



SWAMPY CREE TRIBAL COUNCIL 46TH ANNUAL GENERAL ASSEMBLY



*Cree Nation Child and
Family Caring Agency*

Annual Report for April 1, 2023 to March 31, 2024

**August 20 & 21, 2024
Bignell Room—Kikiwak Inn
Opaskwayak Cree Nation**



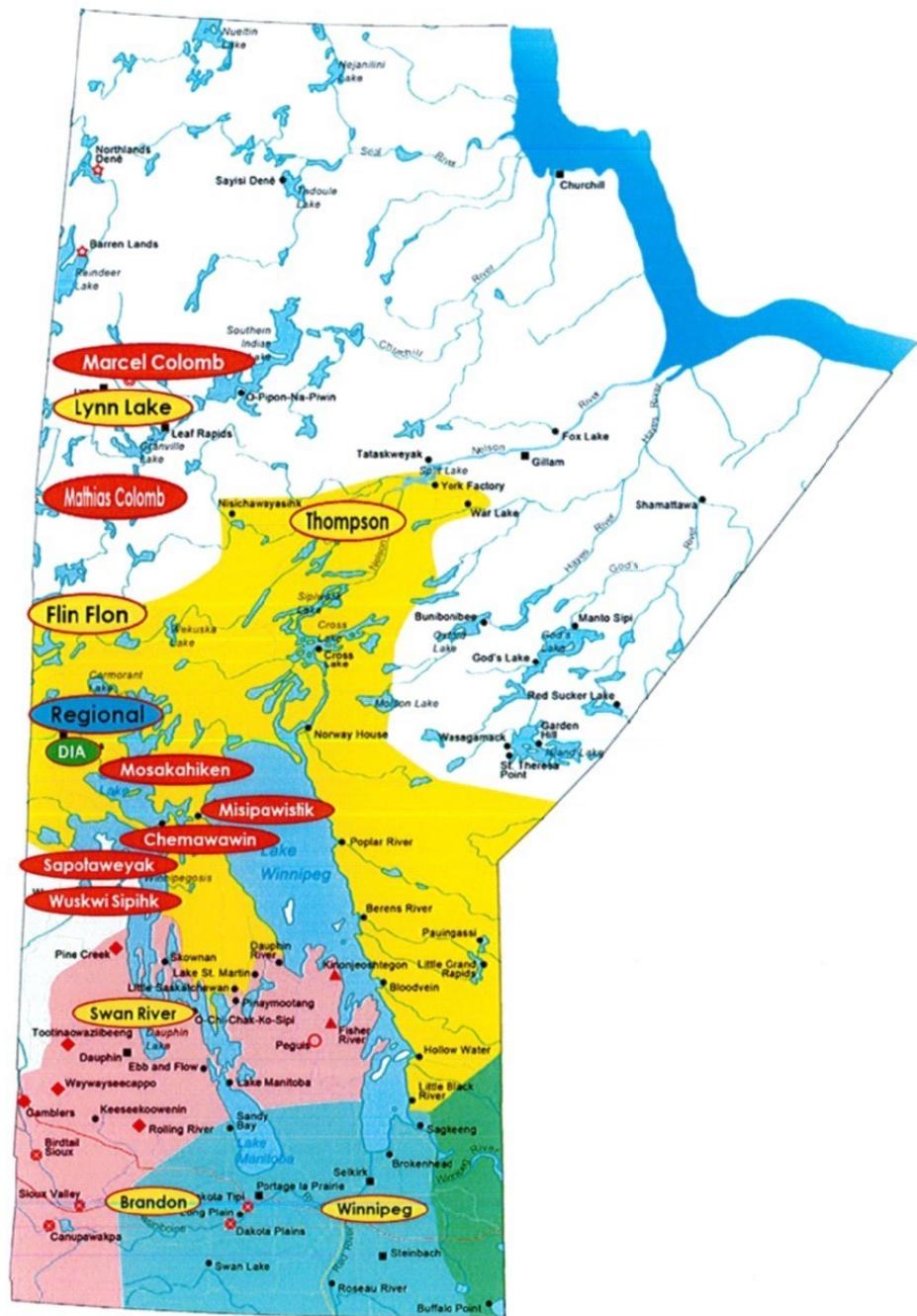


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REGIONAL OFFICE

Box 10130
 2nd Floor Otineka Mall, Hwy 10 North
 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
 210 Fischer Avenue, The Pas, Manitoba
 Phone Number: (204) 623-6078
 Fax: (204) 623-5640
 Toll Free: 1-877-311-5642

WINNIPEG OFFICE

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

BRANDON OFFICE

304—10th Street, Brandon, Manitoba
 Phone Number: (204) 727-1900
 Fax: (204) 726-3301
 Toll Free: 1-877-243-5104

SWAN RIVER OFFICE

Unit 4—900 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

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

LYNN LAKE OFFICE

625 Gordon Avenue, Lynn Lake, Manitoba
 Phone Number: (204) 356-8701
 Fax: (204) 356-8719
 Toll Free: 1-855-836-0482

MOSAKAHIKEN OFFICE

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

CHEMAWAWIN OFFICE

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

MISIPAWISTIK OFFICE

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

WUSKWI SIPIHK 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 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 OFFICE

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

Staff Listing

REGIONAL OFFICE

Fran Sinclair-Dick, CISW, BISW, Executive Director
 Crystal Fulmore, Executive Administrative Assistant
 Diane Burns, Receptionist
 Amanda Ducharme, Filing Clerk
 Danica Mink, Filing Clerk
 Vacant, Indigenous Registration Administrator
 Laurie Ducharme, Human Resources Manager
 Lisa Pfund, Human Resources Assistant
 Melissa Ballantyne, Human Resources Generalist
 Vacant, Training Coordinator
 Bonita Stevens, BSW, Unit B Service Manager
 Brooke Head, Provincial Administrative Assistant
 Julia Lathlin, Unit B Supervisor
 Jennifer Sinclair, CFS Worker
 Rhonda Norman, CFS Worker
 Katlyn Nelson-Whitehead, CFS Worker
 Vacant, CFS Worker
 Meagan Bushko, BSW, RSW, Resource Coordinator
 Doug McIvor, BSW, Resource Worker
 Vacant, Resource Administrative Assistant, Term
 Greg Cook, Age of Majority Worker
 Vacant, Quality Assurance Coordinator
 Corey Constant, CFSIS Specialist, Term
 Nicole McKenzie, BA, BSW, FE Worker, Unit B
 Bart Constant, Unit A Service Manager
 Garret Olson, Federal Administrative Assistant
 Rochelle Campbell, Legal Administrative Assistant
 Mackenzie Thomas, BSW, Adoption/Repatriation Coordinator
 Rosie McGillivary, ACFSD, Resource Worker
 Bobbi-Faye Sinclair, BSW, Family Enhancement Manager
 Cynthia Constant, FE Administrative Assistant
 Alvin Merasty, BSW, Community Program Coordinator
 Bev Clearsky, BSW, Family Enhancement Supervisor
 Vacant, Out-of-Community FE Worker
 Vacant, Out-of-Community FE Worker
 Jeanne Ross, MCCN Service Manager
 Veronica Thomas, MCCN Resource Worker
 Sherri Constant, MCCN Admin/Case Aide
 Jay Constant, MCCN Out of Community Worker
 April Kematch, MCCN Out of Community Worker
 Julie Fenner, MCCN, Out of Community Worker

FINANCE OFFICE

Sandra Muilenburg, Director of Finance & Operations
 Beatrice Lathlin, Accounting Supervisor
 Vacant, Payroll Technician
 Vacant, Payroll Assistant/AP Technician, Term
 Emma Crossley, Foster Maintenance Technician
 Tina Lathlin, Support Worker Technician
 Katelyn Saultier, Accounting Technician—Travel
 Tyler Tobacco, Accounting Technician

Candace Tobacco, Accounting Technician
 Brittany Genaille, Accounting Technician—FE
 Chantal McKenzie, CSA Worker
 Angie Bignell, Accounting Supervisor
 Giselle Moore, Special Needs Technician
 Courtney Harris, Accounting Technician
 Vacant, Finance Administrative Assistant
 Rhonda Constant, Stats Supervisor
 Cynthia Mink, Family Stats Clerk
 Darlene Smith, Federal Stats Clerk

INFORMATION TECHNOLOGY OFFICE

Dean Davidson, Information Technology Manager
 Lee Mathews, IT Technician
 Braden Ramstead, Junior IT Technician
 Marietta Janse Van Rensburg, Training & Development

DESIGNATED INTAKE AGENCY / CHILD PROTECTION UNIT

Michelle Guimont, CISW, DIA Service Manager
 Vacant, Intake Screener
 Sonya Hengemuehl, Intake Supervisor
 Karen Bland, BSW, Federal Intake Coordinator
 Whitney Kadachuk, Intake Worker
 Randi Dick, Intake Worker
 Rosetta Dyck, Intake Worker
 Vacant, Intake Worker
 Cynthia Quill, After Hours Data Entry Worker
 Linda Kryschuk, Intake/DIA Administrative Assistant (on leave)
 Jasmine Ballantyne, Intake/DIA Administrative Assistant, Term
 Lesley Ashby, Child Protection Coordinator
 Walter Chartier, Child Protection Investigator
 Vacant, Child Protection Investigator
 Vacant, Child Protection Investigator
 Samantha Kostyk, CPU Administrative Assistant

WINNIPEG SUB-OFFICE

Charlene Baker, Service Manager
 Dre Kostyk, Receptionist
 Shauna Bighetty, Legal/Administrative Assistant
 Carol McDonald, CIC Supervisor
 Jennifer Boutin, CIC Administrative Assistant
 Charity Onofrychuk, BA, BSW, CIC Worker
 Bisala Idrissa, CIC Worker
 Kemi Bombata, BA, BH Ecol, CIC Worker
 Afolabi Oyegbile, MSW, RSW, CIC Worker
 Daniel Bitajabuka, BSW, CIC Worker
 Lilian Bagot, BSW, CIC Worker (on leave)
 Nancy McRae, BSW, CIC Worker
 Moyo Abdulkareem, CFS Worker
 Amanda Boxshall, BSW, Family Service Supervisor
 Bonnie Mayham, FS Administrative Assistant
 Ruth Oritunmisi, CFS Worker
 Tayawoza Audu, CFS Worker
 Vacant, CFS Worker

WINNIPEG SUB-OFFICE (continued)

Verna Cowley, Family Enhancement Worker
 Melissa Michel, BA, Brandon/Resource Supervisor (on leave)
 Emmanuel Ayeni, Resource Worker
 Anthea Tomchuk, Resource Worker
 Allyson Torresan, Resource Worker
 Eunice Shidali, Resource Worker

BRANDON OFFICE

Melissa Michel, BA, Brandon/Resource Supervisor (on leave)
 Janet Greene, CFS Worker
 Vacant, CFS Worker
 Loretta Sayese, Administrative Assistant

SWAN RIVER OFFICE

Jenine Cook, Swan River/Flin Flon Unit Supervisor
 Nora Stevens, CISW, CIC Worker
 Lori Giles, CFS Worker
 Bryon Fried, Resource Worker
 Brenda Edwards, Administrative Assistant

FLIN FLON OFFICE

Jenine Cook, Swan River/Flin Flon Unit Supervisor
 Vacant, CFS Worker
 Samantha Nash, CFS Worker (on leave)
 Amie Winterton, Administrative Assistant

THOMPSON OFFICE

Kelly Moors, BSW, Thompson/Lynn Lake Unit Supervisor
 Vacant, CFS Worker
 Vacant, Out of Community Worker Thompson/Lynn Lake
 Leon Frost, Resource Worker
 Vacant, Family Enhancement Worker
 Joan Harper, BSW, Intake/CFS Worker Thompson/Lynn Lake
 Marion Spence, Administrative Assistant

LYNN LAKE OFFICE

Kelly Moors, BSW, Thompson/Lynn Lake Unit Supervisor
 Joan Harper, BSW, Intake/CFS Worker Thompson/Lynn Lake
 Geraldine Rodgers, Administrative Assistant/Case Aide

MATHIAS COLOMB LOCAL OFFICE

Jeanne Ross, BSW, Service Manager
 Vacant, CFS Supervisor
 Georgina Walker, CFS Worker, Term
 Vacant, Intake Supervisor
 Vacant, Intake Clerk
 Vacant, Intake Worker
 Vacant, Intake Worker
 Valerie Whyte, BSW, Resource Worker
 Vacant, Family Enhancement Worker
 Vacant, Family Enhancement Worker
 Vacant, Administrative Assistant

CHEMAWAWIN LOCAL OFFICE

Tracey Chartier, BSW, Unit Supervisor
 Laura Kakegamic, CFS Worker
 Vacant, Family Service Worker
 Jeff Thomas, Family Enhancement Worker
 Jessica Patchinose, Family Enhancement Worker (on leave)
 Nancy Arrow, Resource Worker
 Vacant, Intake Worker
 Vacant, Case Aide, Term
 Shataya Lachose, Administrative Assistant

MISIPAWISTIK LOCAL OFFICE

Mary Ballantyne, Unit Supervisor
 Vacant, CFS Worker
 Vacant, Family Enhancement Worker
 Karen Pranteau, Family Service Worker (on leave)
 Miranda McKay, Family Service Worker (on leave)
 Robin Ballantyne, Resource Worker
 Vacant, Intake Worker
 Vacant, Case Aide, Term
 Vacant, Administrative Assistant
 Lynea Robinson, Administrative Assistant, Term

WUSKWI SIPIHK LOCAL OFFICE

Daisy Chartrand, BSW, Unit Supervisor
 Vacant, Family Enhancement Worker
 Vacant, CFS Worker
 Brenda Hather, Resource Worker, WSFN & SCN
 Margaret Hay, Intake Worker
 Vacant, Case Aide, Term
 Shari Pastushuk, Administrative Assistant

SAPOTAWEYAK LOCAL OFFICE

Vacant, Unit Supervisor
 Vacant, Family Enhancement Worker
 Vacant, Family Enhancement Worker
 Sharon Parker, CFS Worker
 Brenda Hather, Resource Worker, WSFN & SCN
 Vacant, Case Aide, Term
 Elizabeth Ballantyne, Administrative Assistant (on leave)
 Eric Becker, Administrative Assistant, Term

MOSAKAHIKEN LOCAL OFFICE

Vacant, Unit Supervisor
 Barbara Campbell, Family Enhancement Worker
 Vacant, Family Enhancement Worker
 Jacob Nasekapow, CFS Worker
 Sylvia Grey, BSW, Intake Worker (on leave)
 Elise Campbell, Intake Worker, Term
 Melissa Sanderson, Administrative Assistant (on leave)
 Vacant, Administrative Assistant, Term
 Vacant, Case Aide, Term

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

BENJAMIN YOUNG, SECRETARY
WUSKWI SAPIHK FIRST NATION

SHIRLEY CASTEL
MATHIAS COLOMB CREE NATION

FLORA McNABB
MOSAKAHIKEN CREE NATION

VACANT
MARCEL COLOMB FIRST NATION



Pictured left to right: Flora McNabb, Annie Ballantyne, Myrtle Bilow, Benjamin Young, Shirley Castel, Sarah Copapay

Executive Director

Submitted by: Fran Sinclair-Dick, CISW, BISW

Tansi & Welcome to the SCTC 46th Annual General Assembly! Cree Nation Child & Family Caring Agency (CNCFCA) is pleased to provide its annual report from each manager for the 2023-2024 fiscal year.

As of March 31, 2024 there were 781 Children in Care: Federal 202 and Provincial 579.

We are proud to announce that in 2024 we had 16 high school graduates. Each youth was gifted with a star blanket and pre-paid Visa card to acknowledge their hard work and achievement in receiving their diplomas.

The BSW Cohort offered through the University of Manitoba came to an end. I am very proud to report that six CNCFCA employees graduated with their Bachelor of Social Work Degrees in October 2023. A ceremony was held on September 22, 2023 to honor the graduates. Congratulations to:

- Tracey Chartier, Chemawawin Cree Nation
- Val Whyte, Mathias Colomb Cree Nation
- Nicole McKenzie, Opaskwayak Cree Nation
- Bobbi Faye Sinclair, Opaskwayak Cree Nation
- Julia Lathlin, Opaskwayak Cree Nation
- Alvin Merasty, Opaskwayak Cree Nation

An Agency-wide Meet & Greet was held in The Pas October 4 & 5, 2023. This two-day event brought staff together for team building, keynote speakers, cultural activities and teachings. It was an excellent turnout with positive feedback from staff regarding motivation and morale.

Resource and Executive attended the OCN Career Fair on September 13 & 14, 2023. This 2-day event saw more than 400 participants over 2 days.

Northern Authority hosted conferences in November 2023 and January 2024 with focus groups consisting of Elders, youth, leadership, and CFS agency representatives.

Saunders DeLaronde Law Firm was retained effective January 1, 2024 for all child protection matters. Introductions and training sessions were offered to Child in Care Workers, Supervisors, Legal Administrative Assistants, and Service Managers.

The Family Enhancement program has embarked on a new Cultural Facility initiative. This facility, based on recommendations and evaluations from previous FE programs, will allow FE to provide year-round programming and services.

In June 2024 CNCFCA secured the services of Legacy Bowes to carry out an Organizational Review initiative in order to assess the effectiveness of services offered, including an assessment of additional organizational elements that contribute to workplace dynamics.

CNCFCA has provided information to Exchange Group Solutions (EXG), claims administrator, regarding provincial children who were in care from 2005 to 2019. EXG will develop the framework Settlement Agreement and Claims Administration Process. The Settle Approval Hearing will take place over two days on September 5-6, 2024.

Congratulations and well wishes to the following valued employees who retired this past year:

- Lori Sawchuk-LeClair retired in July 2023 from her position as Unit Supervisor of the Swan River and Flin Flon sub-offices.
- Margaret Cook retired in October 2023 from her position as Unit A Service Manager.
- Wendy Chief retired in February 2024 from her position as Human Resources Assistant.

Thank you to the Board of Directors for their support and guidance in following the Agency's mandate to serve our children and families. I also wish all the best to Sarah Copapay, who left the board in February 2024.

In closing, I would like to acknowledge and recognize all of our employees for their dedication to our children, families, and communities. No organization can thrive without a cohesive, hardworking team. Thank you for your ongoing commitment, initiative, and professionalism in this sometimes difficult, but rewarding field.

This concludes my report for the 2023-2024 fiscal year.

Resource Unit

Submitted by: Doug McIvor, BSW
Term Resource Coordinator

Cree Nation Child and Family Caring Agency's Resource Unit continues to focus on recruiting culturally appropriate foster homes. Child in Care Workers and Resource Workers work jointly to identify family members that can provide foster placements. Our agency strives to secure foster placements in the children's home community.

The Agency continues to recruit new foster parents and support workers. We encourage members of First Nations communities to take an active role in becoming caregivers for children that come into care. Maintaining community and family connections is vital in ensuring our children maintain their cultural identity. The Resource Unit has posters out in communities. In the past we have utilized various means of media to help in foster care recruitment. The agency acknowledges the grandparents, uncles, aunties, adult siblings, and extended family members that have come forward to become foster parents. CNCFCA strives to strengthen relationships within the local communities and all levels of governments with the primary goal of ensuring that culturally-appropriate resources are available within each First Nation and other communities.

Recruitment of foster parents and support workers includes newspaper, radio, work fairs, and trade shows.

CNCFCA continues to support children aging out through extending their care via Agreements with Young Adults (AYA). Some AYA's continue to reside in foster homes while others have taken on independent living arrangements through private rental such as room and board or renting of suites. The new challenge is developing programs of support for AYA's with our communities, developing or advocating for more independent units in our First Nations communities.

The Resource Unit continues to provide orientation to new foster parents and support workers. The orientations are delivered in small groups and one-on-one sessions by the Resource Workers. The Resource Workers encourage foster parents and support workers to visit the Manitoba Child and Family Services website for more information

on their respective roles.

The agency has a good resource pool of Support Workers (SW), which provide assistance with various child welfare interventions. Support Workers assist with things such as family visits, medical travel, respite, and support to children in care. Some agency SW's have been with the agency for over 20 years. We are grateful for their commitment and services. Other duties of SW's include assisting with Family Enhancement intervention, as they would assist FE clients.

I would like to acknowledge the continued support of foster parents and support workers. I will also give thanks to our dedicated Resource staff that continue to maintain a healthy resource pool of Foster Parents and Support Workers. Once again, we are thankful for the teamwork by all agency staff, families, and foster parents to ensure we maintain a family connection in delivering child welfare with positive interventions.

Resource Committees

Resource collaborative committees were formed to develop and foster working relationships between inter-agency resource departments. CNCFCA 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.

Borrowed Homes

CNCFCA continues borrowing placement resources. Currently our agency is utilizing 50 external agency resources. These borrowed spaces include regular licensed foster homes, specialized foster homes, and group home facilities.

New Applicants

CNCFCA continues to conduct recruitment and develop the skills and capabilities of foster homes that can provide specialized care for our children. There are currently forty (40) applicants that are in the process of licensing in various regions. They currently have place of safety status, with plans to move forward with foster license application.



Misipawistik & Wuskwi Sipihk Homes

CNCFCA is currently utilizing a six-bedroom home in Misipawistik, and a four-bedroom home in Wuskwi Sipihk. Our agency worked in collaboration with the Chief and Council of these First Nations to establish the Emergency Placement Resources.

These EPR homes are often the first means of securing an emergency placement for children within their home communities. The EPR homes are used for emergency and short-term care until we can secure a long-term, culturally-appropriate placement within the community.

The homes are licensed to a house parent who provides the overall care. The Resource Unit looks forward to having more EPR homes in our First Nation communities.

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 to ensure that expectations on contract delivery were clearly understood.

Support Worker Stats by Resource Worker & Region

All stats shown are for the period ending March 2024. There are 392 Agency approved Support/Respite Workers.

Rosie McGillivray: The Pas & Mosa-kahiken Support Workers	
Surrounding Area, Moose Lake, Cormorant	18
The Pas/OCN	44
TOTAL	62

Doug McIvor: Flin Flon Support Workers	
Flin Flon & Area	17
Respite	
TOTAL	17

Bryon Fried: Swan River Support Workers	
Swan River	28
Respite	
TOTAL	28

Valerie Whyte: Mathias Colomb Cree Nation Support Workers	
MCCN	
Support/Respite	7
TOTAL	7

Robin Ballantyne: Misipawistik Support Workers	
Misipawistik	
Respite	43
TOTAL	43

Nancy Arrow: Chemawawin Support Workers	
Chemawawin	
Respite	25
TOTAL	25

Leon Frost: Thompson Support Workers	
Thompson, Lynn Lake	
Support/Respite	5
TOTAL	5

Winnipeg, Brandon & Area Support Workers	
Winnipeg	
Support/Respite	97
TOTAL	97

Foster Home Case Stats by Resource Worker & Region

All stats shown are for the period ending March 2024. There are 204 Agency Homes and 64 Places of Safety.

Rosie McGillivary: Mosakahiken, The Pas & Area Foster Homes	
Licensed	30
Unlicensed	2
Place of Safety	2
Total	34

Brenda Hather: Sapotaweyak, Wuskwi Sipihk & Area Foster Homes:	
Licensed	7
Unlicensed	4
Place of Safety	5
Total	16

Doug McIvor/Corey Constant: Flin Flon, The Pas & Area Foster Homes	
Licensed	22
Unlicensed	4
Place of Safety	2
Total	28

Bryon Fried: Swan River & Area Foster Homes	
Licensed	24
Unlicensed	2
Place of Safety	8
Total	34

Veronica Thomas/Valerie Whyte: MCCN Foster Homes	
Licensed	8
Unlicensed	0
Place of Safety	3
Total	

Leon Frost: Thompson, Lynn Lake, Marcel Colomb First Nation & Area Foster Homes	
Licensed	4
Unlicensed	3
Place of Safety	10
Total	17

Robin Ballantyne: Misipawistik Foster Homes	
Licensed	1
Unlicensed	13
Place of Safety	2
Total	16

Allyson Torreson: Winnipeg, Brandon & Surrounding Areas Foster Homes	
Licensed	23
Unlicensed	3
Place of Safety	7
Total	33

Nancy Arrow: Chemawawin Foster Homes	
Licensed	10
Unlicensed	1
Place of Safety	2
Total	13

Emmanuel Ayeni: Winnipeg, Brandon & Surrounding Areas Foster Homes	
Licensed	30
Unlicensed	10
Place of Safety	21
Total	61

Human Resources Manager

Submitted by: Laurie Ducharme
Human Resources Manager

Introduction

Welcome to the 2023-2024 CNCFCA Annual Report on behalf of the Human Resources Department.

The human resource department assists the Agency by providing a full range of human resource services to CNCFCA and all our employees. The human resource department is responsible for assisting in the maintenance and implementation of human resource policies and procedures agency-wide.

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

Staff Listing

Laurie Ducharme, Human Resource Manager
Melissa Ballantyne, Human Resource Generalist
Vacant, Training Coordinator
Lisa Pfund, Human Resource Assistant

Training & Development

CNCFCA encourages employees to continually upgrade and develop their skills 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. This helps ensure that the Agency is meeting the mandate set forth by the Province as per workforce qualifications.

The Human Resources department, along with our Agency lawyer, provided an in-person supervisory and service manager training session in June 2024. This training covered topics such as annual performance reviews, progressive discipline, lines of authority, attendance, and work performance issues.

Human Resource Generalist

Hi, my name is Melissa Ballantyne. I was hired in November 2023 as the Human Resource Generalist. It has been a learning experience being introduced to all the staff across the agency's 14 locations throughout the province.

My job involves various tasks such as recruiting, onboarding new employees, as well as handling benefits and compensation. It is a role that involves a good mix of people skills, organizational abilities, and knowledge of human resource practices.

I look forward to a new year of expanding my skills and assisting the agency and staff in a positive and efficient manner.

Training Coordinator

The Agency has been advertising for a Training Coordinator since October 2022.

Human Resource Assistant

My name is Lisa Pfund. I started my position as the HR Assistant in June 2024 and am thrilled to be a part of the team. I appreciate the opportunity to work with the agency, gain experience, and increase my knowledge in the human resources field.

I look forward to working with all the CNCFCA service managers, supervisors, and employees. I am aim to help and support the numerous features of their jobs.

Recruitment & Retention

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.

Recruitment & Retention (continued)

In recent years the agency has had difficulty with recruitment and retention of employees due to a number of factors such as inflation, rising cost of living, and high group benefit premiums.

To help reduce the stress on our staff, the agency launched a new Health and Wellness incentive program. The incentive program allows staff to participate in various activities promoting physical and mental well-being up to \$300 annually. Activities can include gym memberships, fitness classes, hobbies, sports fees, personal training and consultations, as well as cultural events.

To strengthen recruitment strategies, the agency has implemented the following:

- December 2023: 15% salary increase
- April 2023: Introduction of the Health and Wellness Incentive Program
- May 2023: The Agency pays 100% of the Group Benefits costs for all permanent employees

Advertising

In the past year, Human Resources has been searching for new places to post our job ads. We post our vacant positions through:

- Internal advertisement via email
- Agency website
- Amik website
- Local newspapers, local radio stations, community bulletin boards, band offices, community stores and business offices
- University of Manitoba (Thompson)
- University College of the North (Thompson, The Pas)
- Employment and Training offices (Opaskwayak, The Pas, Swan River, Flin Flon, Thompson, Brandon, and Winnipeg)
- Friendship Centre (Swan River, Thompson, Brandon)
- Centre for Aboriginal Human Resource (Winnipeg)
- Facebook (Town of The Pas, Swan River)
- Fire Spirit Inc. (Opaskwayak)

Recruitment Challenges

As with many industries, the agency faces a number of recruitment challenges in the post Covid-19 environment:

- Lack of qualified applicants. This has been an ongoing challenge since the pandemic. The result is multiple

job postings for many vacant positions.

- Applicants lack experience and education required for specific positions within the agency.
- Applicants who declined positions for various reasons after the entire interview and selection process has been completed. This remains a challenge, as it is a time-consuming process to complete and restart.
- Prior contact checks, child abuse checks, declaration forms, and police checks are conditions of employment with the agency. Dealing with other CFS agencies slows the process as it takes time to get the necessary information.
- Shortage of housing in our federal communities is an ongoing issue.
- Lack of available office space.
- Salary expectations and competition within related fields.
- Workload due to vacant positions.

Turnover/Vacancies

During the 2023-2024 fiscal year, CNCFCA experienced turnover of 32 staff and hired 37 staff. There are currently 64 vacant positions within the agency.

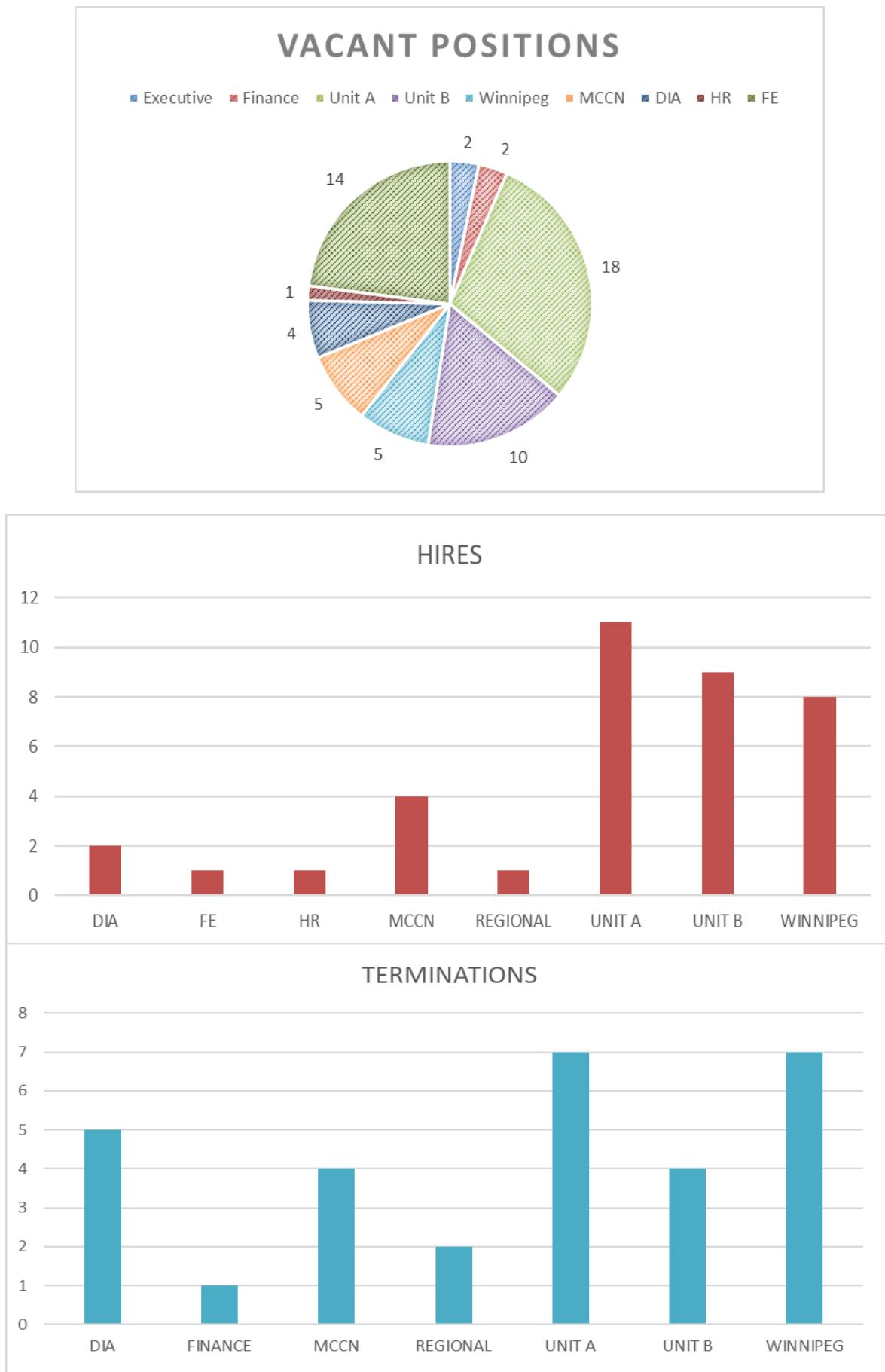
There are many factors contributing to these vacancies, such as:

- Lack of resumes obtained from job postings
- External competing job opportunities with higher compensation packages
- Internal conflicts among staff
- High workload
- The effects of Covid-19 have impacted ability to recruit for the last four years
- Staff shortages in the Human Resources department impacted our ability to keep up with the demanding need for new recruits
- Some vacancies are the result of new positions created at the time of this report

To counter employee turnover, CNCFCA has made significant changes as outlined in the recruitment and retention section of this report.

Please see the charts on the following page. Chart 1 gives an overview of the vacant positions by unit. Chart 2 gives an overview of the number of hires and terminations for each office location.

Turnover/Vacancies (continued)



HR Objectives for 2024-2025

- **Minimize Turnover:**

Our department will continue to work towards minimizing turnover through orientation, in-house training, and enforcing the Agency's respectful workplace policies.

- **Succession Planning:**

Develop and implement plans for senior level positions.

- **In-House Training Modules:**

Hire a new Training Coordinator and implement one new training module for 2024-2025.

- **Update Personnel Policy:**

Continue to update the personnel policy as needed in order to ensure clarity and consistency throughout the agency and ensure compliance with Employment Standards.

- **Supervisory and Service Manager Training:**

We will continue to conduct supervisory and service manager training sessions when required in order to assist them in their day-to-day supervisory duties.

- **Staff Orientation:**

Continue to improve our existing orientation and on-boarding process for new hires.

- **Recruitment & Retention:**

Continue to innovate new ways to recruit employees as well as improve morale and job satisfaction for current employees.



ENCOURAGE



OPPORTUNITY



QUALITY



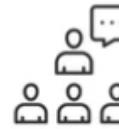
GOAL



REWARD



VISION



LEADERSHIP



ACHIEVEMENT



SUCCESS

MCCN Service Manager

Submitted by: Jeanne Ross
MCCN Service Manager

My name is Jeanne Ross, Service Manager for the Mathias Colomb Cree Nation CNCFCA office. I would like to present my report for the 2023/2024 fiscal year. I would like to thank Veronica Thomas for her coverage as Interim Direct Service Coordinator while I was away on medical leave.

Since July 2023 I have been active in the MCCN community. I work out of the Regional Office located at Opaskwayak, but I visit MCCN on a regular basis. There are three Out of Community Workers based at the Regional office that also attend the community to provide coverage at the local office.

As of March 31, 2024, there were 12 foster homes and 11 service providers within the community of Pukatawagan.

STAFF LISTING:

Mathias Colomb Cree Nation Unit (MCCN)

Rosalie Colomb, CIC Worker
Barbara Castel, Intake Worker
Valerie Whyte, Resource Worker
Rosalyn Bighetty, Family Enhancement Worker
Harrison Bighetty & Jordan Colomb, Security
Amanda Bighetty, Custodian

Regional Office, Opaskwayak Cree Nation

Jeanne Ross, MCCN Service Manager
April Kematch, MCCN Out of Community Worker
Jay Constant, MCCN Out of Community Worker
Julie Fenner, MCCN Out of Community Worker, Term
Veronica Thomas, Resource Worker
Sherri Constant, MCCN Admin. Assistant/Case Aide

DEPARTMENTAL ACHIEVEMENTS

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

RESOURCES FOR MCCN MEMBERS

Resource Department

MCCN currently has ten licensed foster homes and one place of safety for a total of eleven foster homes. The Agency also has six approved Respite/Support Workers in the community. These workers are essential in providing respite and support to our foster parents. The local resource workers works tirelessly to recruit foster homes and respite/support workers in the community.

Family Enhancement (FE)

The Family Enhancement Program is located at the MCCN Youth Centre. CNCFCA is currently advertising for two positions that are essential to day-to-day programming. Family Enhancement applications are still available to families that require assistance in this area, and can be done at the local level.

CNCFCA has been working with the MCCN Wahkotowin Program. We are seeing positive results with the families that are referred to the program. These cases that are referred to the Wahkotowin Program are non-protection issues such as wanting to look after their grandchildren, nieces, nephews, under private arrangement if they do not want to have Child and Family Services involvement.

Workers at the local office identify the needs of the families whether they require assistance in filling out forms to obtain Child Tax Benefits for the child(ren) or if they require a supporting letter to the Social Assistance Department. Referrals to attend community programming such as parenting skills is also being considered for our clients. CNCFCA also supports families seeking legal guardianship through the court process.

OBJECTIVES FOR 2024-2025

CNCFCA will continue to work with children and families at the local level and outside of the community. We will continue to provide services and programming. Also, to continue building working relationships with the MCCN Prevention Program “Bringing our Children Home”, Wahkotowin Program, Jordan’s Principle, and Nikawiy Health.

Working together we can achieve positive results!

DIA Service Manager

Submitted by: 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 2023-2024 fiscal year. Information will be provided on the training and overall activities conducted by this office, and 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

Michelle Guimont, DIA Service Manager
Linda Kryschuk, Administrative Assistant
Jasmine Ballantyne, Term Administrative Assistant
Sonya Hengemuehl, Intake Supervisor
Randi Dick, Intake Worker
Rosetta Dyck, Intake Worker
Whitney Burrell, Intake Worker
Cynthia Quill, After Hours Data Entry Worker
Vacant, Intake Screener
Lesley Ashby, Child Protection Coordinator
Samantha Kostyk, CPU Administrative Assistant
Walter Chartier, Child Protection Investigator
Vacant, Child Protection Investigator
Vacant, Child Protection Investigator
Karen Bland, Federal Intake Coordinator

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 Area 5 of the Designated Intake Area in the Province of Manitoba.

From April 2023 to March 2024 the CPU was referred 51 sexual abuse investigations, 79 physical abuse investigations and 2 investigations with more than one type of abuse identified.

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 what actions may, in its opinion, be required to protect a child or children. The committee can provide suggestions for further follow-up as well as to arrange to receive further information so that the committee can conclude as to whether or not abuse occurred and if so, whether registration on the Child Abuse Registry is appropriate.

The committee is comprised of various community professionals that are knowledgeable and committed to the well-being of children and families.

Meetings are scheduled monthly. Below are the meeting dates for the 2023-2024 fiscal year:

- Wednesday, April 26, 2023
- Thursday, May 25, 2023
- Thursday, June 22, 2023
- Thursday, July 20, 2023
- Wednesday, August 16, 2023
- Friday, September 15, 2023
- Wednesday, October 11, 2023
- Thursday, November 9, 2023
- Friday, December 8, 2023
- Thursday, January 4, 2024
- Friday, February 2, 2024
- Friday, March 1, 2024
- Thursday, March 28, 2024

Child Protection Unit—Travel for Child Abuse Investigations

When	Community
April 3, 2023	Mosakahiken Cree Nation
April 25-28, 2023	Chemawawin Cree Nation & Winnipeg
May 12, 2023	Brandon
May 10-15, 2023	Winnipeg & Brandon
May 29, 2023	Misipawistik Cree Nation
May 31, 2023	Misipawistik Cree Nation
June 28, 2023	Cormorant
July 18-21, 2023	Winnipeg
July 28, 2023	Mosakahiken Cree Nation
August 1-3, 2023	Thompson
August 4, 2023	Mosakahiken Cree Nation
August 7-9, 2023	Winnipeg
August 9, 2023	Swan River
August 10, 2023	Mosakahiken Cree Nation
September 13, 2023	Flin Flon
September 13-15, 2023	Swan River & Area
September 20-22, 2023	Winnipeg
October 10-12, 2023	Winnipeg
October 17-18, 2023	Mathias Colomb Cree Nation
November 14-17, 2023	Thompson & Lynn Lake
November 22, 2023	Flin Flon
November 27, 2023	Chemawawin Cree Nation
November 28, 2023	Misipawistik Cree Nation
November 29, 2023	Chemawawin Cree Nation
November 29 – December 1, 2023	Winnipeg
December 5-8, 2023	Winnipeg & Brandon
January 9-11, 2024	Winnipeg
January 29 – February 2, 2024	Sapotaweyak Cree Nation, Swan River & Brandon
February 5-9, 2024	Thompson & Lynn Lake
February 26-29, 2024	Mathias Colomb Cree Nation
March 18-22, 2024	Thompson & Lynn Lake

Files Transferred to CNCFCA:

The following shows incoming file transfers to CNCFCA for ongoing service monthly with the Authority, Agency, number of files and the unit within CNCFCA they were transferred to.

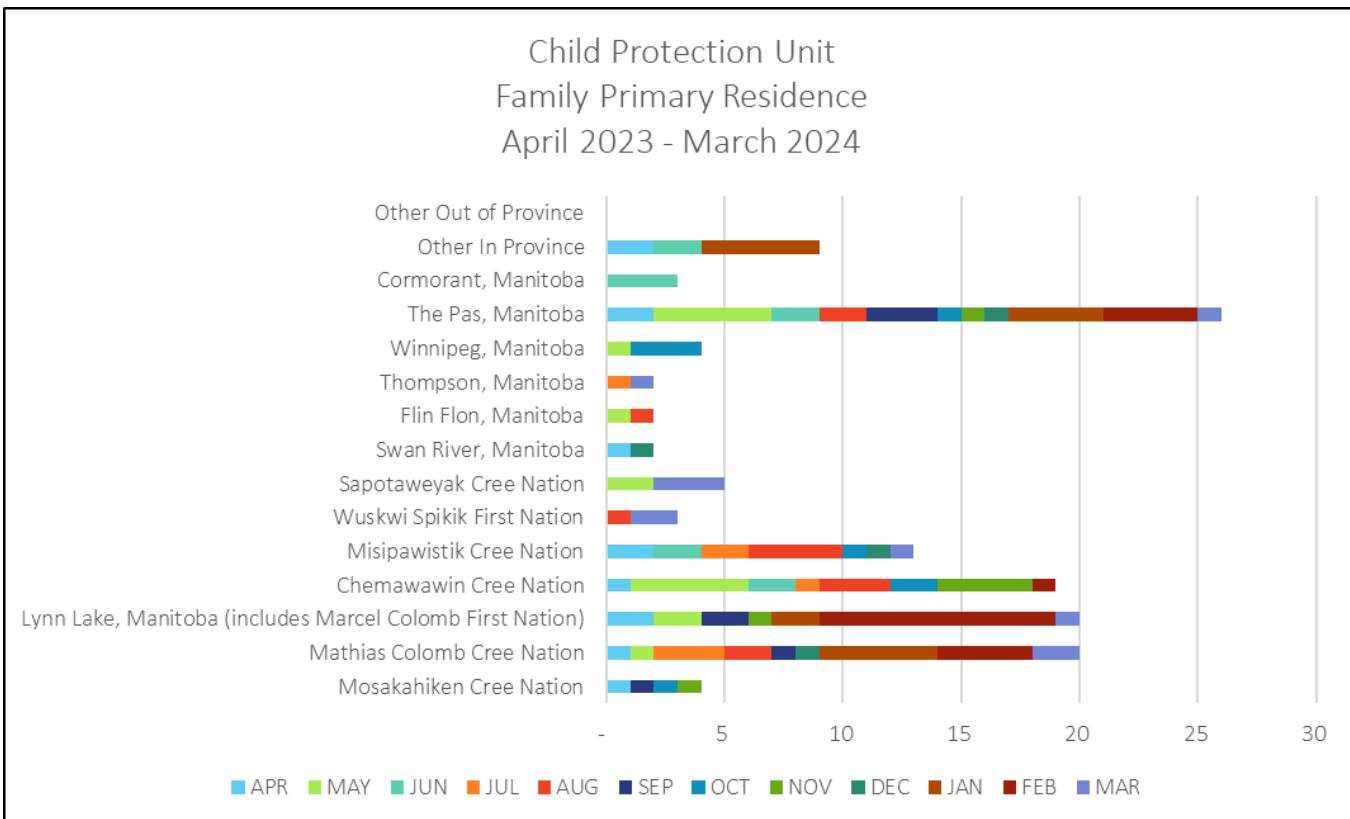
Month	Authority	Agency	Number of Transfers & Unit
Apr 2023	First Nations South Metis General	ANCR Michif Child & Family Child & Family Central Manitoba	5 files to Winnipeg Office 1 file to Winnipeg Office 1 file to Winnipeg Office
May 2023	First Nations South Metis First Nations North First Nations North	ANCR Michif Child & Family CNCFCA CNCFCA	1 file to Winnipeg Office 1 file to Unit B 1 file to Awasis CFS 1 file to Unit B
Jun 2023	First Nations South	ANCR	4 files to Winnipeg Office
	Metis	Michif Child & Family	4 files to Unit B
	General	Eastman Child & Family	1 file to Winnipeg Office
	First Nations North	Nisichawayasihk Cree Nation Child & Family	2 files to Unit B
Jul 2023	First Nations South	ANCR	4 files to Winnipeg Office
	Metis	Michif Child & Family	3 files to Unit B
	General	Winnipeg Child & Family	2 files to Winnipeg Office
Aug 2023	First Nations South	ANCR	5 files to Winnipeg Office
	Metis	Michif Child & Family	4 files to Unit B
	General	Winnipeg Child & Family	2 files to Unit B
		Child & Family Western Manitoba	1 file to Unit B
	First Nations North	Nisichawayasihk Cree Nation Child & Family	1 file to Winnipeg Office
Sep 2023	First Nations South	ANCR	4 files to Winnipeg Office
	Metis	Michif Child & Family	1 file to Unit B
Oct 2023	First Nations South	ANCR	3 files to Winnipeg Office
	Metis	Michif Child & Family	1 file to Unit B
	General	Child & Family Western Manitoba	4 files to Winnipeg Office
	First Nations North	Nisichawayasihk Cree Nation Child & Family	1 file to Unit B
Nov 2023	First Nations South	ANCR	5 files to Winnipeg Office
	Metis	Metis Child & Family	1 file to Unit B
Dec 2023	First Nations South	ANCR	3 files to Winnipeg Office
Jan 2024	First Nations South General General	ANCR NORTH CFS Western CFS	2 files to Winnipeg Office 1 file to Unit B 2 files to Winnipeg Office
	First Nations North Metis General	CNCFCA Michif CFS NORTH CFS	1 file to OCNCFCS 2 files to Unit B 1 file to Unit B
	First Nations South First Nations South General	ANCR ANCR Western CFS	1 file to Unit B 3 files to Winnipeg Office 1 file to Winnipeg Office
Feb 2024	First Nations South Metis General	ANCR Michif CFS NORTH CFS	2 files to Winnipeg Office 1 file to Unit A 2 files to Winnipeg Office
	First Nations South First Nations South General	ANCR ANCR Western CFS	1 file to Unit A
	First Nations South Metis Metis General	ANCR Michif CFS Michif CFS NORTH CFS	2 files to Winnipeg Office 1 file to Unit A 2 files to Winnipeg Office 1 file to Unit A

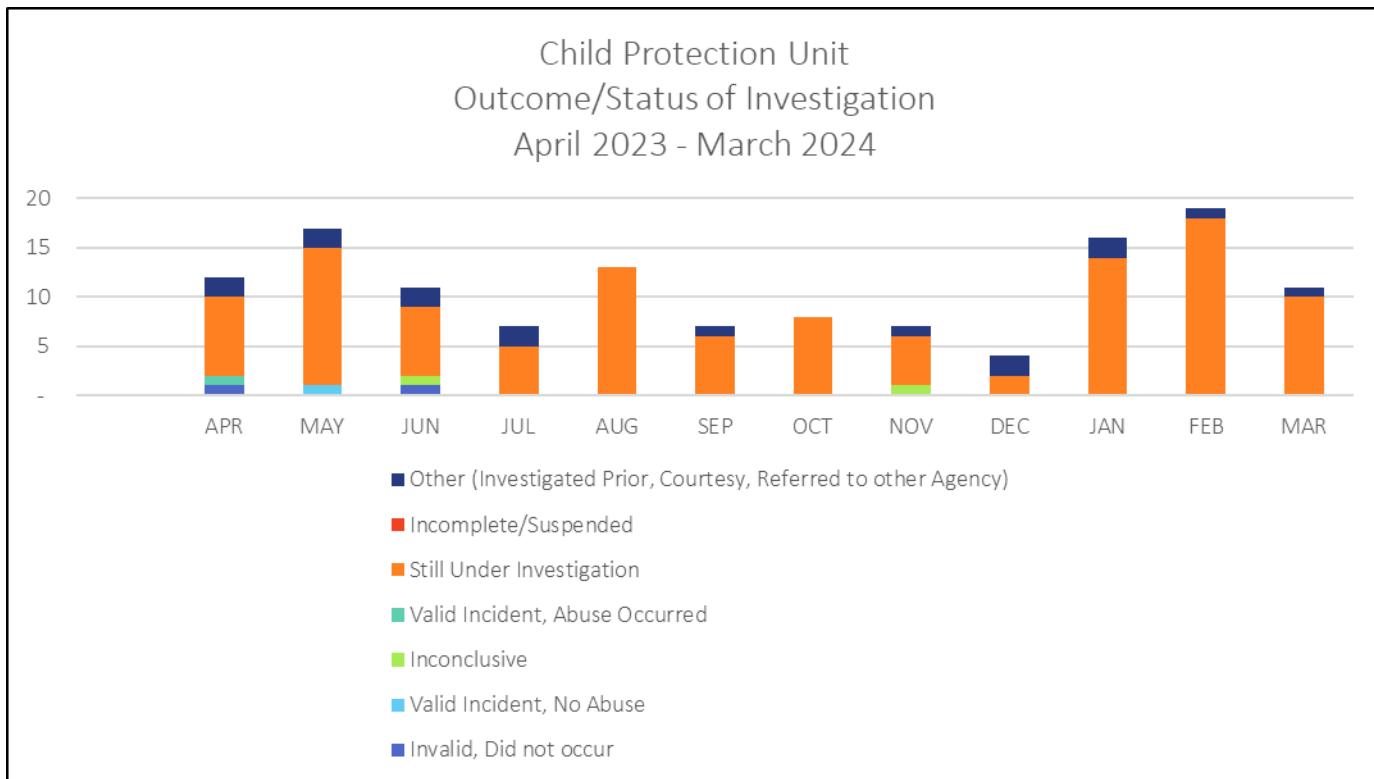
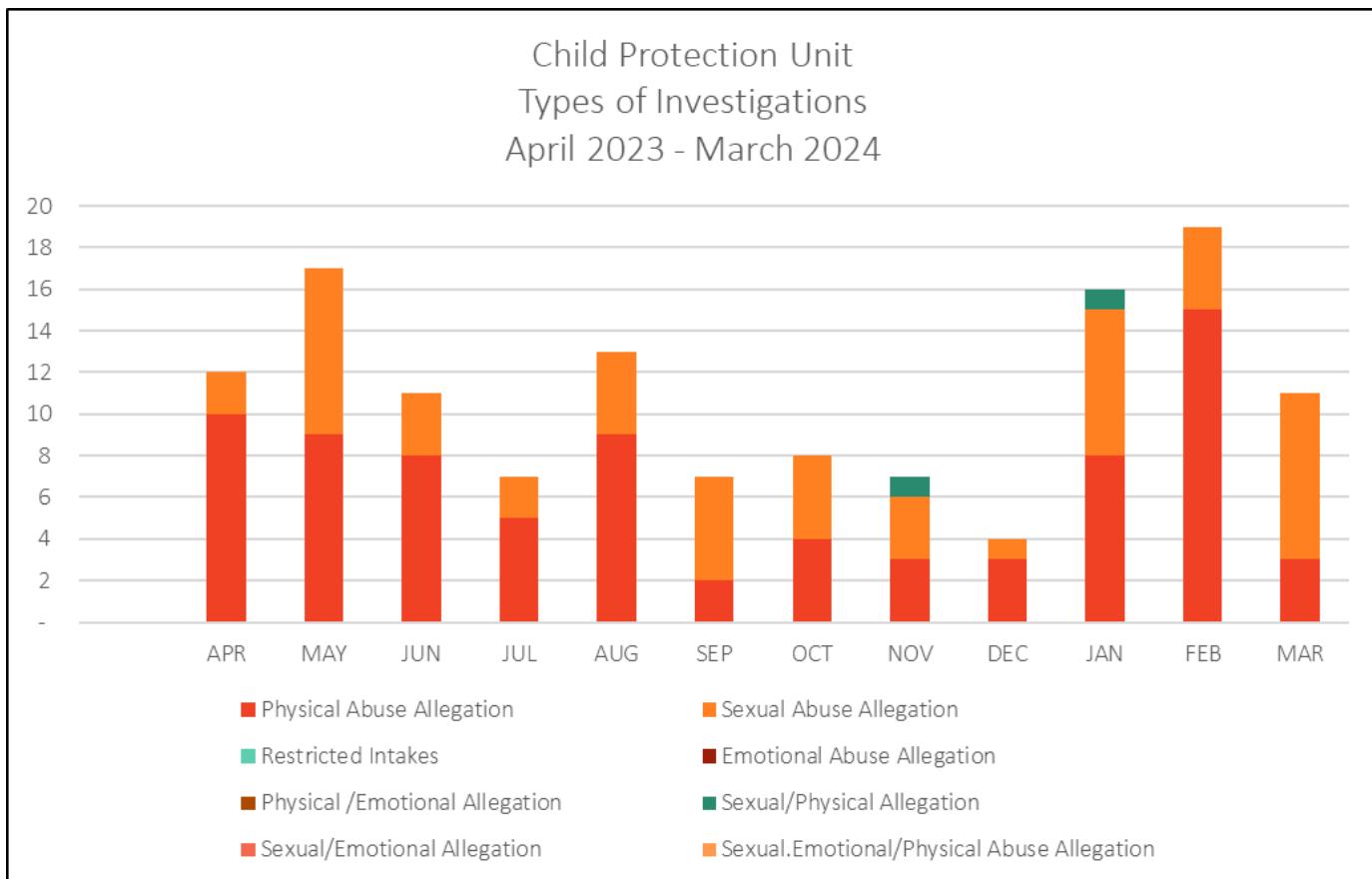
Number of Intakes by Community April 1, 2023—March 31, 2024

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	Mispawistik Cree Nation	Wuskwí Spíkik First Nation	Sapotaweyak Cree Nation	Mathias Colomb Cree Nation	Lynn Lake & Marcel Colomb First Nation	Swan River & Area	Thompson & Area	Flin Flon & Area	Winnipeg, Brandon & Area	The Pas & Area		TOTAL
Apr-23	5	5	2	3	10	3	0	2	2	1	6	26		65
May-23	1	5	5	2	5	4	7	3	0	1	4	37		74
Jun-23	4	11	1	7	4	6	0	1	3	0	2	16		55
Jul-23	7	2	7	8	5	12	0	3	3	0	4	29		80
Aug-23	6	4	5	3	4	12	0	2	4	2	5	39		86
Sep-23	2	7	1	3	0	8	1	0	4	1	6	23		56
Oct-23	3	0	5	4	5	4	0	1	2	1	4	22		51
Nov-23	4	3	3	3	1	5	0	1	1	1	2	23		47
Dec-23	1	10	1	1	3	4	0	0	0	1	1	16		38
Jan-24	2	5	12	6	6	4	0	1	4	3	4	18		65
Feb-24	2	10	4	1	4	6	0	4	6	1	4	15		57
Mar-24	2	8	10	4	3	9	0	1	4	1	0	14		56
TOTAL	39	70	56	45	50	77	8	19	33	13	42	278		730

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





Training & Workshops

Type of Training/Workshop	Location	Who	Date
Bachelor of Social Work Cohort	Web Based	Sonya Hengemuehl Randi Dick	April to August of 2023
Child Abuse Conference	Winnipeg	Bart Constant Sam Kostyk	May 10 & 11, 2023
Supervisor Training	Winnipeg	Sonya Hengemuehl	May 15-18, 2023
Mental Health & First Aid Training	Winnipeg	Rosetta Dyck	November 30, 2023
			December 7, 2023
Child Abuse Investigation Training	Winnipeg	Rosetta Dyck	January 27, 2024
			February 24, 2024
			March 3, 2024
Legal Training	Web Based	Rosetta Dyck Whitney Burrell Cynthia Mink Sonya Hengemuehl	March 7-10, 2024

OBJECTIVES FOR 2024—2025

1. Train all Intake Workers in the communities to be self sufficient.
2. Hire Intake Screener Worker to be the first contact of intake.
3. Training for rural intake workers to conduct global interviews.
4. Hire additional Intake Worker to assist with historic intakes.

This concludes the Designated Intake Agency annual report for the 2023—2024 fiscal year.

Respectfully submitted by: Michelle Guimont,
DIA Service Manager

Family Enhancement Manager

Bobbi-Faye Sinclair, BA

Tansi and welcome to the Swampy Cree Tribal Council Annual General Assembly. On behalf of our Family Enhancement Team, we are pleased to provide the 2023-2024 annual general report.

New Staff

Please welcome Bev Clearsky, Family Enhancement Supervisor. Bev is from Swan River, MB and was previously employed with our agency in a different capacity. She supervises all the federal Family Enhancement Workers, excluding Mathias Colomb Cree Nation and Marcel Colomb First Nation. Bev joined our FE Team in August 2023. She has been busy meeting with families and workers. Bev's goal is to ensure we are meeting the needs of our families by providing quality support and services.

Another new member of our FE Team is Alvin Merasty, Community Program Coordinator, who joined us in August 2023. Alvin's role is to coordinate camps, programs, sessions, activities, and initiate land-based, language-based, and family-oriented events. Alvin works closely with Family Enhancement Workers and other staff, as well as networking with others in the community.

Programs, Activities & Camps

- Community Pantries (baby supplies, meats, dry goods)
- Cultural Camps (Men, Women, Youth, & Family)
- Family Fun Nights
- Land-based activities (medicine & berry picking, making hand-made bows & arrows, fishing derby)
- Land-based Life Skills
- Sharing Circles with Cultural Supports
- Holiday activities (Halloween, Christmas, etc.)
- Purchase of Indigenous artwork

Family Enhancement Conference: “Ketom Nanataewewawin Ehnatamak” - Going Towards Healing

Our FE Team hosted our FE Conference in Winnipeg at the Sandman Hotel on January 24 & 25, 2024. We had a total of 130 people attend from our communities, as well as staff, traditional helpers, and presenters. We focused on healing, with many great presentations from experienced individuals. The feedback was inspiring and helpful.

Bringing Out Kee-Mo-Ta-Pin-E-Win— Grand Rapids Men’s Wellness Camp

From September 27 to October 1, 2023, the FE program and Misipawistik Health Authority cost-shared the Men’s Wellness Camp. It was held at their local culture camp with men of all ages from our communities, as well as many out-of-town visitors attending and participating.

We began with a pipe ceremony seeking guidance and prayers, acknowledging the purpose of the camp, with the focus being to support our men who struggle with staying silent. The goal was to help them talk about the topics that prevent living a good life. A lot of healing takes place during this wellness camp, and we encourage all men, from young boys to Elders, to attend.

Positive Outcomes

Our FE team continues to focus on strengths rather than weakness. We believe everyone has a purpose and that purpose can lead to great things with the right support. Although some parents or grandparents may feel unsure about agency involvement, we can assure that our FE team is mindful of the child welfare history and the trauma it caused. Therefore, we approach with kindness and mindfulness when working with families. Our FE team continues to build relationships with parents, grandparents, Elders, community members, and collaterals.

Staff Training

- Child and Family Service Information System
- Train the Trainer
- Residential Schools—Intergenerational Effects—Truth and Reconciliation
- FACTS Training & In-house training

FE Stats on CFSIS as of March 31, 2024:

Community	Number of Family Enhancement Files
Unit A Federal:	
Chemawawin	18
Sapotaweyak	0
Marcel Colomb	1
Mosakahiken	1
Misipawistik	15
Wuskwi Sipihk	0
Unit B, Provincial:	
Regional Office	1
Thompson/Lynn Lake	8
Winnipeg Unit:	
Winnipeg	7
MCCN Unit:	
Mathias Colomb	0

Objectives for 2023—2024

- Continue working on building our own facility for our land-based activities/programs/camps. This will enhance our families, help restore our cultural heritage and land-based teachings as well as our language. The goal is to revive our relationships through kinship.
- Fully staff our Family Enhancement Program
- Purchase land-based equipment
- Decolonize from western practices
- Host land-based or indoor conferences for staff and families
- Provide effective and culturally-appropriate supports to our families
- Provide ongoing programming for our clients, families and communities

Ekosi, Bobbi-Faye Sinclair
Family Enhancement Manager

Family Enhancement Report—Unit B

Being Prevention-focused is the driving force behind the Family Enhancement Program. Working with our families in an effort to keep them together and united by putting programs and supports in place is an integral component of doing so. Some of these supports can be accessed directly through the agency, while others can be found by helping families connect with other community resources.

It is tremendously important that our families feel supported and that their voices are heard as they work through the challenges that impact them. Many of these challenges can still be directly linked to the intergenerational effects of colonization that Indigenous people have encountered. Focusing on the family's strengths and empowering families by working in partnership with them via encouragement, praise, and active listening are critical components in helping our families in a good way.

Challenges

As with previous years, lack of funding from the provincial government is the biggest barrier that the provincial Family Enhancement Program encounters. This minimal funding makes it challenging to promote and grow the program. More funding would accommodate a larger amount of families and the resources that they require.

A general distrust of the Family Enhancement Program still remains due to its clear association with child welfare. While some approach the program with optimism, others remain skeptical. Highlighting the prevention focus and positive aspects of the program allows parents to better understand and be open to the services that the program can provide, as well as the objectives and goals that are established together, through case planning.

Closing

During my last seven months in the department, I have seen positive changes in the families that have utilized the Family Enhancement Program. Whether that be through the FE pantry, transportation requests, respite services, or programming, just to name a few. Families have been able to reach out and feel supported. A key element to being able to do that is prioritizing healthy and trusting relationships between all involved. I look forward to working with and helping more families in the upcoming year.

Ekosi,

Nicole McKenzie, BA, BSW
Family Enhancement Worker

Unit A Service Manager

Bart Constant

Hello and Tansi to the Swampy Cree Tribal Council Annual General Assembly! This report is from the five Federal communities of: Mosakahiken (Moose Lake), Chemawawin (Easterville), Misipawistik (Grand Rapids), Sapotaweyak (Shoal River), and Wuskwi Sipihk (Indian Birch).

As the Unit A Service Manager I oversee five federal communities. I recognize the struggles, poverty, addiction, suicide, mental health, disabilities, that our First Nation communities must contend with. This is where it is imperative to work as a collaborative team in the federal communities with collaterals such as Chief and Councils, RCMP, Health and nursing stations, NADAP, schools, Jordan's Principle, University College of the North, etc.

The federal communities continue to struggle with staff shortages within the local offices. There continues to be an issue with low response to job advertisements. The agency provides an excellent benefits and pension package, and the work, although stressful at times, is highly rewarding.

The agency follows the resolutions requested by the federal communities in child protection. Whenever children need protection, the resource department places the child with extended family when available. With respect to the communities, the federal local offices are closed during funerals as requested in the resolutions.

The agency works with the law firm Saunders DeLaronde. Court is held in The Pas every third Wednesday of the month. The lawyer that represents the agency is Terrance DeLaronde. All parents are given notice of petition to attend court for their children. There is a Legal Aide lawyer if they cannot afford a lawyer.

The Agency continues to provide essential services to children in care and families in the communities to ensure their needs are being met.

The agency provides various training to employees in each community. The training enhances and improves the employees' work skills and knowledge, thus enabling them to assist and advocate for their children in care and families. This past year staff have attended the following training sessions:

- Legal training
- Structured Decision-Making
- CFSA application training
- Transitional planning & Age of Majority training
- Residential schools, Intergenerational effects, Truth & Reconciliation training
- Strengthening Families program facilitator training
- Orientation to Child Welfare

SAPOTAWEYAK CREE NATION

As the Service Manager, I continue to supervise the local office. There are two staff: Administrative Assistant and CFS Worker.

As the Service Manager and CFS Worker, I have daily contact with staff via Microsoft Teams, emails, and telephone. I meet with workers on case management matters daily to ensure that the needs of the children and families are being met.

The CFS Worker completes all intakes, monthly face-to-face, and paperwork. The worker has a very high caseload and very busy. There are 38 children in care in the community. Many of the children are placed in the community with extended family.

WUSKWI SIPIHK FIRST NATION

Hello, my name is Daisy Chartrand, Supervisor for the CNCFCA Wuskwi Sipihk sub-office. I have been employed with the agency since December 19, 2019.

We continue to provide services to the community through case management, intakes, resource development, family enhancement, and our Emergency Placement Resource.

The WSFN office is staffed with an Administrative Assistant, Resource Worker (shared with the Sapotaweyak office), Intake Worker, and After-Hours Worker. I want to acknowledge the staff for all their efforts and hard work in providing support and services to families, youth, and children within the community.

WUSKWI SAPIHK FIRST NATION (continued)

This past year our Resource Worker has been very busy recruiting and assessing foster homes and support work staff. Currently there are 16 active foster homes and 5 places of safety, as well as 28 support workers.

Since October 2021 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 Resource Worker works part-time in the Sapotaweyak Cree Nation sub-office providing support to that community as well.

The Family Enhancement program has been very active providing programming and supportive preventative services to families, youth, and children. Some programs provided to the community are: Community pantry, newborn gift packages, Christmas baking workshops, providing materials for sewing traditional skirts, blankets, Mother's Day BBQ and Bingo, Father's Day BBQ and Bingo, moccasin making workshop, gauntlet making workshop, picnic table workshop, Nobody's Perfect parenting workshop, snowshoe making workshop, mukluk making workshop, Weesakecahk Storytelling workshop, Beyond Trauma workshop, and providing support for community members to attend Treaty 4 gathering, Wuskwi Sipihk Winter Fest, and various other events away from the community.

Wuskwi Sipihk sub-office received a top tent (40x60) that has been used in the community for a Jordan's Principle event and will be used for Treaty Days and other events. This allows community members to enjoy activities in comfort from the sun and other weather conditions.

CHEMAWAWIN CREE NATION

Tansi, my name is Tracey Chartier and I supervise the Chemawawin Local sub-office.

Chemawawin Local office continues working with families in keeping them together and preventing apprehension. Families are referred to Family Enhancement for programming and services.

Families are involved in planning so that families can stay together. We continue to practice Kinship with extended families that are involved with temporary caring for the children. This is to prevent apprehension while mom or dad are working on programming and services. Meetings with families are arranged to discuss issues and programs that are required for transitioning children back to parents.

Apprehension rates continue to decrease, and prevention has increased significantly.

Chemawawin has one Family Enhancement worker. The FE program offers ongoing support and services such as: groceries, furniture, baby supplies, bedding, dressers, and other furniture based on the needs of the family.

The Traditional Sewing Program will be a teaching tool for all families. This program will focus on providing relevant skills to families and immediate need to the infants and young children in the Chemawawin and Easterville area. Raising children involves the whole community and endeavors like this program have never been undertaken before. We want to promote traditional clothing to infants and young children. Our goal is to rebuild and reconnect traditional skills to families, as well as regain a healthy, lasting relationship between parents and children.

Program Goals:

- Reconnecting the broken relationships between family
- Restoring and teaching traditional skills
- Roles and responsibilities of parents and grandparents
- To live a better quality of life

FE Programming:

- Traditional walking sticks project
- Basic budgeting skills & how to budget your money
- Problem solving skills
- Positive parenting skills
- Team building skills
- Anger management skills
- Relationship building skills
- Effective communication skills
- Basic cooking classes

MOSAKAHIKEN CREE NATION

As the Service Manager, I supervise the Mosakahiken sub-office due to staff shortage. It has been a very busy year in the community of Moose Lake. The children in care cases fluctuate throughout the year as the agency works on reuniting families. The sub-office continues to work in collaboration with all the entities in the community for support and services to families.

The Service Manager supervises the office staff consisting of a CFS Worker, Intake Worker, and FE Worker. We work as a team daily to open and close cases, complete assessments, and other day-to-day paperwork and tasks.

MOSAKAHIKEN CREE NATION (continued)

The agency works with the parents to have quarterly visits per policy and procedures. Before reuniting families we have supervised visits to observe how the parents interact with their children. The CFS worker meets with parents before reunification to review expectations to ensure the children are going to safe and have their needs met.

MISIPAWISTIK CREE NATION

Tansi, my name is Mary Ballantyne, and I am the Interim Unit Supervisor at the Grand Rapids sub-office. This past year has been very challenging but there have been many positive outcomes in the way we do in Child Welfare in the community. Our Family Enhancement files (preventing children from coming into care) have now surpassed Children in Care files. Whenever children do have to come into care, they are placed with family first whenever possible.

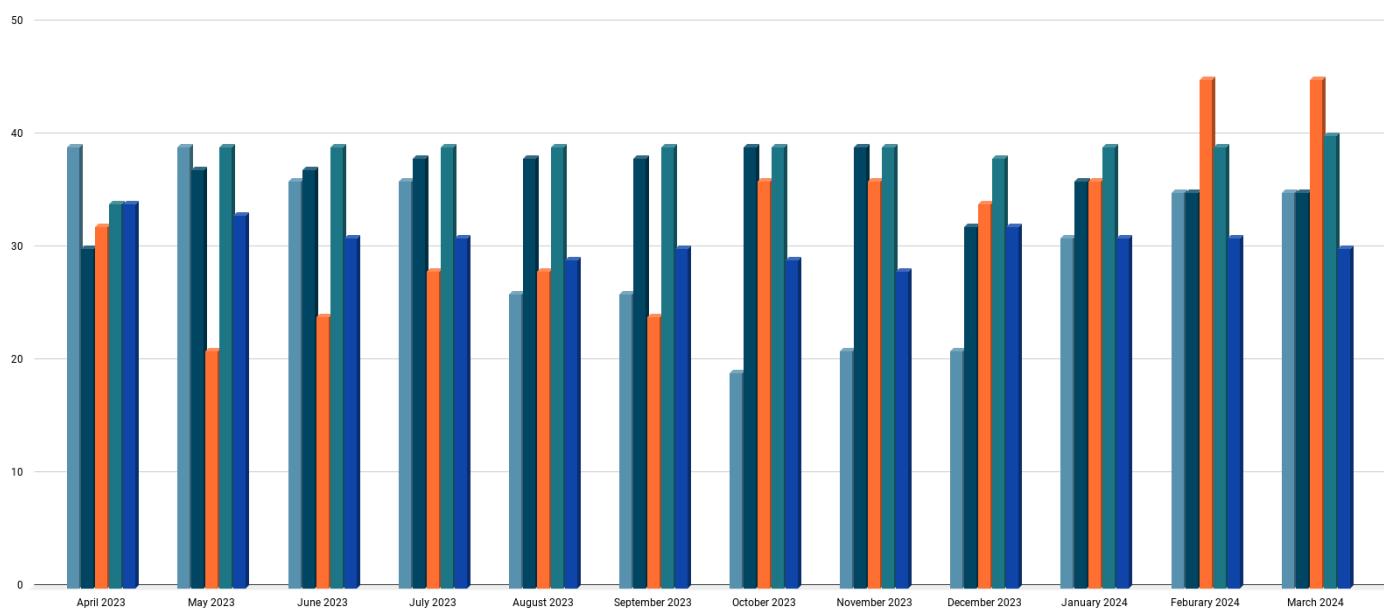
Misipawistik Local Sub office works with other resources in the community such as Misipawistik Cree Nation, Grand Rapids Health Authority, Jordan's Principle, schools, daycares, and Elders.

Misipawistik Local Sub office is short-staffed. We need to create more positions at the local level such as more Family Enhancement Workers, Intake Worker, CFS Worker, and Case Aide to create a more balanced workload.

Unit A Child in Care Stats for the 2023-2024 Fiscal Year

Children in Care April 2023 - March 2024

Chemawawin Misipawistik Mosakahiken Sapotaweyak Wuski Sipihk



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, attending court, and obtaining confidential medical information of the children being adopted. This process also involves phone calls, office visits, and travel to various communities to complete home assessments.

With Bill C-92, the agency is obliged to send Chief and Council a consent of Indigenous Governing Body form and a Declaration form to get approval from Chief and Council of the child(ren)'s home community. These two forms are in compliance with adoption placement notice requirements for Indigenous children policy and Bill C-92. A letter from our agency is also sent stating information on how long the child(ren) have been with the foster family and information regarding the parent(s). At the bottom of the letter the Chief or Councilor is to sign stating they agree or do not agree with the adoption. Getting this response can be lengthy process, leaving foster parents in limbo awaiting a response before their adoption paperwork expires (one year).

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

Unit A Goals and Objectives

- Negotiate with Chief and Council to plan a crisis stabilization unit and group home to provide services for the disability and mental issues for families struggling with addictions.
- All federal communities have therapists and psychologists that come into their community twice a month to have their CIC and families assessed. This will assist the workers' understanding of the clients and how to deal with emotional, physical, and mental difficulties.
- Jordan's Principle—Child First Initiative. The agency continues to advocate for parents that have children with high medical needs through referral into the Jordan's Principle programs.
- Emergency Evacuation Plan (EEP)—The EEP was created by the federal communities due to evacuations for emergencies such as fires, flooding, global epidemic, and natural disasters. Staff are to be trained for CPR and supervisors are to review the manual with staff so that all are prepared for any emergencies within their area.
- Emergency Placement Resource Homes / Crisis Stabilization—The agency has two EPR homes in the federal communities. We will continue working with the other communities for EPR so that the children can stay within their communities. We will also work to establish short-term crisis stabilization units in each community to prevent children from being removed from the communities.
- Extended Family Foster Homes—Placements with extended families for children that need protection so that they will continue to reside in their community.
- To ensure that all LCCC meetings are held monthly for advice and recommendations from community members and Elders.
- Staff training, including refreshers in CFSIS, Intake Training, ASSIST, core training that will increase their job knowledge and skills.
- Grand Rapids expands the office space so that we can offer more services to families: A family meeting room, larger kitchen to teach parents healthy cooking and other domestic skills.
- Federal communities to work as a team in collaboration with other collaterals to assist in strengthening children and their family units.
- Recruit community members that have certificates or degrees to facilitate programming and workshops in their communities.
- To recruit and fully staff all five federal offices.

This concludes the Unit A report. We will continue to provide services and support to the children, families, and communities.

Respectfully submitted by: Bart Constant
Unit A Service Manager

Unit B Service Manager

Bonita Stevens, ACFSD, BSW

DEPARTMENT OVERVIEW

Unit B provincial unit consists of The Pas Regional, 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 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.

ACHIEVEMENTS & CHALLENGES

Staff recruitment and retention in maintaining Child and Family Services workers in the areas of Lynn Lake, MB, and Marcel Colomb, MB, continues to be one of the areas it is hard to recruit. Because we do not have the staff needed in the area, it has created a lot of hardship for existing workers who are carrying excess caseloads to provide service delivery to the children and families in those areas.

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

Recently, the Agency was advised 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 our agency's 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 fam-

ily 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.

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

The Agency switched law firms from Cochrane Saxberg Law to Saunders DeLaronde Law in January 2024. The child protection dockets occur as follows:

- The Pas: King's Bench, 3rd Wednesday of each month
- Flin Flon: King's Bench, 3rd Monday of each month
- Thompson: Provincial, 2nd Friday of each month
- Swan River: King's Bench, 4th Tuesday of each month

Some important meetings from the last fiscal year include:

- Annual General Assembly August 2023 in Wuskwi Sipihk First Nation
- Monthly Management Meetings
- Weekly Special Needs Committee meetings
- Agency Strategic Service Plan

GENERAL COMMENTS

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

CNCFCA has a BSW Cohort Program with the University of Northern Manitoba and University of Manitoba, which started in September 2016. Unit B had two (2) employees enrolled in this program who completed their Bachelor of Social Work (BSW) degrees in June 2023. The Agency encourages and supports employees to enhance their education.

The Unit B Service Manager remains active in the Child Abuse Committee and attends regularly monthly meetings.

Training

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

TRAINING	DATE	LOCATION
Child and Family Services Information System (CFSIS)	April 3-6, 2023 (4 days)	CFSA Online
	June 13-16, 2023 (4 days)	CFSA Online
	May 30-June 1, 2023 (3 days)	FCM In Person
	October 11-13, 2023 (3 days)	FCM In Person
HR Training—Myers Weinberg	May 16-17, 2023	Winnipeg, MB
TIPI Group Benefits and Pension Plan	June 5, 2023	The Pas, MB
Agency-wide Meet & Greet	October 4-5, 2023	The Pas, MB
Jordan's Principle Cree Nation Tribal Health	June 5, 2023	The Pas, MB
In House-Orientation	August 2023 December 2023 Ongoing	The Pas, MB or Virtual
Legal Procedures—Saunders DeLaronde Law	January 10, 2024	The Pas, MB
Northern Authority CFSIS Presentation	March 2024	The Pas, MB
SDM Training	March 12-13, 2024	The Pas, MB
Legal Procedures—Saunders DeLaronde Law	January 10, 2024	The Pas, MB

GOALS & OBJECTIVES

The Unit B department has three main goals for the new fiscal year:

1. Continue to promote Cree Nation Child & Family Caring Agency in order to built and maintain positive, healthy relationships within the communities we serve.
2. Continue to recruit local resources such as support workers, place of safety homes, foster homes and emergency placement homes for our families and children.
3. 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 with education and training in order to enhance their skills and knowledge of the child welfare system. We will continue working as a team , developing and maintaining good working relationships with other collaterals.

This report continues with the Quality Assurance Report, CFSIS Report, Age of Majority Report, and statistical graphs.

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

Quality Assurance Report

There are two staff responsible for the Quality Assurance (QA) of the Agency: Lillian Monias, CFSIS Specialist, and vacant position of Quality Assurance Coordinator. Lillian Monias is currently on leave and term position is yet to be filled.

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.

- a) Follow-up on internal and external recommendations from child death (Manitoba Advocate for Children and Youth or MACY).
- b) Case Reviews arising from complaints

Reference: First Nation of Northern Manitoba

Please review the CFSIS Specialist AGA report with regards to CFSIS compliance.

QA Meetings

There were no QA meetings this past fiscal year due to the position not being filled.

The QA meetings are important as it provides support to the staff with regards to case management and compliance. It also provides excellent opportunity for sharing updates from the other units/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. This information was shared with the supervisors to ensure there is an improvement for 2023.

Child Death Internal Reviews – 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.

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 the near future. 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.

Training developed to date:

- Module 1 – Introduction to Child Welfare

- Module 2 – Structured Decision Making (SDM) Skills
- Module 7 – Case Documentation
- Module 8 – Legal / Court Procedures
- Intake & Child Protection
- Financial / Special Needs

The overall goal is to give the staff the necessary skills and tools when working with children and families.

Report completed by: Bonita Stevens on behalf of the Quality Assurance Department

Child and Family Services Information System (CFSIS)

The Child and Family Services Applications System (CFSA) is made up of two applications – the Child & Family Services Information System (CFSIS) which holds case management, and the Intake Module (IM) which logs all new referrals and incidents.

The agency has finally regained our ability for all staff to upload information into the CFSA since the data breach that occurred in 2019. The province continues to move from hard tokens to a soft token application for CFSIS, which means that there will be no more lost or damaged FOB's, or any time wasted for to acquire FOB's. Although this is an easier process, there has been some resistance by staff in moving to the soft tokens.

The process for obtaining CFSA Training continues to be a challenge. Also, all new staff must review 3 CFSA orientation videos prior receiving their soft token, and they must activate their soft token prior to enrolling in CFSA training. These videos briefly demonstrate what CFSIS is about. Once able to enroll in CFSA Training, there is now over a 3 month wait time for staff to attend CFSA Training. The province has not offered any Online Training, or any training in the north for the past 6 months, which is a barrier and a greater expense for our agency staff that reside in the northern area of our province. Additionally, CNCFCA is the Designated Intake Agency for our area, as well as in our outlying communities, which means our new intake workers cannot receive training in a timely manner.

The agency put all its resources into ensuring cases were compliant for year-end. It is hoped that staff will be able to enter their data more consistently into the database, with an emphasis on the quality of support provided to our youth in care.

Report completed by: Tiffany Pickell,
A/CFSIS Specialist

	Case Synopsis	File Location	Persons in Case	Recordings	Legal	Placement	CIC F2F	Funding	Photos
As of April 1, 2023: Compliance Based on 1243 Cases	79%	72%	84%	66%	91%	98%	68%	97%	N/A
As of March 31, 2024: Compliance Based on 1410 Cases (763 CIC)	86%	76%	88%	99%	100%	100%	68%	100%	73%

AGE OF MAJORITY REPORT

The Age of Majority and Transitional Planning component within CNCFCA continues to be an ongoing effort and work in progress. Training and orientation on transitional planning training for staff continues to be provided throughout the Agency. Transitional planning lists of youth in care continue to be offered to managers for information and review. With that, we hope to ensure the Agreements with Young Adults (AYAs) and the transitional plans are in place for youth that are reaching the age of majority.

I would like to acknowledge the CNCFCA team for their efforts and time they put into the transitional plans with our youth. I understand it is not an easy task when it comes to figuring out how to best support our youth who are transitioning into adulthood by preparing them for independence. It is agency standard to assist youth in care to be equipped with as many life skills as possible.

Youth in care who decide to stay in support of the agency beyond the age of majority can be done through agreements with the agency (AYA) through reasons of:

- Education
- Training
- Support beyond age of majority with assistance to seek disability services
- Referrals to Adult Services
- Transitional planning
- Independent Living

Challenges

As expected, there are challenges within the AOM and transitional planning area. Not all plans go as expected. Life happens, so we adjust and do what we can when it does. With that understanding, we also continue to face the difficulties of social economic barriers, such as shortage of housing and lack of community resources, especially in the northern areas. This makes transitional planning difficult.

Some of the challenges we face when trying to develop plans for independence for our youth in care include:

- Geographical challenges, including lack of community resources
- Lack of placement, residence, housing once they reach age of majority, and/or emergency placements
- High-risk behaviors
- Struggle with addictions

- Exploitations
- Difficulty staying in school
- Dangers of social media, gangs, and violence
- Non-compliance

Achievements

On a brighter note, the AYA component within CNCFCA was developed to ensure that our young people are transitioning into adulthood in a caring and supportive manner. We are guided by protocols and standards where the AOM component provides:

- Training for staff on Age of Majority and planning
- Provide one-on-one-assistance to staff in all areas of transitional planning
- Transitional Planning Committee
- Flagging/reminders for transitional plans

The Agency also encourages youth to maintain contact with their families and community, as well as have access to proper education. Workers ensure youth have input into their case plans, as each transitional plan is individually-focused and flexible.

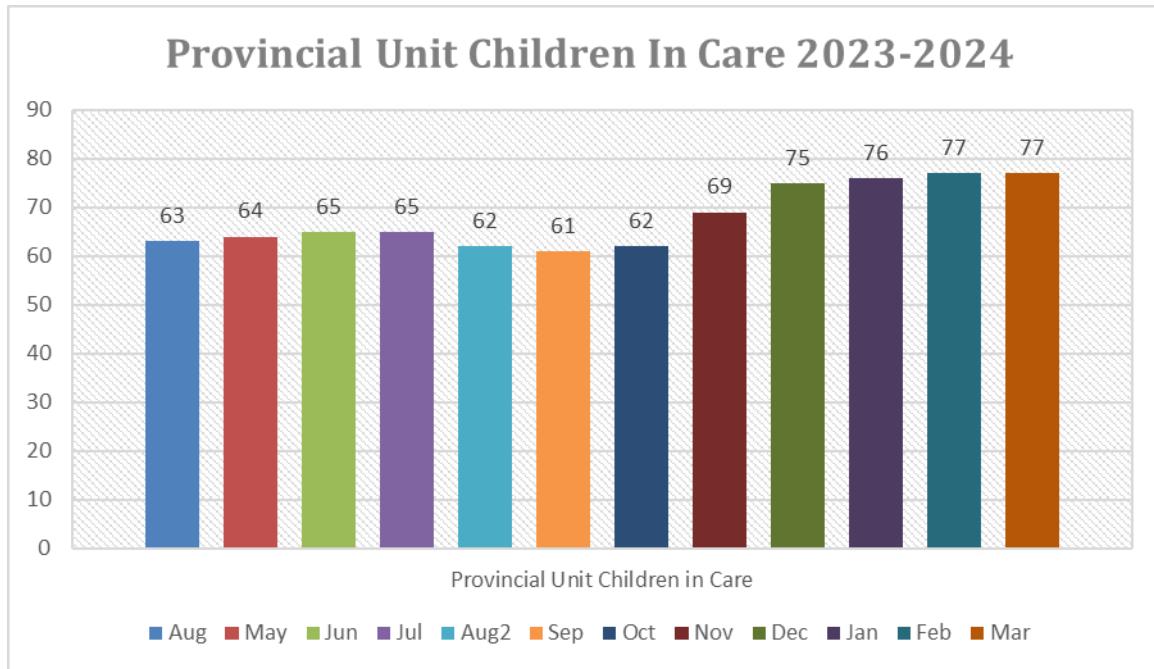
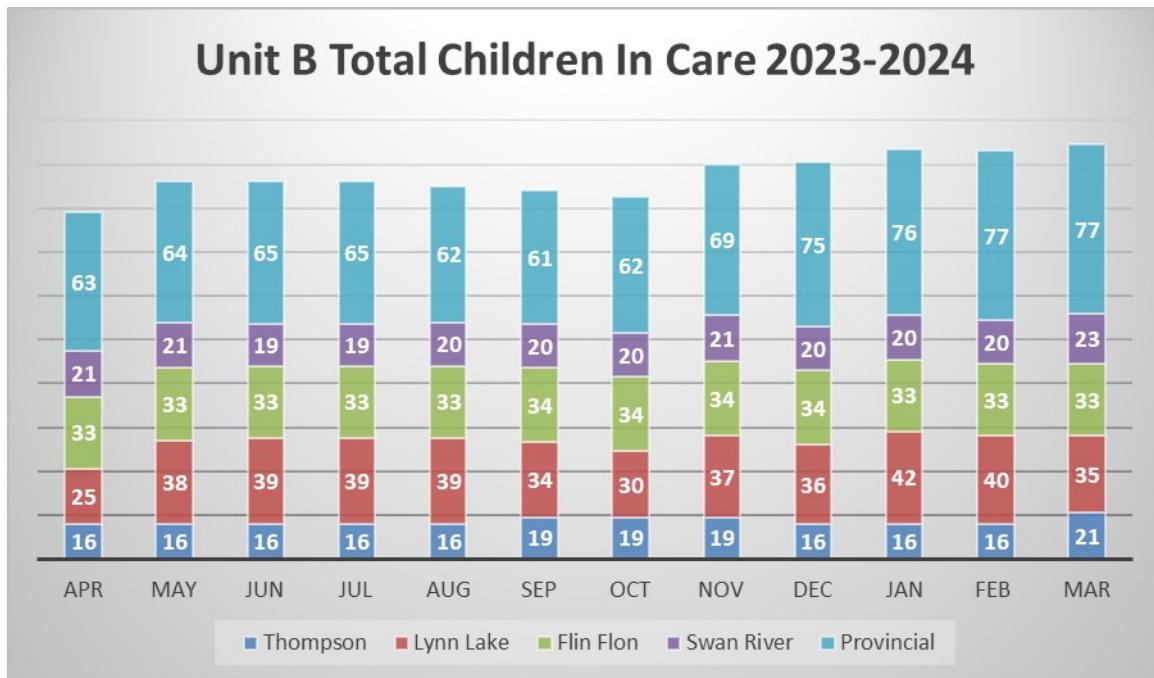
Closing

In closing, the Age of Majority transitional planning for youth continues to be an ongoing agency effort. Working together and acknowledging the struggles and challenges that our youth face is a daily reality. From a paperwork frame of mind, we strive to beat deadlines and try to ensure submissions to Special Needs and the Northern Authority are done in a timely manner, all for the benefit of our youth entering into agreements to receive continued support from the agency.

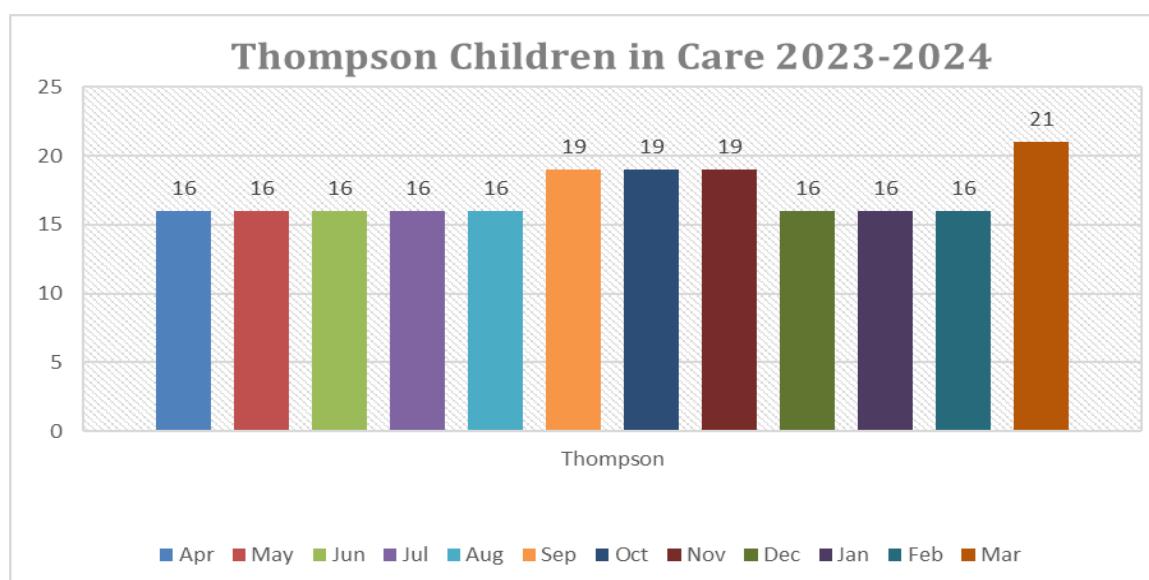
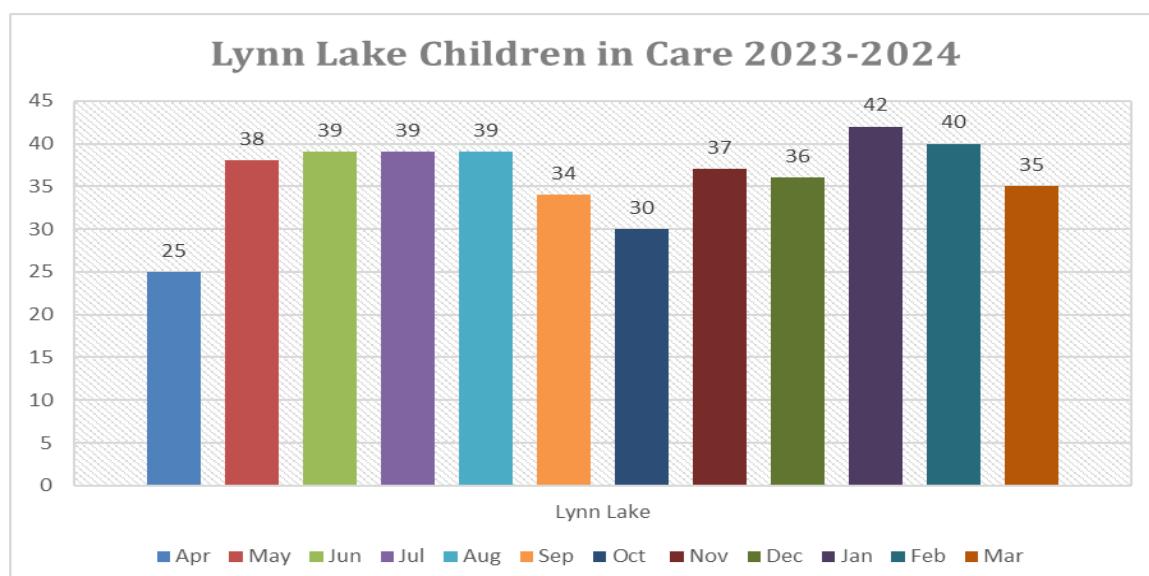
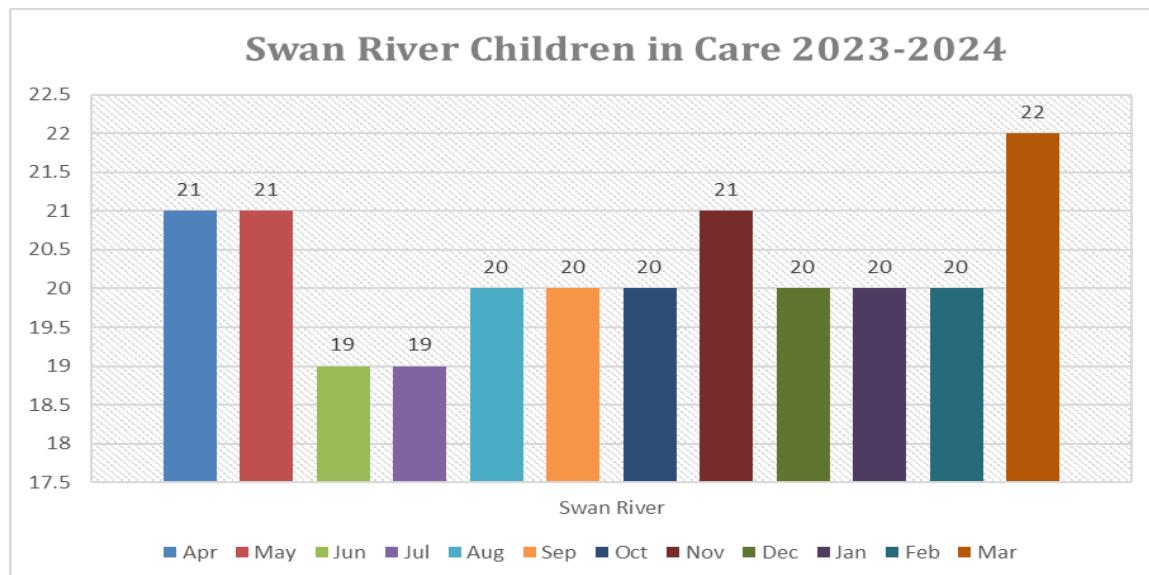
Youth in care who decide to leave agency support at the age of majority also have transitional plans to age out of care with the support of workers assisting with their plans. As mentioned, the AOM component is a work in progress, and as an agency we always hope to see good things happen that will assist our families and youth in care.

Report completed by: Bonita Stevens, on behalf of the
Age of Majority Worker

CHILDREN IN CARE STATISTICS FROM APRIL 1, 2023 – MARCH 31, 2024



CHILDREN IN CARE STATISTICS FROM APRIL 1, 2023 – MARCH 31, 2024



Winnipeg Service Manager

Submitted by: Charlene Baker, Service Manager

Introduction

Tansi! Welcome Elders, SCTC Chiefs and staff, Cree Nation Child and Family colleagues, and Mosakahiken Cree Nation members. I am pleased to present the Cree Nation Child and Family Caring Agency's Winnipeg and Brandon sub-offices' activities for 2023/2024.

Acknowledgements

Staff continue to show commitment and dedication to the children and families we serve. 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.

Congratulations to seven of our CICs who graduated grade 12 in June 2024. They were each provided with star blankets & gift cards in recognition of their achievement.

I would also like to thank the Winnipeg and Brandon offices for their support, commitment, and dedication in ensuring the support and services to their children in care and families is maintained. They all worked tirelessly as a team, going above and beyond in assisting with case management, supervisory, and service manager coverage while both offices experienced high staff shortage.

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

Staff Listing

Over the last fiscal year, the Winnipeg office has experienced very high staff shortage. A few of the vacant positions rolled over from the previous fiscal year, 3 employees left the agency, and 2 went on leave. At the end of the fiscal year there were 6 vacancies at the Winnipeg office and 1 at the Brandon office.

Below is the staff listing as of March 31, 2024:

Winnipeg Sub-Office:

Charlene Baker, BSW – Service Manager
Vacant, Legal Admin. Assistant
Vacant, Receptionist

Amanda Boxshall, BSW, Family Services Supervisor

Bonnie Mayham, FS Admin. Assistant
Ruth Ajijola, Family Services Worker
Vacant, Family Services Worker
Vacant, Family Services Worker
Vacant, Family Services Worker, Term
Verna Cowley, Family Enhancement Worker

Carol McDonald, Child in Care Supervisor

Jennifer Boutin, CIC Admin. Assistant
Vacant, Child in Care Worker
Lilian Bagot, BSW, Child in Care Worker
Afolabi Oyegbile, MSW, Child in Care Worker
Charity Onofrychuk, BSW, Child in Care Worker
Kemi Bombata, BSW, Child in Care Worker
Daniel Bitajabuka, BSW, Child in Care Worker
Bisala Idrissa, BSW, Child in Care Worker
Nancy McRae, BSW, Child in Care Worker

Melissa Michel, BA, Resource & Brandon Sub-Office Supervisor (on leave)

Allyson Torresan, Resource Worker
Anthea Tomchuk, Resource Worker
Eunice Shidali, Resource Worker
Emmanuel Ayeni, Resource Worker

Brandon Sub-Office

Loretta Sayese, Receptionist
Janet Greene, Child & Family Services Worker
Vacant, Child & Family Services Worker

Professional Development and Training (continued)

The table on the following page details professional development activities from the past fiscal year. In addition to this training, we have two staff members furthering their education:

Kemi Bombata is completing her final year in the Masters of Indigenous Social Work program through the University of Manitoba.

Bisala Idrissa is enrolled in General Studies through the University of Manitoba to complete her Bachelor of Arts Degree.

Professional Development and Training (continued)

Training opportunities were limited this year because of the staff shortage. Nonetheless, staff were able to receive the following training:

TRAINING	DATE(S)	STAFF
CFSA Training	May 16-19, 2023	Jennifer Boutin
	June 13-16, 2023	Ruth Ajijola Allyson Torreson
Foster Care Management	October 11-13, 2023	Allyson Torreson
Structured Decision-Making (SDM)	March 6-7, 2024	Afolabi Oyegbile Ruth Ajijola
Applied Suicide Intervention Skills Training (ASIST)	March 4-5, 2024	Janet Greene
Finance Training	February 2, 2024	Carol McDonald Jennifer Boutin Daniel Bitajabuka Nancy McRae Lilian Bagot
FACTS (New & Refresher Training)	Ongoing	Jennifer Boutin Allyson Torreson Anthea Tomchuk Eunice Shidali Verna Cowley Nancy McRae (Refresher) Amanda Boxshall (Refresher) Emmanuel Ayeni (Refresher)

Child In Care Unit

The CIC unit consists of a Supervisor, Administrative Assistant and eight (8) CFS workers. This past year, a new Supervisor joined the CIC unit on April 28, 2023. A new Administrative Assistant was hired on May 29, 2023, and 1 CFS worker position remained vacant.

The caseload was divided up between the case managers, increasing their caseloads to approximately thirty-two (32) files each respectively. Until the new admin joined the team, the administrative duties were the responsibility of the case managers as well.

The CIC unit assisted with case coverage for the FS unit, with each worker taking on an additional 4 or 5 family files: increasing each CIC worker's case load to 45-50 cases each. This increase in workload for the staff in the CIC unit created an increase in sick leave and high absenteeism due to burn out.

In the latter part of the fiscal year, the CIC unit staff went the extra mile and helped provide coverage for Brandon office, while maintaining their case management duties. They also helped with agency specific training, tips and guided the new CIC unit supervisor through the transition period. The CIC Unit deserves accolades for their steadfast dedication and ability in forming into an effective team.

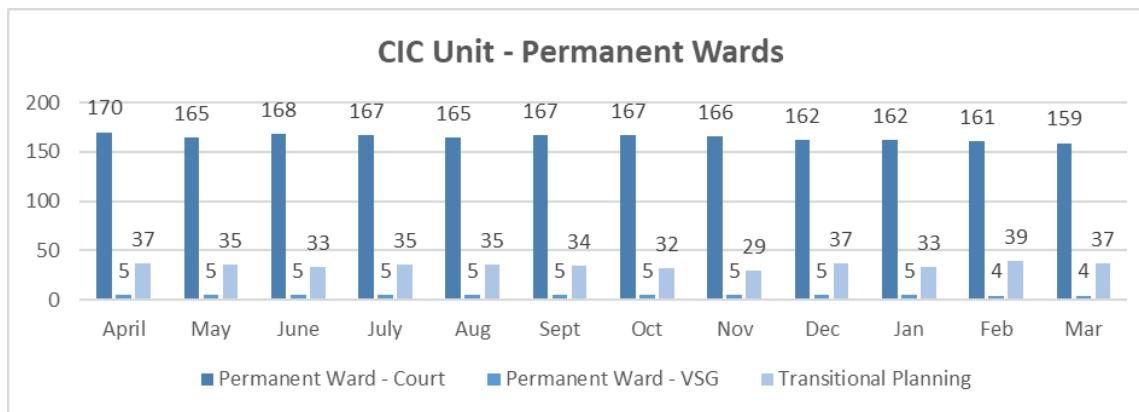
Child In Care Unit (continued)

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.

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. 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. The unit is developing adherence to CFSIS to ensure updates, Face to Face, Recordings and Photos are meeting year end requirements.

Although in-person visits have resumed, CIC case managers are redeveloping going on field to reestablish relationships with our children, youth, and families, as well as with foster parents and collaterals alike. Workers continue to schedule visits, and network with each other to cover all visits that meet standards.

The following table shows an average of 170 permanent wards and 35 transitional planning at the Winnipeg office:



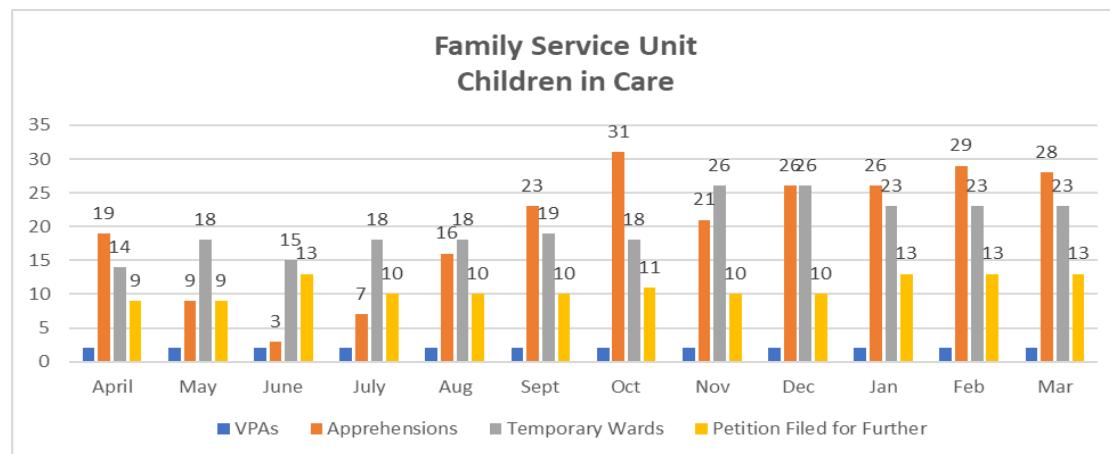
Family Services & Family Enhancement Unit

Family Services

Our Winnipeg sub-office Family Service Unit has had a challenging year to say the least. The unit experienced significant staff turnover, leave one worker and the supervisor to manage approximately 150 files. In addition, the family services unit receives file transfers from ANCR on a weekly basis, increasing the number of files in the unit.

There are currently 34 file closures to be done as families completed their programming ad children were returned home. Some of these file closures are families who have declined on-going services.

The following graph shows the number of children in care in the Family Services Unit according to their legal status:



Family Services & Family Enhancement Unit (continued)

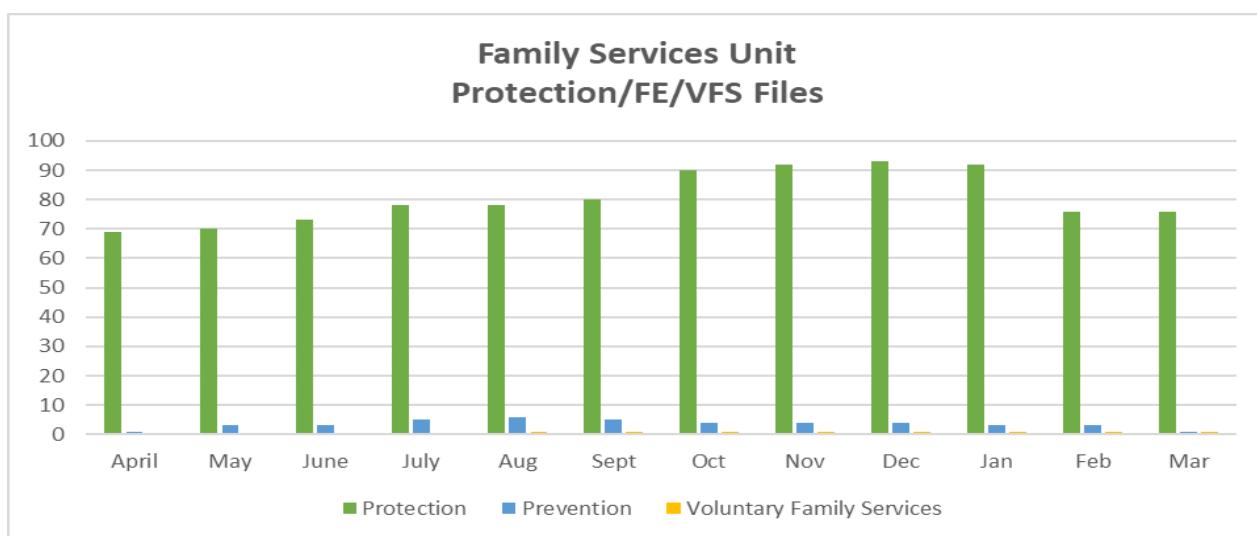
Family Enhancement

The Family Enhancement unit was without a worker for eight (8) months (June 2023 – February 2024), making it very difficult for programming to occur. Case management of the FE and VFS files was managed by the supervisor.

The Family Enhancement worker was hired on February 20, 2024. She has been working closely with the families and learning the processes of how our Wpg sub-office delivers the FE program. She has been visiting the families and reassessing the homes for ongoing supports or file closures.

She has also been networking with various collaterals such as Jordan's Principle, The School Divisions, CHMA, and others to ensure the families receive additional support outside of the agency. The FE worker manages the FE, VFS and low risk PRT files where the children are at home and currently has a case load of 20 families.

The following chart shows the number of family files within the family services unit for the 2023/2024 fiscal year:



Resource Unit

The resource unit consists of one (1) supervisor and four (4) resource workers. The supervisor has been on leave since the last fiscal year and supervision has been provided by the Service Manager. From April 2023 – December 2023, the unit was managed by 2 resource workers, sharing approximately 100 foster home files and over one hundred thirty (130) support and respite worker files.

The regional resource unit provided a lot of support to the 2 workers. Without their assistance, the resource unit would not have been able to provide the services required by our children and families. Thank you to the regional staff for their tremendous support and collaboration with our Winnipeg office throughout the year.

Brandon Unit

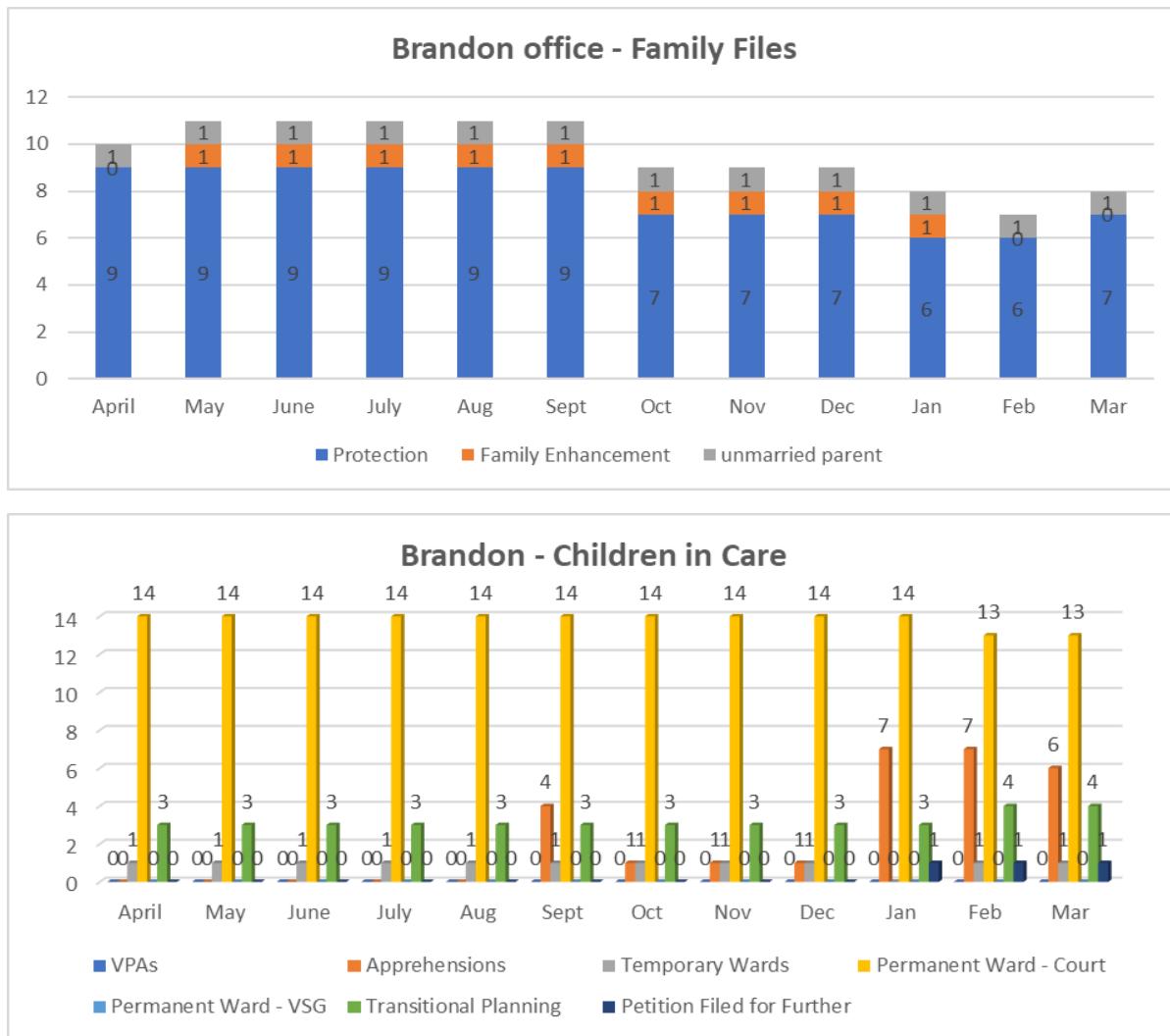
The Brandon sub-office continues to be supervised by the Service Manager. The office consists of (2) CFS workers and the administrative assistant. However, the CFS worker positions which was approved in the summer of 2022, continues to remain vacant.

The current worker manages all the CIC files, including all permanent wards, temporary wards, and apprehensions, as well as all protection files, VFS files and FE files.

It is difficult to adhere to the provincial standards as the cases are scattered among twelve (12) communities.

During the 2023/2024 fiscal year, the Brandon office children in care and protection files remained steady, for an average of thirty (30) open files per month.

Brandon Unit (continued)



Goals & Objectives for the Winnipeg/Brandon Sub-Offices

The following are the goals for the Winnipeg/Brandon Sub-Offices for the 2024/2025 fiscal year:

- Be fully staffed at both the Winnipeg and Brandon offices.
- Face to Face visits are completed monthly in accordance with the CFS Provincial Standards.
- Make certain transitional plans are in place for our youth between the ages of 15-17 years.
- Enroll youth who want ongoing support beyond age of majority through the Supports for Young Adults under the Services Administration Act (province) and Post-Majority Care Services (federal) programs.
- Ensure Age of Majority plans are developed to assist our youth transitioning out of care to continue to receive the supports they need.
- Ensure CFSIS compliance.
- Plan and implement FE programming, including land-based activities for children in care and families.
- Develop Foster care strategy to recruit more foster homes and support workers.
- Work with supervisors to ensure caseload management and distribution.
- Ongoing training for staff.
- Implement Team Building strategies for staff retention.

This concludes my annual report for the 2023/2024 fiscal year.

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 IT 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 2023-2024 transitioned back to live and in-person training sessions due to Covid-19 restrictions being lifted.

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

IT Achievements and Challenges

The IT Department had many challenges in 2023-2024. The IT team continues to roll out facilitation and installation of low trajectory satellite systems for high-speed internet connections to all our federal offices. This project is 90% complete.

The IT department will be assisting the agency finance department in replacing the core financial and federal CIC database software. The IT department will also be assisting in the replacement of our current and outdated travel expense system with an online replacement.

Along with daily break/fix solutions the IT team continues to produce high quality technical services at a minimum resolve time.

General Comments

CNCFCA IT Department looks forward to 2024-2025 and the opportunities to improve IT service to CNCFCA staff and management.



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