

**SWAMPY CREE TRIBAL COUNCIL  
44<sup>TH</sup> ANNUAL GENERAL ASSEMBLY**



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

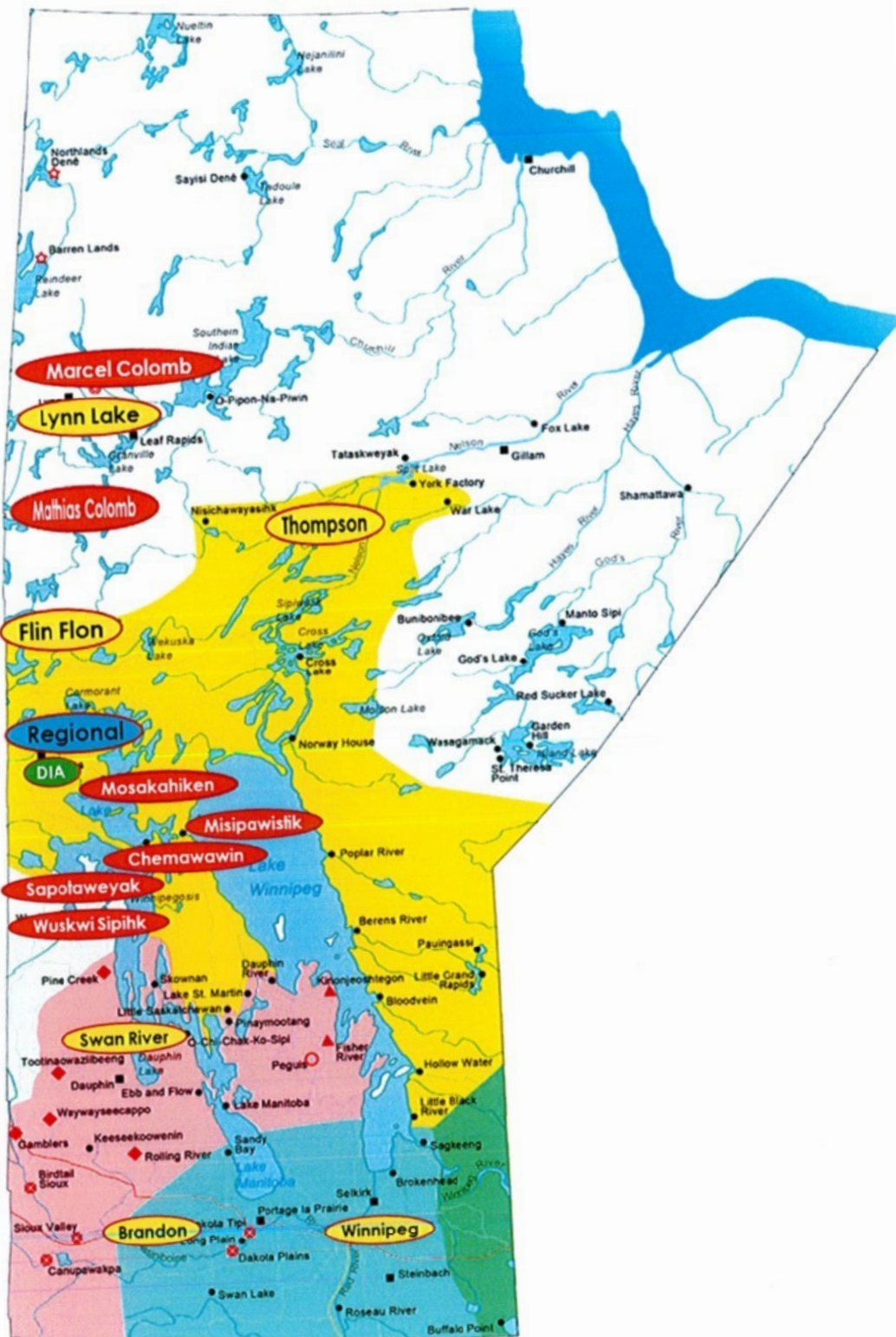
**Annual Report:**

**April 1, 2021 to March 31, 2022**

**August 3 & 4, 2022**

**MISIPAWISTIK CREE NATION**

***Nehinawetan Kakike - Let's Speak Cree Forever***



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**REGIONAL OFFICE**

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

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

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

**WINNIPEG SUB-OFFICE**

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

**MOSAKAHIKEN LOCAL OFFICE**

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

**CHEMAWAWIN LOCAL OFFICE**

#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  
 Amanda Ducharme, 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  
 Vacant, 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 (on leave), CIC Worker  
 Rhonda Norman, CFS Worker  
 Vacant, CIC Worker  
 Vacant, CIC Worker  
 Meagan Bushko, BSW, RSW, Resource Coordinator  
 Doug McIvor, BSW, Resource Worker  
 Corey Constant, Resource Administrative Assistant, Term  
 Bev Clearsky, BSW, Age of Majority Worker  
 Tricia Dick, BSW, Quality Assurance Coordinator  
 Lillian Monias, CFSIS Specialist  
 Alvin Merasty, Family Enhancement Worker, Unit B  
 Margaret Cook, CISW, BISW, Service Manager Unit A  
 Garret Olson, Federal Administrative Assistant  
 Rochelle Campbell, Legal Administrative Assistant  
 Mackenzie Thomas, BSW, Adoption/Repatriation Coordinator  
 Rosie McGillivray, ACFSD, Resource Worker  
 Bobbi-Faye Sinclair, BA, Family Enhancement Manager  
 Cynthia Constant, FE Administrative Assistant  
 Veronica Thomas, MCCN I/Direct Service Coordinator  
 Sherri Constant, MCCN Admin/Case Aide  
 Jennifer Sinclair, MCCN Administrative Assistant, Term  
 Audrey Constant, MCCN Out of Community Worker  
 Jay Constant, MCCN Out of Community Worker  
 April Kematch, MCCN CIC Worker  
 Greg Cook, MCCN CFS Worker, Term  
 Julie Fenner, MCCN, CFS Worker, Term

## **FINANCE OFFICE**

Sandra Muilenburg, 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  
 Katelyn Saultier, Accounting Technician, Travel  
 Tyler Tobacco, Accounting Technician  
 Candace Tobacco, Accounting Technician  
 Lee Cartwright, Accounting Technician—FE  
 Chantal McKenzie, CSA Worker  
 Angie Bignell, Accounting Supervisor  
 Courtney Harris (on leave), Accounting Technician  
 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  
 Nicole Knutson, Intake/DIA Legal Administrative Assistant  
 Sonya Hengemuehl, Intake Supervisor  
 Paywahpun Carriere, Federal Intake Coordinator  
 Whitney Kadachuk, Intake Worker  
 Stacey Banhegy, Intake Worker  
 Randi Dick (on leave), Intake Worker  
 Rosetta Dyck, Intake Worker, Term  
 Shyla Kematch, Intake Data Entry File Clerk  
 Danica Mink-Cook, After Hours Data Entry Clerk  
 Vacant, After Hours Data Input/Foster Care Worker  
 Linda Kryschuk, Intake/DIA Administrative Assistant  
 Matt Pecar, Child Protection Coordinator  
 Mathieu Poirion, Child Protection Investigator  
 Walter Chartier, Child Protection Investigator  
 Vacant, Child Protection Investigator  
 Samantha Kostyk, CPU Administrative Assistant

## **WINNIPEG SUB-OFFICE**

Charlene Baker, Service Manager  
 Crystal Hunter (on leave), Receptionist  
 Doreen Spence, Term Receptionist  
 Helen Boulanger, Legal/Administrative Assistant  
 Vacant, CIC Supervisor  
 Cheryl St. Denis, CIC Administrative Assistant  
 Charity Onofrychuk, BA, BSW, CIC Worker  
 Bisala Idrissa, CIC Worker  
 Kemi Bombata, BA, BH Ecol, CIC Worker  
 Afolabi Oyegbile, MSW, CIC Worker  
 Daniel Bitajabuka, BSW, RSW, CIC Worker  
 Leeah Lavallee, CIC Worker  
 Lilian Bagot, BSW, CIC Worker  
 Della George, BSW, Family Service Supervisor  
 Bonnie Mayham, FS Administrative Assistant  
 Amanda Boxshall, BSW, Family Service Worker  
 Jaclyn Kozak, CFS Worker

**WINNIPEG SUB-OFFICE (continued)**

Christine Burke, CFS Worker  
 Vanessa McKerracher, CFS Worker, Term  
 Nancy McRae, BSW, CIC Worker  
 Melissa Michel (on leave), Resource Supervisor  
 Emmanuel Ayeni, Resource Worker  
 Evelyn Folster (on leave), Resource Worker  
 Christine Chartrand, BSW, Resource Worker  
 Shirley LaForte, Resource Worker

**BRANDON OFFICE**

Melissa Michel (on leave), BA, Unit Supervisor  
 Janet Greene, CFS Worker  
 Loretta Sayese, Administrative Assistant

**MOSAKAHIKEN LOCAL OFFICE**

Karen Bland, BSW, Unit Supervisor  
 Brian Cook, Family Enhancement Worker  
 Vacant, Family Enhancement Worker  
 June Bradburn (on leave), CIC Worker  
 Sylvia Grey, BSW (on leave), Intake Worker  
 Melissa Sanderson (on leave), Administrative Assistant  
 On Call Workers: Karen Bland

**CHEMAWAWIN LOCAL OFFICE**

Tracey Chartier, Unit Supervisor  
 Laura Kakegamic, CIC Worker  
 Vacant, 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 (on leave), Family Enhancement Worker  
 Karen Pranteau, Family Service Worker  
 Miranda McKay, Family Service Worker  
 Robin Ballantyne, Resource Worker  
 Lois Sinclair, Intake Worker  
 Ray Constant, Administrative Assistant  
 On Call Workers: Mary Ballantyne, Myra Ballantyne, Lois Sinclair, Miranda McKay

**WUSKWI SIPIHK LOCAL OFFICE**

Daisy Chartrand, Unit Supervisor  
 Chantel Munro, Family Enhancement Worker  
 Jeanette Bercier, CFS Worker  
 Brenda Hather, Resource Worker

Margaret Hay, Intake Worker  
 Shari Pastushuk, Administrative Assistant

**SAPOTAWEYAK LOCAL OFFICE**

Vacant, Supervisor (see Margaret Cook)  
 Vacant, Family Enhancement Worker  
 Stephanie Copapay, CFS Worker  
 Elizabeth Ballantyne (on leave), Administrative Assistant

**MATHIAS COLOMB LOCAL OFFICE**

Jeanne Ross (on leave), BSW, Service Manager  
 Myrna Bighetty, CIC Supervisor  
 Rosalie Colomb, CIC Worker  
 Horizon Caribou, Intake Worker  
 Valerie Whyte, Resource Worker  
 Farron Dumas, Family Enhancement Worker  
 Rosalyn Bighetty, Family Enhancement Worker  
 Kai Colomb, Administrative Assistant, Term

**SWAN RIVER OFFICE**

Lori Sawchuk, MSW, Unit Supervisor  
 Nora Stevens (on leave), CISW, CIC Worker  
 Vacant, 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 (on leave), CIC Worker  
 Colleen Arnold, CFS Worker, Term  
 Amie Winterton, Administrative Assistant

**LYNN LAKE OFFICE**

Jenine Cook, BSW, Unit Supervisor  
 Ashley Moreau, Intake/CIC Worker  
 Vivia Powell, Out of Community Worker  
 Josiah Phillips, Administrative Assistant

**THOMPSON OFFICE**

Jenine Cook, BSW, Unit Supervisor  
 Kelly Moors, CIC Worker  
 Vivia Powell, Out of Community Worker  
 Leon Frost, Resource Worker  
 Opeyemi Fadipe (on leave), Family Enhancement Worker  
 Nneoma Abara, FE Worker, Term  
 Marion Spence, Administrative Assistant

# 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*



# 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



# Executive Director

Submitted by: Fran Sinclair-Dick, CISW, BISW

Tansi & Welcome to our 44<sup>th</sup> Annual General Assembly!

Cree Nation Child & Family Caring Agency is pleased to provide our annual report from each manager for the 2021-2022 fiscal year.

It has been another year of dealing with Covid 19 and our agency continued to provide services to our children and families. As essential employees we had to ensure our staff continued to work with safety measures in place and to follow our Pandemic Policy and Immunization Policy. Employees were provided with covid test kits along with safety equipment. Our IT department worked diligently by ensuring our staff were able to continue working remotely with access to their laptops and printers. The agency's Work from Home Policy was lifted on April 4, 2022, in which all staff reported to work at their respective office locations.

This year's children in care stats are 735 as of March 31, 2022; federal 523 and provincial 212. The Agency continues to support 66 young adults who have reached age of majority up to 21 years of age.

Our agency is proud to announce this year's graduating class of 2022 with 19 high school graduates. Each graduate was gifted with a star blanket and a pre-paid Visa card to acknowledge their hard work and dedication in receiving their diplomas. We wish each graduate success in their future endeavors.

*Congratulations*  
CLASS OF 2022

Our Board of Directors approved the law firm of Cochrane Saxberg for all legal files of the Agency. The transition was completed and the official date was February 6, 2022. We want to acknowledge John Harvie and his legal team of Myers firm for their years of service.

CNCFCA along with eighteen (18) other agencies and two (2) authorities filed a lawsuit against the Province regarding the Children's Special Allowance (CSA). The trial date was scheduled in October 2021 and we are waiting for a response from the Province. Harold (Sonny) Cochrane of Cochrane Saxberg will provide an update to our Board of Directors as soon as they receive further information.

The agency received verbal notification from two (2) communities regarding their intent to establish their own child and family law. Mathias Colomb Cree Nation has initiated the process of gathering information from the agency and Sapotaweyak Cree Nation have started their meetings.

CNCFCA Board of Directors participated in their scheduled board meetings. I thank the Board of Directors for their support and guidance in following the agency's mandate to serve our children and families.

Myrtle Bilow, Chairperson  
Annie Ballantyne, Vice Chairperson  
Lori O'Neill, Secretary-Treasurer  
Shirley Castel, Board Member  
Flora McNabb, Board Member

## MANAGEMENT TEAM

The Director of Finance & Operations was vacant for a period of three (3) months from June 14 to September 19, 2021. Our management team consists of the following:

- Sandra Muilenburg, CPA, CGA—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
- Charlene Baker—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

CNCFCA employees continue to receive training that is offered by our virtual Teams with a schedule of dates throughout the year.

BSW Cohort first practicum has been completed and I am pleased to report that seven (7) employees will start their second practicum this fall. Two students received extensions to submit their practicum hours and will be able to join their second field placements. BSW graduation date is slated for October 2023 at which time the agency will honor our employees for their commitment to their studies and employment duties.

## INITIATIVES

CNCFCA will follow its Strategic Plan to ensure the work is completed as set out by the management team and approved by our Board of Directors.

On July 20, 2022, CNCFCA, Northern Authority and Swampy Cree Tribal Council's I/Executive Director met to discuss the planning of a CFS Conference. CNCFCA Board of Directors approved to co-host with the Northern Authority. We hope to hear a favorable response from SCTC to participate with the CFS Conference to be held in the very near future.

## OBJECTIVES FOR 2022—2023

There are many important objectives to be fulfilled during this current fiscal year. CNCFCA will continue to make improvements in all areas within the agency.

Local Child Care Committees to resume their meetings at their respective communities. Their advice and guidance is greatly appreciated by our employees at the local offices.

This past year, our Agency felt the loss of two (2) employees: Angelique Lathlin & Abby Klyne. Please see our In Memoriam page at the end of this AGA report to remember and honor these exceptional individuals.

This will conclude my report for the 2021-2022 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, due to the pandemic new recruitment was a struggle.

The recruitment strategy continued to focus 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 not plausible. New strategies for recruitment are always welcome.

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 levels of government with the primary goal of ensuring that culturally appropriate resources are available within each community.

Cree Nation Child & Family Caring Agency's Resource Unit has been diligently striving to license Emergency Placement Resources within the local communities to be able to provide a safe place for children that require temporary assistance. There are currently two licensed Emergency Placement Resources in our communities of Misipawistik Cree Nation and Wuskwi Sipihk First Nation. Physical development has been completed for the one unit located in Chemawawin. The structure has been inspected and is ready to be in active use.

The agency needs to develop more independent living placements for transitioning children in care over the age of 18, 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 attends training.

- There are no options in regards to age, gender, or behavior needs 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.

Due to COVID-19 Foster Parent Conferences did not occur, however there is much anticipation for a group gathering in the future.

The 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. Kinship and extended family placements are highly supported within Resource.

## Foster Home Case Listing Profiles

All stats shown are for the period ending March 2022.

### Rosie McGillivray: Mosakahiken, The Pas & Area Foster Homes:

Licensed	29
Unlicensed	3
Place of Safety	6
Total	38

### Doug McIvor: Flin Flon & Area Foster Homes:

Licensed	25
Unlicensed	1
Place of Safety	3
Total	29

### Veronica Thomas/Valerie Whyte: MCCN Foster Homes:

Licensed	8
Unlicensed	0
Place of Safety	1
Total	9

### Robin Ballantyne: Misipawistik Foster Homes:

Licensed	10
Unlicensed	3
Place of Safety	12
Total	25

**Nancy Arrow: Chemawawin Foster Homes:**

Licensed	13
Unlicensed	0
Place of Safety	1
Total	14

**Brenda Hather: Wuskwi Sipiik & Area Foster Homes:**

Licensed	11
Unlicensed	2
Place of Safety	5
Total	18

**Bryon Fried, Swan River & Area Foster Homes:**

Licensed	20
Unlicensed	0
Place of Safety	6
Total	26

**Leon Frost: Thompson & Area Foster Homes:**

Licensed	6
Unlicensed	2
Place of Safety	4
Total	12

**Christine Chartrand: Winnipeg & surrounding areas Foster Homes:**

Licensed	26
Unlicensed	0
Place of Safety	7
Total	33

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

Licensed	19
Unlicensed	3
Place of Safety	12
Total	34

**STATS FOR Emmanuel Ayeni: Winnipeg & surrounding areas FOSTER HOMES:**

Licensed	24
Unlicensed	0
Place of Safety	2
Total	26

**Total Agency Homes: 264****Resource Committees:**

Resource collaborative committees were formed to develop and foster working relationships between interagency resource departments. Cree Nation Child and Family Caring Agency has been actively participating in the Northern Authority Inter-agency Resource and Standards meetings, the Alternative Care Network Committee (Northern Region), and the Customary Care Working Group. The committees' aim is to improve communication and to foster inter-agency collaboration. The agency continues to attend and connect with other agencies when meetings are scheduled. An internal agency committee is in the process of initiating meetings and laying the groundwork for internal policies.

**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 the skills and capabilities of foster homes that can provide specialized care for our children. There are currently 59 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 Sipiik Homes:**

Cree Nation Child and Family Caring Agency is currently utilizing a 6-bedroom home in Misipawistik and a 4-bedroom home in Wuskwi Sipiik. The 4-bedroom home Chemawawin is still in the process of licensing.

### Misipawistik/Chemawawin/Wuskwi Sipihk Homes (continued):

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 overall 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. There have been some minor changes with resource orientation, specifically around COVID-19 precautions.

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

### Licensed Out-of-Home Respite:

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

## Support Worker Stats by Region

### Bryon Fried/Swan River Support Workers:

TOTAL	50
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### Robin Ballantyne/Misipawistik Support Workers:

Respite	30
On Hold	0
TOTAL	30

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

MCCN	5
Respite	5
TOTAL	5

### Leon Frost/THOMPSON Support Workers:

Surrounding areas	6
Respite	6
TOTAL	6

### Rosie McGillivray/The Pas & Moose Lake Support Workers:

Surrounding areas	56
The Pas/OCN	56
TOTAL	56

### Doug McIvor/Flin Flon Support Workers:

Surrounding Areas	16
TOTAL	16

### Evelyn Folster/Winnipeg Support Workers:

Winnipeg	139
Respite	106
TOTAL	139

**Total Support/Respite Workers 302**

## Staff Training

Due to COVID-19 no staff training occurred.

# Human Resources Manager

Submitted by: Laurie Ducharme  
Human Resources Manager

## Introduction

Welcome to the 2021-2022 Human Resources Annual Report. The human resource department assists the Agency by providing a full range of human resource services to the Cree Nation Child and Family Caring Agency (CNCFCA) and all our employees. The human resource department is responsible for assisting in the maintenance, implementation, of human resource policies and procedures agency wide.

Our department oversees several functions such as employee attendance, recruitment, and selection, performance management, training & development, group benefits, group pension, workers compensation and employee compensation.

We have endured another difficult year of COVID 19. The human resource department worked closely with the management team to revise our current Pandemic Policy to ensure that the Agency followed the Provincial guidelines.

We also implemented an Immunization Policy. This policy was to ensure that all new hires were fully vaccinated with the COVID 19 vaccines. The goal was to keep staff informed of the policy requirements to ensure their safety and the safety of the clients that we serve.

This past year also included staff working skeleton crews and working from home.

## Staff Listing

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

## Employee Education & Training

CNCFCA encourages employees to continually upgrade and develop their skill and knowledge through attendance at colleges or universities in part-time studies. The Agency will ensure ongoing training and development to have the most qualified staff to perform the requirements of their position within the agency.

CNCFCA has an Education Assistance Program in place to assist and encourage employees to upgrade their education and skills.

Our BSW Cohort program currently has 11 staff enrolled in a BSW Cohort program. These staff members have been currently enrolled in the program for one and half years. Seven of these staff members are anticipated to graduate in October 2023.

The BSW Cohort program allows staff to attend part-time studies to obtain their Bachelor of Social Work, while maintaining their job. The goal is for employees to earn their Bachelor of Social Work Degree which enables the agency to have a highly qualified and skilled workforce. This also ensures that the Agency is meeting the mandate set forth by the province as per workforce qualifications.

The Human Resource department along with our Agency lawyer provided two supervisory training sessions. Due to the pandemic, the training sessions were conducted virtually to all supervisors within the Agency. This training covered topics such as annual performance reviews, progressive discipline, lines of authority, attendance, and work performance issues.

## Human Resource Generalist

The Agency is currently advertising for a Human Resource Generalist since March 2022.

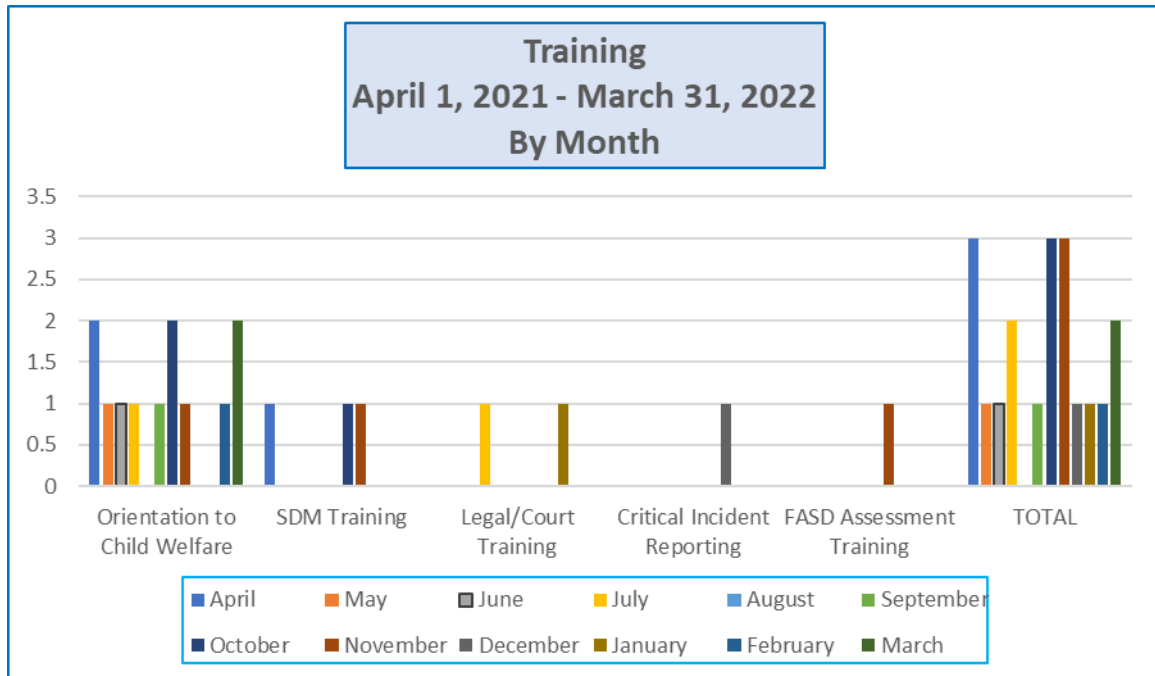
## Training Coordinator

Our training department has identified approximately 18 modules which cover a wide range of topics for the purpose of building the skillset of our social workers within CNCFCA. It was challenging to develop these modules, however with consultation from various staff members from other units, and our Quality Assurance Coordinator, we were able to develop 4 modules which have been successfully delivered. The modules are as follows:

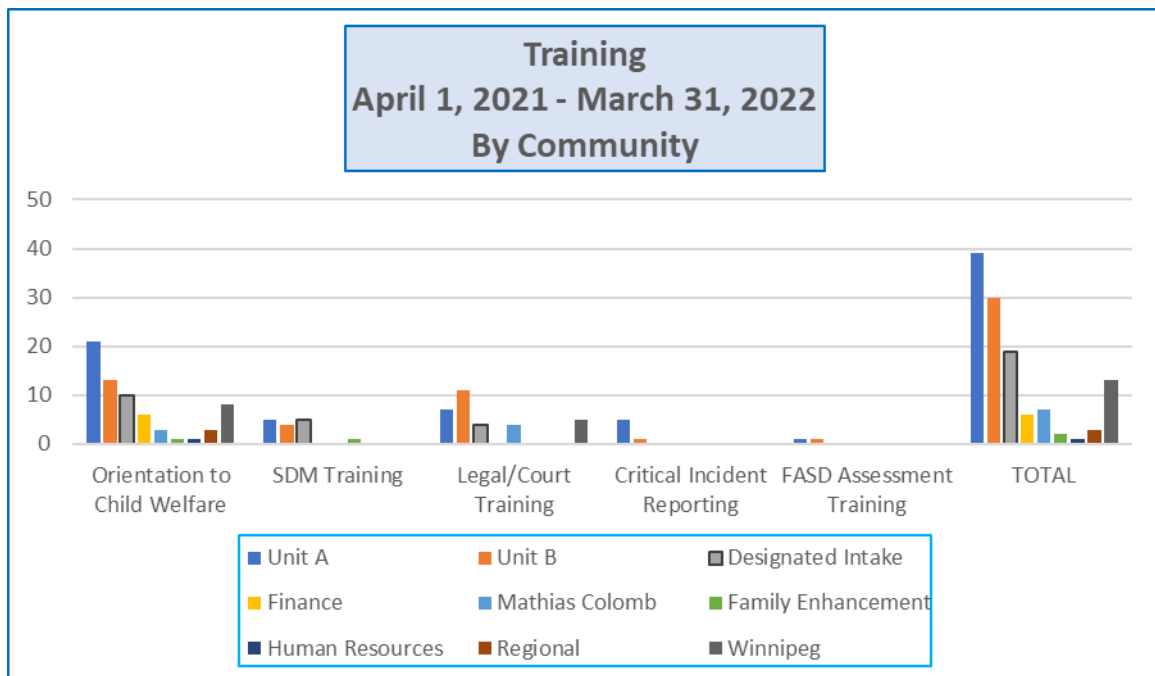
- Module 1: Orientation to Child Welfare
- Module 2: Structured Decision Making
- Module 9: Legal/Court Procedures
- Module 13: Critical Incident Reporting



### Number of training sessions delivered to staff from April 2021 to March 2022:



### Number of training sessions delivered to staff from each unit within CNCFCA:



Despite working through health restrictions due to the pandemic, we were able to successfully schedule training sessions on a virtual basis. Between April 2021 and March 2022 we have a total of 120 participants complete these modules.



## Training Challenges

More input is needed from other units in the development of modules. There is an unrealistic expectation that the development of all our modules should be done solely by the training coordinator. More staff are required to become facilitators.

Due to the COVID 19 health restrictions, we were unable to meet in person and it was difficult to keep staff engaged during training sessions that were held virtually. Some of our offices had internet issues which made it difficult for some staff to access training sessions virtually.

Certain training sessions such as the Structured Decision Making could not be held virtually as the information being discussed would be more understandable in person. Unfortunately, we were unable to meet in person due to the pandemic.

Training hubs need to be identified so our modules can be accessed agency wide. Currently our training modules are only accessible to staff working in our regional office and surrounding area.

As the Training Coordinator I have not been able to access any training for my position nor have I been author-

ized to travel to outlying areas to hold training sessions due to the pandemic.

A training lab is needed to hold in person sessions as it is difficult to use the regional board room only.

Staff who sign up to take training sessions drop out last minute citing shortage of staff in their offices and this prevents them from taking part due to not having any coverage.

## Training Goals

- Develop 3 more modules over this fiscal year
- Identify training hubs in Thompson, The Pas, Swan River, and Winnipeg to hold in-person training sessions.
- Identify more staff to take on the role as a facilitator
- Access training in different areas to enhance my skills as the Training Coordinator.

Respectfully submitted by:

Derek Dick  
Training Coordinator

## Recruitment

CNCFCA is committed to recruiting and selecting individuals who are the most qualified to perform the requirements of each position available. Candidates for the 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.

The agency currently advertises vacant positions through:

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

## Recruitment Challenges:

- 1) COVID-19 continued to be a major challenge in the recruitment process. Restrictions in the past year made it more difficult to post job ads as many of the businesses were closed. This impacted our ability to post ads within the federal communities.
- 2) Social distancing requirements affected the way the Agency conducted the interview process. All interviews were conducted via teleconference or Microsoft Teams.
- 3) Applicants who declined positions for various reasons after the entire interview process remains another challenge. The interview 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 is a very time consuming process.
- 4) Prior contact, child abuse, declaration forms, and police checks are conditions of employment. In some cases the agency must deny employment 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, unavailability of office space, and 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 existing 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.

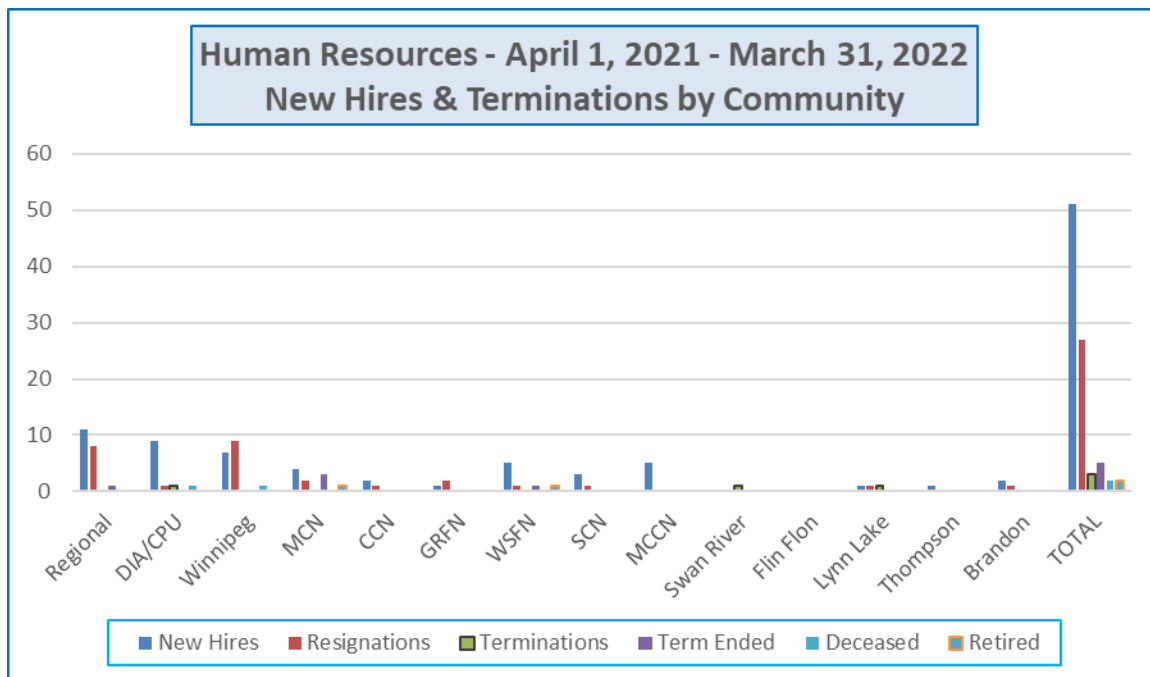
During the 2021-2022 fiscal year, CNCFCA experienced turnover of 39 staff and has hired 51 staff.

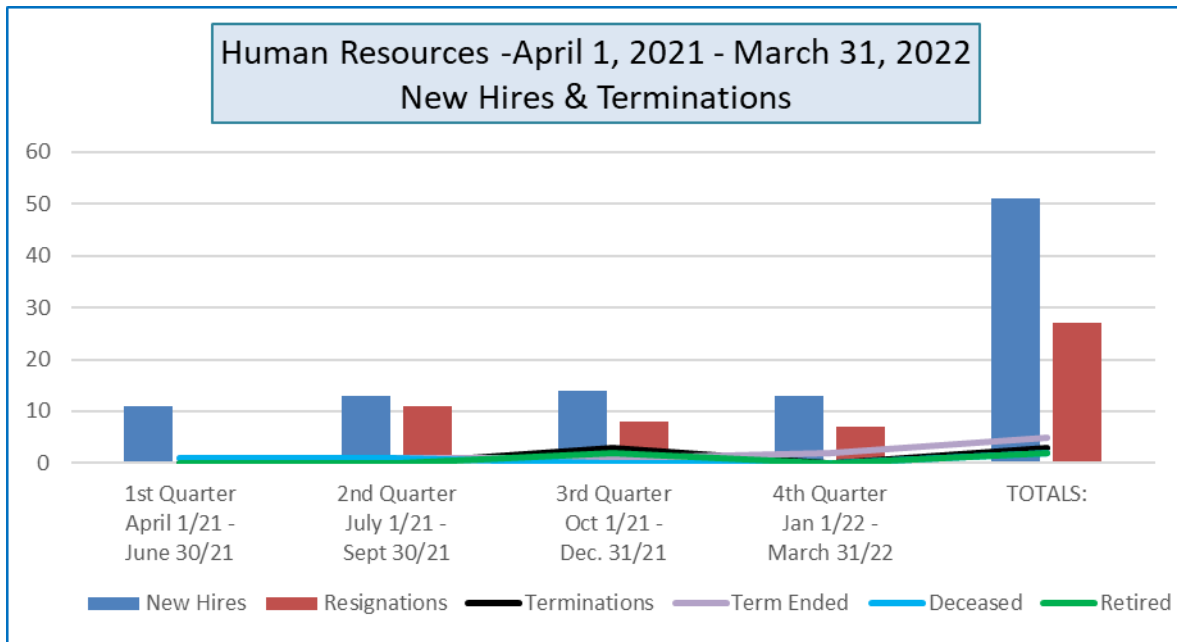
To counter the employee turnover CNCFCA continues to recruit throughout the Swampy Cree Region. Candidates are selected based on education, skills, and relatable experience.

There are currently 31 vacant positions within the agency. These vacancies are due to:

- Lack of resumes obtained from our job postings
- Shortage of housing in certain locations
- Unavailability of office space
- Vacant positions that are created when internal staff apply for other positions within the agency
- Agency's inability to compete with other agencies regarding compensation.

### Number of hires and terminations for each office location within our organization:





## Objectives for 2022-2023

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. **In house training modules:** Implement three new training modules for 2022-2023. 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. **Hire a new HR Generalist:** Hire an enthusiastic individual who can work well under pressure and enjoys working with people.
5. **Increase HR staff communication:** We will continue to inform staff of upcoming changes to relating to policies and procedures.
6. **Continue to update Personnel Policy:** Continuing to update the personnel Policy will ensure that the agency is following Employment Standards.
7. **Supervisory Training:** We will continue to conduct Supervisory Training sessions to all supervisors on an annual basis. This will assist them in their day-to-day supervisory duties and provide them with the knowledge and skills to provide support to their staff.
8. **Staff Orientation:** Implement and improve our existing orientation process for new hires.

# MCCN Service Manager

Submitted by: Veronica Thomas  
Interim Direct Service Coordinator

Cree Nation Child & Family Caring Agency (CNCFCA) has two offices in Pukatawagan/Mathias Colomb Cree Nation (MCCN) that provide mandated child welfare services for the community of Mathias Colomb Cree Nation (MCCN). The regional head office is located at Opaskwayak Cree Nation (OCN). It plays a vital role in providing services such as resource, finance, filing, and other departmental components.

In August of 2021 the main local office moved into the old band office and has been retrofitted for Agency use. The second office is for our Family Enhancement (FE) program. The FE program moved into the MCCN Youth Centre where they have their own area and offices.

As of June 1, 2022, MCCN has 79 children in care (CIC), both Provincial (14) & Federal (69). We have 15 CIC placed in the community as well as 2 CIC (MCCN band members) from another unit in the community. Every effort is made to place MCCN children in care with extended family in and out of the community.

## STAFF LISTING:

### Mathias Colomb Cree Nation Unit (MCCN)

Jeanne Ross, MCCN Service Manager  
Myrna Bighetty, CIC Supervisor  
Rosalie Colomb, CIC Worker  
Horizon Colomb, Intake Worker  
Farron Dumas, Family Enhancement Worker  
Rosalyn Bighetty, Family Enhancement Worker  
Valerie Whyte, Resource Worker  
Kai Colomb, Casual Receptionist  
Harrison Bighetty, Security  
Milo Colomb, Security  
Doris Castel, On-call Worker  
Reanna Colomb, On-call Worker

### Regional Office, Opaskwayak Cree Nation

Veronica Thomas, Interim Direct Service Coordinator  
Audrey Constant, MCCN Out of Community Worker  
Jay Constant, MCCN Out of Community Worker  
April Kematch, MCCN CIC Worker  
Greg Cook, MCCN CFS Worker, Term  
Julie Fenner, MCCN CFS Worker, Term  
Sherri Constant, MCCN Admin/Case Aide

## DEPARTMENTAL OUTCOMES & ACHIEVEMENTS

This unit was able to fill two new positions in April/May 2022: CIC Supervisor and Intake Worker. We were also able to bring in two term workers.

This unit has one employee in the Bachelor of Social Work (BSW) cohort program.

All family/sibling visits had been on hold due to COVID-19. All programming was also limited due to COVID-19. We are happy to announce that we have begun planning family/sibling visits as usual. FE has had steady output of programming and we are seeing a steady increase of participants.

Agency training has been provided to MCCN staff to be able to work effectively with families, children in care, and other collaterals.

## RESOURCES PROVIDED TO MCCN MEMBERS

### Resource Department

MCCN currently has 9 licensed foster homes and one pending licensing for a total of 10 foster homes in the community.

The Agency also has 6 approved Respite/Support Workers in the community. These workers are essential in providing respite and support to our foster homes and other respite/support workers in the community.

The local resource workers work tirelessly to recruit foster homes and respite/support workers in the community.

### **Family Enhancement (FE)**

MCCN has a Family Enhancement program that provides community-based supports and resources to empower the family unit and to prevent children from coming into care. FE is a continuous effort to provide programming to avoid children coming into care or prevent children from going back into care. FE continues to meet the demands and services that are needed in the community.

FE has provided a list of programs, activities, and projects in the community:

- Community Pantry
- Supplies Pantry
- Anger Management
- Indigenous Day/Canada Day Proposal
- MMIWG Walk
- Inspire Me Event
- Sewing Classes
- Parenting Classes

FE is abundant with continuous program planning. The program puts out two to three programs per month, which includes workshops, conferences, training, events, activities, and on-going programs.

### **OBJECTIVES FOR 2022—2023**

There are some unfilled positions in the local MCCN office. HR is in active recruitment and have advertised these positions on the agency website as well as sent advertisements to local offices in Pukatawagan.

MCCN staff will continue to work on improving service delivery and development of resources in the community.





# 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 2021-2022 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, Administrative Assistant  
Sonya Hengemuehl, Intake Supervisor  
Randi Dick, Intake Worker  
Stacey Banhegy, Intake Worker  
Whitney Kadachuk, Intake Worker  
Danica Mink, After Hours Data Entry Worker  
Shyla Kematch, Data Entry Filing Clerk  
Nicole Knutson, Legal Administrative Assistant  
Matt Pecar, Child Protection Coordinator  
Walter Chartier, Child Protection Investigator

Samantha Kostyk, CPU Administrative Assistant  
Paywahpun Carriere, Federal Intake Coordinator

Previous DIA Staff: Angie Lathlin, Gurpreet Khosa, and Sharon Stevens

### Files Transferred to CNCFCA:

#### April 2021

- First Nations South—ANCR—2 files to Winnipeg
- First Nations South—CFS Western MB—1 file to Winnipeg
- First Nations North—NCN FCS—3 files to Unit B

#### May 2021

- First Nations South—ANCR—5 files to Winnipeg
- Metis—MICHIF—1 file to Unit A, 2 files to Unit B
- First Nation North—NCN FCS—1 file to Unit B

#### June 2021

- First Nations South—ANCR—3 files to Winnipeg, 6 file to Unit A
- First Nations South—CFS Western MB—1 file to Winnipeg
- First Nations North—Norther Region CFS—1 file to MCCN, 1 file to Unit A
- Metis—MICHIF—7 files to Unit A, 1 file to MCCN

#### July 2021

- First Nations South—ANCR—4 files to Winnipeg
- First Nations North—NCN CFS—1 file to Unit B
- Metis—MICHIF—1 file to Unit A

#### August 2021

- First Nations South—ANCR—4 files to Winnipeg
- Metis—MICHIF—1 file to Unit B
- First Nations North—NCN CFS—3 files to Unit B, 1 file to Winnipeg

#### September 2021

- First Nations South—ANCR—2 files to Winnipeg, 1 file to Unit A
- Metis—MICHIF—1 file to Unit A Federal
- First Nations North—NCN CFS—1 file to Winnipeg

#### October 2021

- First Nations South—ANCR—2 files to Winnipeg, 1 file to Unit A
- First Nations North—NCN CFS—1 file to Winnipeg
- Metis—MICHIF—1 file to Unit A Federal

## November 2021

- First Nations South—ANCR—0 files
- First Nations South—CFS Western MB—0 files
- First Nations North—CFS CM—0 files
- First Nations North—NCN FCS—0 files

## December 2021

- First Nations South – ANCR – 3 files to Winnipeg, 1 file to Unit A
- First Nations South – CFS Western MB – 1 file to Winnipeg

## January 2022

- First Nations South – ANCR – 1 file to Winnipeg
- First Nations South – MICHIF—1 file to Unit A, 1 file to Unit B
- First Nations North – NCN CFS – 2 files to Unit B

## February 2022

- First Nations South – ANCR – 1 file to Winnipeg,
- First Nations North—NCN CFS—2 files to Unit B

## March 2022

- First Nations South – ANCR—2 files to Winnipeg
- First Nations South – CFS Western – 1 file to Winnipeg
- Metis—MICHIF—1 file to Unit B

### **Number of Intakes by Community April 1, 2021—March 31, 2022**

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	Wuskwisiw 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-21	0	4	0	0	0	0	0	0	0	5	2	0	1	12
May-21	0	1	5	0	0	2	2	1	1	9	5	1	0	27
Jun-21	1	1	1	0	0	0	4	3	1	12	3	10	1	37
Jul-21	0	1	0	0	0	0	0	2	0	5	4	4	0	16
Aug-21	1	0	0	0	0	0	1	3	0	6	7	2	2	22
Sep-21	0	0	0	0	0	1	1	1	1	9	6	6	3	28
Oct-21	5	1	5	0	0	0	0	3	0	7	1	0	1	23
Nov-21	4	0	1	0	0	0	0	1	0	2	1	2	1	12
Dec-21	0	0	0	0	0	0	0	1	0	3	4	1	0	9
Jan-22	0	0	0	0	0	0	1	2	0	1	4	0	0	8
Feb-22	0	0	0	0	0	0	0	2	0	1	3	0	0	6
Mar-22	0	0	0	0	0	0	0	0	0	1	5	0	0	6
<b>TOTAL</b>	<b>11</b>	<b>8</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>9</b>	<b>19</b>	<b>3</b>	<b>61</b>	<b>45</b>	<b>26</b>	<b>9</b>	<b>206</b>



## **TRAINING & WORKSHOPS**

<b>TYPE OF TRAINING/WORKSHOP</b>	<b>WHO</b>	<b>DATE</b>
CFSA Training	Angie Lathlin Linda Kryschuk Michelle Guimont Randi Dick Stacey Banhegy Sonya Hengemuehl Whitney Kadachuk Matt Pecar Shyla Kematch Danica Mink	April 6-9, 2021  May 18-21, 2021 July 12-15, 2021 Nov 1-2, 2021
BSW Cohort	Sharon Stevens Sonya Hengemuehl Randi Dick	Sep-July 2021
Module 1: Introduction to Child Welfare	Randi Dick Whitney Kadachuk Linda Kryschuk Sonya Hengemuehl Shyla Kematch Randi Dick Matt Pecar Danica Mink Walter Chartier Nicole Knutson	May 6, 2021 June 10, 2021 July 29, 2021 September 23, 2021  October 7, 2021 October 27, 2021 November 30, 2021
Module 3: Structured Decision Making	Angie Lathlin Gurpreet Khosa Randi Dick Stacey Banhegy Randi Dick	April 20-22, 2021  October 19-20, 2021
Legal/Court Procedures Training	Linda Kryschuk Matt Pecar Nicole Knutson Danica Mink	July 13, 2021  January 11, 2022
Introduction to Child Abuse Investigations	Sharon Stevens Walter Chartier Matt Pecar	April 27-28, 2021 January 13-14, 2022
Child Abuse: From Suspicion to Disclosure	Gurpreet Khosa	July 1, 2021
It's Not About Sex—Assessing Sexualized Behaviours in Children Under 12	Sharon Stevens Walter Chartier Matt Pecar	September 28, 2021 February 15, 2022
Abuse Investigators	Sharon Stevens	May 20, 2021
Interviewing Children and Youth: Stepwise 360 Interview Skills	Matt Pecar Walter Chartier Matt Pecar	May 4-7, 2021 June 8-11 & 15-18, 2021 March 7-11, 2022
Multidisciplinary Team Response to Child Sex Trafficking Skills	Gurpreet Khosa	July 19-22, 2021
Creating a Community Action Plan for the Prevention of Child Sexual Abuse Online	Gurpreet Khosa	July 27-28, 2021
Investigating Sexual Exploitation of Children & Youth	Sharon Stevens Matt Pecar Walter Chartier	September 16, 2021 March 31, 2022

## **TRAINING & WORKSHOPS (CONTINUED)**

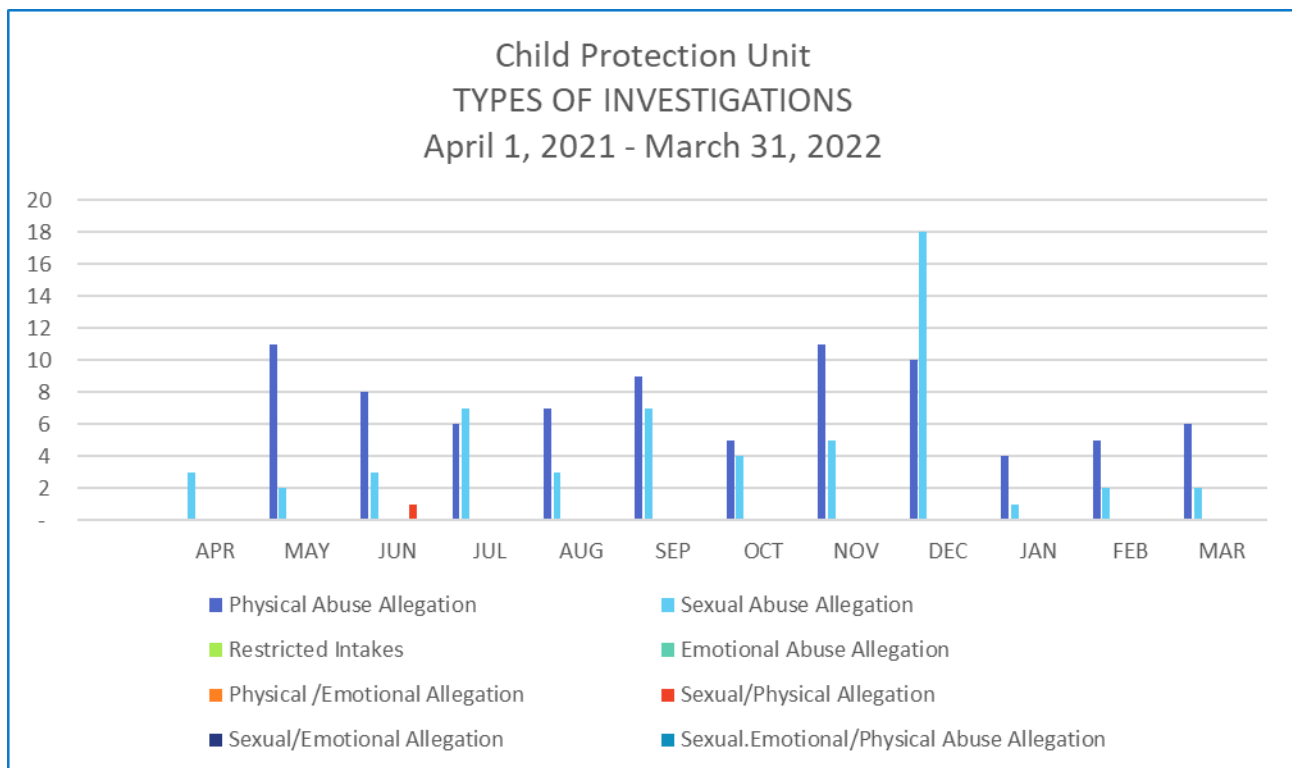
TYPE OF TRAINING/WORKSHOP	WHO	DATE
Interviewing Trauma Survivors	Matt Pecar	Sept. 13-17 & 20-24, 2021
Interviewing Children Under 12	Matt Pecar Walter Chartier	March 6-11, 2022
Online Sexual Exploitation and Child Pornography	Sharon Stevens	October 6, 2021
Sex Offender Risk Evaluation & Assessment	Sharon Stevens	October 19-21 & 26-28, 2021
CPU Standards & IM Notes	Matt Pecar Walter Chariter Sam Kostyk	March 20, 2022
Understanding & Working with Children & Youth Who Have Been Sexually Exploited	Matt Pecar Walter Chartier	March 22-26, 2022

## **CHILD PROTECTION UNIT**

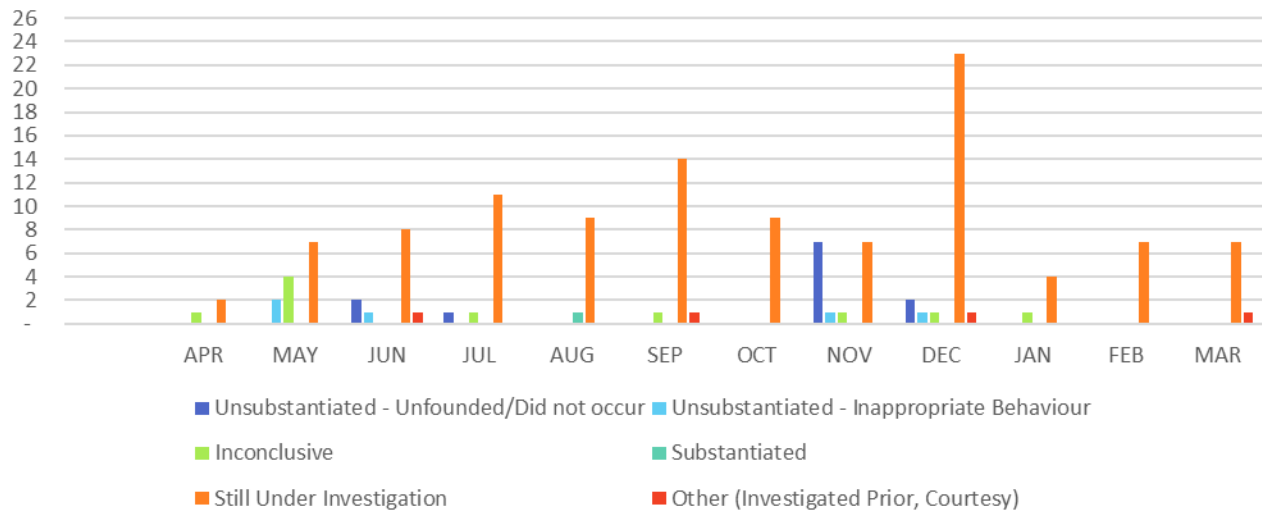
The Child Protection Unit provides direction and support to assist the Local Child and Family Services staff in the provision of Child Protection services throughout the Swampy Cree Tribal council Communities and the Area 5 of the Designated Intake Area in the Province of Manitoba.

From April 2021 to March 2022 the Child Protection Unit was referred 57 sexual abuse investigations, 82 physical abuse investigations, and 1 investigation with more than one type of abuse identified.

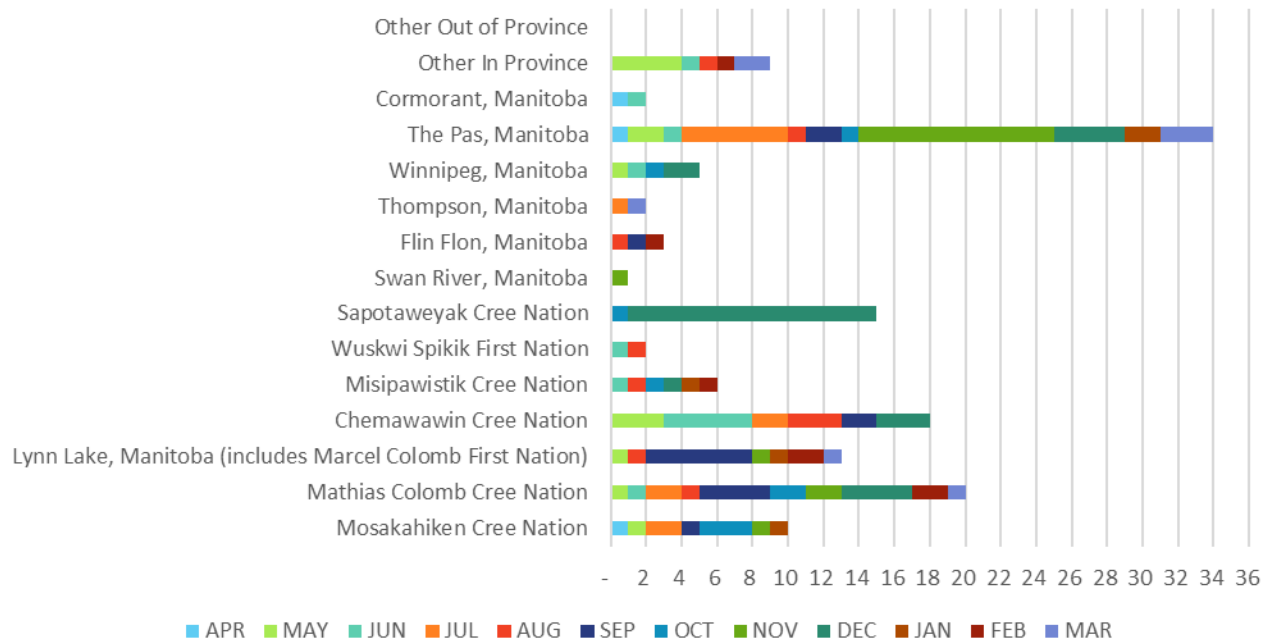
The following charts compare the investigations regarding types, outcomes, and primary locations of the families we work with.



Child Protection Unit  
OUTCOME OF INVESTIGATIONS  
April 1, 2021 - March 31, 2022



Child Protection Unit  
FAMILY PRIMARY RESIDENCE  
April 1, 2021 - March 31, 2022



## **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.

Below are the meeting dates for the 2021-2022 fiscal year:

- Tuesday, April 6, 2021
- Thursday, May 6, 2021
- Tuesday, June 1, 2021
- Wednesday, June 30, 2021
- Wednesday, July 28, 2021
- Thursday, August 26, 2021
- Thursday, September 23, 2021
- Thursday, October 7, 2021
- Friday, October 22, 2021
- Tuesday, November 16, 2021
- Thursday, December 16, 2021
- Tuesday, January 11, 2022
- Tuesday, February 8, 2022
- Wednesday, March 16, 2022

## **Travel for Child Abuse Investigations 2021-2022**

When	Community
Apr 14-16, 2021	Lynn Lake & Thompson
May 11, 2021	Wuskwi Sipihk
May 31, 2021	Chemawawin
June 3, 2021	Swan River
June 9-11, 2021	Winnipeg
June 27-29, 2021	Selkirk & Winnipeg
July 9, 2021	Wuskwi Sipihk
Aug 10, 2021	Chemawawin
Aug 16-18, 2021	Mathias Colomb
Aug 19, 2021	Chemawawin
Aug 25, 2021	Wuskwi Sipihk
Aug 31, 2021	Mosakahiken
Sep 8-11, 2021	Lynn Lake & Thompson
Sep 15, 2021	Chemawawin
Sep 17, 2021	Flin Flon
Sep 27-28, 2021	Mathias Colomb
Sep 29, 2021	Chemawawin
Oct 6, 2021	Mosakahiken
Oct 21, 2021	Mosakahiken
Oct 28, 2021	Mosakahiken
Nov 2-5, 2021	Winnipeg
Nov 24, 2021	Cranberry & Flin Flon
Nov 25, 2021	Sapotaweyak & Wuskwi Sipihk
Nov 26, 2021	Swan River
Dec 1, 2021	Chemawawin
Dec 6-7, 2021	Lynn Lake
Dec 8-9, 2021	Thompson
Jan 6-7, 2021	Thompson
Jan 25, 2022	Chemawawin
Feb 22, 2022	Flin Flon
March 3-4, 2022	Dauphin

## **OBJECTIVES FOR 2022—2023**

1. Hire Intake Worker positions in our local communities.
2. Install communication devices for after hours in communities with no cell service.
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 2021—2022 fiscal year.

Submitted by: Michelle Guimont,  
DIA Service Manager

# Family Enhancement Manager

Bobbi-Faye Sinclair, BA,  
Family Enhancement Manager

Tansi! Welcome to the Swampy Cree Tribal Council Annual General Assembly. On behalf of our Family Enhancement Team, we are pleased to provide you the 2021-2022 annual report.

## Programs, Activities & Camps

- Community Pantries (baby supplies, meats, dry goods, cleaning supplies)
- Cultural Camps (Family Camp, Men's Camp, Youth Camp, Women's Camp)
- Family Fun Nights
- Land-based Activities (medicine picking, berry picking)
- Land-based Life Skills
- Cultural Supports
- Activities on specific holidays (Halloween, Christmas, etc.)
- Cultural Video Activity
- Community Garden
- Purchase of cribs and mattresses for families
- Suicide Prevention
- Purchase of books for families
- Security Nighthawks
- Door replacement for families

Programming was affected by COVID-19, however our Family Enhancement works and proposal writers were able to continue once restrictions were eased. Our Family Enhancement Program recognized the need to make every effort to continue programming services for our families and community members. We tried our best to continue using online techniques for certain activities.

## Purchase of Top Tents

Through our prevention funding we have purchased seven top tents for each First Nation community for camps and outdoor programming. Some of the community members were trained to set up and take down the tents. Our agency hosts many events throughout the year and these tents can be utilized regularly.

## Family Model

Our Family Enhancement Program continues to implement our Family Model manual when working with families and communities. It is our goal to revive and restore our language and old teachings that our people carried kayas (long ago), as well as respectfully involving our Elders by being present and sharing their knowledge.

## Men's Wellness Camp

The Family Enhancement Program hosted a Men's Wellness Camp in Misipawistik Cree Nation at their culture camp from September 30 to October 3, 2021. This was cost-shared with Misipawistik Cree Nation Health Authority, with in-kind contributions from Cree Nation Tribal Health Centre staff members. This camp was designed for our men to learn about our history and cultural teachings, as well as coping and healing strategies. The camp was equipped with local workers such as cooks, cleaners, labor workers, cultural and self-care workers. Local men and men from other communities attended and participated. A lot of great feedback was provided to the camp coordinators, and it was highly recommended that cultural camps happen on a regular basis throughout the year.

## Positive Outcomes

Our Family Enhancement Program is building relationships with families and communities. There are more parents and grandparents seeking preventative supports and we are happy to help them achieve Mino Pimatisewin. Our Family Enhancement Workers are connecting with resources in the communities and are working together to build strong family units. Our Family Enhancement Program not only supports FE clients, but now supports families who have been recently reunited with their children. We want to ensure families are supported and remain together.

## Family Enhancement Stats on CFSIS as of March 31, 2022:

Community	Number of Family Enhancement Files
<b>Unit A Federal:</b>	
Chemawawin	32
Sapotaweyak	0
Marcel Colomb	2
Mosakahiken	13
Misipawistik	48
Wuskwi Sipihk	1
<b>Unit B, Provincial:</b>	
Regional Office	5
Thompson/Lynn Lake	8
<b>Winnipeg Unit:</b>	
Winnipeg	5
<b>MCCN Unit:</b>	
Mathias Colomb	0

### Training For Staff

- Child and Family Service Information System
- Orientation to Child Welfare
- FACTS Training
- ASIST Training
- Training with IT's Computer Service Trainer

### Objectives for 2021—2022

- Continue working on building our own facility for our land-based activities/programs/camps
- Fully staff our Family Enhancement Program
- Purchase land-based equipment
- Decolonize from western practices
- Host land-based or indoor conferences for staff and families

Ekosi,

Bobbi-Faye Sinclair  
Family Enhancement Manager



# Unit A Service Manager

Margaret Cook, CISW, BSW

## Introduction

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

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

This is the second year of the COVID 19 global epidemic, and precautions are still in effect in the federal communities. The agency received weekly updates from the federal communities how many covid cases and restrictions so that we respect their protocols. The agency continued with the skeleton calendars for safety precautions to ensure social distancing was being followed. Federal offices are closed to public, with only staff allowed in the building. Clients and visitors were met at the door or by phone.

The agency has set up other alternatives to ensure children in care needs are being met, workers have contact with the children. The workers interact with child and foster parents through virtual, phone, and whenever workers go into the homes children came to the door.

The workers provide an essential service in the community to ensure that families and the children's needs are being met. The agency continues to have issues filling in positions in the federal communities. Many of the staff travel into the communities daily and this is an added stress to their jobs leaving them exhausted due to the traveling. In the federal communities the agency sends out job advertisement, radio announcement and posts position to hire local community members and do not receive any response to fill the vacancy.

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 profes-

sionalism within the agency for staff; obtaining degrees in social work and other fields required in the workplace. The students did their first practicum working in other units to expand their knowledge in the social work practice.

The agency continues to train the staff during the covid epidemic through viral communication, online learning as micro teams' software. This keeps staff up to date on current workplace skills relating to their jobs. The agency finds training to be effective and productive for job skills in the workplace.

This year we opened a new Emergency Placement Resource (EPR) in Wuskwi Sipihk. This home will provide a short-term placement so that children can reside in their communities. This gives us time to find extended family placement options. The Unit has high volume of kinship placement and extended family guardianship homes to ensure their children are raised in their community roots.

## Current Staff Listing for Unit

### Regional Office (The Pas)

Margaret Cook, CISW, BSW—Unit A Service Manager  
Garret Olson—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 (on leave)  
Vacant—Administrative Assistant, Term  
June Bradburn—CIC Worker (on leave)  
Brian Cook—Family Enhancement Worker  
Vacant—Family Enhancement Worker  
Sylvia Grey, BSW—Intake Worker  
Rosie McGillivray—Resource Worker

### Sapotaweyak (Shoal River)

Vacant—Supervisor (Margaret Cook)  
Elizabeth Ballantyne—Administrative Assistant (on leave)  
Janet Genaille—Casual Receptionist  
Stephanie Copapay—CIC Worker  
Vacant—CIC Worker  
Vacant—Family Enhancement Worker  
Brenda Hather—Resource Worker



**Chemawawin (Easterville)**

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

**Misipawistik (Grand Rapids)**

Lucy Robinson, BSW—Supervisor  
 Raymond Constant—Administrative Assistant  
 Mary Ballantyne—CIC Worker

**Misipawistik (Grand Rapids) continued**

Miranda McKay—Family Service Worker  
 Karen Pranteau—Family Service Worker  
 Karen Turner—Family Enhancement Worker  
 Robin Ballantyne—Resource Worker  
 Lois Sinclair—Intake Worker

**Wuskwi Sipihk (Indian Birch)**

Daisy Chartrand, BSW—Supervisor  
 Shari Pastushuk—Administrative Assistant  
 Jeanette Bercier—CFS Worker  
 Margaret Hay—Intake Worker  
 Chantel Munro—Family Enhancement Worker  
 Brenda Hather—Resource Worker

**SAPOTAWEYAK CREE NATION**

As the Service Manager, I continue to supervise the Sapotaweyak local sub office. We have 2 staff working at the office and have 4 vacancies. The agency has sent out ads for the positions however has not been able to fill these positions.

The agency provides orientation and training for staff whenever they are employed with the agency and has a very good pension plan.

Due to the pandemic and staffing issues there is no Family Enhancement worker and therefore no programs within the community. We refer the clients to Jordan's Principle and the Health Authority if they require any supports or services.

The Child Care Worker and Service Manager meet on case management matters for decisions daily to ensure the families and children in care needs are being met. All intakes, and monthly face to face and required paperwork are completed by the CIC worker.

**CHEMAWAWIN CREE NATION**

Tansi, to all the participants of the Swampy Cree Tribal Council Annual General Assembly my name is Tracey Chartier, I am the acting supervisor for the Chemawawin Cree Nation. I currently supervise 7 staff at the Chemawawin local sub office.

I started this position in March of this year and is a great learning and rewarding experience. I am currently in the Bachelor of Social Work Cohort program (BSWC) and will graduate in 2023.

There are some very positive outcomes in the way we practice child welfare. The agency continues to utilize the Family Enhancement Program supporting families, preventing children from coming into care.

Chemawawin local office works in collaboration with other organizations in the community such as Jordan's Principle, School, Health Authority and with Elders.

During the pandemic and the community lockdown, there has been an increase in alcohol and drug issues in our community. Due to the isolation, families and children have been suffering from anxiety and mental health. Chief and Council has assisted in bringing in therapists to help alleviate these mental health issues. This has been beneficial for families to access the mental health services.

Further to the pandemic Chemawawin Cree Nation employees were encouraged to provide a Covid test every Monday to avoid the spread of the COVID.

People now have access to more services and are now able to leave the community once boarder at mile 13 junction was lifted May of this year.

### **Family Enhancement Program in Chemawawin:**

Everyone is welcome to attend programming coordinated by the Family Enhancement program. The goal is to keep working with families and to prevent children from coming into care.

During the epidemic with the permission of Chief and Council, our Family Enhancement workers coordinated a family camp at Denbeigh Point. Everyone was welcome to attend. Families and youth attended the camp to enjoy land-based activities such as storytelling, drum making, rattle making, mental health workshops, anger management workshop, and fish filleting. The event was a success, with community members requesting a yearly camp.

The Family Enhancement program will continue with land-based programs in the community by networking and cost sharing with other organizations.

There is a plan to supply a food pantry program and a baby pantry program which supports parents with diapers, formula, clothing, baby bottles, baby wipes and furniture to families in need.

### **Programs held within Chemawawin:**

- Walking Derby for women and children to promote exercise, healthy living, and family time.
- Cree Camp – August 26-30, 2021
- Ribbon Skirt Making
- Drum Making
- Rattle Making
- Cost share with 21-day treatment program (Dora Ke-match Memorial Treatment Program)
- Cost share with children treaty day events July 2021
- Cost share with MMIWG – they did a feast to honor the missing and murdered women
- Cost share – Elders bingo
- Family fun night x 5 nights
- Sharing Circle
- Father's Day fishing derby June 2021
- Easter Egg Family Scavenger Hunt
- After Care Program
- Medicine Picking and Harvesting Teachings
- Youth Bingo
- Family Fishing winter derby

Chemawawin will continue to work with families and collaborate with community resources to promote healthy lifestyle and a safe community for families and children. Ekosi

### **MOSAKAHIKEN CREE NATION**

Tansi to all the participants of the Swampy Cree Tribal Council Annual General Assembly. My name is Karen Bland, Supervisor of the Mosakahiken sub-office. I am responsible for the casual administrative assistant, Family enhancement workers, intake worker, child in care worker, and on call workers.

We all work as a team to complete our duties and responsibilities required to meet the Provincial Standards. At times, it is difficult due to the lack of workers and other barriers in the community. We have a challenging time finding placement for our children that come into care and majority of the time we must place them out of the community. We have encouraged members to open their homes to the children, so that the children do not have to leave the community and extended family.

The agency goal is to have an Emergency Placement (EPR) home in the community so we can place the children in the EPR home until we can find extended family or kinship placement. Resources at the Regional Office has been our major support in placing our children.

This year we have reunited 5 families. We are looking at returning more children to their parents and to their communities. The parents are working towards their goals to reunite with their children. However, there are some barriers that come along with these reunifications. However, we will together make it happen.

As a Supervisor, I assist staff in fulfilling responsibilities and duties, with intakes, courtesy service, Place of Safety, and court documents. We had LCCC meetings once a month until the 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 office currently has two Family Enhancement Workers. Their roles and responsibilities are to provide families with support and services to prevent children from coming into care. We currently have 6 FE files providing support and services to the families.

Covid health restrictions and lockdowns were a hindrance working with families and providing prevention and intervention programs. However, the FE Workers have been doing whatever they can do to assist families.

### **MOSAKAHIKEN CREE NATION (continued)**

We have a community pantry through the Family Enhancement Program that assists the FE families with groceries within the community.

Mosakahiken, Sub Office continues to work in collaboration with Jordan's Principles (JP) child-first initiative program in providing services and support to the families and to our children in care. We have been referring our clients as well as other community members and their children to the JP program.

We also continue to work with the Nursing Station regarding any concerns on families and children. Also, our own workers regarding Covid.

We also work with a Mental Health Clinician from Winnipeg that comes into the community once a month for 3 or 4 days a time. This type of collaborative work will be ongoing. We are hoping that we will continue to meet monthly for all community networks to come together and see how we can continue to provide support and services to the community and to the families and to the helpers.

We have encouraged clients to seek help with the NADAP worker within the community that are struggling with addictions and about the process of a referral to an addiction treatment center. Also, in the meantime, we inform our clients of the resources in OCN and The Pas and that they can also follow up with Beatrice Wilson Health Center regarding counseling and referrals to addictions treatment.

We work with 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 in their care. We also help families that require support for groceries, furniture, and clothing.

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.

We used to receive concerns of child protection from the RCMP but have seen a decrease in their reporting to CFS. This decrease is due to people staying home more and they are not as visible. However, we keep our daily roles and responsibilities as CFS workers to keep the children safe and provide support and services to the families. Ekosi.

### **MISIPAWISTIK CREE NATION**

Tansi, to all the participants of the Swampy Cree Tribal Council Annual General Assembly my name is Lucy Robinson, and I am the Unit Supervisor staff at Grand Rapids local office.

This past year has been challenging but there many positive outcomes in the way we do Child Welfare in the community. Our Family Enhancement files (preventing children from coming into care) have now surpassed Children in Care files.

We have been working hard to work with other Resources in the community such as Misipawistik Cree Nation, Grand Rapids Health Authority and the Jordan's Principal Program, Grand Rapids School, Little Niska and Little Minnow Daycare, Grand Rapids School, Elders with many families. We have at least 10 children in care who are in the process of being adopted by their caregivers. I think this is a positive step as it will get them out of the system of Child Welfare.

One of the things that I have noticed is that due to the pandemic lock down there has been an increase in alcohol and drug addiction. This has been a way for some people to cope with their of fear, anxiety and depression due to the isolation. There have also been many of the youth suffering from anxiety and social anxiety. I've also noticed that since the lock down has been lifted there has been an increase in community violence and vandalism. We need to have more land-based activities such as family camps and bring the youth and families out to the land.

So far this year our Family Enhancement Program has continued with programs such as: FE pantry consists of; meat, potatoes, fresh fruit, vegetables, and nonperishable foods. These items are purchased from MCN Foods and Family Foods in The Pas. We also provide baby formula, pampers and some baby clothing and furniture to families in need.

#### **FE programs in the community:**

- Spring walking derby to get people out exercising and fresh air. It was a great turnout.
- Men's Gathering and Fall camp, Sep 30 to Oct 2, 2021
- Moss Bag teachings and making moss bags
- Cost shared an Addictions Recovery Program (4 wks)
- Two Structures of prospector tent frames for families at Shallow Bay.

**FE programs in the community (continued):**

- Women's Gathering at Culture Camp – Sep 19 to 21
- Boo at the Culture Camp – October – cost shared with Health Authority and Jordan's Principal
- 2<sup>nd</sup> Annual Floor Hockey Tournament for Youth – October 15 to 17
- Winter Festival Ball Hockey Tournament – March 19, 2022
- 3 – Parenting Capacity Assessments for 3 families – April 2022
- Grand Rapids Winter Festival Queen Candidate Sponsorship – November 2021
- Sundance Teachings and Youth Drummer Singers
- Family Camp – June 1<sup>st</sup> to 5<sup>th</sup>, 2022
- Purchased diamond willow walking Sticks for Elders
- Purchased Skates for FE Families – cost shared with Jordan's Principal

Many of the staff worked through Covid19 Pandemic but we are still playing catch up regarding paperwork, I feel that we need to create more positions at the Local Level such as more Family Enhancement Workers, CFSIS Data Clerk, Family Enhancement Supervisor but we will need more office space for the FE program.

Ekosi, Ninanaskomon

**WUSKWI SIPIHK CREE NATION**

Hello, my name is Daisy Chartrand, Supervisor for the Wuskwi Sipihk Sub office. This past year has been busy and the agency is continuing to provide services to the community through case management, intakes, resource development, family enhancement and our Emergency Placement Resource.

The COVID 19 pandemic has been challenging to navigate, however we are still able to provide services but in a more creative and unique way.

The WSNF office is now fully staffed to include an administrative assistant, CIC Worker, Resource Worker (shared with Sapotaweyak office), Intake Worker, FE worker, and After-Hours Worker. It's been amazing having a full staff complement and I want to acknowledge all their efforts and hard work in providing supports and services to the families, youth, and children.

This past year our Resource Worker has been very busy recruiting and assessing foster homes and support work

staff. Today there are 17 active foster home or places of safety, and 29 support workers working for the region.

Since October 2021, the Wuskwi Sipihk sub-office has operated and managed an Emergency Placement Resource and this facility has been providing care to children in need of placement.

The past year the Family Enhancement program has been waiting for the Covid 19 pandemic to lift so that our FE worker can start providing programming in the community. To date our FE Worker has been working intensively with certain families providing supportive services. She has also been very busy with the following proposals:

- Community pantry
- Spring break activity week
- Newborn gifts proposal
- Traditional parenting
- Mother's Day proposals
- Father's Day proposals
- Snowshoe making proposal
- Moccasin & sewing proposals
- Picnic table making proposal.

To date community members are very active in engaging with these workshops and events.

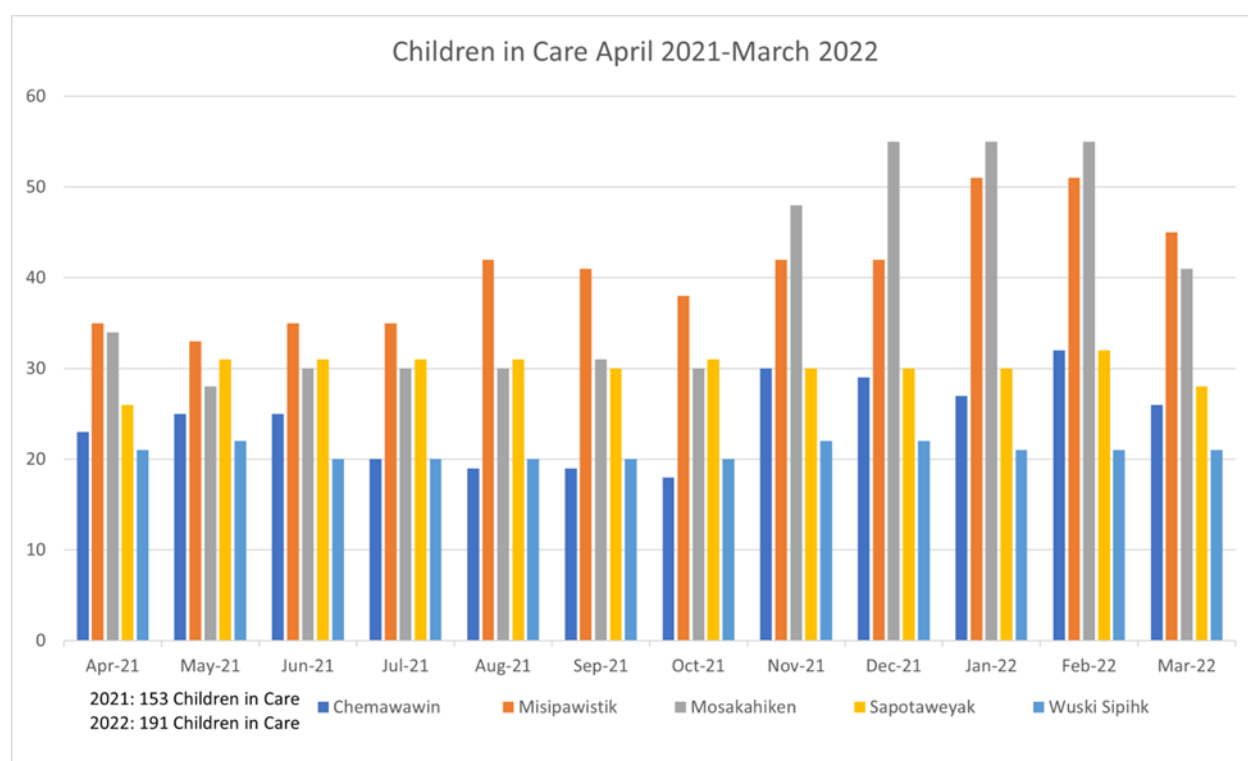
This past year, staff have been able to continue taking training opportunities:

- All five staff have attended the Orientation to Child Welfare training
- 4 staff have attended the CFSIS training and one is scheduled for later in the fall.
- Age of Majority Training
- Documentation training
- SDM training
- Legal training
- FE trainings and teachings.

Our WSNF team has been busy and we look forward to continue working with families, children, youth, and the community.

Take care,  
Daisy Chartrand, BSW  
WSNF Supervisor

## Unit A Child in Care Stats for the 2021-2022 Fiscal Year:



## ADOPTION / REPATRIATION REPORT

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 data base, drafting all legal documentation for court, 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 are eleven children waiting to be adopted. Four children from a sibling group will be adopted within a few months.

With Bill C-92, the agency now gets approval from Chief and Council of the child(ren)'s home community. Awaiting these responses can be a lengthy process. One adoptee has reached age of majority and the file has been closed.

Due to the COVID-19 pandemic I have had no travel or home visits and could not plan for an adoption conference.

Submitted by: Mackenzie Thomas, BSW  
Adoption/Repatriation Program Coordinator

## Unit A: Staff Training 2021-2022

The Agency provides various training opportunities to employees in each community in order to enable staff to better assist and advocate for their children in care and families.

Worker Name:	Training Completed:
Margaret Cook, Service Manager Unit A	Critical Incident Reporting (December 6, 2021)
Garret Olson, Unit A Administrative Assistant	CFSIS Training Orientation to Child Welfare (April 1, 2021)
Vinetta Umpherville, Family Enhancement Worker	Orientation to Child Welfare (April 1, 2021) Structured Decision Making (October 19-20, 2021)
Tracey Chartier, Acting Supervisor	Intake CFSA Training BSW-Cohort
Nancy Arrow, Resource Worker	Orientation to Child Welfare (May 6, 2021)
Bernice Colomb-Captain, Intake Worker	Orientation to Child Welfare (June 10, 2021) Structured Decision Making (November 3-4, 2021)
Tiffany Thomas, Administrative Assistant	Orientation to Child Welfare (June 10, 2021) Legal Training (July 13, 2021) CFIS Training
Rochelle Campbell, Legal Administrative Assistant	Legal Training (July 13, 2021) Orientation to Child Welfare (September 23, 2021)
Elizabeth Ballantyne, Administrative Assistant	Legal Training (July 13, 2021)
Jacqueline Fourre	Legal Training (July 13, 2021)
Laura Kakegamic, CIC Worker	Orientation to Child Welfare (September 23, 2021) Age of Majority Training Transitional Planning
Mary Ballantyne, CIC Worker	Orientation to Child Welfare (September 23, 2021) BSW Cohort
Robin Ballantyne, Resource Worker	BSW Cohort Orientation to Child Welfare (October 27, 2021)
Shari Pastushuk, Administrative Assistant	Orientation to Child Welfare (October 7, 2021)
Margaret Hay, Intake Worker	Orientation to Child Welfare (October 7, 2021)
Miranda McKay, Family Service Worker	Orientation to Child Welfare (October 7, 2021)
Lois Sinclair, Intake Worker	Orientation to Child Welfare (October 27, 2021)
Rosie McGillivray, ACFSD, Resource Worker	Orientation to Child Welfare (October 7, 2021)
Angel Sinclair,	Structured Decision Making (November 3-4, 2021)
Karen Turner, Family Enchantment Worker	Structured Decision Making (November 3-4, 2021)
Karen Bland, Unit Supervisor	FASD Assessment Training (November 29, 2021) Critical Incident Reporting (December 6, 2021)
Abby Klyne, Unit Supervisor	Critical Incident Reporting (December 6, 2021)
Lucy Robinson, BSW, Unit Supervisor	Critical Incident Reporting (December 6, 2021)
Daisy Chartrand, Unit Supervisor	Critical Incident Reporting (December 6, 2021)
Elise Campbell, Intake Worker Term	Orientation to Child Welfare (February 8, 2022)
Stephanie Copapay, CFS Worker	Orientation to Child Welfare (March 15, 2022)
Jessica Patchinose, Family Enhancement Worker	Orientation to Child Welfare (March 15, 2022)
Abigail Munro,	Orientation to Child Welfare (March 22, 2022)
Brian Cook, Family Enchantment Worker	Orientation to Child Welfare (March 22, 2022)

## Goals and Objectives for 2022 -2023

- Work with employment and training to recruit local members and others to fill the vacant positions and bring our staff to full capacity in the federal communities.
- Continue negotiating the Emergency Placement Resource (EPR) at Chemawawin for 4-bedroom EPR home for children that are in need of Protection or Prevention. Protection – children and siblings that are apprehended to reside in the home within their community. Prevention – short term placement, prevents children from coming in care to reside in the EPR while parents go to treatment or other programming outside the community.
- Wuskwi Sipihk to license and provincially establish the EPR faculty for protection and prevention for families.
- 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.
- Agency continues to advocate for parents that have children with high medical needs, respite to referral into the Jordan Principle programs.
- Ongoing - Extended Family Foster Homes BC-92 and extended & kinship placements to place with extending family and kinship homes for children that need protection so that they will continue to reside in their community. We would consult with committee to determine if customary care or custom adoption maybe considered before/after placement.
- Local Child Care Committees - Resume meetings monthly for advice and recommendation from community members. LCCC members to assist in deputations with parents. Parents to be accountable as parents to receive counseling, guidance, and support from LCCC Elders.
- Agency has provided training for staff, foster parents, kinship, extended family support worker and On Call workers.
- Adoption knowledgeable with Bill C – 92 regarding adoptions to move towards guardianship and kinship adoption.
- Agency has created, and is in the process of filling, new federal intake positions to ensure that each community receives (improved/better-quality/increased) support and service. The goal is for each community to be self-sufficient.
- Expansion of office space for Misipawistik office, for the Family Enhancement program to be separated intervention/protection files
- Wuskwi Sipihk to recruit 3 Elders for Local Child Committee Members
- There is a lack of Indigenous counselors and healers in our communities. To have our own program of different professionals that work with families, individuals, and groups. This Centre would be run by Indigenous worker using Indigenous traditions, customs, and language. The parents would also learn about their own culture, language, and customs.
- There is a lack of childcare facilities for CIC. The children are not being provided their traditions, languages, and customs. We would consider looking at having our childcare facility with Indigenous workers. These workers would care for these children using their Indigenous traditions, customs, and language. To have our own program for youth that are aging out to have a place to learn positive ways to develop their potentials.
- To have Elders and Indigenous workers who works with youth to teach education, employment, budgeting, cooking, and daily life skills. The youth would also learn their own culture, language, and traditions.

In closing I would like to acknowledge Abby Klyne, who passed away on May 11, 2022. Abby was the Chemawawin local office Supervisor since June 2016. She was a hard worker and was always there to support her staff, coworkers, and friends. This was a great loss to the agency. She was a team player and assisted other units without hesitation. She will be truly missed, but remembered for her hard work, dedication, and kindness.

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

### Provincial Unit B Regional Office, The Pas / 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, 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

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

### Thompson Sub-office

Jenine Cook, BSW, Unit Supervisor  
 Kelly Moors, BSW, CIC Worker  
 Leon Frost, BSW, Resource Worker

### Thompson Sub-office (continued):

Opeyemi Fadipe, BSW, Family Enhancement (on leave)  
 Nneoma Abara, BSW, I/Family Enhancement  
 Marion Spence, Administrative Assistant

### Lynn Lake Sub-office

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

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

## Achievements & Challenges

This fiscal year was quite challenging in terms of COVID-19 (global pandemic) of being in child welfare, as we are considered essential work force, the Agency had to change the way we operated in all aspects. The agency moved into skeleton crew schedules from November 2020 to September 2021 and then January 2022 – April 2022, this was to ensure safety of staff.

The agency rolled out a pandemic policy to assist and guide the staff. Northern Authority and the Province also provides ongoing circulars throughout this year from PPE, practice guides, vaccinations, etc.

Throughout the pandemic, staff, clientele (such as resources, families and children) had to learn and adapt and cope with dealing with the pandemic, but to ensure overall safety for all. The agency had to switch and adjust to virtual work at home practices as to 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, MB 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 pressure on front line workers in keeping up with financial aspects on their caseloads.

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. The Agency needs to develop emergency placement homes, independent living placements and specialized foster resources.

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

*“An Act respecting First Nations, Inuit and Metis children, youth and families”*, also known as Bill C-92, 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.

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 has caused strain on approval turnaround from the Northern Authority level.

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.

Please refer to the CFSIS report regarding challenges in the Child & Family Service Application (CFSA) on access and uploading in November 2019.

The Agency continues to work with the law firm Myers Weinberg since July 2009 and Ferriss Law since 2005, the child protection courts goes as follows.

- The Pas—Queen’s Bench is every third Wednesday of the month. Michael Clarke is the assigned lawyer.
- Flin Flon is Queen’s Bench which is every third Monday of the month. Michael Clarke is the assigned lawyer.

- Thompson—Provincial court is every third Monday of the month. Dianna Nesbit is the assigned lawyer.
- Swan River—Queen’s Bench is every fourth Tuesday of the month. Melanie Beaudry is the assigned lawyer.

Important key meetings from this past fiscal year:

- Supervisors, Service Managers and Coordinators met throughout the year. These meetings were held: May 13, 2021, October 28, 2021 and February 10, 2022.
- Annual General Assembly July 28 & 29, 2021 in Sapotaweyak Cree Nation
- Monthly Management Meetings
- Monthly COVID -19 Management Meetings
- Special Needs Committee continues to meet weekly

## Training

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

TRAINING	DATE
Supervisory Training - Myers Weinberg	Aug 9, 2021
Age of Majority – In House	Oct 26, 2021 Nov 16, 2021
Orientation – In House	Nov 23, 2021
Computer Training – In House	Oct 26 & 29, 2021
Legal Admin Training – In House	July 13, 2021
Critical Incident Reporting	Dec 6, 2021
SDM Training	April 20-22, 2021 Oct 19 -20, 2021 November 2-5, 2021
Child and Family Services Information System (CFSIS) Training	May 4-7, 2021 May 18-21, 2021 June 8-11, 2021 July 12-15, 2021 Aug 24-27, 2021 Sep 14-17, 2021 Sep 28- Oct 1, 2021 Oct 19-22, 2021 Nov 2-5, 2021 Nov 16-19, 2021 Nov 30 – Dec 3, 2021 Feb 1-14, 2022 Feb 15-18, 2022 Mar 14-17, 2022
Foster Care Training	June 1-3, 2021 Dec 20-22, 2021 Jan 18-20, 2022 March 22-24, 2022

## 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 (Manitoba Advocate for Children and Youth or MACY).

c) Case Reviews arising from complaints

*Reference: First Nation of Northern Manitoba*

### Meetings with Northern Authority QA Team

The Northern Authority Team and other northern agencies' Quality Assurance Coordinators met on November 29, 2021 and December 3, 2021 to discuss policy reviews. There are no update or other meetings to report.

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

The agency's CFSIS Specialist was able to provide on-site support to staff in Grand Rapids and Wuskwi Sipihk. Travel was limited due to the COVID-19 pandemic; most of the support was delivered via telephone and video (Teams).

CFSa Training was delivered virtually by the Province of Manitoba by the Child & Family Services Applications Trainers, Tiffany Pickell and Arla Goldau, with over 20 staff completing training during the 2021/2022 year.

To ensure our agency met CFSIS compliance, monthly CFSIS reports were provided to the Service Managers and Executive Director, which led to staff scheduling weekly time to meet complete outstanding requirements. Additionally, supervisors and Service Managers were involved in quarterly internal meetings (with QA) where CFSIS updates were provided.

In previous years, the agency (and other agencies) used to participate in CFSIS meetings with the Northern Authority Team, however, there were no meetings scheduled in 2021/2022.

Please review the CFSIS Specialist, AGA report with regards to CFSIS Compliance.

### 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 April 13, May 4 & 25, June 3 (sub-meeting), and July 13, 2021. Michelle Guimont, DIA Service Manager, took on the role of Chairperson for the committee effective November 23, 2021.

### QA Meetings

The QA Coordinator met with the Supervisors, Service Managers, and Coordinators on May 1, 2021, October 28, 2021, and February 10, 2021 via Microsoft Teams.

### **QA Meetings (continued)**

The QA meetings are important as they provide support to the staff with regards to case management and compliance and it provides excellent opportunities for sharing updates from the other units and programs.

### **Reviews**

*Director Annual Reviews (DAR)* - According 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 2021 was at 30%, which was a significant drop than previous years. This information was shared with the supervisors to ensure there is an improvement for 2022.

*Child Death Internal Reviews* – There were an 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.

*Thompson and Lynn Lake* – Family files and CIC files were reviewed in Thompson and Lynn Lake. Bonita Stevens, Jenine Cook and QA Coordinator completed the review in Thompson on May 27 & 28, 2021 and in Lynn Lake on August 23 – 26, 2021. Recommendations were made for the units.

### **Supervisor Training**

The Northern Authority developed and implemented Supervisory Training (Modules 1 - 6) for the northern agencies. CNCFCA’s Supervisors, Coordinators, and Service Managers participated in the first four modules. Unfortunately the Northern Authority Training Coordinator cancelled Module 5 (January 2022). They will be delivering the remaining two modules in 2022/2023.

The QA Coordinator continues to play an integral part in organizing the group to attend the training sessions.

### **Internal Training Modules**

Quality Assurance recommended internal 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 agency’s Training Coordinator, Quality Assurance Coordinator and other experts in the field started the research and development of the curriculum for these modules.

To date, Module 1 – Introduction to Child Welfare; Module 2 – Structured Decision Making (SDM) Skills; Module 8 – Legal / Court Procedures has been developed; as well as the speciality training on Critical Incident Reports; Age of Majority Training (delivered by Bev Clearsky). Module 7 Case Documentation is also developed and will be delivered in 2022/2023, as well as Module 2 – Intake & Child Protection and Module 8 Financial / Special Needs.

See the Training Coordinator’s report of the stats. The overall goal is to give the staff the necessary skills and tools when working with children and families.

### **Training**

- Beginning the Conversation: Talking to Your Child/ Youth about their FASD. Training offered by the Manitoba FASD Coalition, January 28, 2022.

### **Other**

*Operational Committee for Staff Incentives and Recognition* – The QA Coordinator participates in the committee along with several other representatives. The committee met several times over the year to discuss incentive programs, guest presenters, and years of service awards. The recommendations were forwarded to the management team for approval.

*Child and Family Services Application System (CFSA)* - The agency has been experiencing uploading issues with the CFSA System (Intake Module and CFSIS) since January 2022. This is the second time our agency has experienced a major issue with the system. The Province of Manitoba and the Northern Authority responded that they were working on fixing the issue. This is a huge concern for our agency staff who rely on uploading important documentation (and meeting CFS Standards). We are a large agency with over 125 staff who rely on the system. As of March 3, 2022, the issue was still not resolved.

### **Other (continued)**

*COVID-19 Pandemic* - The agency operations continued to adjust to the COVID-19 pandemic. There was still limited in-person contact. The agency staff continued to work from home and relied on telephone, cell phones, texting, and video conferencing as a means for communicating with clients, colleagues, and collaterals. Overall, the agency ensured service delivery continued in a safe manner, protecting both the clients and the staff. Again, I would like 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.

*Field Instructor* – The QA Coordinator was a field instructor for one staff member from September 2021 until June 2022. This was organized through the University of Manitoba Social Work Program. As a field instructor, we are responsible for the guidance, supervising, and tracking of hours during their field placement.

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

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

This year we had our challenges with the Provincial helpdesk and not be able to upload to CFSIS and the response time.

In November 2019, the Southern First Nations Network of Care was a victim of a cyberattack which impacted CFSIS and all access. 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. We had to retrain staff on how to upload as the process was different and longer. A how to upload was created.

Uploading worked for a while, but in December 2021 staff started to notice that the extranet folder, what we use for uploading, was missing. Once again we are starting to pile up with paperwork that has to be uploaded to CFSIS. Our IT department has been working closely with the province and trying to come up with solutions on how to fix it.

In order to prevent the Agency from falling further behind on CFSIS, our IT department has asked for key users to be identified. If those staff work at offices that have a piece of equipment called a threat prevention appliance, we

have implemented changes on their computers that allows them to upload. Currently regional, DIA and Winnipeg have threat prevention appliances. They are still investigating potential solutions for our smaller offices. This is very difficult and incredibly time consuming, as modifying the Agency's information security hardware and software presents substantial potential risk and any equipment or software that our agency considers using has to first be evaluated first.

When our Agency is having trouble with the CFSIS program we send emails to the Provincial CFSIS helpdesk requesting for help on how to fix or if they can fix. The province turnaround is very slow and sometimes takes anywhere from 2 to 4 weeks or more. This provincial helpdesk team consists of 2-3 staff members that look after all the CFS agencies within the province.

For our agency alone I send at least a dozen emails per month. I also create profiles for new staff members. These applications are sent to the helpdesk to activate the accounts. Once accounts are activated, I can send the staff member to training and start to work within the program. To get this application activated can take anywhere from 3 to 4 weeks, so this will hold up on the training.

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" and "TEAMS". Also, now that we are able to travel, I can do the one on one; face to face as people learn differently. 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 needs 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.

Training that I have attended this year:

- April 6-9, 2021, 4 Day CFSA—Online
- April 20-21, 2021, Module 3: Structured Decision Making

***Report completed by: Lillian Monias,***  
***CFSIS Specialist***

**Please see the table on the following page  
 for CNCFCA Stats on CFSIS Compliance  
 as of March 31, 2022**



## CNCFCA Stas on CFSIS Compliance as of March 31, 2022:

	Case Synopsis	File Location	Persons in Case	Recordings	Legal	Placement	F2F	Funding
<b>As of April 1, 2021: Compliance Based on 980 Cases</b>	86%	97%	98%	CIC/FE 49% PRT/VFS 84%	93%	97%	CIC 83% Family N/A	98%
<b>As of March 31, 2022: Compliance Based on 1192 Cases</b>	74%	80%	83%	CIC/FE 85% PRT/VFS 100%	100%	97%	CIC 83% Family N/A	100%

## FAMILY ENHANCEMENT REPORT

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 for and receive services from the Agency. Families report that the program has been a tremendous support and a many have stated a positive experience with the Program. The service users have appreciated the programming/workshops, supports and services they have received upon planning and signing their own service agreement and case plan. When working on service agreements and case plans with FE families, our goal is to work with that family in making reachable and manageable goals. We are not making the plan for them, we are providing guidance and supporting the family in accomplishing those goals with as little interruptions as possible with what resources we have in the community and cultural appropriate.

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 is very rewarding once the families begin to trust and see that the worker is there to give a helping hand.

### Challenges

This worker has been able to provide support and services to families living in The Pas, Flin Flon, Wanless, and Cormorant, Manitoba. The Provincial Family Enhancement worker is constantly challenged by the overwhelming amount of paperwork that is required to follow

through with CFS provincial standards. There is a constant struggle to balance enough time spent with families, help with programming/workshops, along with the required paperwork. The biggest challenge, one could say, would be when it comes to budgeting, as there is a huge lack of funding from the Provincial Government.

### COVID-19 Pandemic

With the recent World-wide Pandemic and communities going into lockdown, as well as office closures to the public, families struggled with their mental health. It was all unknown territory but keeping in touch with the FE families reassured these families that as an essential organization, workers were going to continue providing services to the family as best we could with as much professionalism as possible. Families were called weekly either by facetime, Skype, social media, text messages or by telephone to ensure families were doing good. Finding community resources to refer families in need was a challenge in the beginning but we were able to locate and assist in referring resources to FE families.

### Closing

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

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

## AGE OF MAJORITY REPORT

Hi, my name is Bev Clearsky, and I am the Age of Majority worker for CNCFCA. This position started in 2020, and as the AOM worker and member of the CNCFCA team we continue to enhance the transitional planning framework for youth in care ages 15-21. It is an ongoing effort and a work in progress trying to reach goals of improving and enhancing existing processes to ensure that all youth age out of care in a supportive manner.

I would like to acknowledge the CNCFCA team for their tireless efforts and convey full credit for the time they put into these transitional plans with their youth in care. Transitional planning for youth in care reaching age of majority is a timely and tedious task; needless to say, the care and patience behind it all. While it is the agency's goal to prepare youth to exit out of agency-care fully equipped with independent skills; this is not always possible. Some youth in care may require agency support beyond the age of majority. There are a few ways this can be done. Youth in care have a choice to continue being supported by the agency through reasons of:

- Education
- Training
- Support beyond age of majority with assistance to seek disability or resource services/therapy
- Referrals to adult services
- Support during the Covid pandemic
- Transitional planning

Supporting our youth in care to successfully transition into adulthood is an on-going effort by all. This objective continues to be guided by agency protocol and standards. We will continue to strive at seeking ways that may work more efficiently within our departmental processes of doing so, and more importantly to ensure every youth is supported during the process of aging into adulthood.

A few areas I have been working on include:

- Development of an orientation/training package for internal staff on Age of Majority and Transitional Planning
- Deliver orientation/training on AOM/Transitional planning
- Provide one-on-one assistance to staff on transitional planning
- Flagging/reminders for transitional plans
- Operational Committee for Transitional Planning

## Challenges

We are all too familiar with the many challenges when trying to make the transition into adulthood for our youth in care as smooth as possible. Challenges may be:

- Lack of placement (residence/housing) once they reach age of majority
- Difficulty finding proper resources (especially for special needs)
- Geographical challenges of lack of community resources
- Supporting youth who struggle with addictions
- Working with high-risk behaviors
- Exploitation, educating on dangers of social media, incarceration
- Non-compliance when entering into an agreement with the agency

Expectedly there will continue to be challenges within areas of transitional planning. It is with understanding that in general, we will continue to face the struggles of employment issues, shortage of housing (dwellings), and lack of community resources in various areas.

## Achievements

It is always a nice to look back and celebrate achievements within the past year. In regards to age of majority youth, there are (19) nineteen high school graduates this academic year from our agency.

As well, (31) thirty-one staff have participated in the Age of Majority/Transitional planning orientation/training sessions since November of 2021.

Furthermore, we continue to receive AYA (Agreements with Young Adults) approvals; this year there were 32 new AYA's along with 46 AYA continuance/renewals.

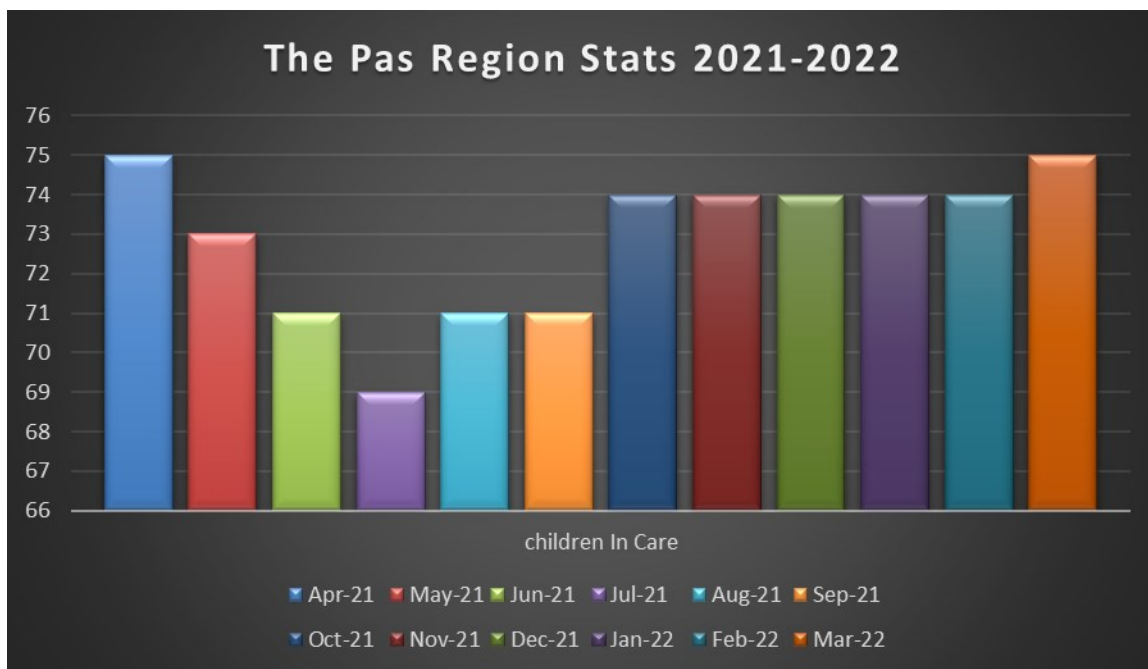
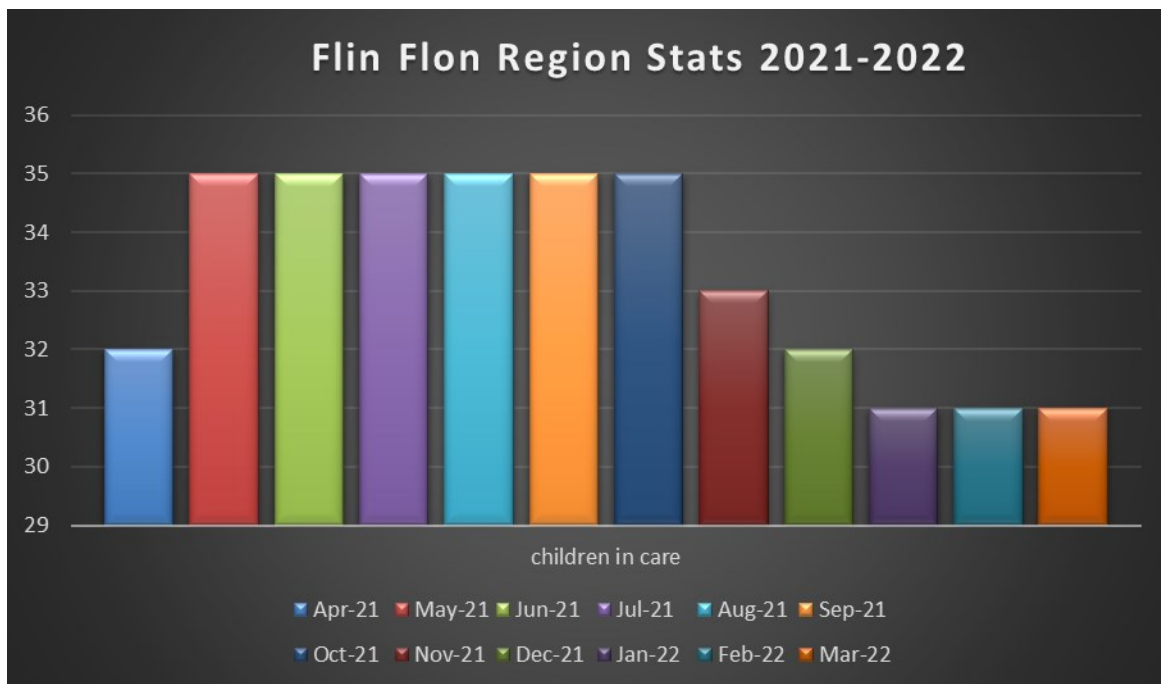
## Closing

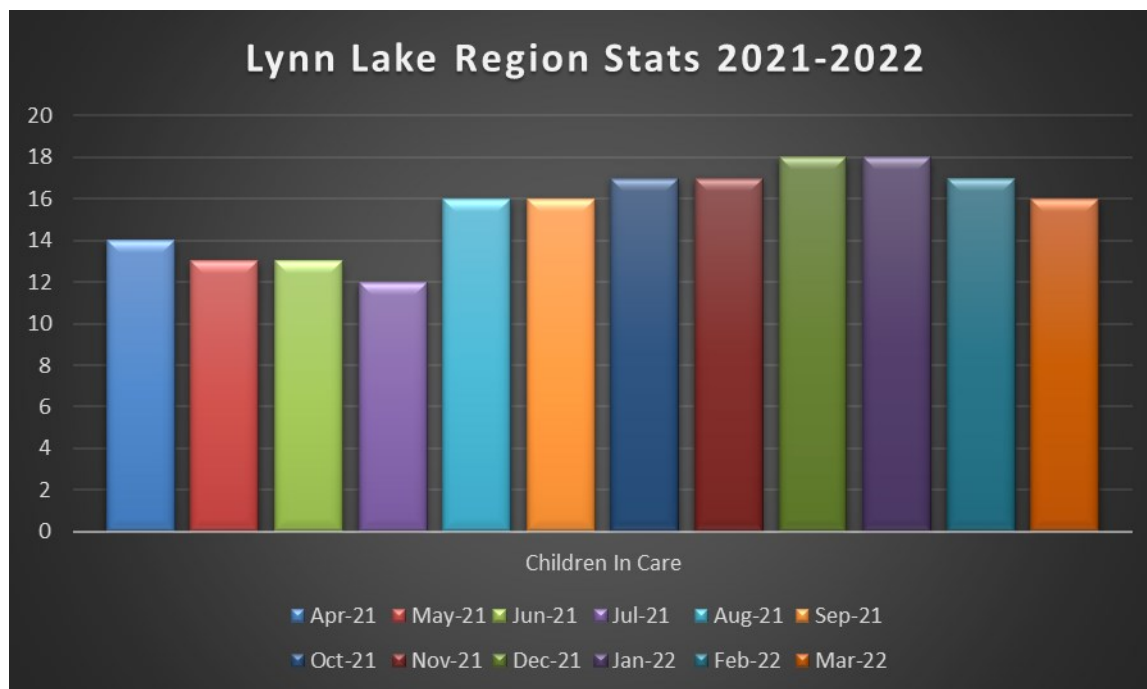
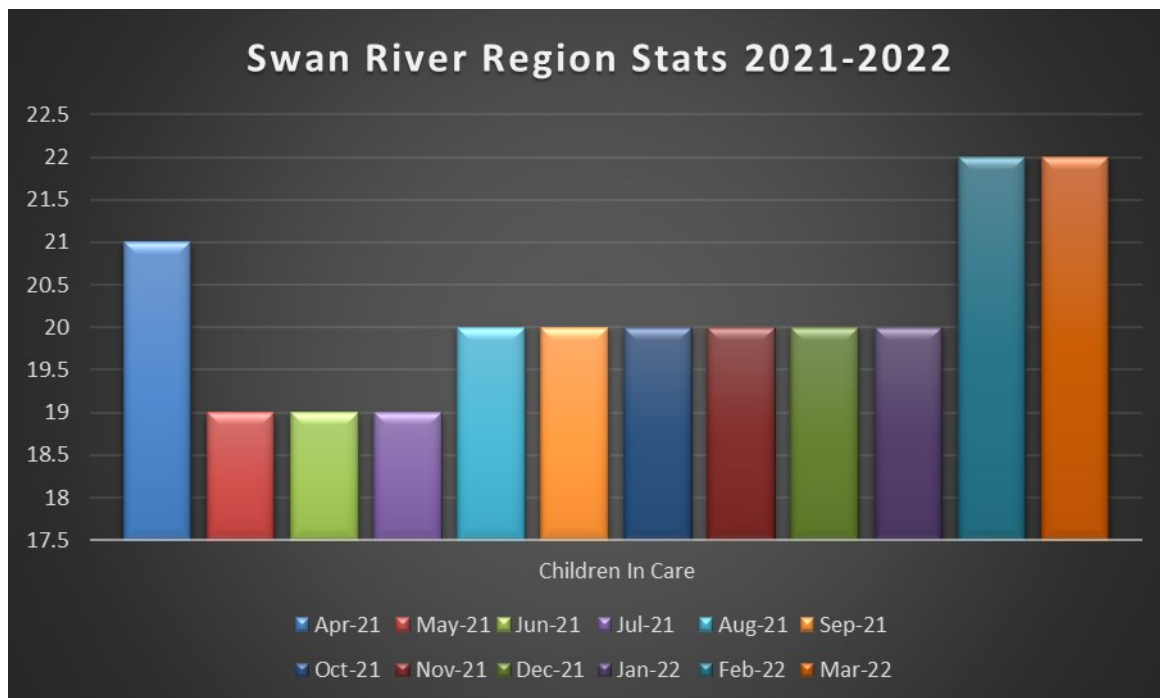
In closing I would like to say thank you. I enjoy working with a team that continues to strive to help give our youth the tools to be the best that they can be; all-the-while taking in the daily challenges of growing teenagers. I enjoy working with a team that encourages the betterment of families and share in enhancing services for the benefit of our youth in care. As workers, our goal is to make certain that the best interests of children and youth in care takes precedence when making decisions.

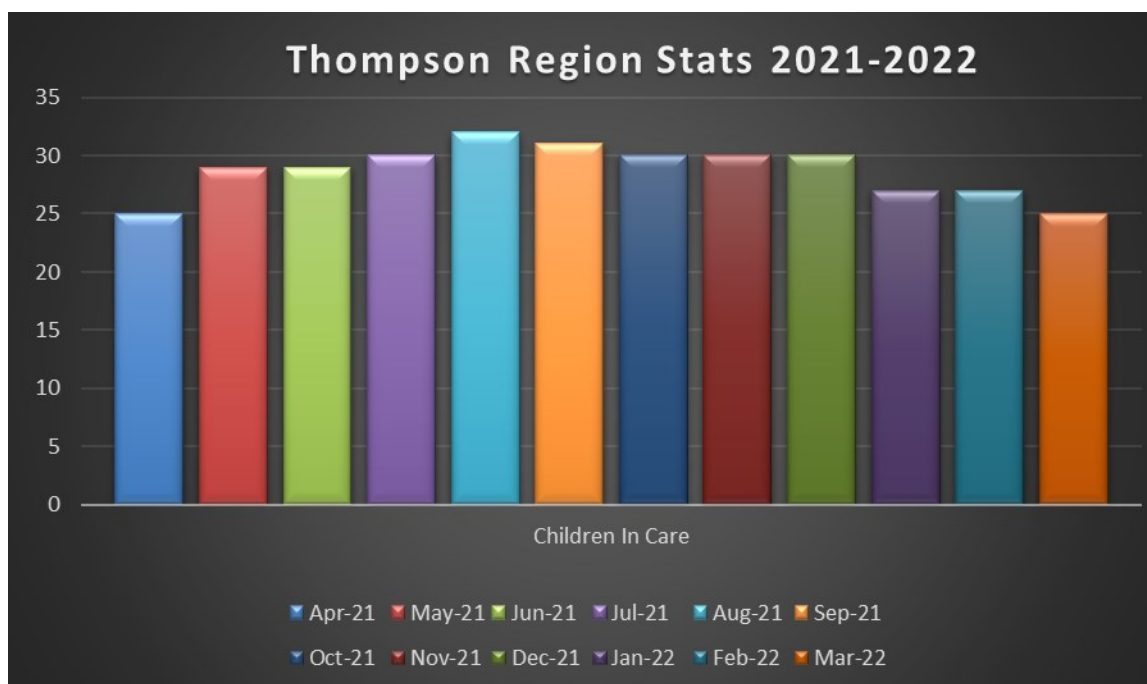
**Report completed by: Bev Clearsky,  
Age of Majority Worker**



## CHILDREN IN CARE STATISTICS FROM APRIL 1, 2021 – MARCH 31, 2022







## GENERAL COMMENTS

Unit B continues to work with outside collaterals such as Manitoba Advocate for Children & Youth (MACY) formally 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.

This year has been quite the challenge working in a global pandemic, with ensuring clientele safety and wellbeing, staff safety, wellbeing, and morale, working in a virtual setting and keeping up with the 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 has a partnership with Agencies in The Pas, MB for a cohort program with the University College of the North and University of Manitoba, which started in September 2016. Unit B has two (2) employees that is enrolled in this program to complete their Bachelor of Social Work (BSW) and are expected to be completed in the year 2023. In addition, we currently have one (1) employee who are taking part time studies in completing their Bachelor of Social Work (BSW).

The Agency encourages and supports employees to enhance their education.

Unit B service manager has also been active in the Child Abuse Committee since March 19, 2013 and attend regularly monthly meetings.

## OBJECTIVES FOR 2022—2023

- Continue to promote our Agency to build and maintain 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 2021-2022 fiscal year.

Submitted by: Bonita Stevens, ACFSD, BSW  
Service Manager Unit B

# Winnipeg Service Manager

Submitted by: Charlene Baker, Service Manager

## Introduction

Tansi! Welcome Elders, SCTC Chiefs and staff, Cree Nation Child and Family colleagues, and Misipawistik Cree Nation members. My name is Charlene Baker, I come from Barrenlands First Nation. I joined the Cree Nation team as Service Manager in November 2021. I am pleased to present the Cree Nation Child and Family Caring Agency's Winnipeg and Brandon sub-offices' activities for the 2021/2022 fiscal year.

This report will include:

- Acknowledgements
- Staff Personnel Listing
- Professional Development & Training
- Child In Care Unit Report
- Family Services/Family Enhancement Unit
- Resource Unit
- Brandon Unit
- Goals & Objectives

## Acknowledgements

Staff continue to show commitment and dedication to the children and families we service. The staff at both the Winnipeg and Brandon offices want to thank the leadership for their on-going support as we continue to face challenges in the work we do.

I would like to acknowledge all staff at the Winnipeg and Brandon offices for continuing to work diligently to ensure the supports and services to their children in care and families is maintained.

They all worked as a team and assisted with case management, supervisory, and service manager coverage while the offices experienced high staff turnovers and amidst a pandemic.

Their hard work and dedication are true testaments of their commitment to the agency and the families and children they serve.

Way to go Team!

## Staff Listing

There was quite a high staff turnover for the Winnipeg and Brandon sub-offices for the last fiscal year. As well, there was restructuring of two CIC workers: Nancy McRae was moved under the Family Services supervisor and Lilia Bagot was moved under the supervision of the resource supervisor.

Below is the staff listing as of March 31, 2022:

### **Charlene Baker, BSW – Service Manager**

Helen Boulanger, Legal Administrative Assistant  
Crystal Hunter, Receptionist (on leave)  
Doreen Spence, Term Receptionist

### **Della George, BSW, Family Services Supervisor**

Bonnie Mayham, Family Services Admin. Assistant  
Amanda Boxshall, BSW, Family Services Worker  
Christine Burke, Family Services Worker  
Vacant, Family Services Worker  
Lisa Currier, Family Enhancement Worker  
Nancy McRae, BSW, Child in Care Worker (on leave)

### **Vacant, Child in Care Supervisor**

Vacant, 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  
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  
Christine Chartrand, BSW, Resource Worker  
Emmanuel Ayeni, Resource Worker  
Lilian Bagot, BSW, Child in Care Worker

### **Brandon Sub-Office**

Loretta Sayese, Receptionist  
Janet Greene, Family Services Worker

## Professional Development and Training

Training opportunities were limited this year because of the pandemic. Nonetheless, a few staff were able to receive in-house training as well as virtual training.

### Winnipeg Sub-Office

#### **Della George, Family Services Supervisor:**

- Drum Making workshop, April 8, 2021
- Age of Majority/Orientation Training, November 16, 2021

#### **Amanda Boxshall, Family Services Worker:**

- Drum Making workshop, April 8, 2021

#### **Christine Burke, Family Services Worker:**

- Transitional Planning, March 24, 2022

#### **Kemi Bombata, Child in Care Worker:**

- Orientation to Child Welfare, April 15, 2021

#### **Bisala Idrissa, Child in Care Worker:**

- SDM Training, May 18-19, 2021
- Age of Majority/Orientation Training, November 16, 2021

#### **Lilian Bagot, Child in Care Worker:**

- Opioid Agonist Therapy Session 1, February 9, 2022
- Opioid Agonist Therapy Session 2, February 16, 2022

#### **Christine Chartrand, Resource Worker:**

- Enrolled in the Masters of Indigenous Social Work program through the University of Manitoba

### Brandon Sub-Office

#### **Janet Greene, Child & Family Services Worker:**

- Legal Training, January 11, 2022
- Transitional Planning, March 10, 2022
- Understanding & Working with Children & Youth who have been Sexually Exploited, March 23-25, 2022





## Child In Care Unit

The CIC unit consists of the Supervisor, Administrative Assistant and six (6) CIC workers. The Supervisor and Administrative Assistant positions became vacant in the latter part of the fiscal year, and there one (1) CIC term position continues to be vacant as the worker is on leave. 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 young adults who may be on an extension of care, known as, Agreement with Young Adults, or are transitioning their way out of care.

On March 23, 2020, the Provincial government announced children in care who are turning eighteen (18) 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 was in effect until September 23, 2021. The order was subsequently extended till March 25, 2022.

To ensure compliance to the provincial standards, CIC workers provided monthly contacts with children in care and their foster parents via telephone, email, or Facetime during the pandemic. Should workers be required to go into a home, they were sure to wear proper PPE and adhere to the Provincial Health Guidelines and Restrictions. CIC workers work closely with foster parents in ensuring that all medical, optical and dental needs are met, as well as assessment appointments attended to.

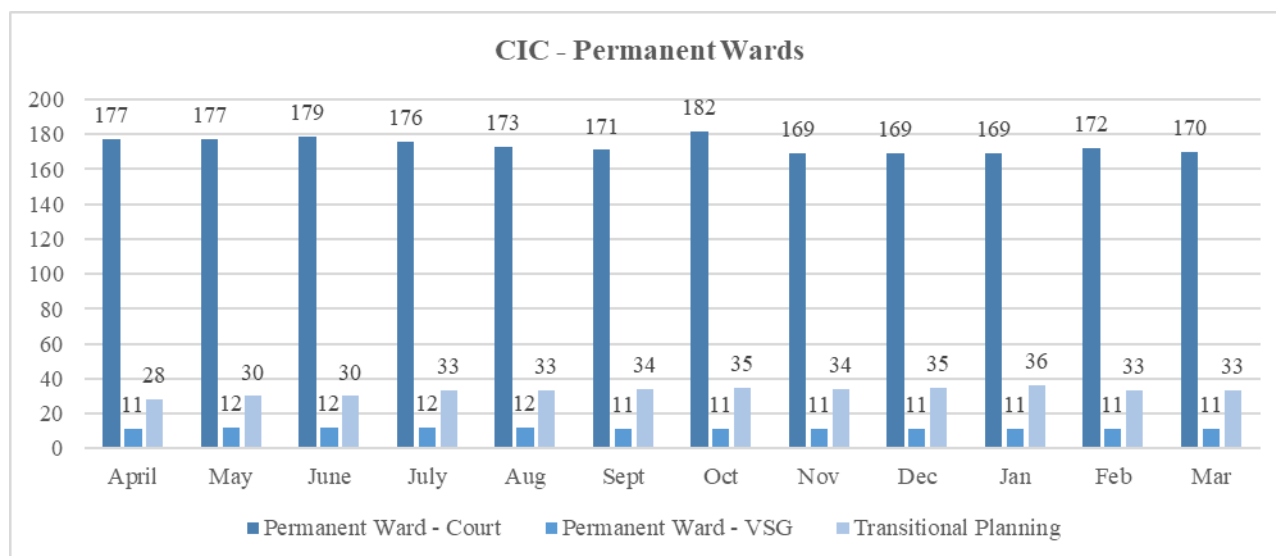
Due to COVID-19, family visits occurred by different means, either via Skype, telephone, or FaceTime. Face to face family visits resumed in January 2022 with the continued adherence to the provincial pandemic guidelines: proper PPE being worn, and rapid testing being done for the children, parents and support workers involved with the visits.

Remote learning and homework packages continued until the end of the school year in June 2021. In class sessions resumed in September 2021 with policies in conjunction with the provincial health guidelines. Laptops or tablets were provided to the children in care as requested to assist with their education.

There was an increase in the need for mental health therapy for our children in care to do isolation requirements stemming from the pandemic. Therapy was accessed through MATC, the Crisis Response Centre and private therapists, including cultural therapist.

Reunification plans continue to be developed as biological parents request to rescind permanent orders and have their children returned home. However, due to limited access to resources to help parents with their reunification plans, because of the pandemic, there were no permanent order rescindments for this year.

The CIC case load has fluctuated. This is from children becoming permanent wards and aging out of agency care throughout the year. The CIC stats below show an average of 217 permanent wards the Winnipeg sub-office. Each worker carries an average of thirty-five (35) files.



## Family Services Unit

Our Winnipeg sub-office Family Service Unit has had a challenging year to say the least due to staff turnover and COVID-19 Pandemic. Our Agency is considered essential service; therefore, the workers were quite diligent in following public health orders, including social distancing and COVID testing. Staff had to find creative ways to meet the needs of our families and children in care to ensure adequate service delivery during the pandemic.

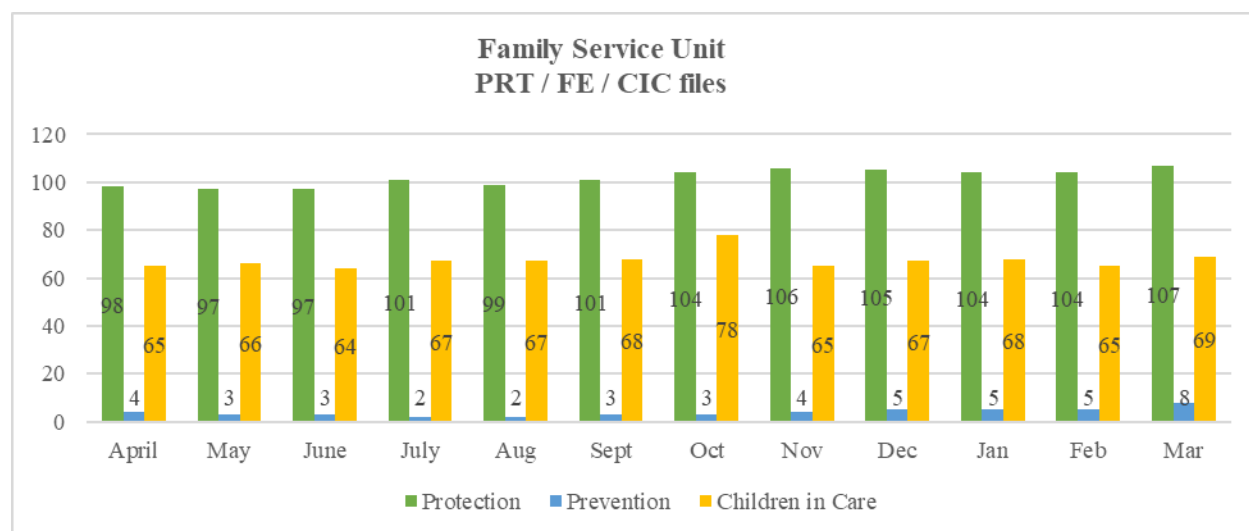
The Family Service Unit consists of four (4) family service workers and one (1) Family Enhancement worker. The unit seen significant staff turnover in August and September 2021: three (3) of family service workers and one FE worker resigned, leaving 1 worker and the supervisor to manage over 150 cases. Our Service manager also resigned in August 2021, creating the unit and the office to work in crisis response to case management until new staff were hired.

On October 18, 2021, the 2<sup>nd</sup> COVID-19 Manitoba Public Health Directives came into effect and once again staff were required to develop contingency work plans, including accommodations to work from home and allowing fewer staff working in the office on rotating basis, to limit contact and potential spread of covid-19. Staff had to rely heavily on cell phones, social media, computers, and laptops when contacting children and families, using programs such as Zoom and Teams. Workers were not required to attend weekly court in person either due to the public health restrictions.

Family visits and reunifications were carefully coordinated following COVID-19 directives, restrictions, and guidelines throughout the year until they were lifted on April 4, 2022. Staff returned to work in the office full time as well.

In December 2021, two (2) new workers joined the family service unit. Although the cases were distributed amongst the new hires, the unit continued to have an increase in case volume through transfers from ANCR. The case load per worker was higher this year than previous years.

**The following graph depicts the number of cases in the Family Services Unit:**





## Family Enhancement Unit

The new Family Enhancement worker was hired in December 2021. She has been working closely with her families and learning the processes of how our Wpg sub-office delivers the FE program. She has been networking with various collaterals to ensure the families receive additional supports outside of the agency.

The FE worker has been helping the unit manage protection files due to fewer family enhancement cases open. She continues to submit proposals for our food pantry. Families are provided with gift cards for emergencies, food hampers, formula, and personal hygiene products until their next source of income.

Della George, BISW, Unit Supervisor

## Resource Unit

The resource unit consists of the supervisor, who also supervises the Brandon sub-office, four (4) resource workers, and one (1) CIC worker.

Three (3) resource workers maintain approximately ninety (90) foster home files: an average of thirty (30) files each. Including the recruitment of foster parents, creating places of safety and licensing foster homes. The other resource worker maintains an active list of 136 support and respite workers.

Due to COVID-19, again, there was no Foster Parent Trainings or Conferences.

Recruitment for foster parents and supports workers is ongoing via word of mouth through encouragement from existing caregivers, support workers and agency staff.

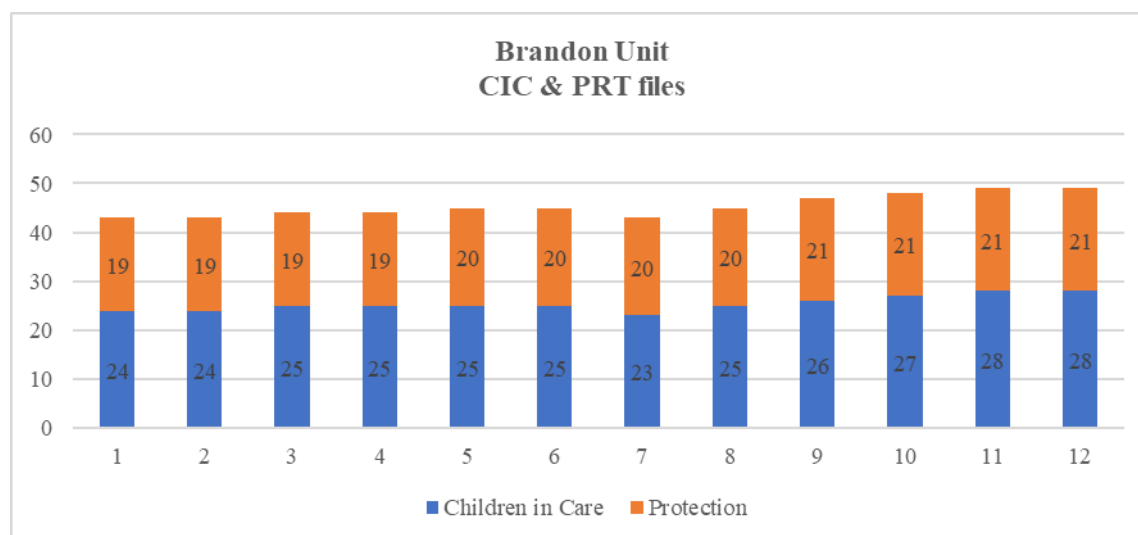
## Brandon Unit

The Brandon sub-office consists of the supervisor, one (1) CFS worker and the receptionist. At the beginning of the fiscal year, staff relocated and are now situated at 304-10<sup>th</sup> Street.

The unit experienced staff turnover in the middle of the fiscal year. The CFS worker moved on to other endeavors and the supervisor went on leave from June till December 2021. Shirley LaForte provided supervision coverage for that office with case management assistance, as required, from the Winnipeg office, until the new worker was hired in October 2021.

The case load at the Brandon office is very high for 1 worker. The worker manages all the CIC files, including all permanent wards, temporary wards, and apprehensions, as well as all protection files. It is difficult to adhere to the provincial standards as the cases are scattered among twelve (12) communities.

During the 2021/2022 fiscal year, the Brandon office children in care protection files remained steady:



## Goals & Objectives for the Winnipeg/Brandon Sub-offices

For the 2022/2023 fiscal year, our goals are as follows:

- Ensure that all children are seen monthly according to the Child and Family Provincial standards.
- Make certain transitional plans are in place for our youth between the ages of 15 and 17 years.
- Ensure Age of Majority plans are developed to assist our youth transitioning out of care so that they continue to receive the supports they need.
- Ensure we are CFSIS-compliant.
- Complete Director Annual Reviews on a timely basis.
- Develop a foster care strategy to recruit more foster homes and support workers.
- Ongoing planning and activities for children in care and families.
- Work with supervisors to ensure case load management and distribution.
- Ongoing training for staff.
- Implement Team Building strategies for staff retention.

BE THE  
CHANGE  
you wish to see  
in the world  
-Ghandi

# 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.

This is achieved by:

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

The department strives to improve staff communication with a plethora of technology platforms with a focus on Office 365 and Microsoft Teams.

The department's Help Desk provides break/fix solutions with industry-standard turnaround time for resolution.

## Current Staff

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

## Computer Application and 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 2021-2022 has flowed towards online virtual due to the pandemic. As the agency transitions to a post-pandemic phase, the in-house Computer Service Trainer will adapt and start to return to some larger lab training scenarios as well as travel-based training at the local offices.

There continues to be an ongoing focus on Office 365 and Microsoft Teams training for communication and collaboration, along with the fundamentals of FACTS Case Management for Agency staff.

## IT Achievements and Challenges

The IT Department has had many challenges in 2021-2022, with ongoing pandemic work-from-home issues. During this time the IT team successfully facilitated and managed the installation of low-trajectory satellite systems for high-speed internet connections for all the federal offices. Previously to these updates, the federal offices were severely challenged with slow internet connections. The updated federal offices will now be able to support and work more efficiently with important core applications such as CFSIS and FACTS.

With the installation of the new satellite internet systems, IT will now be able to migrate the federal offices to a more robust and secure cloud file sharing platform. The IT department will start its migration for these federal offices in the fall/winter of 2022.

## General Comments

CNCFCA IT Department looks forward to 2022-2023 and the opportunities to improve IT service to CNCFCA staff and management.

## In Memoriam



### **Angelique Lathlin**

November 11, 1952—August 1, 2021

Angie was a dedicated employee since April 1, 1983 and was the paralegal at our Designated Intake office until her passing on August 1, 2021. She was a hard worker and very passionate about her work.




### **Abby Klyne**

September 29, 1967—May 11, 2022

Abby was the Unit Supervisor at the Chemawawin local CFS office. She started with our agency in September 2015 until her sudden passing on May 11, 2022. Abby was enrolled in the BSW co-hort program with dreams of completing her BSW degree.





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