

SWAMPY CREE TRIBAL COUNCIL
43RD ANNUAL GENERAL ASSEMBLY



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

Annual Report: April 1, 2020 to March 31, 2021

JULY 28 & 29, 2021

SAPOTAWEYAK CREE NATION

Honouring Our Children

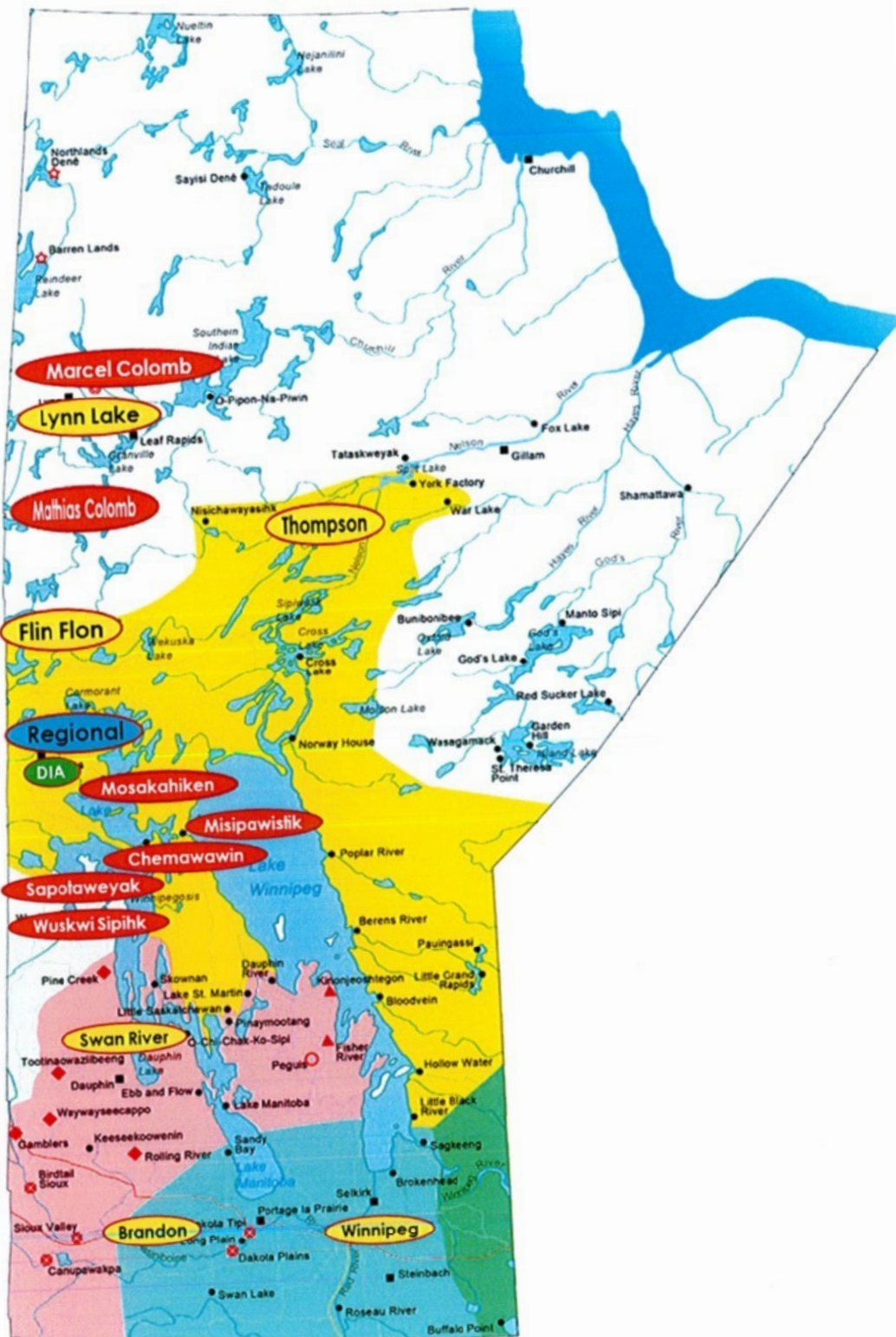


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MISSION STATEMENT

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

304—10th Street, Brandon, Manitoba
 Phone Number: (204) 727-1900
 Fax: (204) 726-3301

WUSKWI SIPIHK 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) 356-8701
 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
 Vanessa Custer, Filing Clerk
 Garret Olson, 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
 Shawna Flett, Human Resources Generalist
 Derek Dick, ACFSD, CAPA, BSW, Training Coordinator
 Bonita Stevens, BSW, Service Manager Unit B
 Brooke Head, Provincial Administrative Assistant
 Julia Lathlin, Unit B Supervisor
 Cathy Sinclair, BA, CIC Worker
 Rhonda Norman, CFS Worker
 Julie Fenner, ACFSD, CIC Worker
 Angela Young, ACFSD, CIC Worker
 Meagan Bushko, BSW, RSW, Resource Coordinator
 Doug McIvor, BSW, Resource Worker
 Corey Constant, Resource Administrative Assistant, Term
 Rosie McGillivray, ACFSD, Resource Worker
 Bev Clearsky, BSW, Age of Majority Worker
 Tricia Dick, BSW, Quality Assurance Coordinator
 Lillian Monias, CFSIS Specialist
 Alvin Merasty, Family Enhancement Worker
 Bobbi-Faye Sinclair, BA, Family Enhancement Manager
 Cynthia Constant, FE Administrative Assistant
 Margaret Cook, CISW, BISW, Service Manager Unit A
 Nakeisha Muskego, Federal Administrative Assistant
 Rochelle Campbell, Legal Administrative Assistant
 Mackenzie Thomas, BSW, Adoption/Repatriation Coordinator
 Veronica Thomas, MCCN Resource Worker
 Sherri Constant, MCCN Admin/Case Aide
 Audrey Constant, MCCN Out of Community Worker
 Jay Constant, MCCN Out of Community Worker
 April Kematch, MCCN CIC Worker
 Greg Cook, MCCN CFSIS File Closure Worker, Term

FINANCE OFFICE

Zhen Wu, CPA, CGA, Director of Finance & Operations
 Monica Head-Stevenson, Finance Assistant
 Beatrice Lathlin, Accounting Supervisor
 Shawna Stevenson, Payroll Technician
 Emma MacDonald, Foster Maintenance Technician
 Tina Lathlin, Support Worker Technician

Courtney Harris, Accounting Technician
 Tiffany Kostyk, Accounting Technician
 Tyler Tobacco, Accounting Technician
 Angie Bignell, Accounting Technician
 Candace Tobacco, Accounting Technician
 Vacant, Accounting Technician—Travel
 Chantal McKenzie, CSA Worker
 Giselle Moore, Special Needs Technician
 Kanes Thompson, Finance Administrative Assistant
 Rhonda Constant, Stats Supervisor
 Cynthia Mink, Family Stats Clerk
 Darlene Smith, Federal Stats Clerk

DESIGNATED INTAKE AGENCY / CHILD PROTECTION UNIT OFFICE

Michelle Guimont, CISW, DIA Service Manager
 Angie Lathlin, Paralegal, ACFSD, Intake/DIA Paralegal
 Sonya Hengemuehl, Intake Supervisor
 Whitney Kadachuk, Intake Worker
 Stacey Banhegy, Intake Worker
 Randi Dick, Intake Worker
 Shyla Kematch, Intake/Data Entry/File Clerk
 Vacant, After Hrs. Data Input/Foster Care Worker
 Linda Kryschuk, Intake/DIA Administrative Assistant
 Sharon Stevens, Child Protection Coordinator
 Gurpreet Khosa, Child Protection Investigator
 Matt Pecar, Child Protection Investigator
 Samantha Kostyk, CPU Administrative Assistant
 Jade Richards, On Call Worker

WINNIPEG SUB-OFFICE

Sherry Gott, MSW, RSW, Service Manager
 Crystal Hunter, Receptionist
 Doreen Enekwinnare, Casual Receptionist
 Helen Boulanger, Legal/Administrative Assistant
 Bonnie Mayham, FS Administrative Assistant
 Vacant, CIC Administrative Assistant
 Vaunda Pangman, BSW, CIC Supervisor
 Charity Onofrychuk, BA, BSW, CIC Worker
 Vacant, CIC Worker
 Leeah Lavallee, CIC Worker
 Lilian Bagot, BSW, CIC Worker
 Bisala Idrissa, 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
 Emmanuel Ayeni, CIC Worker, Term
 Della George, BSW, Family Service Supervisor
 Evelyn Folster, Resource Worker
 Shirley LaForte, Resource Worker
 Kelly Gossfeld, Resource Worker
 Christine Chartrand, Resource Worker

WINNIPEG SUB-OFFICE (continued)

Amanda Boxshall, BSW, Family Service Worker
 Vacant, CFS Worker
 Helen Chornoby, BSW, Family Service Worker
 Amber Kardal, BSW, Family Service Worker
 Tania Lerat, BA, Family Enhancement Worker
 Melissa Michel, Resource Worker

BRANDON OFFICE

Melissa Michel, BA, Unit Supervisor
 Megan McKay, CFS Worker
 Loretta Sayese, Administrative Assistant

MOSAKAHIKEN LOCAL OFFICE

Karen Bland, BSW, Unit Supervisor
 Sylvia Grey, BSW, Family Enhancement Worker
 Vinetta Umpherville, Family Enhancement Worker
 Angel Sinclair, CFS Worker, Term
 June Bradburn, CIC Worker
 Melissa Sanderson, Administrative Assistant
 Marie Martin, Administrative Assistant, Casual

CHEMAWAWIN LOCAL OFFICE

Abby Klyne, Unit Supervisor
 Laura Kakegamic, CIC Worker
 Tracey Chartier, Family Service Worker
 Jeff Thomas, Family Enhancement Worker
 Jessica Patchinose, Family Enhancement Worker
 Nancy Arrow, Resource Worker
 Bernice Captain, Intake Worker
 Tiffany Thomas, Administrative Assistant

MISIPAWISTIK LOCAL OFFICE

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
 Lois Sinclair, Intake Worker
 Jacquie Fourre, Administrative Assistant

WUSKWI SIPIHK LOCAL OFFICE

Daisy Chartrand, Unit Supervisor
 Vacant, Family Enhancement Worker
 Louise Lamb, CIC Worker
 Margaret Kleber, CFS Worker, Term
 Brenda Hather, Resource Worker
 Pascal Lacasse, Administrative Assistant

SAPOTAWEYAK LOCAL OFFICE

Karen Bland, Supervisor
 Vacant, Family Enhancement Worker
 Stephanie Copapay, CFS Worker
 Elizabeth Ballantyne, Administrative Assistant

MATHIAS COLOMB LOCAL OFFICE

Jeanne Ross, BSW, Service Manager
 Veronica Thomas, Interim Direct Service Coordinator
 Vacant, CIC Supervisor
 Rosalie Colomb, CIC Worker
 Vacant, Intake Worker
 Farron Dumas, Family Enhancement Worker
 Rosalyn Bighetty, Family Enhancement Worker
 Vacant, Family Enhancement Worker
 Valerie Whyte, Resource Worker
 Kai Colomb, Casual Receptionist

SWAN RIVER OFFICE

Lori Sawchuk, MSW, Unit Supervisor
 Nora Stevens, CISW, CIC Worker
 Jenna Koutecky, BHEC, FSS, CIC Worker
 Bryon Fried, 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

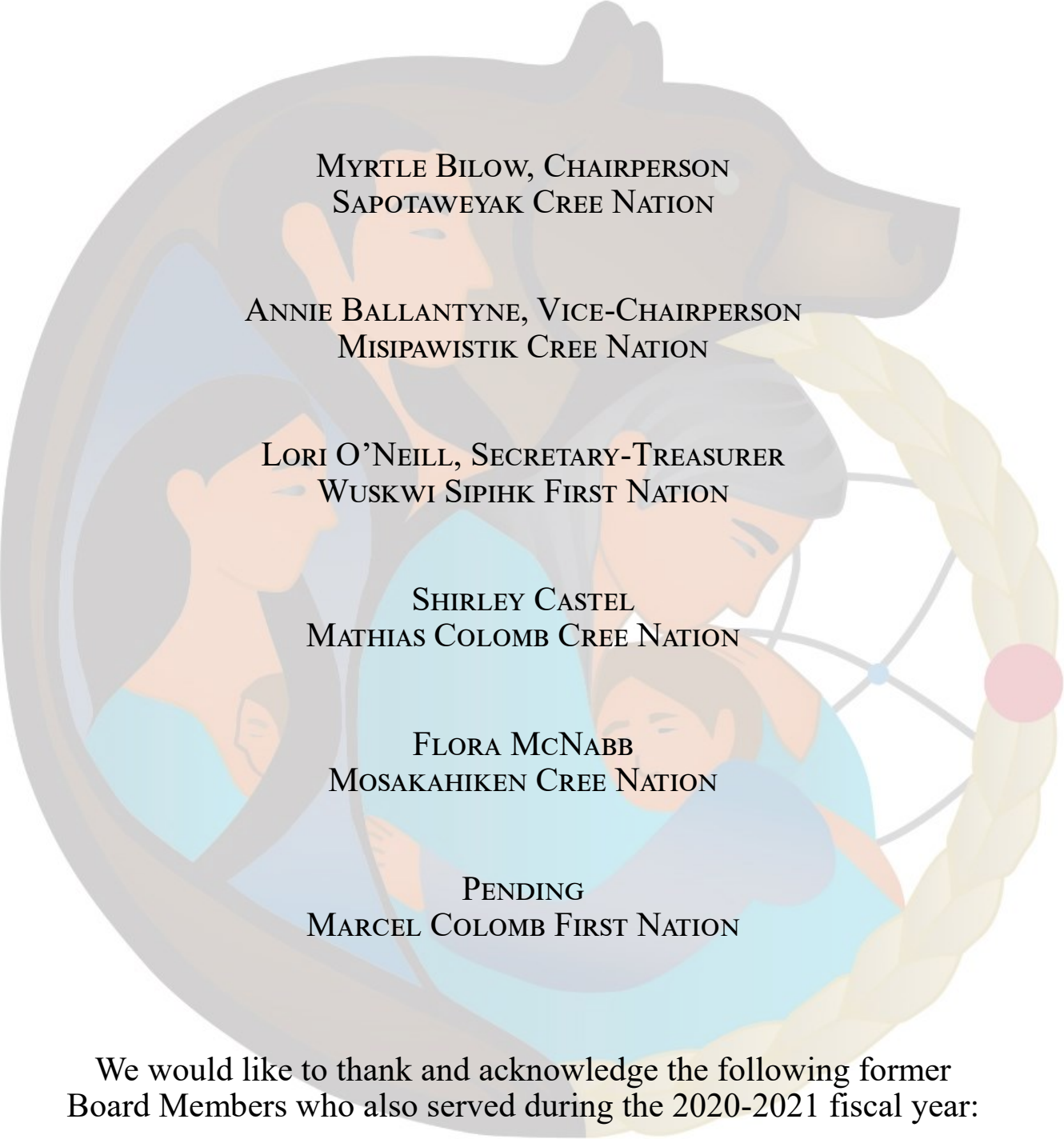
LYNN LAKE OFFICE

Jenine Cook, BSW, Unit Supervisor
 Ashley Moreau, Intake/CIC Worker
 Priscilla Markwart, CFS Worker
 Josiah Phillips, Administrative Assistant

THOMPSON OFFICE

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

BOARD OF DIRECTORS



MYRTLE BILOW, CHAIRPERSON
SAPOTAWEYAK CREE NATION

ANNIE BALLANTYNE, VICE-CHAIRPERSON
MISIPAWISTIK CREE NATION

LORI O'NEILL, SECRETARY-TREASURER
WUSKWI SIPIHK FIRST NATION

SHIRLEY CASTEL
MATHIAS COLOMB CREE NATION

FLORA McNABB
MOSAKAHIKEN CREE NATION

PENDING
MARCEL COLOMB FIRST NATION

We would like to thank and acknowledge the following former Board Members who also served during the 2020-2021 fiscal year:

JACOB NASEKAPOW, MOSAKAHIKEN CREE NATION

HEIDI COOK, MISIPAWISTIK CREE NATION

MARY LOU LEASK, SAPOTAWEYAK CREE NATION

Executive Director

Submitted by: Fran Sinclair-Dick, CISW, BISW

Tansi,

On behalf of Cree Nation Child and Family Caring Agency I am extending greetings to all SCTC leadership, community members, and staff.

I am pleased to submit the 2020-2021 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.

The Agency developed a Pandemic Policy and held weekly COVID-19 meetings with a team of staff members that ensured our employees were following provincial guidelines as well as our respective SCTC First Nations pandemic policies. We faced some difficulties during restrictions and lockdown of communities, however we continued to provide services with staff working from home and having access to our work with agency equipment. We commend our Information Technology team for their expertise in completing this task.

Throughout the year, CNCFCA received and continues to receive circulars from Manitoba Families that pertain to children and families during COVID-19 such as: Supports for youth exiting care to ensure continued care and maintenance are offered to all youth reaching age of majority, including when a young adult turns 21; this temporary measure is in effect up to September 23, 2021. CFS General Practice, whereby all mandated child protection services will continue with all after-hours work and ongoing case management with the use of personal protective

equipment (PPE) and screening questions. Family virtual visits were conducted to maintain contact with parents and siblings.

CNCFCA continues to promote prevention and intervention in keeping with the vision and mission statement to keep children in their communities. I am pleased to report we have another Emergency Placement Resource (EPR) home at Wuskwi Sipihk First Nation. Thank you to Chief Zastre and his Council in providing a mobile home for children and youth who are in need of emergency, short-term, and long-term placement. Chemawawin Cree Nation has also provided a new house for children and youth of their community and we hope to utilize it in the near future.

Our local CFS office at Mathias Colomb Cree Nation will relocate and move adjacent to the band office, with a move-in date at the end of July 2021. The Family Enhancement Unit will have their offices located at the Youth Centre and will be fully operational by August 2021. I would like to acknowledge Chief Bighetty and Councilors for their support throughout this process.

Children in care stats are at 707 as of March 31, 2021 with provincial at 494 and federal at 213.

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

- Myrtle Bilow, Chairperson, Sapotaweyak Cree Nation
- Annie Ballantyne, Vice-Chairperson, Misipawistik Cree Nation
- Lori O'Neill, Secretary-Treasurer, Wuskwi Sipihk First Nation
- Shirley Castel, Board Member, Mathias Colomb Cree Nation
- Flora McNabb, Board Member, Mosakahiken Cree Nation
- Vacant – Marcel Colomb First Nation

I would also like to acknowledge our former board members: Jacob Nasekapow, Heidi Cook, and Mary Lou Leask. We thank them for their dedication and years of service as board members of CNCFCA.

MANAGEMENT TEAM FOR CNCFCA

- Zhen Wu, CGA, CPA
Director of Finance and Operations
- Margaret Cook, CISW, BISW
Unit A Service Manager (on-reserve offices)
- Bonita Stevens, ACFSD, BSW
Unit B Service Manager (off-reserve offices)
- Jeanne Ross, BSW
MCCN Service Manager
- Sherry Gott, MSW, RSW
Winnipeg Service Manager
- Michelle Guimont, CISW
DIA/CPU Service Manager
- Laurie Ducharme
Human Resources Manager
- Dean Davidson
Information Technology Manager
- Bobbi-Faye Sinclair, BA
Family Enhancement Service Manager

TRAINING

BSW Co-hort students commenced their virtual classes in January 2021 and will start their first practicum in September 2021 to March 2022. They will resume classes in April 2022.

A new Training Coordinator position was approved and commenced in October 2020. This is geared towards our internal employees to receive ongoing training sessions for new and current staff. Training modules include orientation to child welfare, case documentation, intake & child protection, and the sessions are held virtually.

INITIATIVES

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

Bill C 92 – Misipawistik Cree Nation has provided their Notice of Intent to exercise its legislative authority.

Local CFS Offices – We continue to collaborate with SCTC communities to accommodate more staffing at the local level, to include intake workers, and Family Enhancement programs to have their own buildings. Misipawistik Family Enhancement unit are interested in having their own building as the current office cannot

accommodate the additional positions. CNCFCA will follow workplace health and safety guidelines with respect to social distancing.

GENERAL COMMENTS

It has been a challenging year due to the pandemic. I commend our employees for their dedication at ensuring services continued without disruption.

OBJECTIVES FOR 2021—2022

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 make improvements in all areas within the agency.

This will conclude my report for the 2020-2021 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. However, when COVID-19 hit our communities, it became a struggle for new recruitment.

The recruitment strategy focused on utilizing social media and creating a Facebook page. Resource previously attended community functions with promotional items, incentives and information for recruitment and networking purposes. Community-based strategies include newspaper advertisements and posters. Physical presence at local community trade and leisure shows were no longer available. 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 is currently one licensed Emergency Placement Resource in our community, Misipawistik Cree Nation. Development progress has been successful for the two units located in Chemawawin and Wuskwi Sipihk. Both structures have been inspected and are ready to be in active use.

What the Agency needs to develop are more independent living placements for transitioning children in care and specialized foster resources. Current foster parents are hesitant in being licensed as emergency placements due to several factors. These factors include the following:

- Emergency placement homes are not equipped with supportive services, meaning that there are no provisions for respite or babysitting. This can make it difficult when the foster parent has to attend training.

sions for respite or babysitting. This can make it difficult when the foster parent has to attend training.

- There are no options in regards to age, gender, or behaviors of the children placed in the home.
- Another aspect that can be intimidating is the fact that their home will be open to the usage of other agencies.

These 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.

Winnipeg Resource

Due to COVID-19, there was no Foster Parent Conference planned for 2021, however there is much anticipation for a group gathering in the future.

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 2021.

Rosie McGillivray: The Pas & Area and Mosakahiken Foster Homes:

Licensed	29
Unlicensed	1
POS	0
Total	31

Doug McIvor: Flin Flon & Area Foster Homes:

Licensed	27
Unlicensed	2
POS	2
Total	33

Veronica Thomas/Valerie Whyte: MCCN Foster Homes:

Licensed	8
Unlicensed	3
POS	3
Total	14

Robin Ballantyne: Misipawistik Foster Homes:

Licensed	6
Unlicensed	10
POS	6
Total	22

Nancy Arrow: Chemawawin Foster Homes:

Licensed	14
Unlicensed	8
POS	0
Total	22

Brenda Hather:Wuskwi Sipihk & Area Foster Homes:

Licensed	9
Unlicensed	11
POS	1
Total	21

Bryon Fried, Swan River & Area Foster Homes:

Licensed	18
Unlicensed	1
POS	11
Total	30

Leon Frost: Thompson & Area Foster Homes:

Licensed	0
Unlicensed	13
POS	3
Total	16

Christine Chartrand: Winnipeg & surrounding areas Foster Homes:

Licensed	14
Unlicensed	11
POS	6
Total	31

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

Licensed	15
Unlicensed	9
POS	12
Total	33

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

Licensed	13
Unlicensed	10
POS	7
Total	30

Total Agency Homes: 205
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 46 applicants that are in the process of licensing in various regions. They currently have a place of safety status, with plans to move forward with the Foster License application.

Misipawistik/Chemawawin/Wuskwi Sipihk Homes:

Cree Nation Child and Family Caring Agency is currently utilizing a 6-bedroom home in Misipawistik and two 4-bedroom homes in Chemawawin and Wuskwi Sipihk. In collaboration with the Chief and Council of these communities, these homes are for the purpose of keeping their children in the community. This provides 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. Each home is licensed to a house parent who provides care. The resource department aims to have more community-based homes established in the communities that we serve 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.

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**Bryon Fried/Swan River Support Workers:**

Surrounding areas	50
Respite	45
TOTAL	50

Robin Ballantyne/Misipawistik Support Workers:

Surrounding areas	63
Respite	62
TOTAL	63

STATS FOR Valerie Whyte/Mathias Colomb Cree Nation Support Workers:

Mathias Colomb Cree Nation	8
Respite	2
TOTAL	8

Leon Frost/THOMPSON Support Workers:

Surrounding areas	26
Respite	26
ON HOLD	1
TOTAL	26

Rosie McGillivray/The Pas & Moose Lake Support Workers:

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

Doug McIvor/Flin Flon Support Workers:

Surrounding areas	56
ON HOLD	0
Respite	50
TOTAL	56

Evelyn Folster/Winnipeg Support Workers:

Winnipeg	170
Respite	122
TOTAL	170

Total Support/Respite Workers 451**Staff Training**

Due to COVID-19 no staff training occurred. The Resource Coordinator was seconded to another unit for a period of five months from August 2020 to February 2021.

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 HR department oversees employee attendance, recruitment and selection, assisting in performance management, training and development, group benefits, group pension, workers compensation, and employee compensation.

Due to COVID-19 this year has been especially difficult for our agency. The HR department worked closely with the management team in implementing a Pandemic Policy to ensure that the agency followed the Provincial guidelines. In addition to mandatory mask use, daily self-assessments, social distancing, and temperature checks, the agency adopted a combination of skeleton crews and working from home.

Staff Listing

Laurie Ducharme, Human Resources Manager
Shawna Flett, Human Resource Generalist
Derek Dick, CAPA, ACFS, BSW, Training Coordinator
Wendy Chief, Human Resource Assistant

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. CNCFCA will ensure ongoing

training and development 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.

CNCFCA currently has 13 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 as employees will earn their Bachelor of Social Work Degree and the agency will have a highly qualified and skilled workforce. This will ensure that the agency is 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.

CNCFCA currently advertises vacant positions through:

- Local newspapers, local radio, community bulletin boards, band offices, local stores and businesses
- Amik website
- Internal advertisement via email
- University of Manitoba (Thompson and The Pas)
- Service Canada Job Bank/local Service Canada office
- Employment and Training within local communities
- Agency website

Recruitment challenges:

COVID-19 has contributed to the current challenges in the recruitment process. The ongoing restrictions have made it more difficult to post job ads, as many businesses were closed. This impacted our ability to post ads within the federal communities. The pandemic also affected the way that the agency conducted the interview process due to the social distancing requirements. All interviews were conducted via teleconference.

Applicants who decline positions for various reasons after the entire interview process was another challenge. This process includes posting a job ad, conducting an interview, issuing a pre-employment letter, completing the prior contact, child abuse and declaration/police checks and reference checks. It can be a very time-consuming process. In the 2020-2021 fiscal year a total of 10 positions from various offices were declined in this manner.

Prior contact, child abuse, declaration forms/police checks are a condition of employment with the agency. In the 2020-2021 fiscal year a total of 5 positions from various offices were denied as the checks did not meet the agency requirements.

Other challenges in the recruitment process are:

- Lack of resumes
- Lack of qualified candidates for certain positions
- Shortage of housing in the communities
- Unavailability of office space
- Inability to compete with other agencies with regards to compensation

Turnover/Vacancies

With the recent hire of the Training Coordinator position, CNCFCA is confident in ensuring that all new and exist-

ing staff are appropriately orientated and receive an opportunity improve their skills.

CNCFCA aims to retain employees through continual training, encouraging educational opportunities, internal recruitment, strong orientation and having an objective policy and recognition of years of service.

However, the realities of external competing job opportunities with higher compensation packages, relocation of employees, internal conflicts and lack of motivation may cause employee turnover.

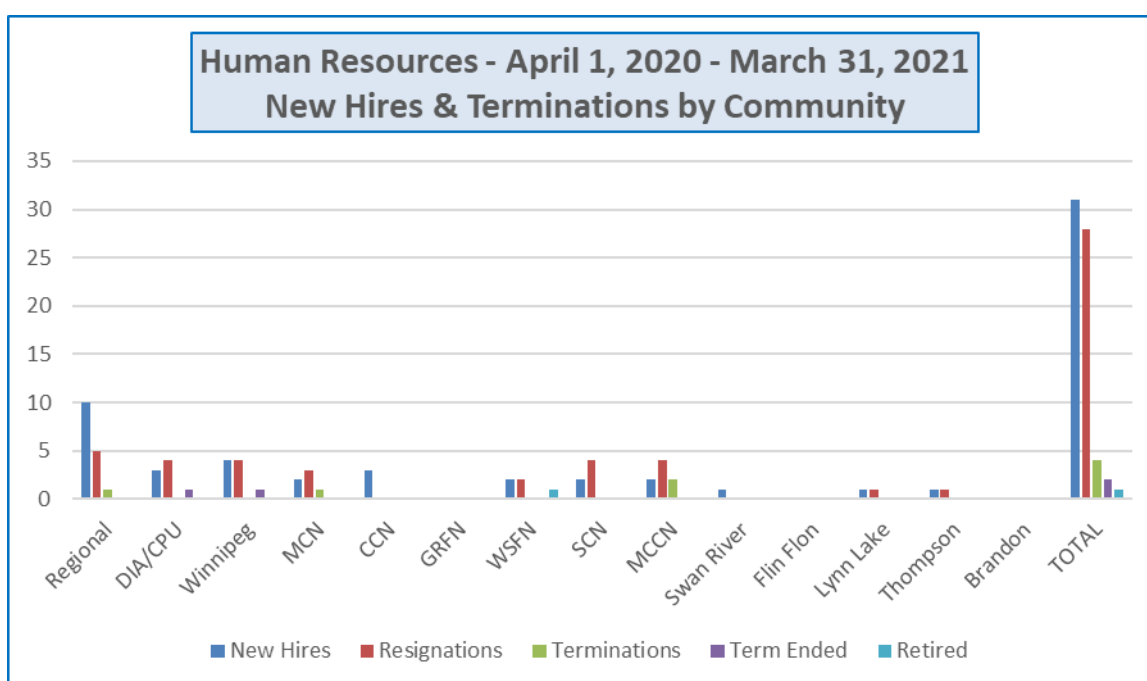
During the 2020-2021 fiscal year, CNCFCA experienced turnover of 35 staff and has hired 31 staff.

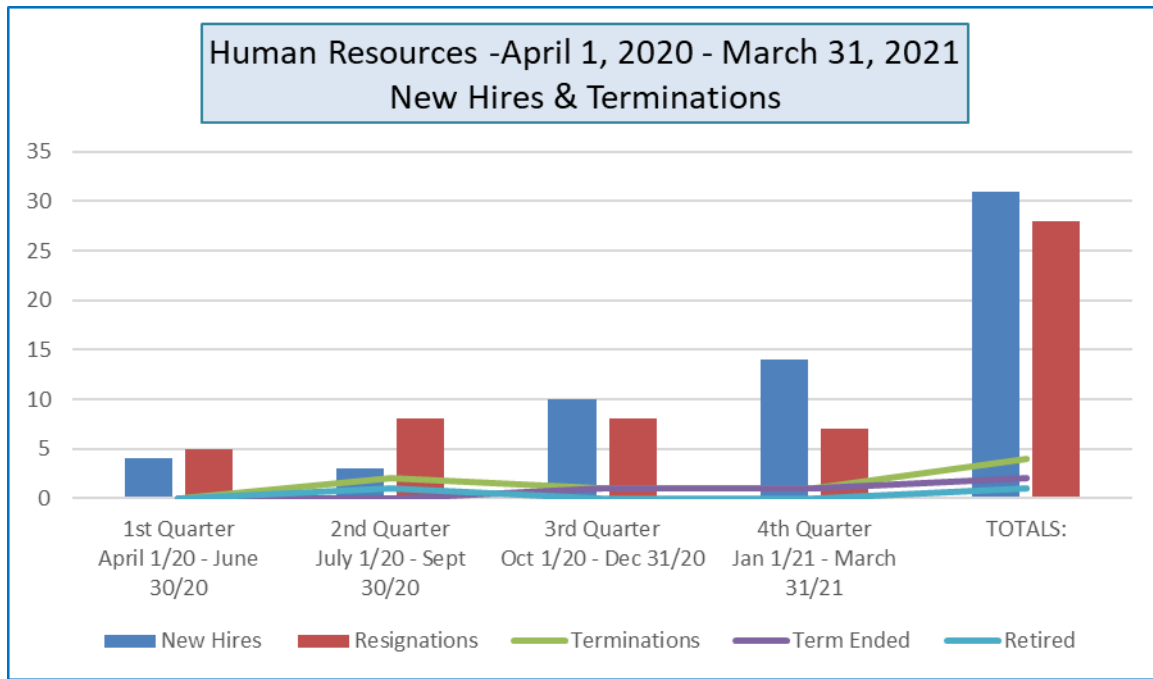
To counter the employee turnover CNCFCA continues to recruit throughout the Swampy Cree Region. Candidates are selected based on education, skills and relatable experience.

There are currently 38 vacant positions within the agency. These vacancies are due to:

- Lack of qualified candidates in certain locations
- Shortage of housing in certain locations
- Unavailability of office space
- New positions within the agency
- Vacant positions that are created when internal staff apply for other postings

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





		New Hires	Resignations	Terminations	Term Ended	Retired
1st Quarter	April 1/20 - June 30/20	4	5	0	0	0
2nd Quarter	July 1/20 - Sept 30/20	3	8	2	0	1
3rd Quarter	Oct 1/20 - Dec 31/20	10	8	1	1	0
4th Quarter	Jan 1/21 - March 31/21	14	7	1	1	0
TOTALS:		31	28	4	2	1

Objectives for 2021-2022

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

- 1. Minimize Turnover:** Our department will continue to work towards minimizing turnover through orientation, in house training, and enforcing the Agency's respectful workplace policies.
- 2. Succession Planning:** Develop and implement plans for senior level positions.
- 3. Continue to implement the in house training modules:** In house training modules will provide workplace knowledge for new and existing staff. It will also lessen stress among new workers, especially in the social worker positions.
- 4. Increase organization in HR department:** the department welcomed two new staff members this year. This resulted in a change of job duties for all HR staff. Each staff member is now aware of their roles, job duties, and will cross train. The exception will be the Training Coordinator.
- 5. Increase HR staff communication:** We will continue to inform staff of changes to group benefits, group pension and workers compensation.
- 6. Continue to update Personnel Policy:** Continuing to update the personnel Policy will ensure that the agency is following Employment Standards.
- 7. Review the interview process:** Develop new processes to speed up the interview process to lessen the amount of time it takes to hire new applicants.

Human Resource Generalist

My name is Shawna Flett. I am the HR Generalist for Cree Nation Child and Family Caring Agency. I completed the Human Resources Management program with the University of Winnipeg PACE division in 2013. Since then I have been working in Human Resources and administrative positions.

Since starting with CNCFCA on March 29, 2021 I have been working with benefits, pension, WCB, and attendance. My experience in the specific areas I am working in now was limited, so I appreciate the opportunity the Agency has been providing me to expand my knowledge and experience in these fields.

Due to the COVID-19 pandemic there has been a good share of challenges. One of the bigger challenges for me is the staff having to work on skeleton crews, which has limited the amount of interperson training with my supervisor. However, the Microsoft Teams application has been a great tool to utilize for virtual face-to-face conversations with my supervisor, co-workers, and staff in general.

My goal in the next year is to become more fluent and efficient in the various functions of HR. In the short time I have been with the Agency, I have created some databases for the HR department to increase our level of organization as well as to assist in quicker reporting of our organization's stats, relative to the HR functions, to senior management and to our board of Directors. I also hope to help implement a new Human Resources Management System to assist the Agency in saving time. This would sequentially increase the amount of productivity, as an HRMS would help us save time in the areas of attendance, tracking, data management, etc.

I am very happy to be a part of the CNCFCA team and look forward to continuing our work as a team to attain our common goal, contributing 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.

Training Coordinator

Tansi hello, my name is Derek Dick and I am the Training Coordinator for Cree Nation Child and Family Caring Agency. I started my position on October 26, 2020. My duties include planning and developing curriculum for the module training, organizing training sessions, and meeting with staff to gather their training needs. Since I started I have been working closely with supervisors and the Quality Assurance Coordinator to develop the curriculum. We have also identified that some of the modules will be delivered by other staff within our agency, or other experts.

Here is a breakdown of the Agency's training modules:

1. Orientation to Child Welfare
2. Intake and Child Protection
3. Structured Decision-Making Training
4. Case Management Standards Training
5. Child & Family Services Application Systems Training - Manitoba Provincial Trainers
6. Authority Determination Protocol (ADP) - Northern Authority Staff
7. Global Interviewing
8. Case Documentation
9. Legal/Court Procedures
10. Financial/Special Needs Training
11. Applied Suicide Intervention Skills Training (ASIST)
12. Non-Violent Crisis Intervention Skills Training

Other modules include: Family Enhancement, Resource (Foster Care, Support & Respite), Age of Majority, and First Aid/CPR.

In January 2021, Module 1: Orientation to Child Welfare, was implemented. Training for this module is as follows:

Training Coordinator Stats 2020 - 2021		
Training Modules	Training Dates	# of Staff
Module 1 Orientation to Child Welfare	14-Jan-21	7
Module 1 Orientation to Child Welfare	28-Jan-21	7
Module 1 Orientation to Child Welfare	11-Feb-21	6
Module 1 Orientation to Child Welfare	25-Mar-21	7

I worked on the Structured Decisions Making (SDM) material with the help of three other staff members. Most of my first five months were spent meeting with staff, researching information, and creating training material.

I participated in Microsoft Teams training with the Agency's Training Specialist in November 2020.

I have also participated in Module 4: Supervisory Training, held by the Northern Authority on March 10, 11, and 12, 2021.

One of my challenges was delivering the training virtually via Microsoft Teams, as there was no in-person training permitted due to the COVID-19 pandemic. Once the Province allows for large groups to gather, I will be doing in-person training with all the staff. Training such as ASIST and First Aid/CPR cannot be delivered online, as requested by the expert trainers.

The plan is to roll out most of the training modules in the next (2021/2022) fiscal year.

MCCN Service Manager

Submitted by: Jeanne Ross, Service Manager, and
Veronica Thomas, Interim Direct Service
Coordinator

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

As of March 31, 2021, MCCN had 78 Children in Care both Provincial (10) & Federal (68). The number of CIC placed out of the community depends on the placements available at MCCN. This is due to shortage of foster homes or inadequate services however, 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
Vacant, CIC Supervisor
Rosalie Colomb, CIC Worker
Vacant, Intake Worker
Farron Dumas, Family Enhancement Worker
Rosalyn Bighetty, Family Enhancement Worker
Valerie Whyte, Resource Worker
Kai Colomb, Casual Receptionist

Regional Office, Opaskwayak Cree Nation

Veronica Thomas, MCCN Resource Worker
Audrey Constant, MCCN Out of Community Worker
Jay Constant, MCCN Out of Community Worker
April Kematch, MCCN CIC Worker
Sherri Constant, MCCN Admin/Case Aide
Greg Cook, MCCN CFSIS File Closure Worker

DEPARTMENTAL OUTCOMES & ACHIEVEMENTS

The Agency continues to provide Prevention Programming due to the lockdown as a result of COVID-19, the Family Enhancement programs were limited and offered virtually.

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 pertaining to Child and Family Services. Staff have participated with the internal training sessions that are offered by the new training coordinator. We have one (1) employee in the BSW Co-hort program.

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, three (3) unlicensed foster homes and three (3) Place of Safety homes for a total of fourteen (14). We continue to actively recruit and encourage community members to open their homes to extended family members who come into care of the agency.

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:

Community Pantry, baby supplies, Halloween activities, Orange Shirt Day, winter gear (jackets, boots, toques and gloves were provided to children and youth in need), National Addictions Awareness Week, Eagles Nest Camp, Choose One Topic, Snow Sculptures, Seven (7) Teachings, and Church Activities.

OBJECTIVES FOR 2021—2022

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 needs of the children and families. We will continue to coordinate and supervise child and family services programs for CNCFCA MCCN. Staff are working on improving local service delivery and the development of resources in following the Agency's culturally appropriate Family Model.



DIA Service Manager

Michelle Guimont, CISW
DIA/CPU Service Manager

Introduction

Welcome to the Swampy Cree Tribal Council Annual General Assembly! The following is the annual report for the Cree Nation Child & Family Caring Agency Designated Intake Agency activities for the 2020-2021 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.

DIA Staff Listing

Our unit is made up of the following team:

Michelle Guimont, DIA Service Manager
Linda Kryschuk, Intake/DIA Reception
Sonya Hengemuehl, Intake Supervisor
Randi Dick, Intake Worker
Stacey Banhegy, Intake Worker
Whitney Kadachuk, Intake Worker
Vacant, After Hours/Data Entry Worker
Angie Lathlin, Intake/DIA Paralegal
Sharon Stevens, Child Protection Coordinator
Gurpreet Khosa, Child Protection Investigator
Matt Pecar, Child Protection Investigator
Vacant, Child Protection Investigator
Samantha Kostyk, CPU Administrative Assistant

Jade Richards, On Call Worker
Files Transferred to CNCFCA:

April 2020

- First Nations South—ANCR—5 files to Winnipeg
- First Nations South—CFS Western MB—3 files to Winnipeg
- First Nations South—CFS Western MB—1 file to Unit A
- Metis—MICHIF—1 file to Unit B Provincial

May 2020

- First Nations South—ANCR—3 files to Winnipeg
- First Nations North—Northern Region CFS—2 files to Unit B

June 2020

- First Nations South—ANCR—8 files to Winnipeg, 1 file to Unit A Federal
- First Nations North—Northern Region CFS—1 file to Unit B Provincial
- Metis—MICHIF—2 files to Unit A Federal, 1 file to Unit B Provincial

July 2020

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

August 2020

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

September 2020

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

October 2020

- First Nations South—ANCR—5 files to Winnipeg
- First Nations South—CFS Western MB—1 file to Unit A Federal, 1 file to Winnipeg
- First Nations North—Northern Region—2 files to Unit B Provincial
- First Nations North—INTERCFS—1 file to Winnipeg

November 2020

- First Nations North—NCNCFS MB—2 files to Unit B Provincial
- Metis – MICHIF – 4 files to Unit B, 2 files to MCCN
- First Nations North – INTER CFS – 1 file to Winnipeg
- First Nations North—North Region—1 file to Unit B Provincial

December 2020

- First Nations South – ANCR – 5 files to Winnipeg, 1 file to Unit A Federal
- Metis—MICHIF—1 file to Unit B
- First Nations South – CFS Western MB – 1 file to Winnipeg, 1 file to Unit B Provincial
- First Nations South – ANCR – 1 file to Winnipeg
- First Nations South – CFS Western – 2 files to Winnipeg
- First Nations North—Northern Region—1 file to Unit B, 1 file to Winnipeg

January 2021

- First Nations South – ANCR – 1 file to Winnipeg
- First Nations South – MICHIF—4 files to Unit A Federal, 1 file to Unit B Provincial, 1 file to MCCN
- First Nations South – ANCR—3 files to Winnipeg
- First Nations North—Northern Region—2 files to Unit B

February 2021

- First Nations South – ANCR – 1 file to Winnipeg, 1 file to Unit A, 1 file to Unit B
- Metis – MICHIF – 5 files to Unit A Federal
- First Nations North—Northern Region—1 file to Unit B, 1 file to Winnipeg

March 2021

- First Nations South – ANCR—3 files to Winnipeg
- First Nations South – CFS Western – 2 files to Winnipeg
- First Nations North—Northern Region—2 files to Unit B

Number of Intakes by Community April 1, 2020—March 31, 2021

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

	Mosakahiken Cree Nation	Chemawawin Cree Nation	Misipawistik Cree Nation	Wuskwisi Sipiik First Nation	Sapotaweyak Cree Nation	Mathias Colomb Cree Nation	Swan River Local Office & Area	Thompson Local Office & Area	Flin Flon Local Office & Area	The Pas & Area	Winnipeg & Area	Lynn Lake & Marcel Colomb First Nation	External	TOTAL
Apr-20	2	1	1	0	0	0	0	0	0	4	9	2	0	19
May-20	5	5	6	1	0	0	0	0	2	1	5	3	0	28
Jun-20	2	4	4	0	3	0	2	2	2	12	9	2	1	43
Jul-20	3	2	1	0	0	0	2	0	0	4	3	0	1	16
Aug-20	3	10	3	0	3	1	3	2	0	2	1	3	1	32
Sep-20	9	11	3	0	1	0	1	1	2	2	8	4	5	47
Oct-20	0	4	2	0	2	0	1	1	0	8	6	0	4	28
Nov-20	0	3	2	0	1	1	5	2	1	3	0	1	0	19
Dec-20	0	0	4	4	1	0	4	0	1	4	6	0	0	24
Jan-21	1	5	2	0	0	0	4	0	0	1	0	5	1	19
Feb-21	4	5	2	0	2	0	8	2	1	4	4	0	1	34
Mar-21	0	1	0	0	0	1	0	1	1	3	4	1	1	13
TOTAL	29	51	30	5	13	3	22	11	10	48	55	16	23	316

TRAINING & WORKSHOPS

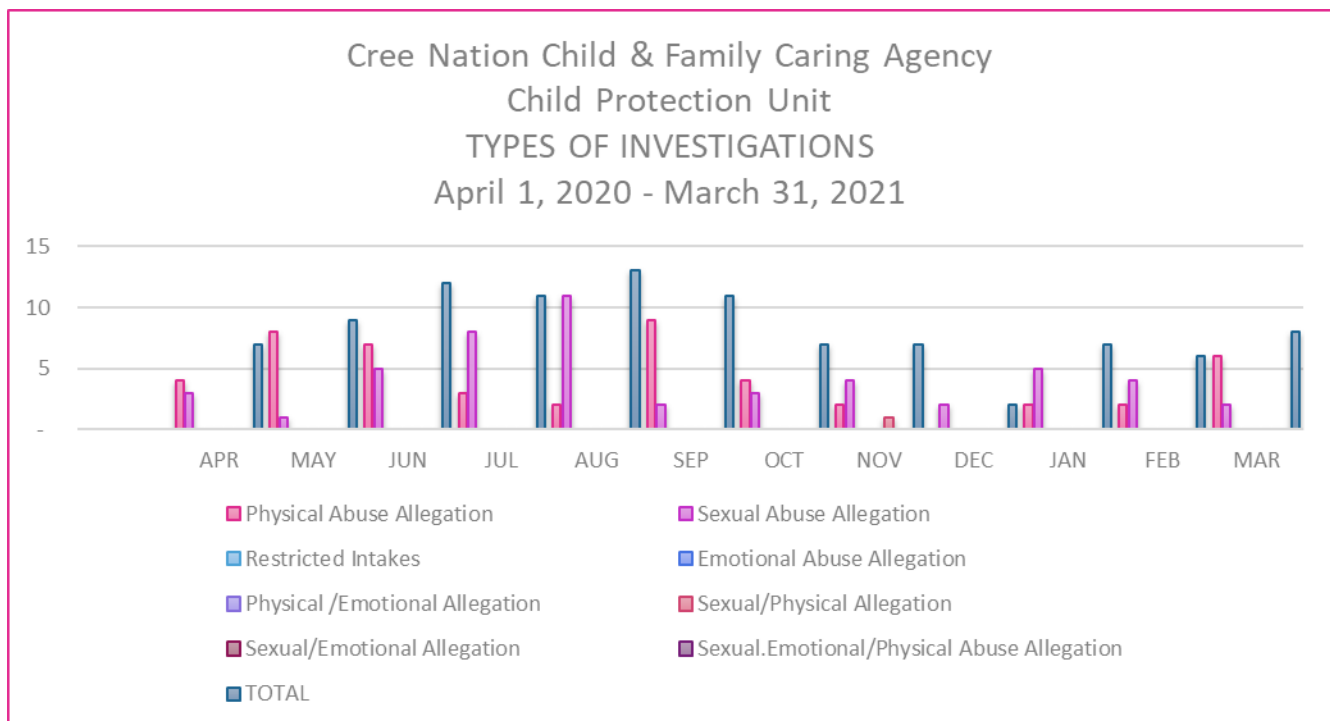
TYPE OF TRAINING/WORKSHOP	WHO	DATE
Cohort BSW	Sonya Hengemuehl	March 31, 2020—Ongoing
Cohort BSW	Sharon Stevens	March 31, 2020—Ongoing
Cohort BSW	Randi Dick	March 31, 2020—Ongoing
Advanced Practice in Forensic Interviewing of Children	Sonya Hengemuehl	October 2020
2-day CFSA for Alleged Maltreatment (Online) Child and Family Service Branch	Sonya Hengemuehl	November 2020
CFSA Abuse 2-day Training	Samantha Kostyk	November 2020
Child Abuse Committee Training	Samantha Kostyk	December 2020
Child Abuse Committee Training	Sharon Stevens	December 2020
Advanced Practice in Forensic Interviewing of Children (CAN)	Gurpreet Khosa	February 2021

CHILD PROTECTION UNIT

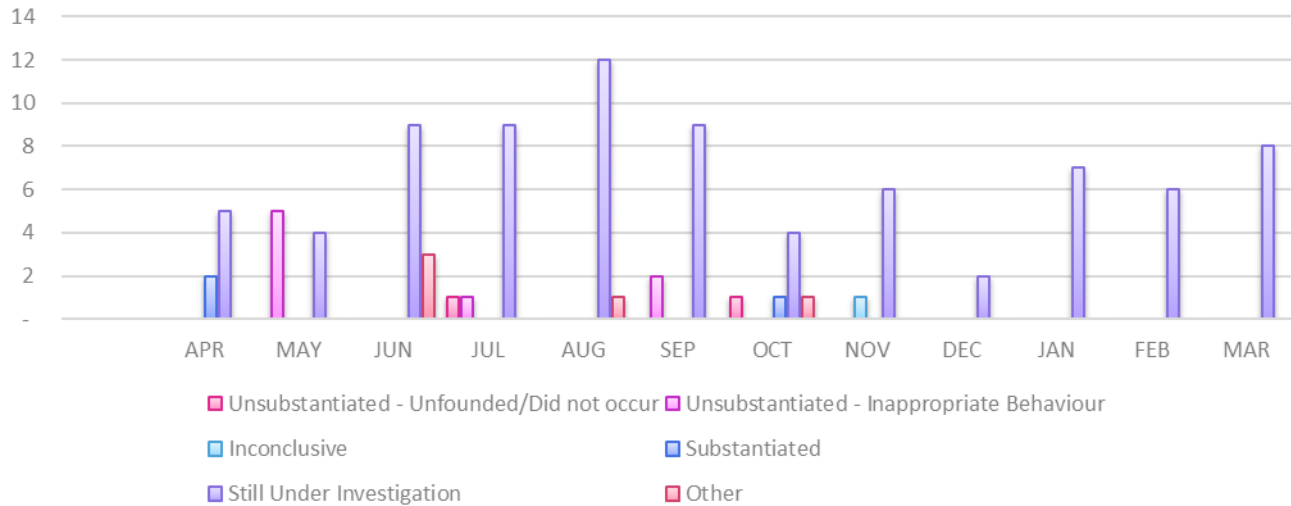
The Child Protection Unit provides direction and support to assist the Local Child and Family Services staff in the provision of Child Protection services throughout the Swampy Cree Tribal council Communities and the Area 5 of the Designated Intake Area in the Province of Manitoba.

From April 2020 to March 2021 the Child Protection Unit was referred 50 sexual abuse cases, 49 physical abuse cases, and 1 cases with more than 1 type of abuse identified.

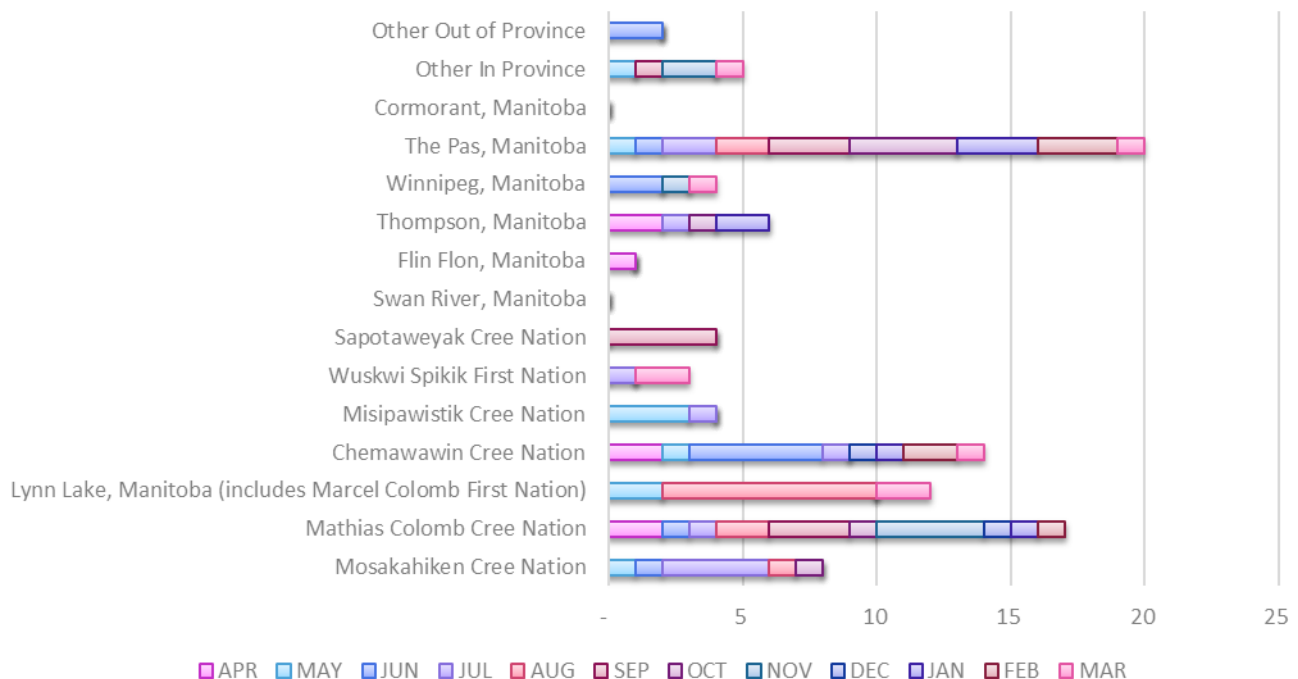
The following charts compare the investigations regarding types, outcomes, and primary locations of the families we work with.



Cree Nation Child & Family Caring Agency
Child Protection Unit
OUTCOME OF INVESTIGATIONS
April 1, 2020 - March 31, 2021



Cree Nation Child & Family Caring Agency
Child Protection Unit
FAMILY PRIMARY RESIDENCE
April 1, 2020 - March 31, 2021



Child Abuse Committee

The Child and Family Services Act requires agencies to establish at least one child abuse committee to review cases of suspected abuse and to advise the agency concerning what actions may in its opinion be required to protect a child or other children.

The committee is composed of various professionals within our community. Meetings are scheduled monthly, however due to the pandemic, meetings were not held from April 2020 to July 2020. Meetings did resume in August 2020 (in person and virtually).

Below are the meeting dates for the 2020-2021 fiscal year:

- August 5, 2020
- September 9, 2020
- September 29, 2020
- October 15, 2020
- November 12, 2020
- December 10, 2020
- January 7, 2021
- February 4, 2021
- March 4, 2021
- March 9, 2021

Child Protection Unit Travel for Child Abuse Investigations 2020-2021

Who	When	Community
Bart Constant	May 14, 2020	Swan River, MB
Bart Constant	May 19, 2020	Swan River, MB
Lauren Melnyk	June 4, 2020	Flin Flon, MB
Bart Constant	June 5, 2020	Winnipeg, MB
Lauren Melnyk	June 8, 2020	Easterville, MB
Lauren Melnyk	June 9, 2020	Grand Rapids, MB
Lauren Melnyk	June 15-17, 2020	Thompson & Lynn Lake, MB
Lauren Melnyk	June 25, 2020	Grand Rapids, MB
Lauren Melnyk	July 7, 2020	Thompson, MB
Lauren Melnyk	July 9, 2020	Wuskwi Sipihk First Nation, MB
Lauren Melnyk	July 10, 2020	Winnipeg, MB
Bart Constant	July 10, 2020	Winnipeg, MB
Lauren Melnyk	July 31, 2020	Grand Rapids, MB
Sharon Stevens	September 24, 2020	Easterville, MB
Sharon Stevens	September 25, 2020	Flin Flon, MB
Sharon Stevens	October 8, 2020	Easterville, MB
Sharon Stevens	December 11, 2020	Swan River, MB
Sharon Stevens	December 16, 2020	Winnipeg, MB
Sonya Hengemuehl	January 14, 2021	Sapotaweyak Cree Nation, MB
Gurpreet Khosa	January 14, 2021	Sapotaweyak Cree Nation, MB
Sharon Stevens	March 25, 2021	Wuskwi Sipihk First Nation, MB
Sharon Stevens	March 26, 2021	Grand Rapids, MB
Sharon Stevens	March 30, 2021	Brandon, MB

OBJECTIVES FOR 2021—2022

1. Hire Intake Worker positions in our local communities.
2. Contractors to assist with historic intakes/abuse cases.
3. Training for Intake Worker to conduct global interviews.
4. Move away from paper copies to electronics.

This concludes the Designated Intake Agency annual report for the 2020—2021 fiscal year.

Respectfully,

Michelle Guimont, DIA Service Manager

Family Enhancement Manager

Bobbi-Faye Sinclair, BA,
Family Enhancement Manager

Tansi! I am pleased to provide you the 2020-2021 Cree Nation Child & Family Caring Agency Annual Report on behalf of our Family Enhancement Program.

Programs, Activities & Camps

- Sweetgrass Picking
- Cultural Capacity Workshop
- Ceremonial Tobacco Offerings
- Healing & Forgiveness
- Children's Day Camp
- Star Blanket Workshop
- Indigenous Women's Leadership Gathering
- Orange Shirt Day Community Walk & Gathering
- Oski Awasis Oci Wiciwehwin
- Baby Supplies Pantry
- Cultural Teachings Video
- Cree Language Classes
- Women's Cultural Healing
- Land Based Cultural Men's Camp
- Youth Ball Hockey
- Skirt Making Workshop
- Cree Speaking Children & Youth
- Ininiwak In Motion Series
- FE Activity Supplies
- Wechihitowin Program
- Family Enhancement Pantry
- Internal Program Collaboration
- Eagles Nest Youth Camp
- Payukohaymowuk Pimitisewin
- Sundance Ceremony Workshop
- Sacred Fire

- History of Residential & Day School
- Family Fun Walking Derby
- Life Skills & Treatment Program
- Seven Teachings During Covid
- Christmas Sharing with Children
- Snow Sculpture
- Family Fishing Day Out

The above-mentioned are a few workshops and activities that we have offered throughout the year. Due to COVID-19 we were unable to provide ongoing, in-person workshops, activities and camps. However, we focused on providing essentials and outdoor activities with hopes of being a help to families and communities during challenging times.

We have witnessed an increase of parents, families and Elders who prefer culturally-appropriate services and programs. There has been a longing for land-based, language, traditional practices and teachings in our communities. Given the recommendations from our Elders and Knowledge Keepers we have honored them by making it possible for our families to access these services.

Winter Gear

We are pleased to announce our family enhancement Program purchased winter gear for children and youth who are in need and residing in any of our seven First Nation communities. This winter gear consisted of a jacket, ski-pants, boots, mitts, toque, and neck warmer. The purpose of this initiative was to ease any strain on the family unit. Families expressed their gratitude to our Agency.

Family Model

Family Enhancement workers continue to utilize 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 Pimitisewin. 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
- FE Standalone Offices
- Making Changes from an Apprehension Perspective to Prevention Perspective
- A Place to Have our Workshops/Cultural Camps/Activities

Objectives for 2021—2021

- Hire new positions in our Family Enhancement Program
- Move forward with Culturally Appropriate Practices
- Build cabins in each community for Cultural Camps, Workshops, and Activities

Family Enhancement Stats on CFSIS as of March 31, 2020

Community	Number of Family Enhancement Files
Unit A:	
Chemawawin	23
Sapotaweyak	0
Mosakahiken	11
Misipawistik	24
Wuskwi Sipihk	0
Unit B:	
Thompson	11
Provincial Unit	4
Other:	
Winnipeg	3
Brandon	0
MCCN Unit:	
Mathias Colomb	2

Ekosi—Kinanaskomitin
 Bobbi-Faye Sinclair, BA
 Family Enhancement Manager

Training

- Land-Based Cultural Teachings
- Module 1: Orientation to Child Welfare
- Child and Family Services Information System

Challenges

- Decolonization
- Lack of Family Enhancement Land-Based Equipment
- Transportation for Families to Attend Workshops/Camps

Unit A Service Manager

Margaret Cook, CISW, BSW

Introduction

Hello and Tansi to the Swampy Cree Tribal Council Annual General Assembly!

This report pertains to the five Federal communities of: Mosakahiken (Moose Lake), Chemawawin (Easterville), Misipawistik (Grand Rapids), Sapotaweyak (Shoal River), and Wuskwi Sipiik (Indian Birch).

This has been a very challenging year for all Federal communities, families, and children due to the COVID-19 pandemic. In the Federal unit the supervisors attended meetings and provided updates from each community's COVID committee. I receive weekly updates from the five communities regarding the number of COVID cases, restrictions, and any other pertinent information.

The agency developed a COVID policy and implemented a variety of safety precautions such as mandatory mask use, physical distancing, skeleton crews, and work from home schedules. Even with these safety precautions staff still came into contact with COVID in their communities.

Federal offices are closed to the public with staff only allowed in the building and clients and visitors met at the door. The Agency set up alternatives to ensure that the needs of children in care are being met and they maintain contact with workers. Face to face contact continues via virtual meetings, phone, or at the homes with children coming to the door to speak with workers.

The agency continues to have issues filling positions in the Federal communities. The agency sends out job ads, radio announcements, and posts positions in the communities, however at times there is low to no response to fill these positions. Lack of housing accommodations for staff continues to be an issue, with many staff travelling into the communities daily.

The agency continues to support staff attending the BSW Cohort to encourage staff to further their education while employed by the Agency. Our main objective is professionalism within the agency for staff, allowing them to obtain degrees in social work and other fields as required in the workplace.

The resource department continues to work towards finding more homes and emergency placement resources so that children will be able to reside in their communities. The Unit has a high volume of kinship placements and extended family guardianship homes.

In the Federal Unit, Sapotaweyak and Wuskwi Sipiik share the resource worker, and the main is located at WFN. In addition, Wuskwi Sipiik will be opening an Emergency Placement Resource (EPR) home in July once all legalities are in place. This home will provide placement for children that require protection, so they will not have to leave the community.

Wuskwi Sipiik does not have a Local Child Care Committee and is continuing to recruit Elders to sit on the committee.

Current Staff Listing for Unit

Regional Office (The Pas)

Margaret Cook, CISW, BSW—Unit A Service Manager
 Nakeisha Muskego—Unit A Administrative Assistant
 Rochelle Campbell—Legal Administrative Assistant
 Rosie McGillivray, ACFSD—Regional Resource Worker
 Mackenzie Thomas, BSW—Adoption/Repatriation Coordinator

Mosakahiken Cree Nation (Moose Lake)

Karen Bland, BSW—Unit Supervisor
 Melissa Sanderson—Administrative Assistant
 Barbara Campbell—T/Administrative Assistant
 June Bradburn—CIC Worker
 Sylvia Grey, BSW—Family Enhancement Worker
 Vinetta Umpherville—Family Enhancement Worker
 Vacant—Intake Worker
 Rosie McGillivray—Resource Worker

Chemawawin (Easterville)

Abby Klyne—Unit Supervisor
 Tiffany Thomas—Administrative Assistant/Case Aide
 Tracy Chartier—Family Service Worker
 Laura Kakegamic—CIC Worker
 Jessica Patchinose—Family Enhancement Worker
 Jeffrey Thomas—Family Enhancement Worker
 Nancy Arrow—Resource Worker
 Vacant—Intake Worker

Sapotaweyak (Shoal River)

Karen Bland, BSW—Supervisor
 Elizabeth Ballantyne—Administrative Assistant
 Vacant—CIC Worker
 Vacant—CIC Worker
 Vacant—Family Enhancement Worker
 Vacant—Family Enhancement Worker
 Brenda Hather—Resource Worker

Misipawistik (Grand Rapids)

Lucy Robinson, BSW—Supervisor
 Jacquie Fourre—Administrative Assistant
 Lois Sinclair—T/Administrative Assistant
 Mary Ballantyne—CIC Worker
 Miranda McKay—Family Service Worker
 Karen Pranteau—Family Enhancement Worker
 Karen Turner—Family Enhancement Worker
 Vacant—Term Family Enhancement Worker
 Robin Ballantyne—Resource Worker
 Vacant—Intake Worker

Wuskwi Sipihk (Indian Birch)

Daisy Chartrand, BSW—Supervisor
 Pascal Lacasse—Administrative Assistant
 Louise Lamb—CIC Worker
 Margaret Kleber—CIC Worker
 Vacant—Family Enhancement Worker
 Brenda Hather—Resource Worker

MOSAKAHIKEN CREE NATION

Tansi to all the participants of the Swampy Cree Tribal Council annual General Assembly. My name is Karen Bland, Unit Supervisor of the Mosakahiken Office.

This report is for the community of Mosakahiken. Our office consists of a unit supervisor, one casual administrative assistant, two Family Enhancement workers, and two On Call workers. Currently we have two staff on medical leave. We are in the process of advertising for a term CIC Worker and permanent Intake Worker. Due to staff shortage we all work as a team to complete our duties and responsibilities to meet the Provincial Standards.

With the lack of extended families and foster homes, in the majority of cases children that come into care must be placed out of the community. We do encourage community members to open their homes to the children so that they do not have to leave the community.

The agency goal is to have an Emergency Placement (EPR) home in the community so we can place the children in the EPR. Resources at the Regional Office has been our major support in placing our children. We continue working with the parents to reunite with the family.

We have four children coming home to their extended families and their communities. We are looking at returning more children to their parents and to their communities. There are some barriers that come along with these

reunifications, however we will work together to make it happen.

As a Supervisor, I assist staff in fulfilling responsibilities and duties such as intake, courtesy service, Place of Safety, and court documents. Local Child Care Committee (LCCC) meetings were held 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 with advice and recommendations in reuniting the children with their families.

The Mosakahiken sub-office has two Family Enhancement Workers (FE). Their role and responsibility is to provide families support and services to prevent children from coming into care. We are currently providing FE support to ten families.

Due to COVID-19 health restrictions and lockdowns, there has been a lot of barriers in doing what is required in prevention and interventions activities with families. However, the FE Workers have been doing whatever they can to assist the FE families and the community to decrease the stress during the pandemic and lockdown.

The Mosakahiken sub-office continues to work in collaboration with Jordan's Principle to provide services and support to the families and children in care. We have been referring clients, as well as other community members, to the JP program.

We continue to work with the Nursing Station regarding any concerns about children and families, as well as our own workers regarding COVID-19. We also work with a Mental Health Clinician from Winnipeg that comes into the community once a month. The therapist provided us with some suggestions as to how she can also work in collaboration with the Family Enhancement Program: providing workshops on various topics through the nursing station, community radio, or small group work. However, participants would be limited due to COVID-19. This type of collaborative work will be ongoing. We are hoping to continue meeting monthly for all community networks to come together and see how we can continue to provide support and services to the community, the families, and all the helpers.

We have encouraged clients struggling with addictions to seek help with the community's NADAP worker about the process of a referral to an addiction treatment center. In the meantime, we inform our clients of the resources in OCN and The Pas and that they can follow up with the Beatrice Wilson Health Center regarding counseling and referrals to addictions treatment. Their programs are limited due to COVID-19.

We work at the Band Office to inform them when our clients' 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 assist the families that require support and groceries through the Family Enhancement program.

We work collaboratively with the school and received a decrease in referrals from the school. We see those children and their families are still struggling and require more support in caring for the children. However, we have seen a decrease in parents and community members coming forward with child protection concerns. We used to receive child protection concerns from the RCMP but that has also decreased. This decrease in reporting may be due to people staying home more. However, we keep our daily roles and responsibilities as CFS workers to keep the children safe and provide support and services to the families.

CHEMAWAWIN CREE NATION

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

There have been various accomplishments in the community with families and children in care, such as reunification and children placed with kinship and extended families. There are two new positions, a resource worker and an intake worker. The Emergency Home is still in negotiations with Chief and Council, however once approved this will be beneficial to the families to keep their children in the community.

It has been a struggle for the community for required essential needs due to high COVID-19 cases in the community and complete lockdown on any travel out of the community. Protocols have been practiced and enforced to keep people safe as Leadership worked to prevent the spread of the virus.

All on-site program deliveries had been on hold due to the severity of the pandemic. There have been many struggles within the unit to ensure the procedures of safety, health and well-being of workers, children in care, and families. During this pandemic staff had to adjust to working from home, skeleton crew schedules, practice safety protocols, enforce prevention, and revise plans on how CICs and families would be contacted. The Northern Authority and Regional office provided updates on what needed to be done and how to continue the services for the children and families.

The staff persevere with the changes and are doing well following all safety precautions and protocols. The pandemic has given us knowledge to prepare, plan, and conduct our roles as CFS workers, and safety for children, families, and the community.

Chemawawin local office continues to work with families, referring them to Family Enhancement for programming and services in order to keep them together and prevent apprehension. Parents in the program are involved in planning and keeping the children together. Children are placed with extended and kinship families that are involved with temporary care for the children. This is to prevent apprehension while parents are working on programming and treatment. Ongoing supports and services with families on support from the FE program consists of things such as groceries, baby supplies, bedding, furniture, based on the need of necessities of the family.

With the ongoing pandemic, the food pantry program was available to families in need of groceries in order to prevent children from coming into care when parents run low on food.

The LCCC committee meetings have been placed on hold due to the pandemic and will resume meetings once it is safe to do so. These meetings assist the unit with recommendations and advice to the families and children in care.

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 of apprehension.

Ekosi

MISIPAWISTIK CREE NATION

My name is Lucy Robinson and I am the Unit Supervisor of the Misipawistik sub office.

The COVID-19 pandemic has tremendously impacted how we work with children and families in the community. Many of the programs that are geared to support the families and prevent children from coming into care came to a standstill for awhile. Since this was a new virus and the health professions were learning about it, many restrictions such as roadblocks and lockdowns happened as the virus became prevalent in the community. Some events had to be cancelled, including the annual Christmas Feast, but we were able to deliver gifts and hampers to the children in care and FE families.

Misipawistik was not greatly impacted during the first wave, and we were able to have some outside gatherings with limited numbers, such as the Women's Camp, Men's Fall Camp, and a Family Camp out in the lake. During the second wave we were not so fortunate as we were on lockdown and contact was limited. It was difficult to do home visits even though workers were able to see families from outside the homes. It was a fearful time for both families and local workers, but families were contacted by phone and other means if needed.

The local Family Enhancement Pantry came in handy at this time, and when the Agency purchased jackets and boots for the families it was greatly appreciated as many people could not travel out of the community to shop.

Since family visits were not permitted out of town due to COVID-19, visits were done via FaceTime and phone. We have had to learn a new way of doing our jobs, which was challenging at times, but still very rewarding. Many community members used traditional medicines and herbs during this time to build up their immune systems. If I have learned anything from this pandemic, it is that we have

been forced to do our work in a different way. Also, to focus on more land-based, holistic healing for our communities, as this is what I have been working on in the many years I have worked with the Agency.

We continue to utilize the Emergency Home that was established. It has always been at full capacity for Children in Care. The community needs another home so that children can be placed there on a short-term basis, under Prevention rather than Apprehension. 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 as they are cautious about who comes into their home.

Ekosi

SAPOTAWEYAK CREE NATION

Tansi - My name is Karen Bland and I am the Supervisor of Sapotaweyak Cree Nation sub-office.

As supervisor I provide case workers and administrative assistant with guidance, direction, and recommendations with case management, issues, and concerns in the respective area, along with the Service Manager. I travel to the local office once a week and communicate through email or phone to staff, children in care, foster parents, and clients.

Due to the pandemic the local sub office was closed to the public. We continued to contact and provide services to children in care, foster parents, and clients.

In the last year we had four staff resign and move on to other positions in the community, creating a staff shortage. The Agency priority is to hire from within the community, where the workers are more familiar with the traditions and families, however the agency has not received any applicants from the community. Whenever staff are hired the agency provides orientation, job descriptions, and work plans to ensure that employees are familiar with their roles and responsibilities with the agency.

The unit has a resource worker, whose role is to recruit and license foster homes, train foster parents and support workers in the areas of Sapotaweyak and Wuskwi Sipihk to be able to keep the children within a culturally appropriate placement.

The LCCC committee meetings are on hold due until further notice due to the pandemic. The meetings are a great asset and assist the unit with recommendations and advice to the families and children in care.

The sub office works with the school, health department, Jordan's Principle, other professionals and Elders in developing cultural and traditional programs to promote healthy lifestyles within the community.

This concludes the report for Sapotaweyak Local Office. Ekosi.

WUSKWI SIPIHK CREE NATION

Tansi, my name is Daisy Chartrand and I am the new Supervisor as Wuskwi Sipiik First Nation sub office. I am a Bachelor of Social Work graduate from the University of Manitoba with approximately 16 years' experience in child welfare. Initially in December 2019 I started as the Family Enhancement Worker at Wuskwi Sipiik First Nation, then became Interim Supervisor in August 2020. I accepted the Supervisor position in March 2021. It has been a great learning experience and I enjoy working collaboratively with collateral agencies in the community.

Since I started in December 2019, there has been significant development in the community, whereby Wuskwi Sipiik opened a new cultural building, new water treatment plant, new band office, new school, and many new housing units for families and seniors. It has been a real joy seeing all the new development.

The global COVID-19 pandemic has created obstacles and challenges. However, keeping a safety a priority, we have been able to continue providing services and programming in a safe way.

Cree Nation Child and Family Caring Agency (CNCFCA) continues to provide protection-based services in the community, however the introduction of Bill C92 recognizes a simple truth: one size does not fit all when it comes to Indigenous child and family services. Under Bill C92, Indigenous communities and groups will be free to develop policies and laws based on their histories, cultures and circumstances. Agency staff are continually keeping this in mind when working with families.

The Family Enhancement program continues to be very well-received in the community. CNCFCA has been partnering with the Chief and Council and the Jordan's Prin-

icipal Program on several community events such as: Traditional Parenting, Fathers Day Picnic, sewing (blankets, skirts and star blankets, and open sewing days), Community Pantry Program, Winter Clothing Apparel Program, Cree Language Classes, and several more programs still to be developed. The FE program will continue to work with collaterals such as the Jordan's Principal program, school, health department, and cultural coordinator.

The Wuskwi Sipiik office recently hired a new CIC worker and a new resource worker. They have been a tremendous asset to the agency and the community. Staff continue to take training opportunities offered by the agency, such as: Introduction to child Welfare, Structured Decision-Making Training, and CFSIS training.

WSFN will also be opening a new Emergency Placement Resource (short-term resource) which will enable children to remain in the community while parents seek programming options.

As the pandemic gets under control and more people are vaccinated, our goal is to develop a Local Child Care Committee here at Wuskwi Sipiik First Nation. Ekosi.

ANNUAL ADOPTION REPORT 2020/2021

The adoption worker obtains information from the workers, agencies, and communities regarding clients and children for adoption purposes. This includes legal documents from the courts, Vital Statistics, hospitals, nursing stations, and Indian Affairs to complete the adoption. I also do all the typing, copying, emailing, faxing, filing, opening and closing files, registering children and families on the Provincial database, drafting all legal documentation for court, and obtaining confidential medical information of the children being adopted.

It has been a slow year due to COVID-19. There are 10 files receiving ongoing finance and there are four families who did not qualify for ongoing finance. There were four adoptions and one of them was an interprovincial adoption. Two adoptees have reached age of majority and the files have been closed. I have had minimal travel and home visits due to the pandemic and could not plan for an Adoption Conference.

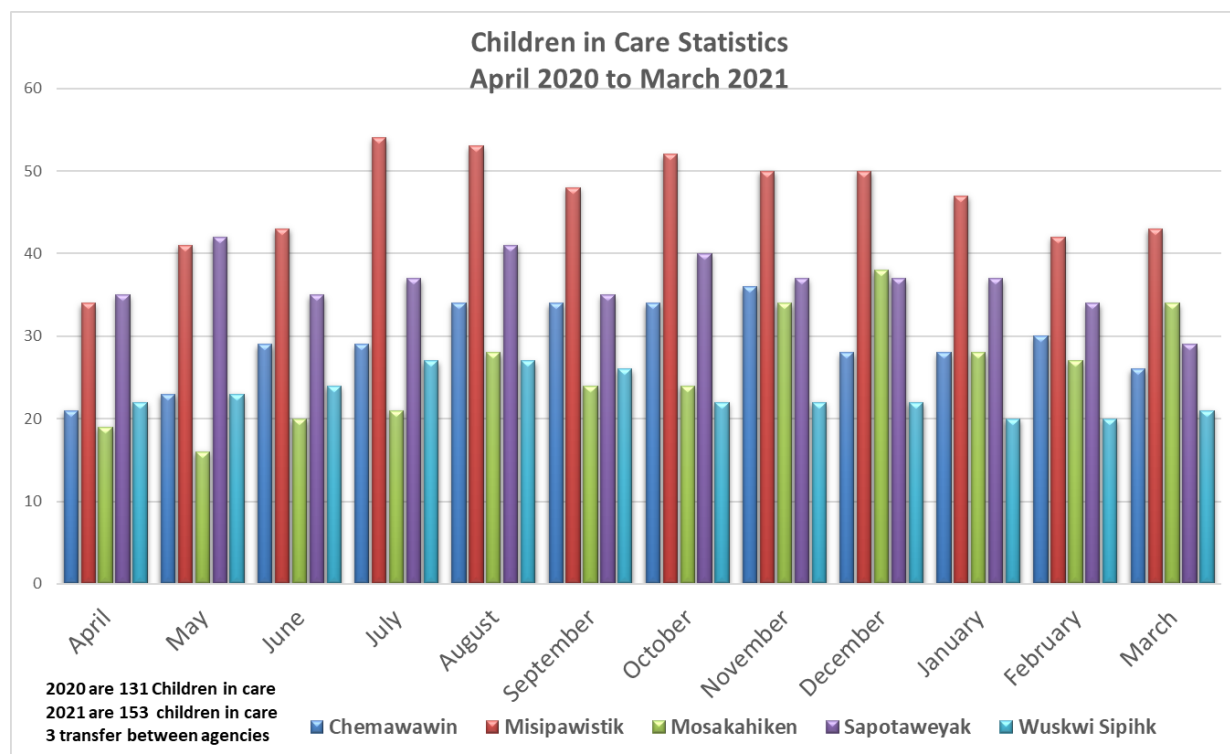
Respectfully,
Mackenzie Thomas, BSW
Adoption/Repatriation Program Coordinator

Unit A:

Training 2020-2021

Cree Nation Child and Family Caring Agency provides various training opportunities to employees in each community. This training enhances and improves the employees' work skills and knowledge, thus enabling them to better assist and advocate for their children in care and families.

EMPLOYEE:	TRAINING:
Margaret Cook, Unit A Federal Service Manager	Respectful Workplace Supervisory Manager & Supervisor Training (NA) Special Needs Rate (NA)
Karen Bland, Supervisor	Supervisor/Service Manager/Coordinator Respectful Workplace Supervisory Special Needs Rates Training (NA)
Lucy Robinson, Supervisor	Supervisor/Service Manager/Coordinator Special Needs Rate (NA)
Mary Ballantyne, Child in Care Worker	BSW Education SDM Training
Karen Pranteau Family Enhancement Worker	BSW Cohort
Robin Ballantyne, Resource Worker	BSW Education SDM Training Intake Training
Abby Klyne, Supervisor	BSW Cohort Supervisor/Service Manager/Coordinator Respectful Workplace Supervisory Family Enhancement Manual Special Needs Rate (NA) Intake CFSA Training
Tracy Chartier, Family Service Worker	BSW Cohort Module 1 Introduction to Child Welfare
Laura Kakegamic, Child in Care Worker	BSW Cohort Module 1 Introduction to Child Welfare
Jessica Patchinose, Family Enhancement Worker	Module 1 Introduction to Child Welfare
Daisy Chartrand, Supervisor	Supervisor/Service Manager/Coordinator Special Needs Rate (NA)



Goals/Objectives For 2021 -2022

- Emergency Placement Resource (EPR)—On-going: Chemawawin 4-bedroom EPR home for children that are in need of Protection (children that are apprehended can reside in the EPR within their community) or Prevention (short-term placement prevents children coming into care; can reside in the EPR while parents attend treatment/other programs outside the community).
 - EPR—Wuskwi Sipiik to establish the EPR facility for protection and prevention for families. In process: Resource is to find foster parents and furnish the home.
 - 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.
 - Ongoing—Bill C92, to place children that need protection with extended family foster homes, kinship placements so they continue to reside in their community.
 - Ongoing—Local Child Care Committees. To continue once the restrictions are lifted. To ensure that all LCCC meetings are held monthly for advice and recommendations 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—In process to move into the new building once the construction is completed in September 2021.
 - The agency has provided training for the staff foster parents, kinship, extended family support worker, and On Call workers.
 - Adoption knowledgeable with Bill C92 regarding adoption to move towards guardianship and kinship adoption.
 - 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 Misipawistik office space for the FE program to be separated from protection.
 - Wuskwi Sipiik to recruit 3 Elders for LCCC members
- This concludes this year's report. Unit A Federal communities will continue to support, provide services, and advocate for the families and children in the federal communities.
- Respectfully submitted by:
Margaret Cook, CISW, BISW

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.

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

Regional Office, 2nd Floor Otineka Mall, OCN

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
 Rhonda Norman, CFS Worker
 Alvin Merasty, Waiting Closure Worker
 Alvin Merasty, Family Enhancement Worker
 Meagan Bushko, BSW, Resource Coordinator
 Corey Constant, Resource Administrative Assistant, term
 Doug McIvor, BSW, Resource Worker
 Tricia Dick, ACFSD, BSW, Quality Assurance Coordinator
 Brooke Head, Provincial Administrative Assistant
 Lillian Monias, CFSIS Specialist
 Bev Clearsky, BSW, Age of Majority Worker

Flin Flon Sub-office, 175 Green Street

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

Thompson Sub-office, Unit 6, 90 Thompson Drive

Jenine Cook, BSW, Unit Supervisor
 Kelly Moors, BSW, CIC Worker

Thompson Sub-office (continued):

Leon Frost, Resource Worker
 Opeyemi Fadipe, Family Enhancement
 Marion Spence, Administrative Assistant

Lynn Lake Sub-office, 625 Gordon Avenue

Jenine Cook, BSW, Unit Supervisor
 Opeyemi Fadipe Family Enhancement
 Leon Frost, BSW, Resource Worker
 Ashley Moreau, CIC/Intake Worker
 Josiah Phillips, Administrative Assistant
 Vacant, CFS Worker

Swan River Sub-office, 615 Main Street

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

Achievements & Challenges

This fiscal year was quite challenging in terms of the COVID-19 global pandemic. Child welfare is considered essential workforce, so the Agency had to change the way we operated in all aspects.

The agency moved into skeleton crew schedules from March 2020 to June 2020, then again from November 2020 to present in order to ensure safety of staff. The Agency rolled out a pandemic policy to assist and guide the staff. Northern Authority and the Province also provide ongoing circulars throughout the year for things such as personal protective equipment (PPE), practice guides, vaccinations, etc.

Throughout the pandemic, staff, clientele (such as resources, families and children) had to learn, adapt, and cope with the pandemic as well as ensuring overall safety for all. The agency had to switch and adjust to virtual work at home practices in order to limit in-person contact.

Staff recruitment and retention in maintaining Child and Family Services workers during the pandemic has slowed in the hiring process. The area of Lynn Lake and Marcel Colomb continues to be one of the areas it is hard to recruit, as it has created a lot of hardship on carrying case-loads 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 case-loads.

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 (CFSA) use, due to recommendations of “The legacy of Phoenix Sinclair—Achieving the Best for All of Our Children” that all agencies utilize CFSA and it be mandatory for all (provincial and federal) open cases.

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

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

“An Act respecting First Nations, Inuit and Metis children, youth and families”, also known as Bill C92, came into force on January 1, 2020. It represents a major change to the law regarding the delivery of child and family services to Indigenous children in Canada. Circulars have been provided to the Agency and the Agency will continue to implement what has been set out.

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

Challenges in the Child & Family Service Application (CFSa) are mentioned in the CFSIS report below of access and uploading in November 2019. Please refer to 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 court is Queen’s Bench, which is every 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 some important key meetings from this past fiscal year:

- Supervisors, Service Managers, and Coordinators met throughout the year. These meetings were held November 5, 2020.
- Monthly management meetings
- Monthly COVID-19 management meetings
- Special Needs Committee continues to meet weekly

Quality Assurance Report

There are two staff responsible for the Quality Assurance (QA) of the Agency: Lillian Monias, CFSIS Specialist, 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:

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

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

Meetings with Northern Authority QA Team

Due to COVID-19, the QA Coordinator did not meet with the Northern Authority Quality Assurance Team and other northern agency coordinators over the year. A request was sent to the NA team, however there was no response received. It is important that the Northern Authority and the agencies meet to discuss QA initiatives.

Child & Family Services Applications Use (CFSA) Directive

The agency's CFSIS Specialist did not have a chance to travel to the outlying communities to provide on-site support due to the pandemic. This support was delivered to staff via telephone and video (Microsoft Teams).

There was no CFSA Training provided by the Province of Manitoba from March 2020 to November 2020 due to the pandemic. The Provincial Trainers had to adjust their training to deliver via video (Teams). CNCFCA was the second agency in the province to test their virtual training session.

To ensure we maintained compliance, monthly reports were provided to the Executive Director, Service Managers to ensure their workers enter the information on a regular basis. Our agency was involved in regular internal meetings (with QA, supervisors and service managers) and monthly with the Northern Authority with Alexander Lantin, Case Management Specialist. The agency staff did very well with their compliance at the end of March 2021. Please review Lillian's AGA report.

Intake Operational Planning Committee

QA has been involved with the Intake Operational Planning Committee. This team meets to discuss areas of improvements. The meetings were held on December 9, 2020, January 27, 2021, February 24, 2021.

QA Meetings

The QA Coordinator met with the supervisors, service managers, and coordinators on November 13 and 14, 2020 via Teams. This was the first virtual meeting held to test this new delivery style and it went well. We only met once in 2020 due to the COVID-19 pandemic putting a hold on travel and meetings.

The QA meetings are important as it provides support to the staff with regards to case management and compliance and it provides excellent opportunities for sharing what other units are doing.

Reviews

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 2020 was at 49%, which was a significant drop from previous years. This information was shared with the supervisors to ensure there is an improvement for 2021.

Child Death Internal Reviews—There were and increase in Child Death Reviews that were completed by the Quality Assurance Coordinator in 2020/21. 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—There was no internal foster review completed in 2020/21 due to the pandemic. This was put on hold until 2021/22. Due to the pandemic, our agency is faced with how licensing is being completed. The resource workers conduct interviews on the telephone or by video conferencing as directed by the Province of Manitoba. There were delays with criminal record checks as well. The agency had to rely on declarations for relicenses. The Resource Coordinator was seconded to the DIA Intake Unit for a period of six months during the 2020 year to assist with the area. Upon return, the Resource Coordinator completed reviews with the Resource Workers to ensure licensing was up to date. See the Resource Coordinator’s report for stats.

Supervisor Training

As part of the MACY recommendations, the Northern Authority developed and implemented Supervisory Training (Modules 1 - 6) for the northern agencies. CNCFCA’s Supervisors, Coordinators, and Service Managers participated in Module 4 training on March 10-12, 2021. The QA Coordinator continues to play an integral part in organizing the group to attend the training sessions. Module 5 and 6 training sessions will be held starting in the winter of 2021.

Training Modules

It was identified in past internal reviews that workers and supervisors felt the need for more training. The agency proposed to implement 12 module training sessions such as Introduction to Child Welfare, Legal, Finance, Structured Decision Making (SDM), Intake/Child Protection, Case Management Standards, just to name a few. The proposal was forwarded to the Board of Directors, which they fully supported.

In October 2020, the agency hired a new Training Coordinator, Derek Dick, as the lead. The Training Coordinator, QA, and other experts in the field started the research and development of the curriculum for these modules. Module 1: Orientation to Child Welfare, was implemented virtually in January 2021 to March 2021 with 5 training sessions held. The feedback has been excellent. See the Training Coordinator’s report of the stats. It is expected that most of the training modules will be delivered agency-wide in 2021/2022 on an on-going basis. The overall goal is to give the staff the necessary skills and tools when working with children and families.

Training

- CFSA Alleged Maltreatment (online), November 17-18, 2020
- Teams Training with in-house Training & Development Specialist, February 25, 2021
- Northern Authority’s Supervisor Training Module 4, March 10-12, 2021

Other

As noted in last year’s AGA report, the Southern Authority experienced a cyber attack in November 2019 which affected the Child and Family Service Application system (Intake Module and CFSIS). Our agency, as well as other

agencies across Manitoba, could not upload documents to CFSA. In the summer of 2020, several staff from CNCFCA participated in the testing phases of the uploading of documents with the Province of Manitoba. Finally, on January 12, 2021, the Province of Manitoba officially implemented the changes to the Citrix environment that allowed staff to upload documents to CFSA.

There were a lot of challenges that our agency faced during the 2020/21 year, the major one being the COVID-19 pandemic. The agency had to change the way services were delivered with limited in-person contact. The agency staff worked from home and relied on telephone, cell phones, texting, and video conferencing as a means for communicating with clients, colleagues, and collaterals. A priority was put on training staff on how to use Teams for virtual meetings.

Overall, the agency ensured service delivery continued in a safe manner, protecting both the clients and the staff. At this time it is important to thank the agency's IT department, who worked relentlessly to assist staff with the technology; as well as the management team in ensuring the safety of the children, families, and staff. Ekosi.

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

Child and Family Services Information System (CFSIS)

This year we have had our challenges with training being put on hold in Winnipeg and surrounding areas and with CFSIS in particular and not be able to upload, we needed to find ways to compromise.

In August I sent a request to CFSA to see if we can get training done via video link as all training was put on hold. With Child & Family there is always new staff members. These new staff members need training in this program and with no way of knowing how long these restrictions would be, I sent the request. My request was approved, and we had to ensure a few things. We had to make sure we had the capability to have training modules put on our computer/laptops. This was to ensure staff can take the training in the office or working from home. The other items we had to look at was staff and how knowledgeable they were with computers, did they have FOB's, do they log onto CFSA program. We also had to look at internet speed to make sure participants would stay con-

nected. The first training was provided Nov 23-26, 2020, with some minor errors, but overall, it was a success. I also attended a 2-day CFSA for Alleged Maltreatment training, November 17-18, 2020.

In November 2019, the Southern First Nations Network of Care was a victim of a cyberattack which impacted CFSIS and all access. In December 2019, access was granted to some areas of the program but were unable to upload any PDF files and photos. On July 27, 2020, our Agency was asked if we can work on a pilot project to remedy this issue. Amie Winterton, Samantha Kostyk, Jacqueline Fourre and I were the testers for our agency. There were 5 agencies with two rounds of testing. In late December, all the framework was done and were able to upload. On January 12, 2021, the Manitoba Government has officially deployed the changes to the Citrix environment that will once again allow external users to upload to the CFSA.

Now came the challenge of catching up and putting documents on to CFSIS. Prior to CFSA being fixed we had to estimate how much backlog we had, for our Agency Alexander Lantin, Northern Authority's, Case Management CFSA Specialist estimate that we had over 25,000 items to be uploaded. This total was created by picking a random number of files and checking what was entered in the previous year.

Part of my role is to commit my time in helping workers understand CFSIS and how to complete tasks within the program by using "TeamViewer". This has been a challenge as people learn differently and need the one on one; face to face. R64, R65 reports are completed monthly, these reports tell us what is needed for CFSIS and to help keep us up to date. R78 waiting closure reports, which tell us how many are waiting to be closed by Supervisor. R81 photos reports tells which files need current photo updates. Each year end we need to ensure that we are 100% caught up on recordings, legal status, placements, and funding for all opened cases in CFSIS, this is to ensure we get our funding.

Report completed by: *Lillian Monias,*
CFSIS Specialist

**Please see the table on the following page
for CNCFCA Stats on CFSIS Compliance
as of April 12, 2021**

CNCFCA Stas on CFSIS Compliance as of April 12, 2021:

	Case Synopsis	File Location	Persons in Case	Recordings	Legal	Placement	F2F	Funding
As of March 31 2020: Compliance Based on 920 Cases	87%	95%	86%	85%	97%	95%	CIC 63% Family N/A	95%
As of April 12, 2021: Compliance Based on 944 Cases	86%	99%	99%	96%	99%	99%	CIC 91% Family N/A	99%

Training

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

TRAINING	DATE
In-house: HR Supervisory Training	May 20, 2020
Respectful Workplace Supervisor Training	June 30, 2020
Child and Family Services Information System (CFSIS) Training	November 24-26, 2020
In-house: Orientation to Child Welfare	January 14, 2021 January 28, 2021 February 11, 2021
In-house: Orientation	January 25-26, 2021
In-house: Computer Training	January 27, 2021 February 2-3, 2021 February 10, 2021
In-house: Legal Admin Training	February 10, 2021
In-house: HR Training	February 17, 2021
Northern Authority Supervisory Training (Module 4)	March 10-12, 2021
TIPI Financial Presentations	February 24, 2021 March 4, 2021
SDM Training	April 6-8, 2021
Foster Care Training	March 16-18, 2021

UNIT B:

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 a very positive experience. 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.

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, 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 making referrals to programming/workshops, along with the required paperwork. The biggest challenge, one could say, would be when it comes to budgeting, as there is a huge lack of funding from the Provincial Government.

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.

Files

There are currently 5 active Family enhancement Files. This is a total of five (5) single parents and twenty (20) children.

Closing

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

UNIT B:

AGE OF MAJORITY REPORT

My name is Bev Clearsky and I have been the Age of Majority Worker since October 2020. This is a new position within the agency that was made to enhance the existing groundwork within the transitional planning framework presently provided for our youth within our agency. At present, I am in the process of developing an orientation package that will provide information, as well as act as a gathering portal for communication among agency staff on how we can collaboratively discuss improving the planning for the youth.

CNCFCA has 117 youth in care within the age range of 15 and 17 years old. This does not include youth who have reached age of majority and are entered into an agreement with the agency, the number who have been referred to Community Living disAbility Services, or the number of whom have exited care and are living on their own. Therefore, with regards to quality assurance measurement, likelihood is to have such statistics made available for future reference. They can then be used as indicators that can assist in making improved decisions and assist in offering alternative and additional ways to help our youth grow into positive independent adults.

Challenges

According to record and directive from the Province of Manitoba Families, “the increase in the number of agreements with young adults is reflective of the need to improve planning and coordination for youth transitioning out of care, and of the reality that many youth exiting care needs supports in order to successfully transition to adulthood.” (December 21, 2018, Province for MB Families to Northern Authority).

There are many challenges faced in the areas of education, employment, and housing in general; therefore, this makes it all the more difficult for our youth to attain. As the Age of Majority Worker these issues will always be an obstacle that I hope to address and work together with everyone as a team to assist youth in attaining as much support and resources required. This is essential for the youth to thrive.

This year, as well as last, the overall challenges of the COVID-19 pandemic and restrictions have put a strain on everyone and everything. Hopefully soon we can put it all

behind us and work without the worries of the pandemic. I hope to meet the children and families as well as fellow staff soon when it is safe to do so.

Achievements

During the present and ongoing COVID-19 pandemic the Province of Manitoba has graciously extended supports and services in place for youth aging out of care/extension of care/agreements with youth to assist in receiving supports during this pandemic. Furthermore, efforts continue to be drawn within the agency in order to assist our youth to succeed and gain as much independent living skills required to exit out of care or have the support and resources in place for when they age out.

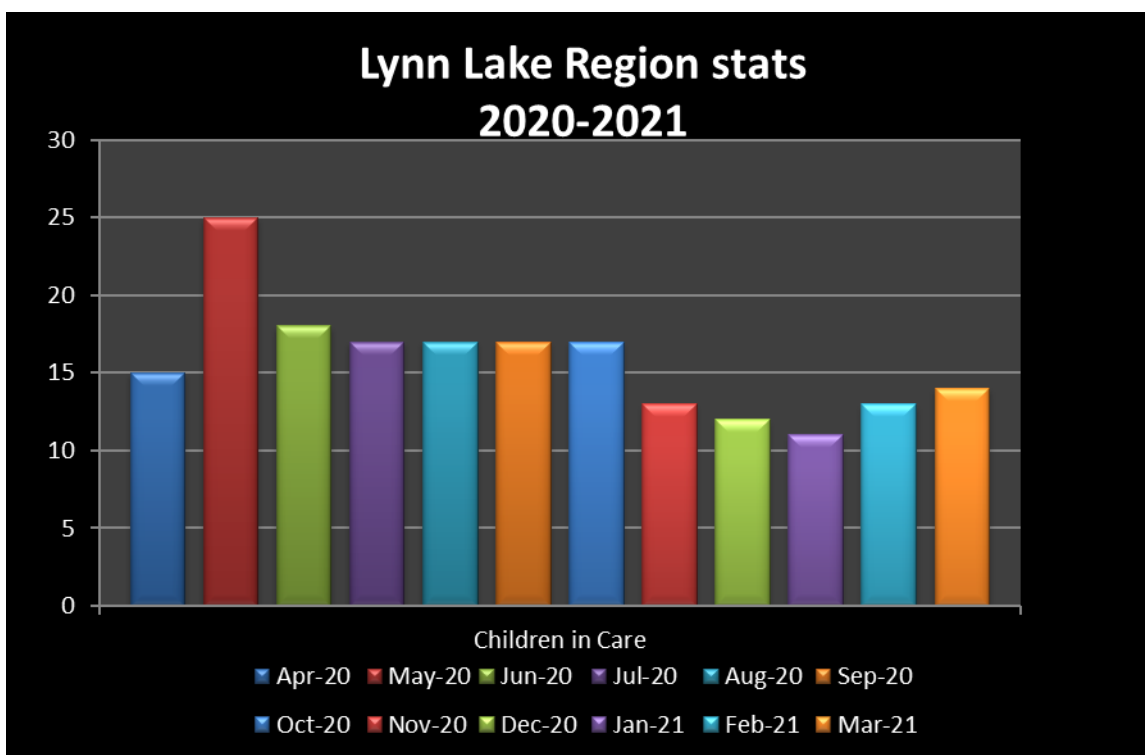
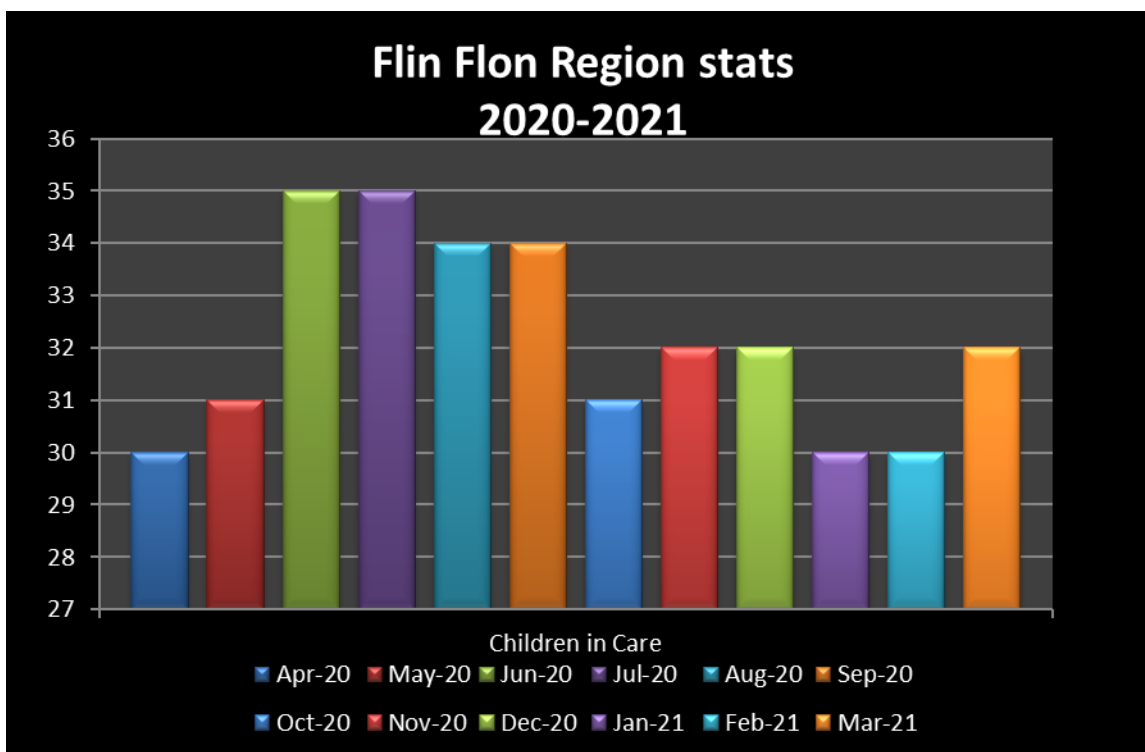
I would also like to mention the input provided from our youth in care back in 2018 from a youth conference held in Winnipeg. This youth conference was a success with the youth as they were provided with questions that required their input on what they would like to see from the agency. The responses from our youth in care has provided feedback for the agency to consider from the youth-in-care perspective. The input collected continues to be reflected and referred to assist the agency in providing support in a way the youth have expressed their needs/wants in how care is provided to them. These responses continue to be re-viewed with respect and consideration. The conference had a positive outcome, with hopes in future for another one.

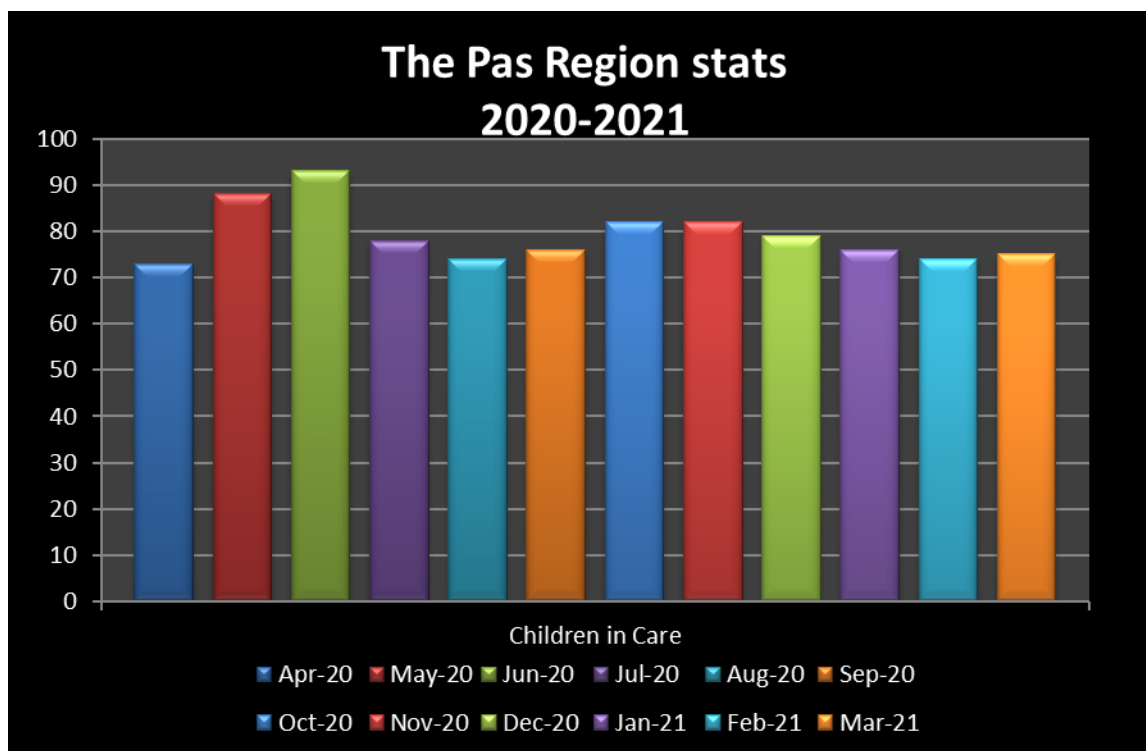
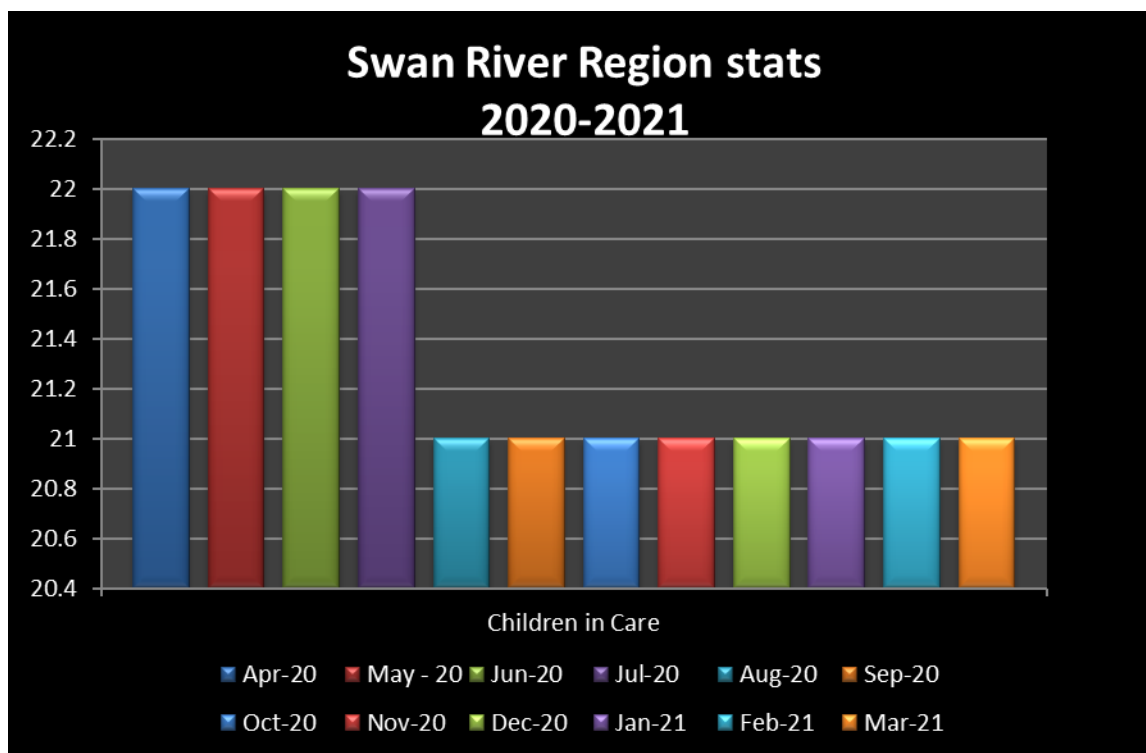
Closing

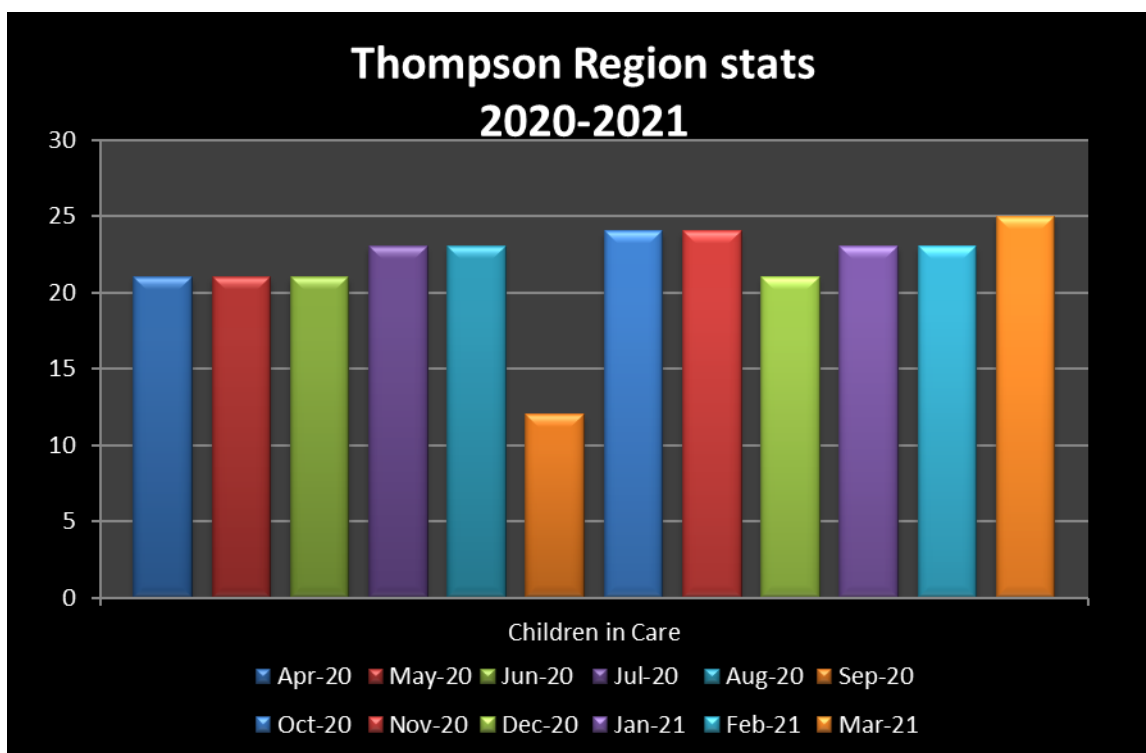
Thank you, and I enjoy working with a team that strives hard to help give our youth the tools to be the best that they can be, all while taking in the daily challenges of growing teenagers who are trying to seek their identities, their place, and their independence in the world.

***Report completed by: Bev Clearsky,
Age of Majority Worker***

CHILDREN IN CARE STATISTICS FROM APRIL 1, 2020 – MARCH 31, 2021







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.

It has been quite a challenge this year working in a global pandemic: ensuring staff and clientele safety and wellbeing, staff morale, working in a virtual setting and keeping up with province-wide health orders and measures. I commend each and everyone in this unit on the continued work with the children and families.

The Agency is involved in a Bachelor of Social Work (BSW) cohort program with the University College of the North (UCN) and University of Manitoba (U of M), which started in September 2016. There was a delay in proceeding with U of M and courses did not resume until January 2021. Unit B has two employees enrolled in this program and are expected to complete their BSW in 2023. In addition, we currently have one employee enrolled in part time studies to complete their BSW.

The Agency encourages and supports employees to enhance their education.

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

OBJECTIVES FOR 2021—2022

- 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 2020-2021 fiscal year.

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

Information Technology Manager

Dean Davidson
Information Technology 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 breaks/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 2020-2021 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 challenges in 2020-2021. The IT team successfully set up and prepared 100% of its staff to work at home solutions while continuing to support full office services and day to day break/fix. During the early days of the pandemic the CNCFCA IT team accomplished an emergency migration of all server-based data to a cloud storage solution in less than ten days.

The IT department is looking forward to upgrading bandwidth-challenged office locations with low trajectory satellite internet solutions (Star Link) in the coming months and years. This technology will address many of the internet service issues in our First Nations office locations.

General Comments

CNCFCA IT Department looks forward to 2021-2022 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, Ojibwe 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 Ojibwe nation.

I would like to acknowledge all my staff at the Winnipeg and Brandon offices for continuing to work during this unprecedented time of COVID-19. The dedication of being at the front line shows us the gift of courage.

We also want to acknowledge Christine Chartrand for completing her BSW degree this year. Congratulations Christine!

Introduction

Welcome to the 2021 SCTC Annual General Assembly. I am honored to share Cree Nation Child and Family Caring Agency Winnipeg and Brandon sub-office reports. 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 and have been at this location since 2010. The Brandon sub office is located at 304-10th Street.

During this unprecedented time staff continued to show commitment in continuing to work with their children in care, family services, and family enhancement. We all had to learn new ways of safely meeting the needs of our children and families. The staff of both the Brandon office and Winnipeg office want to thank the leadership for their on-going support as we continue to face challenges in the work that we do.

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, BSW, Family Service Supervisor
Vaunda Pangman, BSW, Children in Care Supervisor
Melissa Michel, BA, Resource & Brandon Supervisor
Helen Boulanger, Legal Administrative Assistant
Crystal Hunter, Receptionist (on leave)
Doreen Enekwinnare, Casual Receptionist

Della George, BSW, Family Service Unit Supervisor

Bonnie Mayham, Family Service Admin. Assistant
Amanda Boxshall, BSW, Family Service Worker
Amber Kardal, BSW, Family Service Worker
Helen Chornoby, BSW, Family Service Worker
Tania Lerat, BA, Family Enhancement Worker
Nancy McRae, BSW, Child in Care Worker

Vaunda Pangman, BSW, Supervisor, CIC Unit

Audrey Contois, BSW, CIC Admin. Assistant
Leeah Lavallee, Child in Care Worker (on leave)
Afolabi Oyegbile, MSW, Child in Care Worker
Charity Onofrychuk, BSW, Child in Care Worker
Kemi Bombata, BSW, Child in Care Worker
Nancy McRae, BSW, Child in Care Worker
Daniel Bitajabuka, BSW, Child in Care Worker
Bisala Idrissa, BSW, Child in Care Worker

Melissa Michel, BA, Supervisor, Resource & Brandon

Evelyn Folster, Resource Worker
Shirley LaForte, BSW, Resource Worker
Kelly Gossfeld, BSW, Resource Worker
Christine Chartrand, BSW, Resource Worker
Lilian Bagot, BSW, Child in Care Worker
Loretta Sayese, Receptionist (Brandon)
Megan McKay, BSW, FS Worker (Brandon Unit)

**BSW—Bachelor of Social Work*

**BISW—Bachelor of Indian Social Work*

**BA—Bachelor of Arts*

**MSW—Masters in Social Work*

**RSW—Registered Social Worker*

Della George, Family Service Supervisor Annual Report for 2020-2021

Our Wpg Sub Office has undergone some Supervision changes effective on October 5, 2020, former Family Service Unit is now Unit 2, it consists of 8 staff including 1 Admin, 4 Family Service Workers, 1 Family Enhancement worker, 2 CIC Workers. There were three staff away on leave which resulted in hiring term staff until two of staff returned to work. There were some staff changes, such as one Family Service worker hired as term position on September 2020 had accepted CIC worker permanent position on February 2021 and then she left the Agency on March 2021. One CIC Worker change Supervision to Unit 3 on December 9, 2020.

Compared to previous years our Unit is experiencing an increase in case volume in family service files since COVID-19 also there is increase in children coming into care and needing resource placements and increase in attending Court Proceedings. The three family service workers and one Family Enhancement worker have been case managing high caseloads. Due to COVID-19 Restrictions has been quite challenging for workers to meet CFS standards and CFSIS compliance and working from home three days a week such as conducting wellbeing checks with families and monthly face to face contact with CIC's, but workers had to adjust and find creative ways to continue making their contacts as part of essential services and using Protective Equipment and practicing health regulations. Our agency recognizes that our families have been further negatively impacted by COVID-19 restrictions as family visits have been put on hold and only visits are being done by Virtual Video Conferencing, though our agency made some exception for those parents who are before the Courts proceedings, as part of case planning parents are having Transitional visits towards working on family Reunification.

Under new Block Funding our agency is assisting families under Protection Support Funds for emergency provision to prevent family breakdown. There is a great need for this support and families very grateful and more reciprocal in working with the Agency.

Family Enhancement Program:

Family Enhancement program continues to maintain the pantry to provide emergency food and baby supplies for those families in need. This year FE worker has submitted two proposals to assist families with additional supplies including personal care and family activity packages and

COVID Health and Sanitizing supplies.

On March 17 & 18, 2021 Family Enhancement Worker comprise of Committee to assist with coordinating a two-day Youth Gathering by Virtual Teachings including Story of Resilience sharing circles, Painting Workshop, Elders Teachings that consisted of Rites of Passage, Drum teaching, feather teachings, Medicine Wheel teaching, Sweetgrass teaching, skirt making and Drum Making Workshop. The Children's Aid Foundation of Canada under a proposal Back to Land Programming grant funding was approved in December 2019 was submitted by our Winnipeg Sub Office. This was well received by the Children in care along with their foster parents. In total we had 63 participants participate over a 5-day period.

Staff Development and Training

Supervisor:

- June 28, 2020: Special Rate Training by Northern Authority via Teams (virtual)
- March 30, 2021: Teams Training by IT to all staff at the Agency

Family Service Workers/CIC Workers:

- November 24-26, 2020: Two staff attended in-house CFSIS Training by Virtual Teaching

Family Enhancement Worker:

- Staff attended no training for this fiscal year

Recommendations and Comments:

A staff member had indicated that she would like to take CORE training offered by Derek Dick, but the worker was unable to schedule time for training due to managing a high caseload.

Another worker is suggesting staff be allocated three mental health days or stress relief per year to take on Leave Scheduler.



Vaunda Pangman, CIC Supervisor Annual Report for 2020-2021

Vaunda Pangman was hired on March 10, 2020 as the Child in Care Supervisor in the Winnipeg Office. Vaunda has been an employee with the Agency since 2013. The Child in Care Unit-C consists of six Child in Care Workers, one Administrative Assistant and one Supervisor. There is currently one CIC Worker on leave and just recently a vacant Administrative Assistant position. This makes for higher caseloads for the other Child in Care Workers as they are having to cover case management responsibilities while staff are away or until a temp CIC Worker can be hired. Currently, caseloads consist of approximately 27-34 cases per worker.

The CIC Workers are responsible for all aspects of Cree Nation Child and Family Caring Agency (CNCFCA) Permanent Ward children within Winnipeg and the surrounding areas. This includes the young adults who may be on an extension of care or are transitioning their way out of care. On March 23, 2020, the Province announced children in care who are turning eighteen will continue to receive supports from the Agency in recognition of the uncertainty the pandemic continues to affect the plan of those children scheduled to leave care. A temporary Amendment to Section 50(2) enables continued support for an 18-year-old of any legal status and the ability to extend benefits for young adults when they turn 21 years old. This is in effect until September 23, 2021.

As per Provincial standards, CIC Workers provide monthly contact with children in care and their foster parents via telephone, email, or skype during the pandemic. Should workers be required to go into a home they are sure to wear PPE devices according to the Provincial Health Guidelines and Restrictions. As per Standards this contact is entered on the CFSIS data base each month. Child in Care Workers are working closely with Foster Parents to ensure the children have regular medical, dental and optical appointments.

Due to COVID Family Visits have taken place on the telephone or skype. The Workers and foster parents do their best to assist with this process.

Biological parents are working on Reunification plans to rescind their child's Permanent Order. The CIC Unit would like to see more and more families reunified. First Nations Advocates supporting them through this process.

Children were given the option to have home packages sent home or do remote learning via online. The workers provided laptops or tablets as needed. We are thankful to the foster parents and the support workers for supporting the children through these difficult times.

Our Unit has seen higher volumes of children and family members with mental health issues or concerns due to COVID and its restrictions of staying home as well as not being able to see their family members in person. The children are missing their school, their friends and family members. Children are referred to Crisis Response Center or MATC for to be Assessed Emotionally, Mentally, Spiritually and Physically. Recommendations are then provided to better understand and meet the child's needs.

Five CIC Staff took Intro to Child Welfare Training with Derek Dick.

One staff took SDM Training with Derek Dick.

The Supervisor took Supervisor Training Model 4 and 5 with Colleen Robinson of Northern Authority.



Winnipeg & Brandon Offices:

Melissa Michel, Resource Unit Supervisor

Annual Report for 2020-2021

Winnipeg Office

We have four resource workers, three of them license and maintain foster homes with each worker carrying a case load of an average of 35 homes. The other resource worker maintains an active listing of 130 support and respite workers.

We had no scheduled Foster Parent this year due to COVID-19.

Lilian Bagot was placed under my supervision in November 2020. She currently has 32 CIC's on her case list.

Christine Chartrand was away from September 2020 to April 2021 completing her practicum for her BSW, which she graduated from in the April 2021. Congratulations Christine!



Recruitment for Foster Parents and Support Workers

Flyers were sent to several different business/organizations in early Spring 2021. We are planning a recruitment drive by handing out bags with Cree Nation promotional material with flyers/business cards.

Brandon Office

Melissa Michel—Supervisor
Loretta Sayese—Administrative Assistant
Megan McKay—Family Services Worker

We hired a new Family Services Worker, Megan McKay, in November 2020. She has been a great addition and asset to our Brandon unit. I would like to extend a thank you to Shirley LaForte, who was covering the Brandon office CIC/FS files from May to September 2020.

Currently there are 21 CIC files and 15 family files in Brandon, including eight surrounding communities.

We currently have a total of 6 foster homes and places of safety in Brandon and surrounding areas.

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

The Brandon office moved to a new location in April 2021.

Professional Development and Training

Melissa Michel, Supervisor:

- July 30, 2020: PCC “How-To” Training
- January 2021: Introduction to Child Welfare, in-house training
- March 2021: Supervisory Training, Northern Authority Module 4

Evelyn Folster, Resource Worker (Support Worker Coordinator):

- July 30, 2020: PCC “How-To” Training

Kelly Gossfeld, Resource Worker:

- July 30, 2020: PCC “How-To” Training
- March 2021: 4-day CFSIS training

Christine Chartrand, Resource Worker:

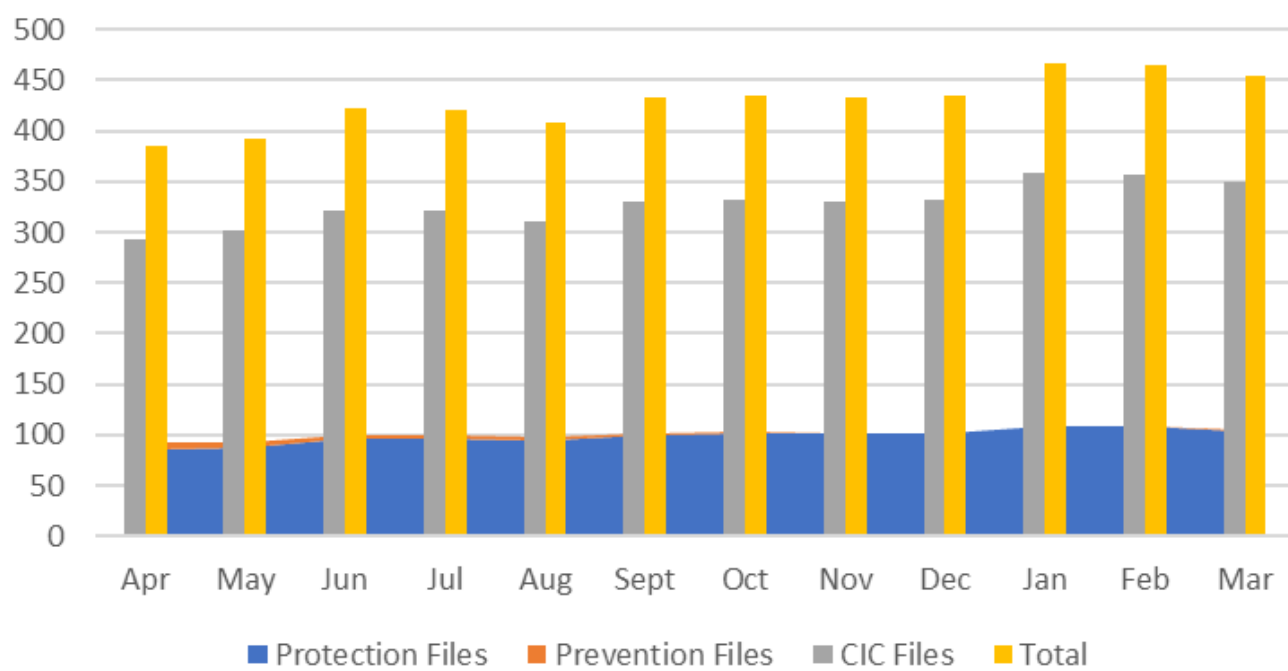
- July 30, 2020: PCC “How-To” Training
- September 9-11, 2020: CFSIS 3-day CFSA for Foster Care Management
- November 4, 2020: Protecting Children Information Sharing Act, Train the Trainer session, online, Province of Manitoba
- January 28, 2021: Introduction to Child Welfare, Module 1
- January 19, 2021 & February 9, 2021: Assembly of First Nations—Our Children, Our Future: Virtual Leadership Gathering on First Nation Child and Family Services and Self-Determination (attended 2 of 4 sessions)
- April 2021: Bachelor of Social Work Graduate, University of Winnipeg

Stats for Winnipeg/Brandon office 2020 - 2021
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Family Services Unit Stats 2020 - 2021

Month	Protection Files	Prevention Files	CIC Files	Total
Apr	86	6	293	385
May	88	4	301	393
Jun	96	4	322	422
Jul	96	4	321	421
Aug	94	3	311	408
Sept	100	2	331	433
Oct	102	1	332	435
Nov	101	1	331	433
Dec	101	1	332	434
Jan	108	1	358	467
Feb	108	1	356	465
Mar	104	1	349	454

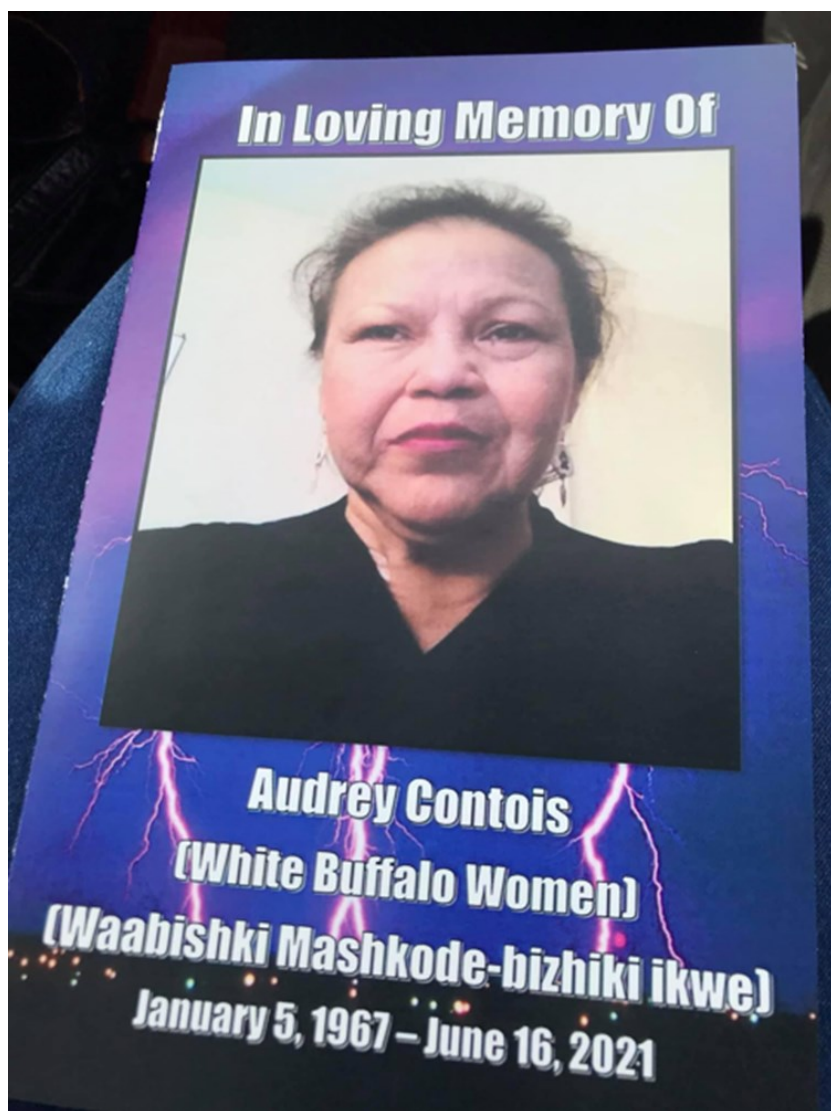
Family Service Unit Stats 2020 - 2021



Winnipeg/Brandon Sub-offices: Goals & Objectives 2021-2022

- Ensure that all children are seen on a monthly basis according to Child Welfare Provincial standards.
- Work with Quality assurance to develop monitoring strategies to ensure that we continue to meet CFSIS compliance and requirements.
- Ongoing planning and activities for Children in Care and families
- Work with Supervisors to ensure that staff can complete their Director Annual Reviews in a timely manner.
- Support staff in attending ongoing training with our own trainer.
- Continue to stabilize the Winnipeg office through staff retention.
- Work with Supervisors to ensure caseload management and distribution.
- Plan a weekend retreat for staff at the Winnipeg office concentrating on mental health and cultural activities.

**Respectfully submitted by: Sherry Gott, MSW, RSW
Winnipeg Service Manager**



Audrey Contois was a dedicated staff member of the Winnipeg office. Audrey was very committed to working with our children and families.

We honor her years of service and mourn her untimely passing this year.



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