the unit.

The stats of children in care is at and has come down 20% of children not in care and returned to parents or are in the prevention program with Family Enhancement. The Family Enhancement Program has helped and continues to assist families that require supports such as treatment, homemakers, and workshops to prevent children from coming into care.

Sapotaweyak community also employs On-Call workers that work after hours and are available for any emergency. These On-Call workers rotate weekly.

The agency has aimed to hire from within the community whereas the workers are more familiar with their traditions and families. Our unit hiring process includes orientation, job descriptions and work plans, to ensure that employees are familiar with their roles and responsibilities with the agency. In addition, the unit has a resource worker to recruit, license, and train foster parents and support workers. This has been a big boost in our areas to be able to keep the children within a culturally appropriate placement.

The Unit provides various training to employees to each community as stated below, this is to be able to assist and advocate to the children and families of their area. Our Unit has regular meetings to update and follow up with current issues such as policies and protocols to ensure that the children's and family's needs are being met.

As stated in last year report the agency is working towards in each community to have their own building or trailer. The agency has achieved the office space in three communities and still working toward that goal in the other communities. The agency as provided training for the staff, foster parents, support worker and On Call workers. The outcome has been very successful.

The Unit will continue to work closely with the local leadership and collaterals for their guidance and support to deal with the addiction issues in their community that are impacting families and children. The Unit will continue to network with the local resources to deliver workshops and provide awareness to the community about the social issues that are evident in their community.

The Unit will work with the Health Department and Education Authority other professionals and Elders in developing cultural and traditional programs to promote healthy lifestyles within the community.

Sapotaweyak Cree Nation Child & Family have their own office building which provides client privacy.

Sapotaweyak has their own Local Child Care Committee members to assist the local office with guidance, support, and consultation. The meetings are held monthly for recommendations

The Unit will continue to work closely with the local leadership and collaterals for their guidance and support to deal with the addiction issues in their community that are impacting families and children. The Unit will continue to network with the local resources to deliver workshops and provide awareness to the community about the

social issues that are evident in their community. The Unit will work with the Health Department and Education Authority other professionals and Elders in developing cultural and traditional programs to promote healthy lifestyles for their community.

The unit is looking into programs that will continue to encourage staff to further their education while employed by the Agency; our main objective is professionalism within the agency for staff; obtain degrees in social work. In the resource department to work towards in finding emergency homes placement and emergency placement resource in community so that children will be able to reside in their communities.

The unit is also working together with Family Enhancement to bring more programs for the youths and families in community to promote healing and healthy lifestyles. COVID-19 impacted services delivery that required multiple precautionary measures for staff, children and families with safety and service delivery.

Sapotaweyak Child & Family continues to work towards the development of healthy community for the well-being of children and families and work towards preservation of families, language, and culture.

This concludes the report for 2020 for Sapotaweyak Local Office. Ekosi

### **Wuskwi Sipihk Cree Nation**

Tansi, my name is Diane Genaille, and I am the supervisor for Wuskwi Sipihk. The position for a Family Enhancement worker was filled In December 2019 at Wuskwi Sipihk. The FE worker went around the community to introduce herself and promote the FE program to the other collaterals and families. Promoting healing and healthy lifestyles for community members by delivering educational workshops and to have as many families as possible receiving direct services. The FE program 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.

The childcare worker continues to work with foster parents and Children in Care to ensure their needs are being met, that issues are addressed as they arise, and to continue working collaboratively with collaterals.

The resource worker for Sapotaweyak/Wuskwi Sipihk has joined our team and his office located at WSFN. We are in the process of on another position, and seeking an intake worker. In addition, Wuskwi Sipihk will be opening an Emergency Placement Resource (EPR) home in the fall. This home will provide placement for children that require protection, so they will not have to leave the community.

Wuskwi Sipihk do not have Local Child Care Committee is continuing to recruit Elders to sit in the committee. Ekosi, this end of my report.

## **Unit A: Goals/Objectives For 2020 -2021**

- Emergency Placement Resource (EPR) - Chemawawin 4-bedroom EPR home to open September 2020. EPR home for children that are in need, Protection or Prevention. Protection—children and siblings that are apprehended to reside in the home within their community. Prevention—short term placement, prevents children from coming into care to reside in the EPR while parents go to treatment or other programming outside the community.
- EPR—Wuskwi Sipihk to establish the EPR facility for protection and prevention for families
- Chemawawin—to ascertain when the new office facility will be available.
- Elders for guidance and Teachings—people in the communities to reclaim and restore their language, revitalize lost values, land-based culture camps, Sweats, ceremonies to strengthen families, to continue to practice prevention strategies that are culturally appropriate and some mainstream methodology.
- The agency continues to advocate for parents that have children with high medical needs, respite to referral into the Jordan's Principle program.
- Evacuation Emergency Plan (EEP) - Ongoing. In the federal communities to revamp the Evacuation to add the COVID-19. Supervisors to meet to be prepared for any emergency.
- Ongoing—Extended Family Foster Homes, Bill C-92, and extended and kinship placements to place with extended family and kinship homes for children that need protection so that they will continue to reside in their community.
- Ongoing—Local Child Care Committees. To ensure that all LCCC meetings are held monthly for advice and recommendation from community members. LCCC members to assist in deputations with parents. Parents to be accountable as parents to receive counseling guidance, and support from LCCC Elders.
- Sapotaweyak—goal towards to have their own building or trailer for office space due to lack of space.
- The agency has provided training for the staff foster parents, kinship, extended family support worker, and On Call workers. The outcome has been very successful.
- Adoptions—To continue to familiarize with CFSIS regarding adoptions and adoption manual.
- Adoption knowledgeable with Bill C-92 regarding adoptions.
- Present training for staff to all communities on Adoption procedures with PowerPoint.
- Prepare for Adoption Conference in collaboration with Opaskwayak Cree Nation Child and Family.
- The Agency has created, and is in the process of filling, new federal intake positions to ensure that each community receives increased support and service. The goal is for each community to be self-sufficient.
- Expansion of office space for Misipawistik office, for the Family Enhancement program to be separated from protection, and also new position for intake worker.

## **Training 2019-2020**

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.

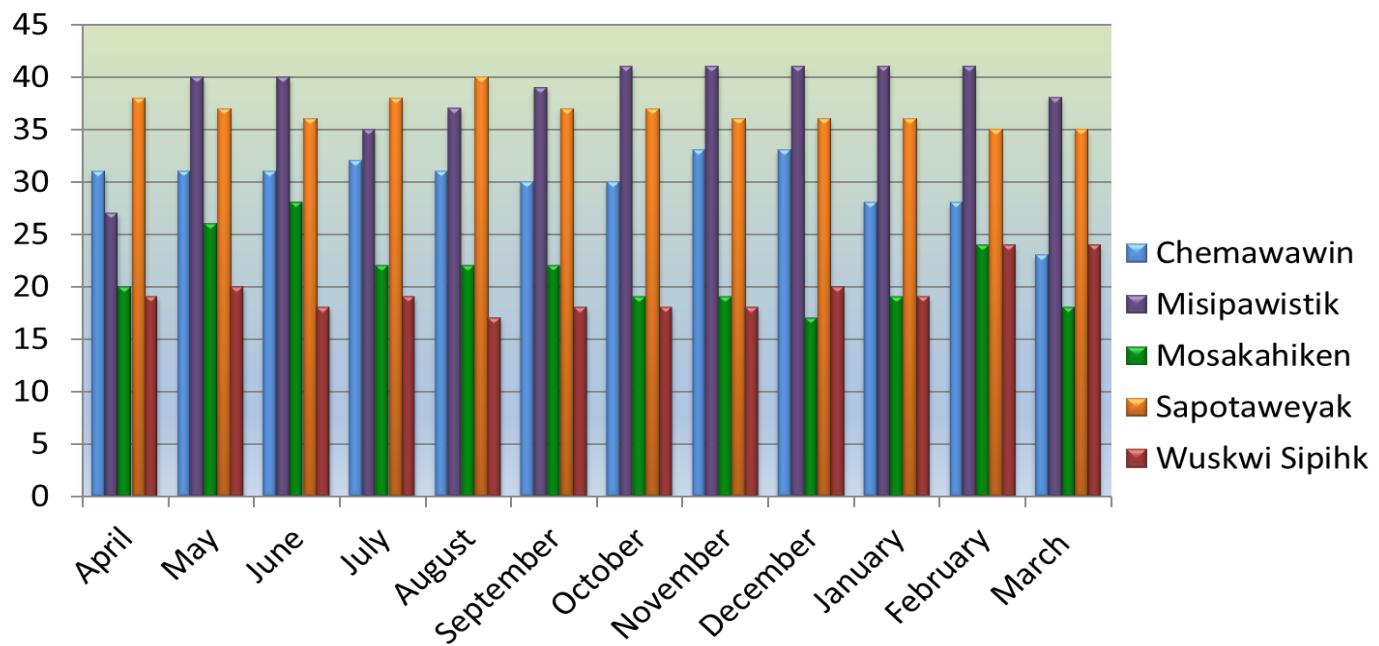
See the table on the following pages for a detailed list of training received by employees.

EMPLOYEE:	DATE:	TRAINING:	LOCATION:
Margaret Cook	February 25-27, 2020	NA Supervisory Training	The Pas, MB
Abby Klyne	April 3-6, 2019 May 7-9, 2019 October 1-4, 2019 October 15-16, 2019 February 25-27, 2020	ASIST Northern Authority Module NA Training Special Needs NA Supervisory Training	Thompson, MB The Pas, MB The Pas, MB The Pas, MB The Pas, MB
Laura Kakegamic	April 3-6, 2019	ASIST	Thompson, MB
Jeff Thomas	April 12-13, 2019 April 24-26, 2019 May 21-24, 2019 June 10-14, 2019 June 18-21, 2019 October 2-5, 2019	ASIST Core Training Core Training FE Camp Core Training Circle of Knowledge Conference	The Pas, MB Winnipeg, MB Winnipeg, MB Grand Rapids, MB Winnipeg, MB Winnipeg, MB
Trevor Keno	April 12-13, 2019 June 3-4, 2019	ASIST CFSIS Regional Lab	The Pas, MB The Pas, MB
Louise Stevens	April 12-13, 2019 April 24-26, 2019 May 22-24, 2019 June 17-18, 2019	ASIST Core Training CC7 Training Core Training	The Pas, MB Winnipeg, MB Winnipeg, MB Winnipeg, MB
Myrtle Bilow	April 4-5, 2019	ASIST	Thompson, MB
Lillian Campeau	April 2019 May 6-8, 2019 June 2-3, 2019 September 9-13, 2019 September 16, 2019 November 4-6, 2019 November 12-15, 2019 November 26-27, 2019 February 25-27, 2020	Supervisory Core 1 Training Supervisor SC2 Training SC1 & SC2 Skills Application Core Supervisory Legal Core Supervisory CFSIS/Supervisor Special Needs NA Supervisory Training	Winnipeg, MB Winnipeg, MB Winnipeg, MB Winnipeg, MB Swan River, MB Winnipeg, MB Thompson, MB The Pas, MB The Pas, MB
Lucy Robinson	April 3-5, 2019 February 25-27, 2020	ASIST NA Supervisory Training	Thompson, MB The Pas, MB
Miranda McKay	April 3-5, 2019 October 14-16, 2019 October 28-30, 2019 January 29-30, 2020	ASIST CASP Training Family Assessment Non-Violent Crisis Intervention	Thompson, MB The Pas, MB The Pas, MB Grand Rapids, MB
Jacquie Fourre	October 14-16, 2019	CASP Training	The Pas, MB
June Bradburn	April 24-26, 2019 May 21-24, 2019	Core Training Core Training	Winnipeg, MB Winnipeg, MB
Louise Lamb	May 22, 2019 October 15, 2019	FACTS, Outlook Refresher Northern Authority Training	Wuskwi Sipihk, MB The Pas, MB
Jessica Patchinose	May 21-24, 2019 June 10-14, 2019 June 18-21, 2019 October 2-5, 2019	Core Training FE Camp Core Training Circle of Knowledge Conference	Winnipeg, MB Grand Rapids, MB Winnipeg, MB Winnipeg, MB
Robin Ballantyne	August 20, 2019	FACTS Training/Filing	The Pas, MB
Charles Gregoire	August 2019 October 8-11, 2019 October 15-16, 2019	Computer System/Programs, FACTS, Orientation CFSIS Training Special Rates Training	The Pas, MB The Pas, MB The Pas, MB

*Continued on next page...*

EMPLOYEE:	DATE:	TRAINING:	LOCATION:
Bernice Captain	November 25-29, 2019	Orientation	The Pas, MB
Karen Turner	October 23-24, 2019	Language Conference	Winnipeg, MB
	October 28-30, 2019	Family Assessment	The Pas, MB
	January 29-30, 2020	Non-Violent Crisis Intervention	Grand Rapids, MB
Diane Genaille	October 1-3, 2019	Northern Authority Training	The Pas, MB
	February 25-27, 2020	NA Supervisory Training	The Pas, MB
Warren Houle	October 15-18, 2019	CFSIS Training	Winnipeg, MB
Mary Ballantyne	January 29-30, 2020	Non-Violent Crisis Intervention	Grand Rapids, MB
Karen Pranteau	January 29-30, 2020	Non-Violent Crisis Intervention	Grand Rapids, MB
Karen Bland	February 25-27, 2020	NA Supervisory Training	The Pas, MB
Mackenzie Thomas	October 9-12, 2019	Power Point Training	Regional Office

### Children in Care Statistics April 1, 2019 to March 31, 2020



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

Thank you.

Respectfully submitted by:  
Margaret Cook, CISW, BIW

## Adoption/Repatriation Program Coordinator

Tansi to all participants of the Swampy Cree Tribal Council Annual General Assembly.

I have been in adoption worker since 2016, and enjoy working with the children and families

As the adoption worker I had numerous meetings with prospective adoptive parents, adoption worker from Opaskwayak Cree Nation and with Joshua Mason from the Province regarding Strategic Service Plan.

I hosted Adoption Conference May 12, 13 and 14<sup>th</sup> of 2019 with adoption worker from Opaskwayak Cree Nation. It was a good turn out and had various speakers regarding Disability and other Benefits, Jordan's Principle, FASD, Self-Regulation adoption process and films regarding 60s Scoop, Displaced and Amanda's Choice. The conference also included opening and closing prayers, with an Elder and we had traditional dancers, drummers, DJ and fiddlers for entertainment in the evening.

I travelled to Grunthal, Moose Lake and Chemawawin for the completion of adoption home assessments. There have been eight adoptions completed. Three adoptions in The Pas, three in Chemawawin one in Moose Lake and one Interprovincial. Two of the eight adoptions were Interprovincial, one from Ontario and one who moved from Manitoba to Saskatchewan. There are seven adoptions in the process. Writer is waiting for three sets of fingerprints from prospective adoptive parents so writer can start the adoption process. There is one adoption sent to Central Adoption Registry, but the process is slow due to COVID-19.

I do all of the adoption work such as: typing, coping, emailing, faxing, filing, opening and closing files, Prior Contact Checks, Child Abuse Checks, registering children and families in CFSIS, postage, drafting up all legal documents for court, home visits, travel, gathering of legal documentation, obtaining confidential medical information on behalf of children being adopted. And in some cases, writer has applied for the treaty status prior to the adoptions being granted. Writer obtains information from the communities regarding clients and children, meeting with other agencies and organization regarding adoptions, carryout adoption placements, obtaining legal documents from the government such as courts, vital statistics, health, Indian Affairs, health centers and nursing stations in the communities. Reapply for ongoing finance yearly for the

adoptive parents who qualify for the financing and cheque requisitions. Organizing Adoption Conference, booking hotel rooms and conference room for prospective adoptive parents and guest speakers from out of the community. Organizing the meals, breakfast, lunch, dinner and entertainment. Writer also does all the cheques for mileage, meals, incidentals for everyone who attends the conference. Writer networks with presenters for scheduling in appropriate time slots.

Advocating for post adoptees to find the appropriate resources, phone numbers, faxing and mailing documents out for them.

I had numerous home visits with the above-mentioned communities with prospective adoptive parents and adoption worker from Opaskwayak Cree Nation.

### STATS FOR ADOPTION, DIVISION 1:

Writer has 12 files ongoing financial assistance files and 16 total files. Four children have aged out. Writer has completed eight adoptions for the year of 2020

The report summarizes the activities in the Adoption department from April 2019 to March 2020.

Respectfully submitted by:

Mackenzie Thomas, BSW

Adoption/Repatriation Program Coordinator

# 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  
 Julie Fenner, ACFSD, CIC Worker  
 Cathy Sinclair, BA, CIC Worker  
 Jay Constant, CFS Worker  
 Sharon Stevens, Family Enhancement Worker  
 Alvin Merasty, Waiting Closure Worker  
 Meagan Bushko, BSW, Resource Coordinator  
 Corey Constant, Resource Administrative Assistant  
 Doug McIvor, BSW, Resource Worker  
 Tricia Dick, ACFSD, BSW, Quality Assurance Coordinator  
 Margaret Whitehead, Provincial Administrative Assistant  
 Lillian Monias, CFSIS Specialist

### Flin Flon Sub-office

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

### Thompson Sub-office

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

### Lynn Lake Sub-office

Jenine Cook, BSW, Unit Supervisor  
 Opeyemi Fadipe 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, BISW, CIC Worker  
 Jenna Koutecky, CIC Worker  
 Bev Clearskey, 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, MB and Marcel Colomb. It created a lot of hardship on carrying caseloads that we need to provide service delivery to the children and families.

Since the provincial government implemented the child maintenance special rate initiative that was brought down in June 2012, it has increased many pressures on front line workers in keeping up with financial aspects on their caseloads.

### Background

*On March 28, 2014 all Northern Child & Family Services Agencies were given a directive pursuant to Ministerial directive on Child and Family Services Applications (CFSAs) use, due to recommendations of "The legacy of Phoenix Sinclair-Achieving the Best for All of Our Children" that all agencies utilize CFSAs and it be mandatory for all (provincial and federal) open cases.*

*On November 29, 2014 First Nations of Northern Manitoba board was dismissed of their duties due to non-compliance with CFSAs ministerial directive, the Agencies were to come up with a plan of action on meeting the CFSAs compliance directive, to date this is still ongoing and our unit continues to utilize CFSAs.*

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.

From the operational plan, the objective "paperwork" initiated the Agency in hiring a firm called MNP on October 2014 that later would be called "Social Work Administrative Streamlining Initiative" (SWASI), the Quality Assurance Coordinator continues to implement this initiative on the overview of the whole Agency.

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 which is what the Agency needs to develop are emergency placement homes, independent living placements and specialized foster resources.

## **Background**

*On May 25, 2015, all Northern Child & Family Services Agencies were provided a letter from First Nations of Northern Manitoba Child & Family Services Authority: Compliance with Standard 1.4.3 (Use of Hotels). There was a ministerial directive to be in full compliance "hotels (including motels) will not be used as placements for children by agencies of the child and family services system. This applies even with respect to emergency and/or temporary placement for children" – "no agency or authority may designate a hotel (including motels) as a place of safety". June 1, 2015 was for the south and the north was December 1, 2015.*

*On February 17, 2016, all Northern Child & Family Services Agencies were provided a letter from Assistant Deputy Minister & Director of Child and Family Services on provincial emergency foster home program. This was to enhance agency capacity to develop and maintain emergency foster home beds, this letter authorized agencies to develop up to twenty (20) emergency beds.*

Also, further regarding Resource, 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.

On March 27, 2018, the Agency was notified that effec-

tive 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.

Challenges in the Child & Family Service Application (CFSAs) is mentioned in the CFSIS report below of access and uploading in November 2019. Please refer the CFSIS report.

As we neared end of March the entire world was affected by COVID-19, a pandemic was declared, the Agency had to change the way we operated in all aspects. You can also refer to the Executive Director's report and it is mentioned in the QA coordinator's report.

The Agency continues to work with the law firm Myers Weinberg (since July 2009) and Ferriss Law (since 2005) and continues to do so. 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.
- Flin Flon is Queen's Bench, which is third Monday 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.

The following are important key meetings/gatherings/conferences within Unit B and the Agency from this past fiscal year:

- Implementation of quarterly Unit B Supervisory meetings that were held within CNCFCA sub-offices; May 6, 2019 and October 4, 2019 both in The Pas, MB.
- Unit B had a working weekend November 22-24, 2019 in Winnipeg, MB.
- Annual Christmas gatherings for our children and families; Lynn Lake, December 1, 2019, Flin Flon December 8, 2019, Thompson December 8, 2019, The Pas, December 8, 2019, and Swan River December 11, 2019.
- Supervisors, Service Managers and Coordinators met throughout the year. These meetings were held: May 7-8, 2019, October 1-3, 2019, and February 24-26, 2020 in The Pas, MB.

- Annual General Assembly on August 7-8, 2019 at Opaskwayak Cree Nation.
- Monthly management meetings
- Special Needs Committee continues to meet weekly.

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

## Quality Assurance Report

There are three staff responsible for the Quality Assurance of the Agency: Lillian Monias, CFSIS Specialist, Margaret Whitehead, QA Technician, and 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

1. 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
2. Agency Reviews – 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
3. 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
4. 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

*Reference: First Nation of Northern Manitoba, January 22, 2016*

### Meetings with Northern Authority Quality Assurance Team

During 2019/2020, the Quality Assurance Coordinator met with the Northern Authority Quality Assurance Team and other northern agency Coordinators throughout the year to discuss the QA projects. There was only one (1) meeting held: October 8-10, 2019. There were discussions to have a case plan review on youth in care ages 15 -20 years. The NA hired a contract worker to complete the Case Management Framework for the North, which is to be implemented and shared with all the northern agencies.

### 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 levels 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. Two meetings were held. The group is working on ensuring Terms of Reference is set for the committee.

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

The agency experienced a loss with the employee departure of Jade Richards, CFSIS Specialist in July 2019. Jade played a pivotal role in ensuring our agency met CFSIS compliance. She also provided support to all staff, organized meetings and provided ongoing reports. We wish Jade the best in her future. The CFSIS Specialist position was filled on December 9, 2019 by Lillian Monias. Lillian has been with the agency for over 10 years in different capacities. Prior to joining the QA team, she was the Unit B Administrative Assistant, so she is very familiar with the system and the agency's processes. Lillian has adjusted well to the position and looks forward to working many more years with the agency.

Lillian did not have a chance to travel to the outlying communities to provide on-site support due to the COVID-19 pandemic. She is currently providing support at the regional office through telephone or Teams.

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. Please review Lillian's AGA report.

### **Intake Process Review**

An Intake Process review was completed from April 1 to May 31, 2019 within the agency. A final report was submitted to the Management team in October 2020 which identified findings, recommendations, and areas of improvement. This was part of a MACY recommendation.

### **Other Reviews**

**Assessment Reviews**—We did no capture another Family Assessment review in 2019/2020, due to the various other projects taking place. With regards to the Child Assessments, many of the children in care files have child assessments as it is captured in the Director Annual Review (DAR). However, improvements in writing and assessment skills are required. QA held one support session with front line staff to show them what is involved with completing a child assessment. More sessions were to be scheduled in 2020 however, due to the COVID-19 pandemic it was put on hold. Assessment training is a part of the modular training identified by QA and will be rolled out in late 2020/2021 or early 2021/2022.

Also, as part of the service delivery (on assessments), the QA Coordinator continued to meet with the Supervisors, Service Managers and Coordinators throughout the 2019/20 fiscal year. These meetings were held May 9, 2019, October 4, 2019, and February 27, 2020. This group reports that the meetings are important as it provides support to them with regards to case management and compliance.

**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 DARs for 2019 is at 77%.

**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 completed by the agency.

**Foster Care Review**—A 15% sample foster care review was completed January 27-30, 2020. This included 29 foster care files and six (6) Place of Safety files. There were 26 issues/concerns identified, however 10 issues were completed and 16 are outstanding as of March 31, 2020. 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 homes in CFSIS and their placements.

### **Supervisor Training**

As part of the MACY recommendations, the Northern Authority developed and implemented Supervisory Training in 2019/2020 for the northern agencies. CNCFCA's Supervisors, Coordinators, and Service Managers participated in Module 1, 2, and 3 training on May 7-8, 2019, October 1-3, 2019, and February 24-26, 2020 respectively. The QA Coordinator played an integral part in organizing the group to attend the training sessions. The remaining training sessions will be held starting in the fall of 2020.

### **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 2020/21 year. QA will play an integral part in the development of the curriculum and information developed for these modules based on the reviews completed over the years.

### **Interim Quality Assurance Technician**

An interim QA Technician was hired in late October 2019 to assist with QA duties. The position was filled by Margaret Whitehead.

Margaret Whitehead came from Cumberland House Cree Nation working in Social Services. Part of Margaret's QA duties included being responsible for collecting the Director Annual Reviews and assisting with the internal review of foster homes. Margaret has since transferred to the new Unit B Administrative Assistant position as of May 2020 and we wish her all the best in her new position.

### **Other**

In November 2019, the Southern Authority experienced a cyber attack which affected the Child and Family Service Application system (Intake Module and CFSIS). Our agency, as well as other agencies across Manitoba, cannot upload documents to CFSAS.

In March 2020, the agency had to change the way we operated due to COVID-19. This pandemic had a huge impact on the way service delivery was provided to the clients. The agency staff started working from home and relied on telephone, cell phones, texting, and video conferencing as a means for communicating with clients, colleagues, and collaterals. The agency ensured service delivery continued in a safe manner, protecting both the clients and the staff.

### **Training:**

- Supervisor Training—Modules 1, 2, 3 (Tricia)

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

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

My name is Lillian Monias and I am the CFSIS Specialist with Cree nation Child and Family Caring Agency. I started the position on December 9, 2019, which had been vacant since July 15, 2019. I have many years experience working with CFSIS and with creating employee files for our Agency.

When I started, our priority was to catch up on CFSIS entries and updating to meet deadlines. Unfortunately, the Province had several outages with CFSIS during that time and our agency still needed to follow through with requirements by March 31, 2020. We updated recordings, legal status, placements, and funding for all opened cases in CFSIS.

On November 21, 2019, the Southern First Nations Network of Care was a victim of a cyber attack which impacted CFSIS and all access was denied province-wide. In December 2019 access was granted to some areas of the program but we were still unable to upload any PDF files and photos. This is creating a backlog of information that must be uploaded, which can take weeks to months to complete, but only once the Province fixes the problem. As of March 31, 2020 the issue was still not resolved, which has an impact on our internal processes and compliance.

On March 23, 2020, due to COVID-19 and with changes in normal operations, the Agency had to close the doors to the public, close our training lab, and all travel was suspended until further notice. With that came the challenges of how workers would see their CICs and how they were able to update the face-to-face calendars without proper access.

Part of my role is to commit my time in helping workers understand CFSIS and how to complete tasks within the program. Although travel is not recommended, I am able to see and help staff by using computer software called TeamViewer. I complete R64 and R65 reports, which tell us what is needed CFSIS. R78 and R81 reports I am not yet familiar with but looking forward to learning. My task for the upcoming year is to help with closing of files and keeping CFSIS up to date.

*Report completed by: Lillian Monias, CFSIS Specialist*

	Case Synopsis	File Location	Persons in Case	Recordings	Legal	Placement	Last F2F	Funding
<b>As of March 31 2019 Compliance Based on 904 Cases</b>	84%	85%	90%	80%	96%	98%	CIC-68% Family – N/A	93%
<b>As of March 31, 2020 Compliance Based on 919 Cases</b>	87%	95%	86%	85%	97%	95%	CIC-63% Family-N/A	95%

## Training

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

TRAINING	DATE	LOCATION
Bill C-92	January 21, 2020	The Pas, MB
ASIST Training	April 3-4, 2019 April 11-12, 2019	Thompson, MB The Pas, MB
Foster Family Forum	September 25, 2019	Swan River, MB
In House—Family Assessment Mentorship	October 29-30, 2019	The Pas, MB
In House—Legal Training	August 1 -2, 2019	Swan River, MB
In House—Computer Training	December 12, 2019	The Pas, MB
Suicide Training	July 16-19, 2019	Winnipeg, MB
Exploited Youth	May 28-31, 2019	Brandon, MB
Family Enhancement Conference	July 3 & 4, 2019	Opaskwayak, MB
Annual Legal Training	July 30-31, 2019	Winnipeg, MB
CORE CORE CORE	April 3-5, 2019 May 2-3, 2019 June 5-7, 2019 September 25-27, 2019 October 21-23, 2019 November 18-19, 2019	Winnipeg, MB
SDM Training	November 4-6, 2019 November 26-28, 2019 February 3-5, 2020	The Pas, MB Winnipeg, MB The Pas, MB
Child and Family Services Information System (CFSIS) Training	May 27-30, 2019 June 17-20, 2019 July 9-12, 2019 August 13-16, 2019 August 20-23, 2019 January 14-17, 2020 January 28-31, 2020 February 11-14, 2020 February 25-28, 2020 March 3-6, 2020 March 3-6, 2020 January 21-24, 2020	Winnipeg, MB
Foster Care Training	August 7-9, 2019 January 7-9, 2020	The Pas, MB Thompson, MB Winnipeg, MB
Child Abuse Coordinators Conference	June 11-12, 2019	Winnipeg, MB

# FAMILY ENHANCEMENT REPORT

## Update

The Family Enhancement program continues to progress from when it began in 2013. 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 many have stated a positive experience with the program. The service users have appreciated include the programming/workshops, supports, and services they have received upon planning and signing their own service agreement and case plan.

When working on service agreements and case plans with FE families, our goal is to work with that family in setting obtainable, manageable, and culturally appropriate goals. We are not making the plan for them, we are providing guidance and supporting the family in accomplishing those goals with as little interruptions as possible with what resources we have in the community.

The period for the agreements is no more than 270 days. After the 270 days the Family Enhancement file is closed, or, if there are protection concerns, the file is transferred to the Agency's Protection Unit. There are still some families who are leery of the FE program given that it is still a program that is implemented through Child and Family Service Agencies. It takes time to build a relationship with the families, however it is very rewarding once the families begin to trust and see that the worker is there to give a helping hand.

## 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 when it comes to budgeting is the huge lack of funding from the Provincial Government.

This fiscal year the Agency gave specific instruction to all Provincial Family Enhancement Workers and their Supervisors that our funding was to be directed toward clientele

services and not programming/workshops. Many service users were referred to other agencies and/or organizations for specific programs/workshops in or around the community.

## COVID-19 Pandemic

With the recent worldwide pandemic, communities going into lockdown, and office closures to the public, families struggled with their mental health. It was all unknown territory but keeping in touch with the FE families reassured these families that as an essential organization, workers were going to continue providing services to the family as best we could with as much professionalism as possible.

With schools being shut down earlier and having the children at home, families needed that extra support to ensure the family's mental health was taken care of. Families were called weekly either by Facetime, Skype, social media, text messages, or by telephone to ensure families were doing well. Finding community resources to refer families in need was a challenge in the beginning but we were able to locate and assist in referring resources to FE families.

## Christmas Party

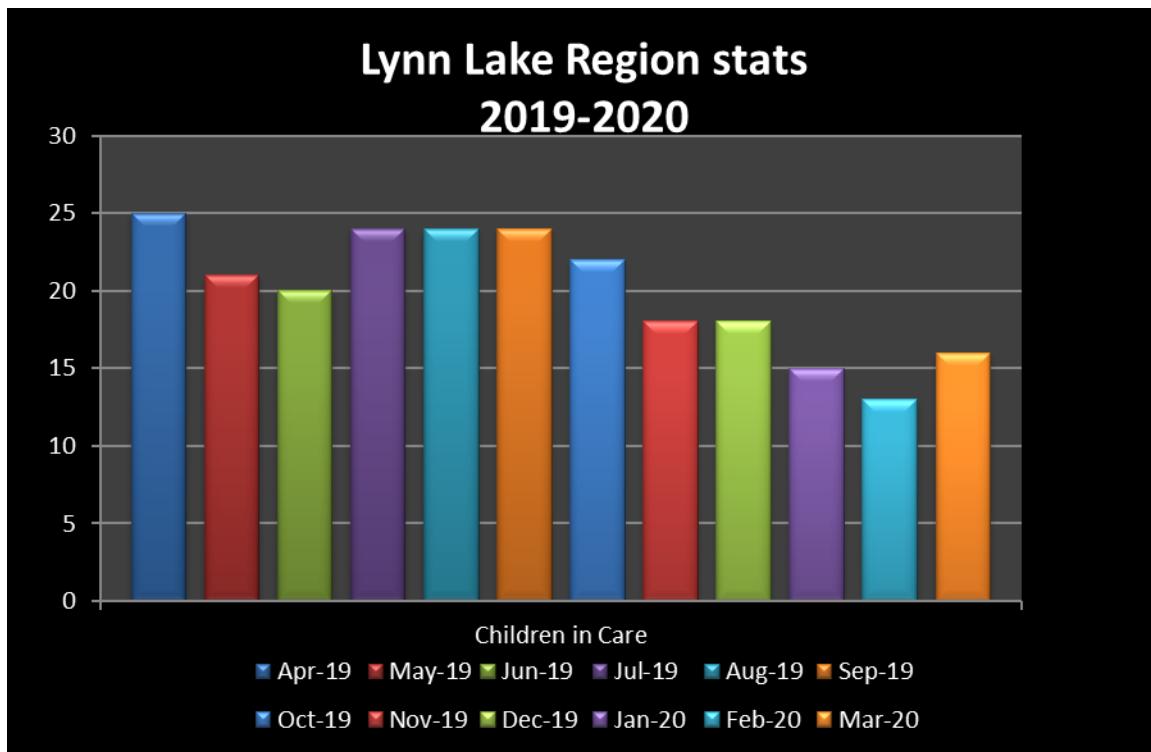
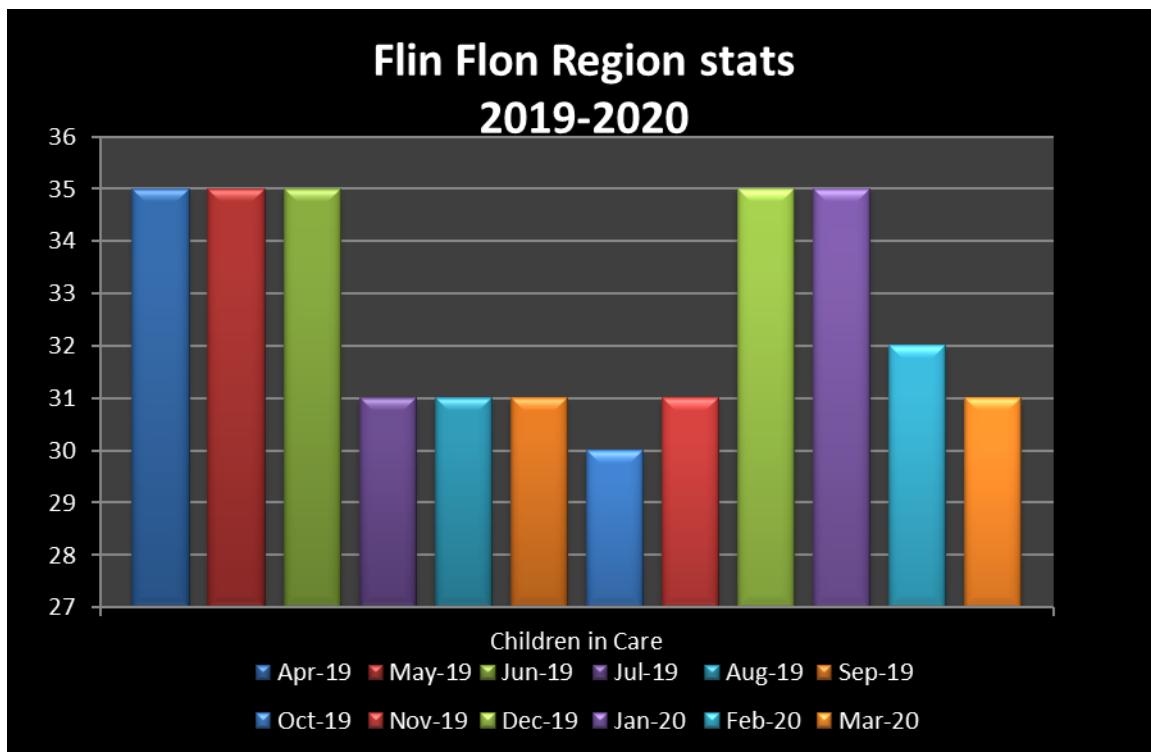
The Agency continues to host annual Christmas parties for their families and have been successful with the attendance. Family Enhancement families continue to attend these annual CNCFCA Christmas parties as it provides the opportunity for the Agency to continue building the relationships with their families.

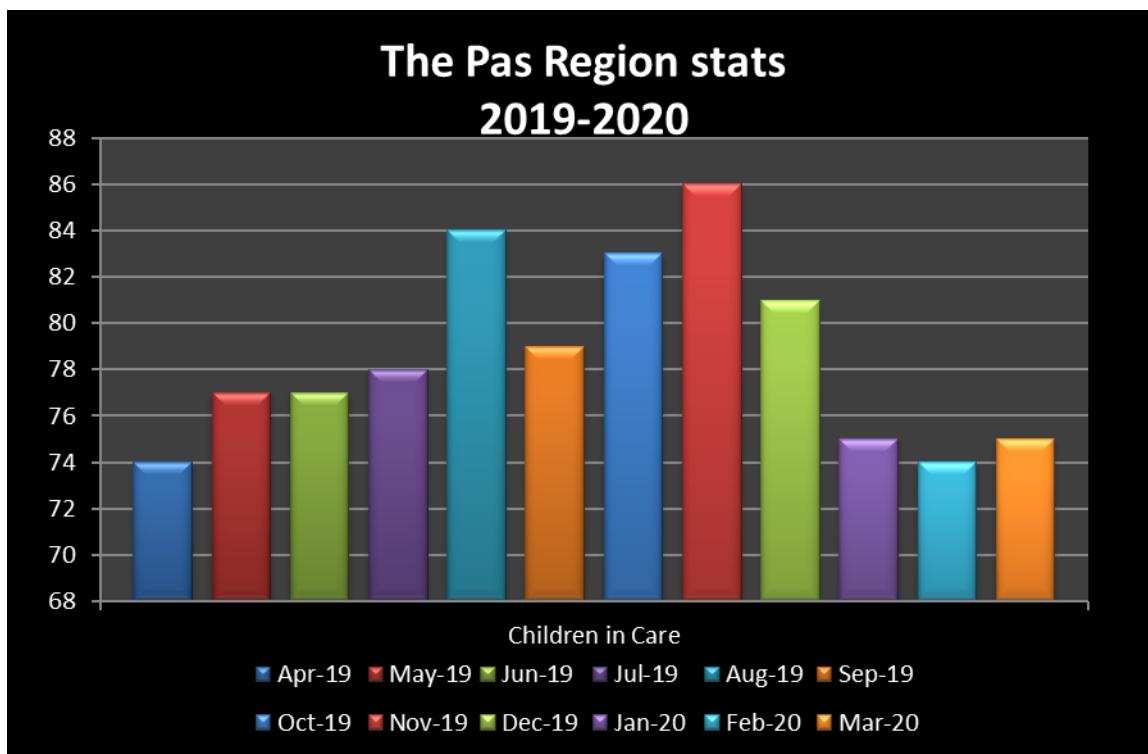
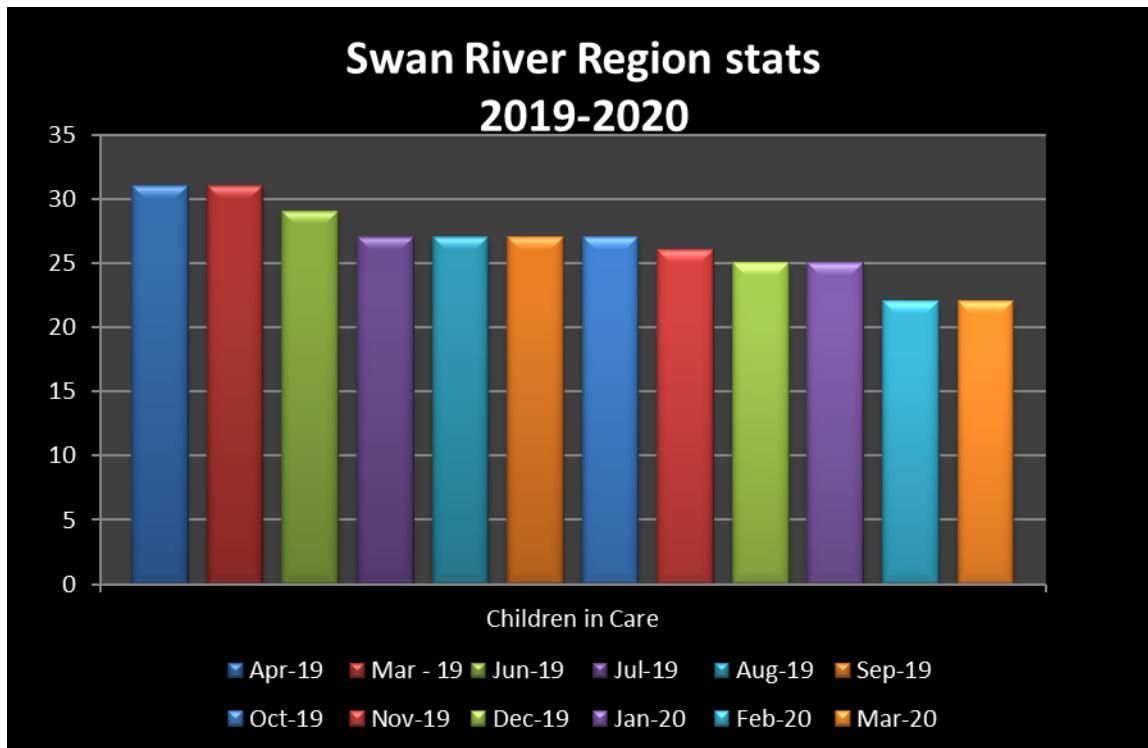
## Closing

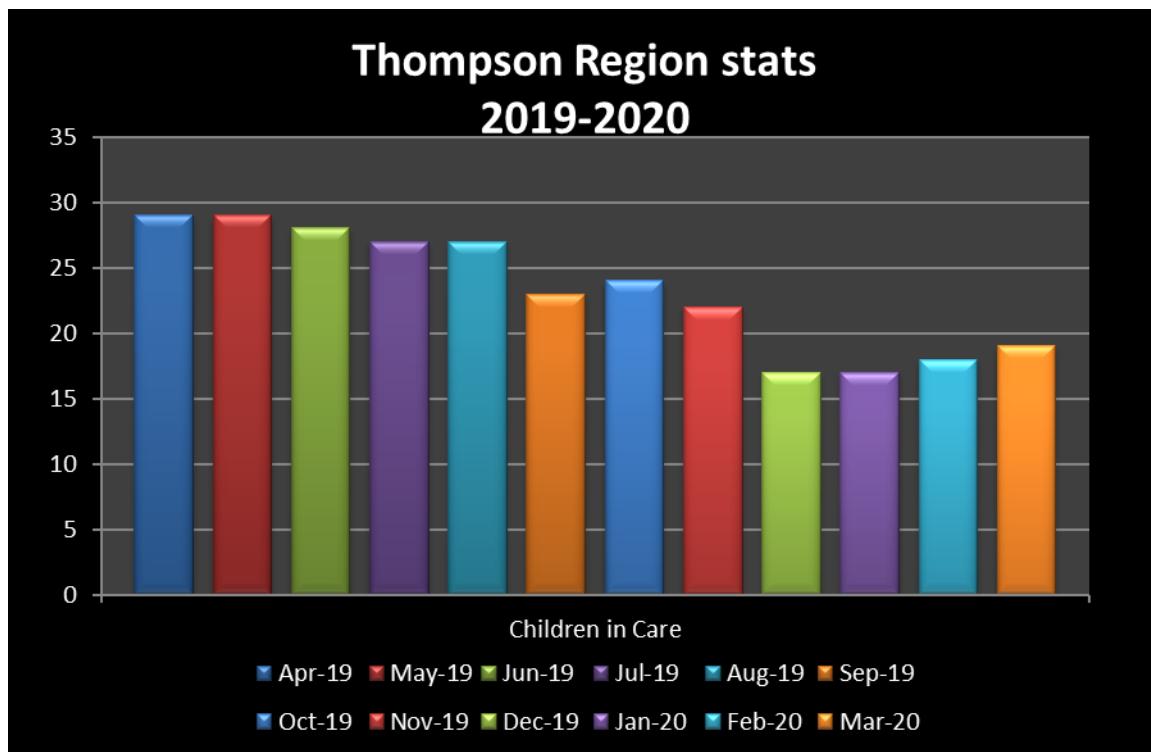
The Family Enhancement Program has truly kept many children out of care this year. The program has assisted many families and has given them a renewed sense of hope and purpose. The Family Enhancement program has worked with families in reaching their full parental potential. As a Family Enhancement Worker, I hope and pray that the provincial government, along with many others, continue to witness the positive changes that this program is making in so many families' lives.

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

## CHILDREN IN CARE STATISTICS FROM APRIL 1, 2019 – MARCH 31, 2020







## 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, Manitoba for a cohort program with the University College of the North and the University of Manitoba, which started in September 2016. 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 2020—2021

- Continue to promote our Agency to build positive, healthy relationships within the communities 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, continue working as a team, and develop good working relationships with other collaterals.

This concludes my report for the 2019-2020 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 updated computer service technology solutions to effectively serve the staff and management of Cree Nation Child & Family Caring Agency.

1. This is achieved by providing a consistently reliable and secure 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.
6. The department strives to improve staff communication with a plethora of technology platforms with a focus on Office 365 and Microsoft Teams.

## Current Staff

Dean Davidson—IT Manager  
Lee Mathews—Senior IT Technician  
Braden Ramstead—Junior IT Technician  
Marietta Janse Van Rensburg—Computer Service Trainer

## In House Service Training

The Agency's IT Department strives to keep up with changing technologies and then 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 2019-2020 has flowed towards online virtual due to the current global pandemic. There has also been an ongoing focus on Office 365 and Microsoft Teams training for communication and collaboration with agency staff.

## IT Achievements and Challenges

The CNCFCA IT Department has had many achievements in 2019-2020.

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. The move to all cloud-based storage has now been successfully achieved for agency offices with an ongoing effort to standardize the cloud-based service supplier by 2021.

## General Comments

CNCFCA IT Department looks forward to 2020-2021 and the opportunities to improve IT service to CNCFCA staff and management.

# Winnipeg

## Service

# Manager

Submitted by: Sherry Gott, MSW, RSW

## Acknowledgements

The Winnipeg sub-office acknowledges that we work in Treaty 1 territory, home of the Anishinaabe, Cree, Oji-Cree and homeland of the Metis nation.

We also acknowledge that our Brandon sub-office is located in Treaty 2 area, homeland of the Dakota and Ojibway nation.

The Winnipeg office would like to acknowledge Geraldine Shingoose, who retired in February 2020, for her years of service with the Agency.

We also want to thank the previous staff that have left the organization for their dedication and hard work in serving our families.

Most of all, we want to thank the children and families for giving us the privilege of providing services.

## Introduction

I am honored to share Cree Nation Child & Family Caring Agency Winnipeg Sub-office & Brandon Sub-Office activities in the annual report with the assembly. We continue to work with children, families and youth who seek services from our office. We acknowledge the children, youth and families as they allow us to walk with them in seeking services from the agency.

We are located at Unit 14-1313 Border St in Winnipeg, Manitoba, we have been at this location since 2010. The Brandon sub office is located at 4 -20 18<sup>th</sup> Street we have been at this location since August 2017.

In this report you will see the ongoing challenges experienced by families and staff to locate resources that will

support changes and growth for our families. We continue to be supported by all staff at CNCFCA to assist in providing quality services to children and their families. For that we thank the staff and management. We want to thank all our Service providers, foster parents, support workers, for supporting our children, youth and families.

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

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

## Staff Listing

Sherry Gott, MSW, RSW – Service Manager  
 Della George, BISW, Family Service Supervisor  
 Vaunda Pangman, BSW Children in Care Supervisor  
 Melissa Michel, BA, Resource & Brandon office Supervisor

### Administrative Unit

Renee Carpenter, Receptionist  
 Helen Boulanger, Legal Administrative Assistant  
 Audrey Contois, BSW, Child in Care Administrative Assistant  
 Bonnie Mayham, Family Service Administrative Assistant

### Family Service Unit

**Supervisor: Della George, BISW**  
 Amanda Boxshall, BSW, Family Service Worker  
 Amber Kardal, BSW, Family Service Worker  
 Helen Chornoboy, BSW, Family Service Worker  
 Tania Lerat, BA, Family Enhancement Worker

### Children in Care Unit

**Supervisor Vaunda Pangman, BSW**  
 Leeah Lavallee, Child in Care Worker  
 Afolabi Oyegbile, MSW Child in Care Worker  
 Charity Onofrychuk, BSW Child in Care Worker  
 Kemi Bombata, BSW, Child in Care Worker  
 Lilian Bagot, BSW, Child in care Worker  
 Nancy McRae, BSW, Child in Care Worker  
 Sharon Gagnon, BA, Child in Care Worker  
 Daniel Bitajabuka, BSW Child in Care Worker

## Resource Unit

**Supervisor: Melissa Michel, BA**

Evelyn Folster, Resource Worker

Shirley LaForte BSW, Resource Worker

Kelly Gossfeld, BSW, Resource Worker

Christine Chartrand, BSW (pending) Resource Worker

## Brandon Office:

**Supervisor: Melissa Michel, BA**

Loretta Sayese, Administrative Assistant

Vacant, Child in Care Worker

\*BSW—*Bachelor of Social Work*

\*BISW—*Bachelor of Indian Social Work*

\*BA—*Bachelor of Arts*

\*MSW—*Master's in Social Work*

\*RSW—*Registered Social Worker*

care for Cree Nation Child and Family Caring Agency's Permanent Ward Children that are placed in Winnipeg and the surrounding areas. The Child in care workers adhere to the Child and Family Services Act and regulations regarding children in care and ensures that provincial standards are met for all the children on their caseloads. Child in Care workers are responsible for arranging for placements, assessing the children, and developing case plans to meet the needs of the children. They are to monitor their cases, assess risk, provide ongoing care and follow up. The Child in Care workers are also responsible to document all contacts with the children, their care providers and as well as their collaterals. They are expected to ensure that this documentation is recorded on the Provincial CFSIS system. The CIC worker advises the foster parents that the children are to be seen by a doctor, dentist, and optometrist on an annual basis.

## Administrative Support Team

The Administrative Support Teams consists of 5 members, (4 Winnipeg office and 1 in Brandon). The Administrative Staff are a key component of our team; they are the staff that keeps the office in order. They provide support to the organization by working alongside the front-line staff; foster parents; support workers; service providers and most of all our children and families.

They provide support at all levels of services whether it be filing, legal support, liaison with legal counsel, maintaining child in care files, family files, CFSIS compliance, financial requests for children in care, support workers, provide updated case lists for front line staff and supervisors.

Thank you to all the Administrative team for providing supportive and courteous service to all our children, families, and staff.

The CIC Worker applies for an extension of care for those children that wish to remain in care so that they can continue to receive the supports they need to finish High-school or attend a Post-Secondary School. This year we saw celebrated two wards that graduated from high school. If a youth requires further support beyond the age of eighteen the worker arranges for an assessment through our collaterals to determine the needs of the youth. Depending on the needs of the youth an application is submitted to Community living to assist in further care of the youth.

The Winnipeg Sub Office Child in Care Department continues to receive internal and external transfers from within the Agency as well as from outside Agencies either by Section 42 or Section 49. The number of Children in Care changes all the time as some children are reunited with their family or they are granted custody through the Court System.

Staff have not taken any training in the last year other than one staff attending Section 92 Training.



## Children in Care Unit Team

**Vaunda Pangman, CIC Supervisor**

The Winnipeg Sub Office Child in Care unit is responsible for the supervision of all aspects of the day to day

### **Challenges in The Child in Care Unit:**

- Limited number of CIC workers in the CIC unit, ie 3 workers on leave
- CIC workers calling in sick several times in a month due to high stress and needs of cases
- Youth struggle with drug/alcohol addictions
- Youth high risk behaviors; sexual exploitation, non-compliance to case plan
- Lack of placements for children/high risk youth, culturally appropriate homes, kinship homes etc.
- Youth transferred to Winnipeg Sub office with limited information
- Lack of documentation
- Respite and Support Workers not getting paid in a timely manner

### **Some Suggestions provided by the CIC Unit:**

- Hire term workers immediately to prevent other workers from burning out covering their case load.
- Agency license their own Emergency Group Home in Winnipeg or outside area
- Agency license a reunification home so that parenting can be seen, and improvements can be given daily. Reunifications should be acknowledged and celebrated.
- Staff could benefit from documentation training.
- Staff could benefit from Time Management training
- Staff and children in care attend more cultural activities together. Ie. Weekly, monthly basis
- Self-care for staff once a month for debriefing of cases and how they are feeling about case load.

Cree Nation Children in Care have many supports to achieve a good education and build a successful life for themselves with the supports of their foster parents, their worker and other collaterals in the community. The CIC workers continue to strive to respect and follow CNCFCA Mission Statement to Contribute toward 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.

### **Family Service/Enhancement Team Della George, Family Service Supervisor**

The Family Service Unit and Family Enhancement unit consists three Family Service Workers, one Family Enhancement worker.

*Note that over the year changes were made; the Resource Unit became a unit in itself.*

### **Family Service Unit:**

- During this fiscal year there were 13 CIC's who became permanent wards which they were transferred to the CIC Unit for on-going case management and long - term permanency planning.
- According to our stats there were an increase in family service file transfers in January 2020, we received a total of 17 new files during January 2020 which resulted an increase in children coming into care.
- Due to COVID-19 since March to June 2020 our family service workers had to adjust to working with less staff in office and working out of home, it was quite challenging time both for staff and families/child in care they work with. Staff had to follow Health Directive Guidelines such as practicing safe distancing but also they found creative ways to continue working with families and children in care to ensure wellbeing checks and or face to face contact by utilizing different forms of social media.
- There is increase in offering our Services to Families under Family Support Service Agreement as our goal is to prevent children from coming into care and or family breakdown, such hiring Support worker workers to work one on one with families to offer In-Home and respite Support.

### **Family Enhancement Program:**

The Family Enhancement program continue to offer support services to families who are open to receiving voluntarily family services under Family Enhancement and Voluntary Family Services. Family Enhancement continues to offer on-going support services to families on short term bases 270 days including provisions and In-Home Respite Supports. Family Enhancement program continues to maintain a Food pantry in order provide emergency food and baby supplies/formula to FE clients who are experiencing financial hardship especially family who has been recently reunified with their children.

There was a workshop planned in March 2020 on “Drum Making Teachings” but workshop had to be cancelled to due COVID-19.



## Staff Development and Training

### Supervisor:

- May 7-9, 2019 Supervisor/Service Manager 1<sup>st</sup> CORE Training with the Northern Authority at Kikiwak Inn, OCN, MB
- July 3 & 4, 2019 the Northern Authority Annual FE Conference “To Zero Children in Care” at Kikiwak Inn, OCN, MB
- August 4 & 5, 2019- Guy Hill Retreat, The Pas, MB
- August 15-17, 2019 Working weekend at Pinawa, MB
- October 1-3, 2019 Supervisor/Service Manager 2<sup>nd</sup> CORE Training with the Northern Authority
- November 25-27, 2019 National CFS Conference “Bringing the Children Home” by First Nation Advocate
- January 22, 2020 Supervisor/Service Manager Training on Bill C-92 at Clarion Hotel, Winnipeg, MB
- February 24-26, 2020 Supervisor/Service Manager 3<sup>rd</sup> CORE Training with the Northern Authority

### Family Service Workers:

- April 18, 2019 1 family service worker attended Gangs & Drug Awareness workshop with WPS
- April 24, 2019 All worker attended at our Wpg Office Allan Sutherland presentation on “Seven Sacred Teachings”
- April 24 & 25, 2019 1 family service worker attended “ASSIST Training” offered by Northern Authority
- October 17 & 18, 2019 1 family service worker attended “Vicarious Trauma” workshop offered by Northern Authority
- June 17-20, 2019 1 worker attended a 3 days CFSIS Case Management Training
- July 24, 2019 2 workers attended Special Needs Training
- August 15-17, 2019 4 workers attended Working weekend at Pinawa, MB
- October 17 & 18, 2019 1 worker attended “Vicarious Trauma” offered by Northern Authority
- October 21-24, 2019 1 worker attended “Butterfly Lodge Training” offered by New Directions
- November 26-28, 2019 2 workers attended SDM Training offered by our DIA-Bart Constant in Winnipeg, MB

### Family Enhancement Worker:

- April 18, 2019 worker attended Gangs & Drug Awareness workshop offered by Northern Authority
- April 24& 25,2019 Worker attended “Mediation

Skills for leaders” offered by Mediation Services in Winnipeg, MB

- On April 29-30, 2019 attended CORE Module 8: Interviewing for child Maltreatment in Family-Centered Welfare Services” offered by the Province
- Worker attended “Vicarious Trauma” training offered by Northern Authority
- September 4-6,2019 worker attended “Victim offender Mediation” offer by Mediation Service in Winnipeg, MB
- October 17& 18,2019 worker attended “Vicarious Trauma” offered by Northern Authority
- October 21-24, 2019 worker attended “Butterfly Lodge Training” offer by New Directions.



## Winnipeg & Brandon Office

### Melissa Michel, Resource Unit Supervisor

Our resource team expanded this year. We have 4 staff and myself as the Resource Supervisor. This year we hired three excellent resource workers, Shirley LaForte, Kelly Gossfeld, and Christine Chartrand (formerly FS worker). They all bring unique talents and gifts to the team. Each resource worker carries a caseload of 30 homes per listing. The Support Worker Coordinator, Evelyn Folster, has over 200 active support and respite workers.

The team was well on their way to planning the 2019-2020 Foster Parent Annual conference which was scheduled for March 2020. It was cancelled due to COVID-19 Pandemic.

Presentations were scheduled with all foster parents due to new Cannabis Laws and changes to Respite. In October 2019, the team offered an information session on the changes to respite. Evelyn Folster offered five presentations for support workers over the year both in Winnipeg and Brandon with a total of 21 participants.

## Professional Development and Training

Melissa Michel, Supervisor:

- Resource Training—June 2019
- Guy Hill Residential School Gathering—August 2019
- How to Successfully Make the Transition to Supervisor—September 9, 2019
- SDM Training—November 26-28, 2019
- Northern Authority Supervisor Training Module 1, 2, & 3—Various dates

Vaunda Pangman – Former Resource Worker

- Managing Conflict in the Workplace – October 7 & 8, 2019

Shirley LaForte – Resource Worker

- 3-Day Foster Care Management CFSIS Training – August 7-9, 2019
- FACTs – August 27-30, 2019
- SDM Training – November 26-28, 2019

Evelyn Folster – Resource Worker (Support Worker Co-ordinator)

- Resource Training – June 2019

Kelly Gossfeld – Resource Worker

- FACTs- March 10-12, 2020
- 3-Day Foster Care Management (CFSIS) Training – TBD (On-Hold due to COVID-19)

Christine Chartrand – Resource Worker (former Family Services Worker)

- Indigenous Healing Practices – University of Manitoba Faculty of Native Studies 2019
- Indigenous Games – University of Manitoba Faculty of Native Studies 2019
- 3-Day Foster Care Management (CFSIS) Training – TBD (On-Hold due to COVID-19)

## **Recruitment for Foster Parents and Support Workers**

- University of Manitoba Job Information Session Booth – February 2020
- Indigenous Languages of Manitoba Booth – February 2020
- Vision Quest Conference Booth – May 2019

## **Brandon Office**

Julie Fenner – CIC Worker (has since returned to Regional office)

Loretta Sayese – Administrative Assistant

Currently there are of 19 CIC files and 16 family files. We have nine licensed Foster Homes and Places of Safety in Brandon and the surrounding areas. We are always in recruitment mode and have posted signage throughout the city, including the Brandon University and the local Friendship Centre. CIC Christmas party was held at the Canad Inns on December 9, 2019. Santa was present and Christmas gifts were given to all the children in care. Foster parents that attended also received gift cards to various vendors.

We continue to strive to provide exceptional services to our children and families.

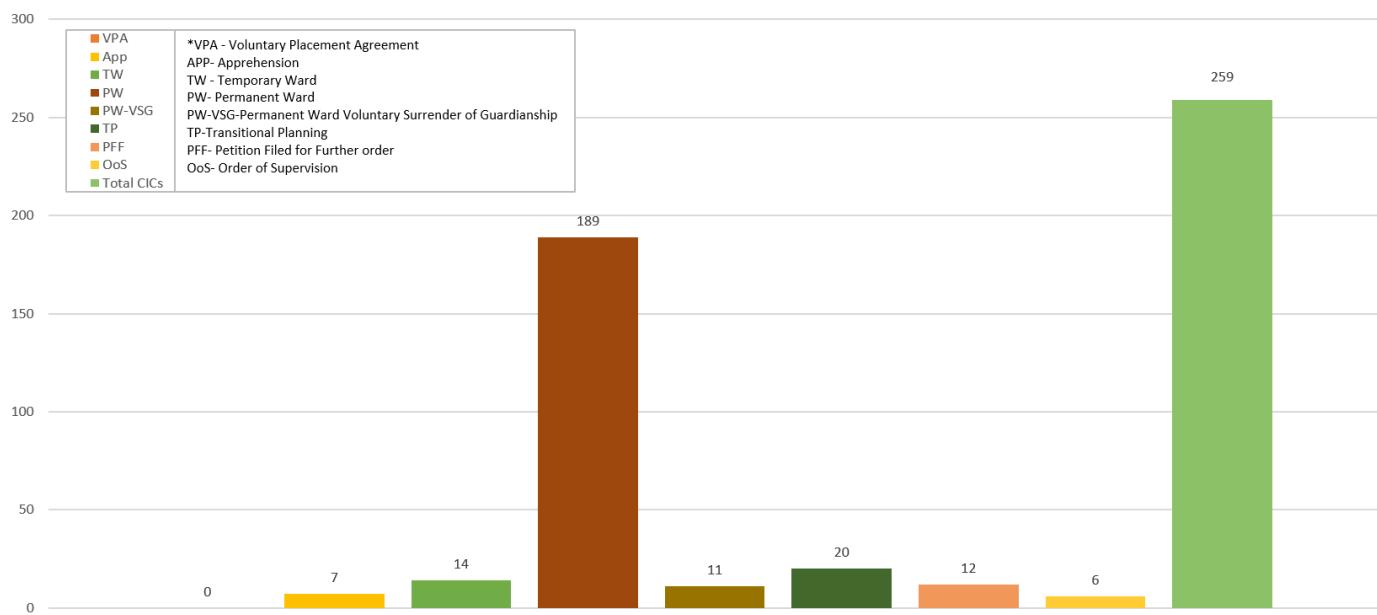
## **Professional Development & Training**

Julie Fenner

- Tactical Training with Winnipeg Police Service – June 2019
- SDM Training – February 2020



2019-2020  
Children in Care  
Winnipeg/Brandon Office



## Goals & Objectives 2020-2021

- Ongoing CFSIS compliance and training to become proficient in utilizing CFSIS
- Familiarize staff with Bill C 92
- Support kinship placements by using extended family placements
- Apply mission statement and values in meeting cultural needs of children and families
- Introduce Cree Cultural programming to staff, children, and families
- Strive to continue developing relationships with internal and external organizations to assist in meeting the needs of children and families we serve
- Develop a culture of practice that enhances the daily work of the staff in the Winnipeg and Brandon offices
- Work on developing a strategy to complete Director Annual Reviews to meet compliance
- Develop a strategy for foster file and family file reviews on an annual basis with the assistance of Quality Assurance Coordinator for both the Winnipeg office and Brandon office
- Planning for annual CIC picnic in 2021
- Planning for annual CIC Christmas party to be held in December 2020
- Staff to participate in strengths-based training approaches in working with families
- Ongoing mentoring of staff with CFS practice
- Recruit and retain staff both in Winnipeg and Brandon office
- Self-care for staff



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