

SWAMPY CREE TRIBAL COUNCIL 47TH ANNUAL GENERAL ASSEMBLY



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

Annual Report for April 1, 2024 to March 31, 2025

**August 5 & 6, 2025
Mosakahiken Cree Nation Arena
Moose Lake, MB**

One vision, one future, lead the charge, shape the world.

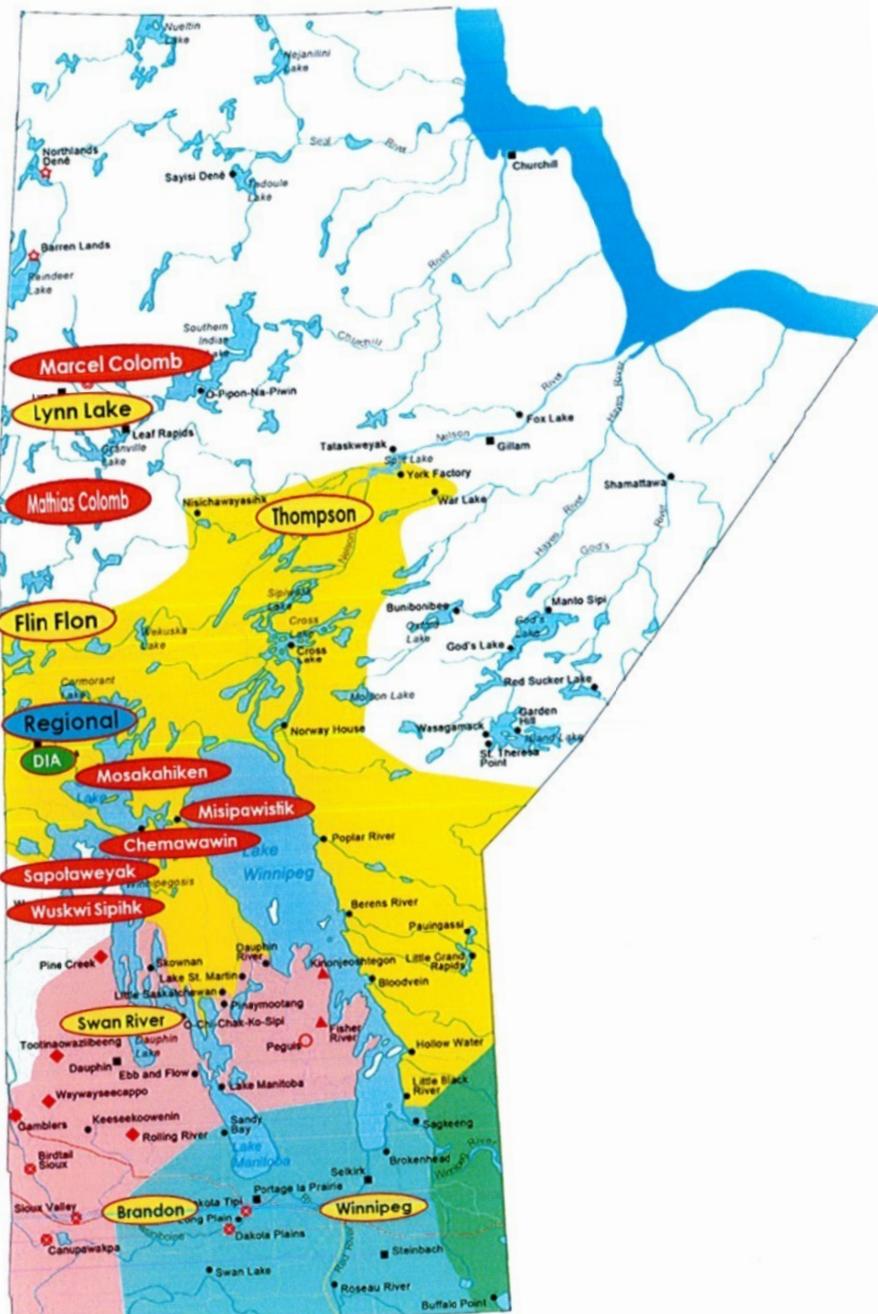


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REGIONAL OFFICE

PO Box 10130
 2nd Floor Otineka Mall, Hwy 10 North
 Opaskwayak, MB R0B 2J0
 Phone Number: (204) 623-7456
 Fax: (204) 623-3847
 Toll Free: 1-877-252-7535

DESIGNATED INTAKE AGENCY

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

WINNIPEG OFFICE

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

BRANDON OFFICE

The Town Centre—800 Rosser Avenue, Brandon, MB
 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, MB
 Phone Number: (204) 734-7876
 Fax: (204) 734-6380
 Toll Free: 1-877-259-1704

FLIN FLON OFFICE

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

THOMPSON OFFICE

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

LYNN LAKE OFFICE

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

MOSAKAHIKEN OFFICE

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

CHEMAWAWIN OFFICE

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

MISIPAWISTIK OFFICE

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

WUSKWI SAPIHK OFFICE

#7 Makechewanos Bay, Hwy #10
 Indian Birch, MB
 Phone Number: (204) 236-4688
 Fax: (204) 236-4701
 Toll Free: 1-833-253-0388

SAPOTAWEYAK OFFICE

2300 Sapotaweyak Maskanow
 Shoal River, MB
 Phone Number: (204) 587-2216
 Fax: (204) 587-2030
 Toll Free: 1-888-515-2553

MATHIAS COLOMB OFFICE

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

REGIONAL OFFICE STAFF

Fran Sinclair-Dick, Executive Director
 Crystal Fulmore, Executive Administrative Assistant
 Diane Burns, Receptionist (on leave)
 Amanda Ducharme, Filing Clerk
 Danica Mink-Cook, Filing Clerk
 Vacant, Indigenous Registration Administrator
 Laurie Ducharme, Human Resources Manager
 Lisa Pfund, Human Resources Assistant
 Vacant, Human Resources Generalist
 Vacant, Training Coordinator
 Bonita Stevens, Unit B Service Manager (Provincial)
 Brooke Head, Provincial Administrative Assistant
 Vacant, Unit B Supervisor
 Julie Fenner, CFS Worker
 Rhonda Norman, CFS Worker
 Melissa Ballantyne, CFS Worker
 Alison Schoenrath, CFS Worker
 Doug McIvor, Resource Coordinator
 Corey Constant, Resource Worker
 Vacant, Resource Administrative Assistant, Term
 Greg Cook, Age of Majority Worker
 Nicole McKenzie, Family Enhancement Worker, Unit B
 Meagan Bushko, Quality Assurance Coordinator
 Ariel Dorion-Merasty, CFSIS Specialist (on leave)
 Bart Constant, Unit A Service Manager (Federal)
 Vacant, Federal Administrative Assistant
 Rochelle Campbell, Legal Administrative Assistant
 Mackenzie Thomas, Adoption/Repatriation Coordinator
 Rosie McGillivray, Resource Worker
 Bobbi-Faye Sinclair, Family Enhancement Manager
 Cynthia Constant, FE Administrative Assistant
 Alvin Merasty, Community Program Coordinator
 Bev Clearsky, Family Enhancement Supervisor
 Vacant, Out-of-Community FE Worker
 Vacant, Out-of-Community FE Worker
 Vacant, Mental Health Counsellor, FE
 Veronica Thomas, MCCN Resource Worker
 Sherri Constant, MCCN Admin/Case Aide
 Jay Constant, MCCN Out of Community Worker (on leave)
 Vacant, MCCN Out of Community Worker
 Vacant, MCCN, Out of Community Worker

FINANCE OFFICE STAFF

Sandra Muilenburg, Director of Finance & Operations
 Beatrice Lathlin, Accounting Supervisor
 Katelyn Saultier, Payroll Technician
 Vacant, Payroll Assistant/AP Technician, Term
 Emma Crossley, Foster Maintenance Technician
 Tina Lathlin, Support Worker Technician
 Jaden Thomas, Accounting Technician—Travel
 Tyler Tobacco, Accounting Technician
 Candace Tobacco, Accounting Technician
 Brittany Genaille, Accounting Technician—FE (on leave)
 Ismail Seghosime, Accounting Technician—FE, Term
 Chantal McKenzie, CSA Worker
 Angie Bignell, Accounting Supervisor, Provincial/Federal Billing

Giselle Moore, Special Needs Technician (on leave)
 Courtney Harris, Accounting Technician
 Warren Harris, 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
 Garret Olson, Training & Development

DESIGNATED INTAKE AGENCY/CHILD PROTECTION UNIT

Bart Constant, Interim DIA Service Manager
 Vacant, Intake Supervisor
 Karen Bland, BSW, Federal Intake Coordinator
 Vacant, Intake Screener
 Whitney Burrell, Intake Worker
 Vacant, Intake Worker
 Vacant, Intake Worker
 Vacant, Intake Worker
 Cynthia Quill, After Hours Data Entry Worker
 Linda Kryschuk, Intake/DIA Administrative Assistant (on leave)
 Yasheika King-Smith, Intake/DIA Administrative Assistant, Term
 Lesley Ashby, Child Protection Coordinator
 Walter Chartier, Child Protection Investigator
 Norbert Constant, Child Protection Investigator
 Vacant, Child Protection Investigator
 Samantha Kostyk, CPU Administrative Assistant

WINNIPEG SUB-OFFICE

Charlene Baker, Service Manager (on leave)
 Dre Kostyk, Receptionist
 Shauna Bighetty, Legal/Administrative Assistant
 Penelope Sutherland, CIC Supervisor
 Vacant, CIC Administrative Assistant
 Charity Onofrychuk, CIC Worker
 Bisala Idrissa, CIC Worker
 Kemi Bombata, CIC Worker
 Afolabi Oyegbile, CIC Worker
 Daniel Bitajabuka, CIC Worker
 Lilian Bagot, CIC Worker (on leave)
 Nancy McRae, CIC Worker
 Moyo Abdulkareem, CFS Worker
 Amanda Boxshall, Family Service Supervisor/Interim Manager
 Ruth Ajijola, CFS Worker/Interim Supervisor
 Vacant, FS Administrative Assistant
 Vivia Powell, FS Worker
 Caroline Iwetan, FS Worker
 Idowu Adeogun, FS Worker
 Rachel Apetagon, Family Enhancement Worker
 Vacant, Resource Supervisor
 Cher Prince, Resource Worker
 Anthea Tomchuk, Resource Worker
 Tracy Gamblin, Resource Worker
 Donald Smith, Resource Worker

BRANDON OFFICE

Vacant, Unit Supervisor
 Janet Greene, CFS Worker
 Jennifer Sinclair, CFS Worker
 Loretta Sayese, Administrative Assistant

SWAN RIVER OFFICE

Daisy Chartrand, Swan River/Flin Flon Unit Supervisor
 Nora Stevens, CISW, CIC Worker
 Vacant, CFS Worker
 Bryon Fried, Resource Worker
 Brenda Edwards, Administrative Assistant

FLIN FLON OFFICE

Daisy Chartrand, Swan River/Flin Flon Unit Supervisor
 Vacant, CFS Worker
 Samantha Nash, CFS Worker
 Amie Winterton, Administrative Assistant

THOMPSON OFFICE

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

LYNN LAKE OFFICE

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

MATHIAS COLOMB LOCAL OFFICE

Valerie Whyte, Service Manager
 Myrna Bighetty, CFS Supervisor
 Shirley Castel, Intake Supervisor
 Vacant, Intake Clerk
 Vacant, Intake Worker
 Vacant, Intake Worker
 Vacant, Resource Worker
 Ruby Castel, Administrative Assistant, Casual

MISIPAWISTIK LOCAL OFFICE

Vacant, Unit Supervisor
 Vacant, CFS Worker
 Debbie Mercredi, Family Enhancement Worker
 Karen Pranteau, Family Service Worker
 Vacant, Family Service Worker
 Vacant, Resource Worker
 Vacant, Intake Worker
 Vacant, Case Aide, Term
 Miranda McKay, Administrative Assistant
 Lynea Robinson, Administrative Assistant, Casual

CHEMAWAWIN LOCAL OFFICE

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

WUSKWI SAPIHK LOCAL OFFICE

Vacant, Unit Supervisor
 Vacant, Family Enhancement Worker
 Lea Lowe, CFS Worker
 Brenda Hather, Resource Worker, WSFN & SCN (on leave)
 Margaret Hay, Intake Worker
 Vacant, Case Aide, Term
 Shari Pastushuk, Administrative Assistant

SAPOTAWEYAK LOCAL OFFICE

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

MOSAKAHIKEN LOCAL OFFICE

Jacob Nasekapow, Unit Supervisor
 Barbara Campbell, Family Enhancement Worker
 Margaret Patchinose, Family Enhancement Worker
 Vacant, CFS Worker
 Sylvia Grey, BSW, Intake Worker (on leave)
 Angel Harper, Case Aide, Term
 Vacant, Administrative Assistant
 Sharon Nasekapow, Administrative Assistant, 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. Our organizational vision continues below.

We will:

- *Continue to 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

CONNIE CONSTANT
MATHIAS COLOMB CREE NATION

VACANT
WUSKWI SAPIHK FIRST NATION

VACANT
MOSAKAHIKEN CREE NATION

VACANT
MARCEL COLOMB FIRST NATION

We would also like to acknowledge and thank the following 2024/25 board members for their time, contribution, and dedication towards the children and families that we serve:

Benjamin Young from Wuskwi Sipihk First Nation
Flora McNabb from Mosakahiken Cree Nation
Shirley Castel from Mathias Colomb Cree Nation

Executive Director

Submitted by: Fran Sinclair-Dick, CISW, BISW

Tansi & Welcome to the SCTC 47th Annual General Assembly! Cree Nation Child & Family Caring Agency (CNCFCA) is pleased to provide its annual report for the 2024-2025 fiscal year.

As of March 31, 2025 there were 870 Children in Care: 242 Federal and 628 Provincial.

We are very proud to announce that in 2025 we had twenty-eight high school graduates and one post-secondary graduate. Each youth was gifted with a star blanket, certificate of recognition, and pre-paid Visa card to acknowledge their hard work and achievement in receiving their diplomas. Congratulations!

Agency-wide staff training sessions were held in January and February 2025 across three separate sessions. These training sessions brought staff together for training, team building, various presentations, and Elder teachings.

On March 19, 2025, CNCFCA and SCTC hosted a Governance Capacity Development gathering on Bill C-92, Child Welfare Law Making. This event was a follow-up to the January 2023 “Moving Forward Together” Conference. The Bill C-92 presentations were very informative and great work is happening in the communities.

On March 22 & 23, 2025 CNCFCA hosted the “Inspiring Our Youth” Youth Conference at the Victoria Inn Hotel & Convention Centre in Winnipeg. This two-day event featured inspirational and motivational keynote speakers and evening entertainment, including a performance by world-class magicians. The speakers, presenters, and entertainers connected well with the youth, creating an atmosphere that was both welcoming and empowering.

The conference was a success, as young voices were heard, celebrated, and encouraged. The Youth Conference Committee is to be commended for all their hard work putting together this large event for the youth.

On May 16, 2025 the First Nations of Northern Manitoba Child & Family Services Authority hosted a gathering to commemorate 20 years of the Aboriginal Justice Inquiry-Child Welfare Initiative (AJI-CWI) and the devolution of Child Welfare Services to First Nations communities. It has been two decades since First Nations Child and Family Services agencies began delivering services off-reserve. This marked a transformative shift that led to the establishment of agency sub-offices and strengthened our collective commitment to community-based care. CNCFCA was pleased to honor current and past employees for their involvement in this process. We thank those who came before for their commitment and dedication, as we continue to strive for culturally appropriate services and meaningful, long-term change.

The FE Cultural Facility initiative aims to provide year-round programming and services. FE will be meeting with our contractor on July 29, 2025 to develop a workplan for new and existing cultural camp facilities.

SCTC Chiefs passed a motion to have an organizational review to adapt service delivery to be prevention focused rather than apprehension focused. Legacy Bowes has completed interviews with employees and CNCFCA is awaiting the final report.

Acknowledgements

Congratulations and well wishes to Mary Ballantyne, Unit Supervisor of our Misipawistik Sub-Office, who retired in June of 2025. We wish you all the best and thank you for your years of service.

Thank you to the Board of Directors for their support and guidance in following the Agency’s mandate to serve our children and families. Best wishes to former board members Flora McNabb, Shirley Castel, and Benjamin Young.

In closing, I would like to acknowledge all of our employees for their dedication to our children, families, and communities. We could not do this without the help and cooperation of our valued team. *May you be proud of the work you do and the difference you make!*



Human Resources Manager

Submitted by: Laurie Ducharme, HR Manager

Introduction

Welcome to the 2024-2025 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

Vacant, 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 post-secondary 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.

In early 2025, Staff Development training sessions were held across three separate sessions to allow for all agency-staff to attend and participate. These sessions included keynote speakers, team-building activities, and Elder Teachings.

Human Resource Generalist

The Human Resource Generalist position is currently vacant. It 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.

Training Coordinator

The Training Coordinator position is currently vacant.

Human Resource Assistant

My name is Lisa Pfund. I started my position as the HR Assistant in June 2024 and I am thrilled to be a part of the team. I provide administrative support to the Human Resources Manager. I enjoy working with all the CNCFCA service managers, supervisors, and employees.

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.

The HR department & Resource department attended two job fairs in recent months: March 19, 2025 at Grand Rapids First Nation, and April 10, 2025 at the University College of the North The Pas campus.

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, etc.

The agency continues to offer the Health and Wellness Incentive program to employees. The incentive program allows staff to participate in various activities promoting physical and mental well-being up to \$1,000 annually. Activities can include gym memberships, fitness classes, hobbies, sports fees, personal training and consultations, as well as cultural events.

To strengthen recruitment strategies and combat inflation, the agency implemented a 9.3% salary increase in April 2025. The Agency also continues to pay 100% of the Group Benefits costs for all permanent employees.

Advertising

The Human Resource department advertises 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 (The Pas, Swan River, Thompson, Brandon)
- Centre for Aboriginal Human Resource (Winnipeg)
- Facebook (CNCFCA, 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 2024-2025 fiscal year, CNCFCA experienced turnover of 26 staff and hired 30 staff. There are currently 52 vacant positions within the agency.

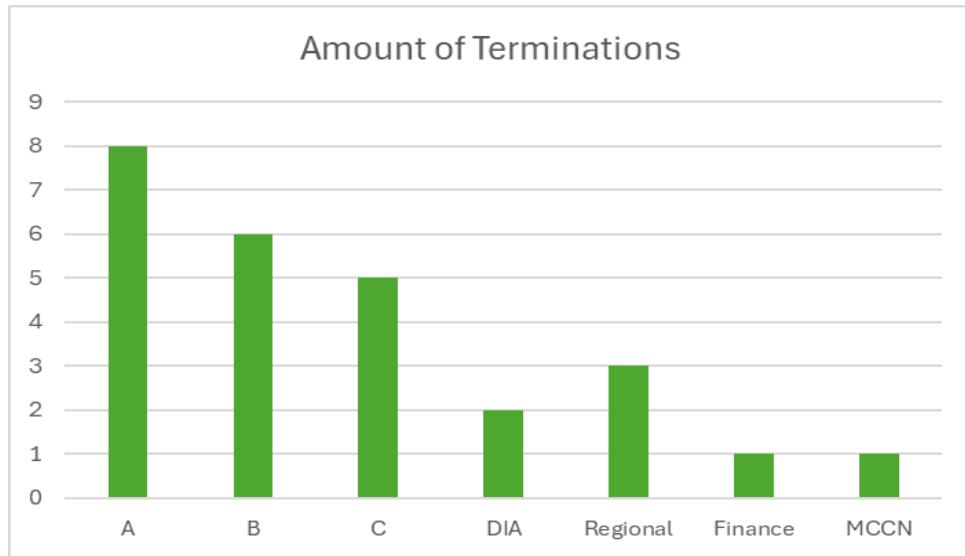
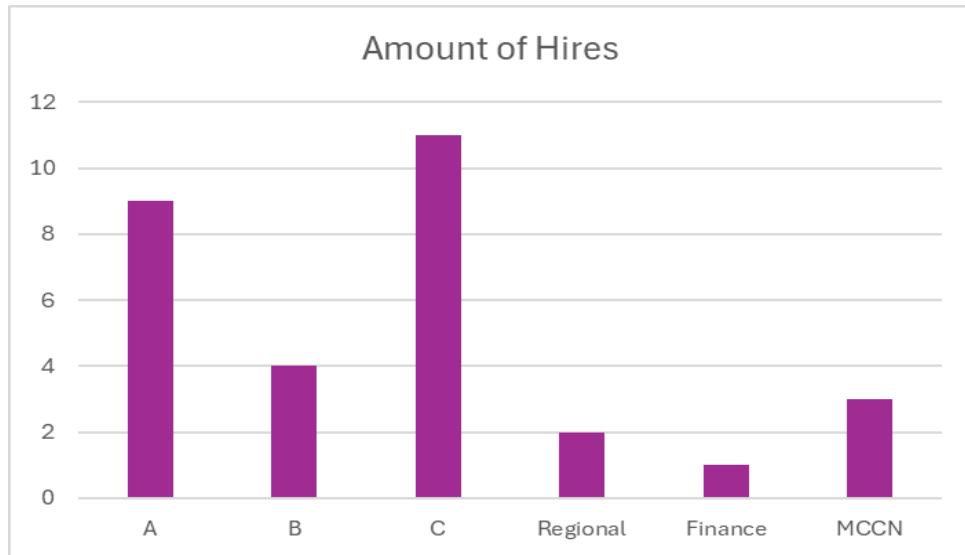
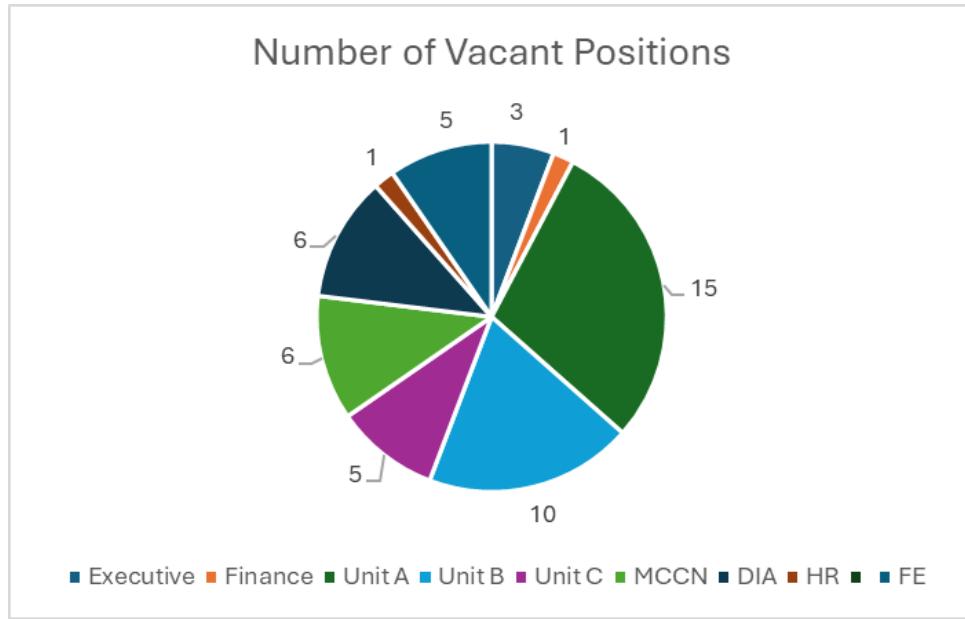
There are many factors contributing to these vacancies, such as:

- Lack of resumes obtained from job postings
- External competing job opportunities with higher compensation packages
- Internal conflicts among staff
- High workload
- 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 internal hires and staff changing positions within the Agency.

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



Turnover/Vacancies (continued)



HR Objectives for 2025-2026

- **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 2025-2026.

- **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.



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, however there are situations where placement challenges require the use of non-family homes.

We encourage members of Swampy Cree First Nations communities to take an active role by becoming foster parents/caregivers. Extended family placements are vital to ensuring children have a community and family connection. CNCFCA acknowledges the grandparents, uncles, aunts, adult siblings, and extended family members that have come forward to become foster parents. CNCFCA strives to strengthen relationships and develop a healthy network in each of our First Nations communities.

Recruitment of foster parents and support workers includes newspapers, radio, work fairs, and trade shows, as well as posters out in the communities. In the past we have utilized various means of media to help in foster care recruitment.

The Resource Unit has teamed up with the Human Resources Unit to participate in two career fairs. The first career fair was hosted at Grand Rapids, where the community was interested in taking application forms for Support Workers and Foster Care. The second career fair was at the University College of the North campus in The Pas.

CNCFCA continues to support children aging out by extending their care via Agreements with Young Adults (AYA). Some AYAs 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 to advocate for

more independent units within our First Nations communities. Once again, Support Workers and Foster Parents take an active role in teaching life skills, parenting skills, an accessing community support.

The Resource Unit continues to provide orientation to new foster parents and support workers. The orientations are facilitated by the Resource Workers. The Resource Unit encourages all foster parents and support workers to visit the Manitoba Child and Family Services website for information on their respective roles.

CNCFCA continues to maintain a healthy resource pool of Support Workers, which help in various child welfare interventions. The supports can be used for family visits as per transportation and supervision of children in care,. Medical travel to appointments requires the use of Support Workers if foster parents cannot travel. Our agency takes an active role in supporting family visits to ensure family connection and identity is maintained.

On December 9, 2024 there were changes to the Support Worker payments. The new policy is that Support Workers can only claim hours from 8:00am to 12:00am midnight. The Support Workers working with children in care did not claim hours when child(ren) were sleeping. The change in policy was for Support Worker hours that are approved in the Child Assessment & Service Plan. The additional Support Worker hours can be used for behavioral management, homework assistance, assisting with socialization, recreation, attending appointments, and maintain foster payments.

I would like to acknowledge our newly hired Resource Workers, Cher Prince, Tracy Gamblin, and Don Smith to the Winnipeg office. The Winnipeg sub-office has a high case load requiring ongoing foster home licensing and relicensing. The resource staff in Winnipeg have completed Child & Family Information System (CFSIS) training for foster care workers. All resource staff have had the opportunity to participate in three-day staff development

training in February. The resource staff also assisted with recruiting support workers needed for our agency youth conference. The youth conference was a success as our youth were involved in various presentations and activities. Excellent work by our Youth Conference Committee in hosting a successful Youth Conference!

Resource Committees

The Resource Unit will be taking an active role in sharing information and developing working relationships between Northern Authority Child and Family Services agencies. The Alternative Care Network Committee will be hosting meetings as a means of sharing new changes such as Kinship/Customary Care.

Borrowed Homes

CNCFCA continues borrowing placement resources/foster homes. Currently our agency is utilizing approximately 50 external foster care resources. These borrowed bed spaces include regular licensed foster homes, specialized foster homes, and group home facilities. The sharing of foster homes between agencies is a formal process, involving the use of a Sharing of Foster Homes form.

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 Sipiik Homes

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

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, as we look forward to hiring a specialized worker to assist in developing EPR homes within our communities and for our DIA unit in The Pas.

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. Our goal is to ensure that all support workers participate in an orientation session to ensure that expectations on their assigned duties and contract are clearly understood.

I would like to acknowledge the continued support of foster parents and support workers. Our foster parents have provided children with comfortable, safe homes, as well as teaching various skills to enhance their development. They have encouraged our children in care to complete their education as well as participate in recreational and cultural activities. Our agency would like to sincerely thank Foster Parents in being caregivers for our children in care.

Staff Recognition

Winnipeg and surrounding area have a good resource pool of 175 support workers. The Support Workers in Winnipeg come from various backgrounds and experiences. They collaborate with our social workers in caring for children and assisting our families. They understand the importance of treating our families and children with dignity and respect. They often help in crisis situations such as medical and transportation. I would like to acknowledge Anthea Tomchuk her ability to secure and maintain a good resource pool of support workers.

I would also like to give thanks to all of our dedicated Resource Staff in completing place of safeties, licensing foster homes, securing placements, and approving support workers. Once again, we are thankful for the teamwork involved by all agency staff, families, foster parents, and support workers for their roles in delivering child welfare that is reflective of our agency mandate.



Foster Home Case Stats by Resource Worker & Region

All stats shown are for the period ending March 2025. There are 197 Agency Homes and 74 Places of Safety.

Rosie McGillivary: Mosakahiken, Cormorant, The Pas & Area Foster Homes	
Licensed	29
Unlicensed	6
Place of Safety	4
Total	34

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

Corey Constant: Flin Flon, The Pas & Area Foster Homes	
Licensed	19
Unlicensed	3
Place of Safety	2
Total	24

Bryon Fried: Swan River & Area Foster Homes	
Licensed	24
Unlicensed	3
Place of Safety	5
Total	32

Veronica Thomas/Valerie Whyte: MCCN Foster Homes	
Licensed	8
Unlicensed	0
Place of Safety	3
Total	11

Leon Frost: Thompson, Lynn Lake, Marcel Cobomb First Nation & Area Foster Homes	
Licensed	0
Unlicensed	4
Place of Safety	12
Total	16

Rosie McGillivary: Misipawistik Foster Homes	
Licensed	8
Unlicensed	10
Place of Safety	8
Total	26

Nancy Arrow: Chemawawin Foster Homes	
Licensed	8
Unlicensed	3
Place of Safety	0
Total	11

Winnipeg, Brandon & Surrounding Areas Foster Homes		Cher Prince	Tracy Gamblin	Don Smith
Licensed		7	10	9
Unlicensed		12	12	11
Place of Safety		16	7	12
Total		35	29	32

Support Worker Stats by Resource Worker & Region

All stats shown are for the period ending March 2025. There are 331 Agency approved Support/Respite Workers.

Rosie McGillivary: The Pas & Mosakahiken Support Workers	
Moose Lake, Cormorant & Area	11
The Pas/OCN	46
TOTAL	57

Corey Constant: Flin Flon Support Workers	
Flin Flon & Area	16
Support/Respite	
TOTAL	16

Bryon Fried: Swan River Support Workers	
Swan River & Area	
Respite/Support Workers	28
TOTAL	28

Veronica Thomas: Mathias Colomb Cree Nation Support Workers	
MCCN	
Support/Respite	7
TOTAL	7

Rosie McGillivary: Misipawistik Support Workers	
Misipawistik	
Support Workers	25
TOTAL	25

Nancy Arrow: Chemawawin Support Workers	
Chemawawin	
Support Workers	19
TOTAL	19

Leon Frost: Thompson Support Workers	
Thompson, Lynn Lake	
Support/Respite	4
TOTAL	4

Anthea Tomchuk: Winnipeg, Brandon & Area Support Workers	
Winnipeg	
Support/Respite	175
TOTAL	175

This concludes the 2024-2025 Resource Unit report. If you are interested in applying to become a Support Worker, Respite Worker, or Foster Parent, please contact one of our CNCFCA offices. Thank you!



DIA Service Manager

Submitted by: Bart Constant
Interim 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 2024-2025 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

Bart Constant, Interim DIA Service Manager
Yasheika King-Smith, Interim Administrative Assistant
Vacant, Intake Supervisor
Whitney Burrell, Intake Worker
Vacant, Intake Worker
Vacant, 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

Norbert Constant, 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 2024 to March 2025 the CPU was referred 42 sexual abuse investigations, 57 physical abuse investigations and 1 allegation 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 2024-2025 fiscal year:

- Thursday, April 25, 2024
- Wednesday, May 22, 2024
- Tuesday, June 18, 2024
- Tuesday, July 16, 2024
- Thursday, August 15, 2024
- Friday, September 13, 2024
- Friday, October 4, 2024
- Friday, November 1, 2024
- Tuesday, December 17, 2024
- Thursday, January 16, 2025
- Thursday, February 6, 2025
- Monday, March 3, 2025

Child Protection Unit—Travel for Child Abuse Investigations

When	Community
April 28-May 2, 2024	Winnipeg
May 8-10, 2024	Swan River, Sapotaweyak, Wuskwi Sipihk
May 29, 2024	Flin Flon
May 29-31, 2024	Winnipeg
May 30, 2024	Cranberry
June 5-7, 2024	Winnipeg
June 25, 2024	Winnipeg
July 10, 2024	Chemawawin
July 11, 2024	Misipawistik
July 12, 2024	Chemawawin
July 22-26, 2024	Lynn Lake
September 4-6, 2024	Misipawistik
September 9, 2024	Mosakahiken
September 10, 2024	Flin Flon
September 11-13, 2024	Chemawawin
September 16-20, 2024	Thompson
October 7-11, 2024	Winnipeg
October 16, 2024	Sapotaweyak
October 17, 2024	Wuskwi Sipihk
October 21-25, 2024	Lynn Lake
October 28-30, 2024	Mathias Colomb
November 24-29, 2024	Winnipeg
December 12-13, 2024	Thompson
December 18-20, 2024	Winnipeg
January 6-10, 2025	Thompson
January 13-17, 2025	Winnipeg
February 10-13, 2025	Thompson & Lynn Lake
March 3-5, 2025	Thompson
March 17-19, 2025	Chemawawin & Misipawistik

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.

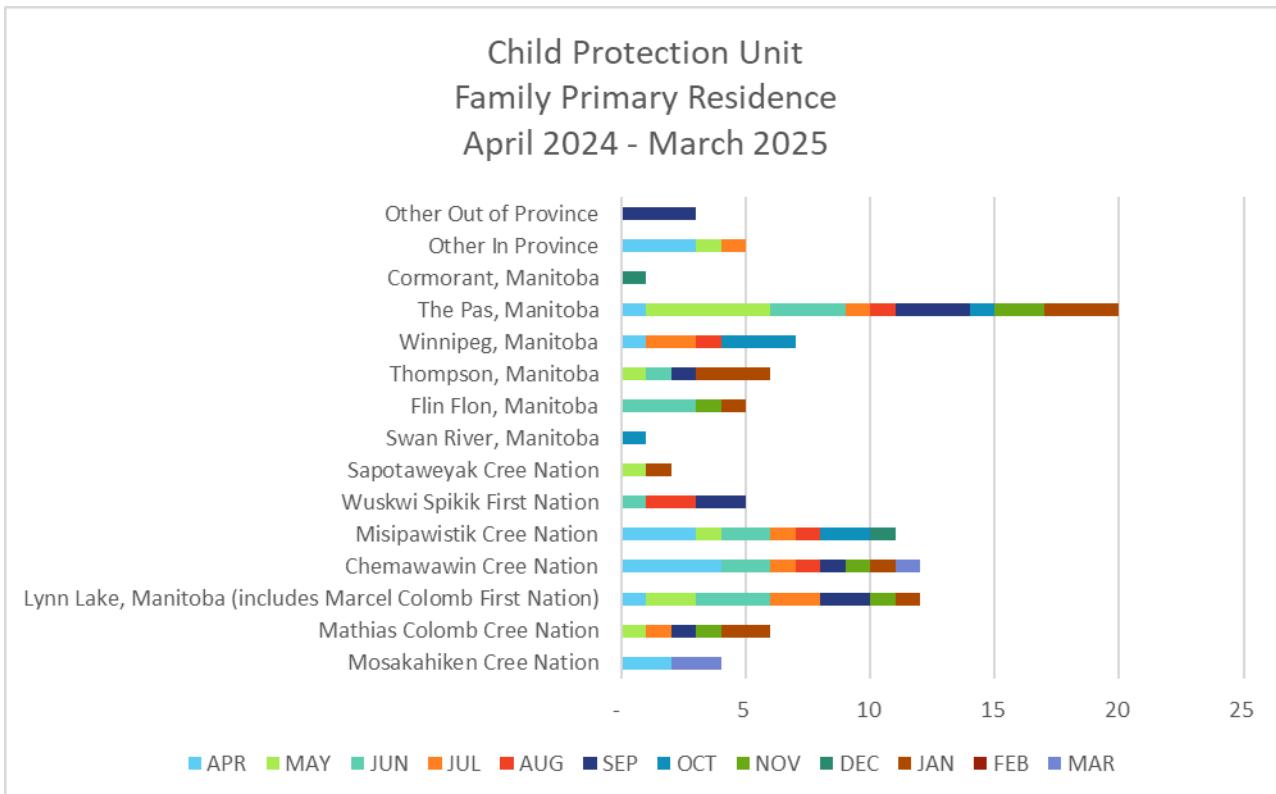
Month	Authority	Agency	Number of Transfers & Unit
Apr 2024	Northern	Nisichawayasihk Cree Nation Family & Community Wellness Centre	1 File to Unit B 1 File to Unit B
	General	CFS of Western Manitoba	2 Files to Unit B
		Rural & Northern Services - Northern	1 File to MCCN 1 File to Unit B
	Metis	Michif Child & Family Services	1 File to Unit B
	Southern	ANCR	14 Files to Winnipeg
May 2024	Northern	Nisichawayasihk Cree Nation Family & Community Wellness Centre	2 Files to Unit B
	General	CFS of Western Manitoba	2 Files to Winnipeg
		Rural & Northern Services - Northern	1 File to Unit A 1 File to Unit B
	Metis	Michif Child & Family Services	3 Files to Unit B
	Southern	ANCR	9 Files to Winnipeg
Jun 2024	Northern	Nisichawayasihk Cree Nation Family & Community Wellness Centre	1 File to Unit B
	General	CFS of Western Manitoba	1 File to Winnipeg
		Rural & Northern Services - Northern	1 File to Unit B
	Metis	Michif Child & Family Services	1 File to Unit B
	Southern	ANCR	2 Files to Winnipeg
Jul 2024	General	CFS of Western Manitoba	1 File to Winnipeg
	Southern	ANCR	7 Files to Winnipeg
Aug 2024	Southern	ANCR	2 Files to Unit A
Sep 2024	Southern	ANCR	1 File to Unit B 1 File to Winnipeg
Oct 2024	General	Rural & Northern Services – Parkland	1 File to Unit A
		Rural & Northern Services - Northern	1 File to Unit B
	Southern	ANCR	12 Files to Winnipeg
Nov 2024	Northern	Nisichawayasihk Cree Nation Family & Community Wellness Centre	1 File to Unit B
	General	Rural & Northern Services - Northern	2 Files to Unit B 1 File to Winnipeg
	Southern	ANCR	6 Files to Winnipeg
Dec 2024	Northern	Rural & Northern Services - Northern	1 File to Unit B
Jan 2025	General	Rural & Northern Services – Northern	2 Files to Unit B
		Rural & Northern Services - Interlake	1 File to Winnipeg
		CFS of Western Manitoba	2 Files to Winnipeg
	Southern	ANCR	14 Files to Winnipeg
Feb 2025	General	Rural & Northern Services - Northern	1 File to Unit B
		Rural & Northern Services - Parkland	1 File to Unit B
Mar 2025	General	Rural & Northern Services – Northern	1 File to Unit B
		CFS of Western Manitoba	1 File to Winnipeg

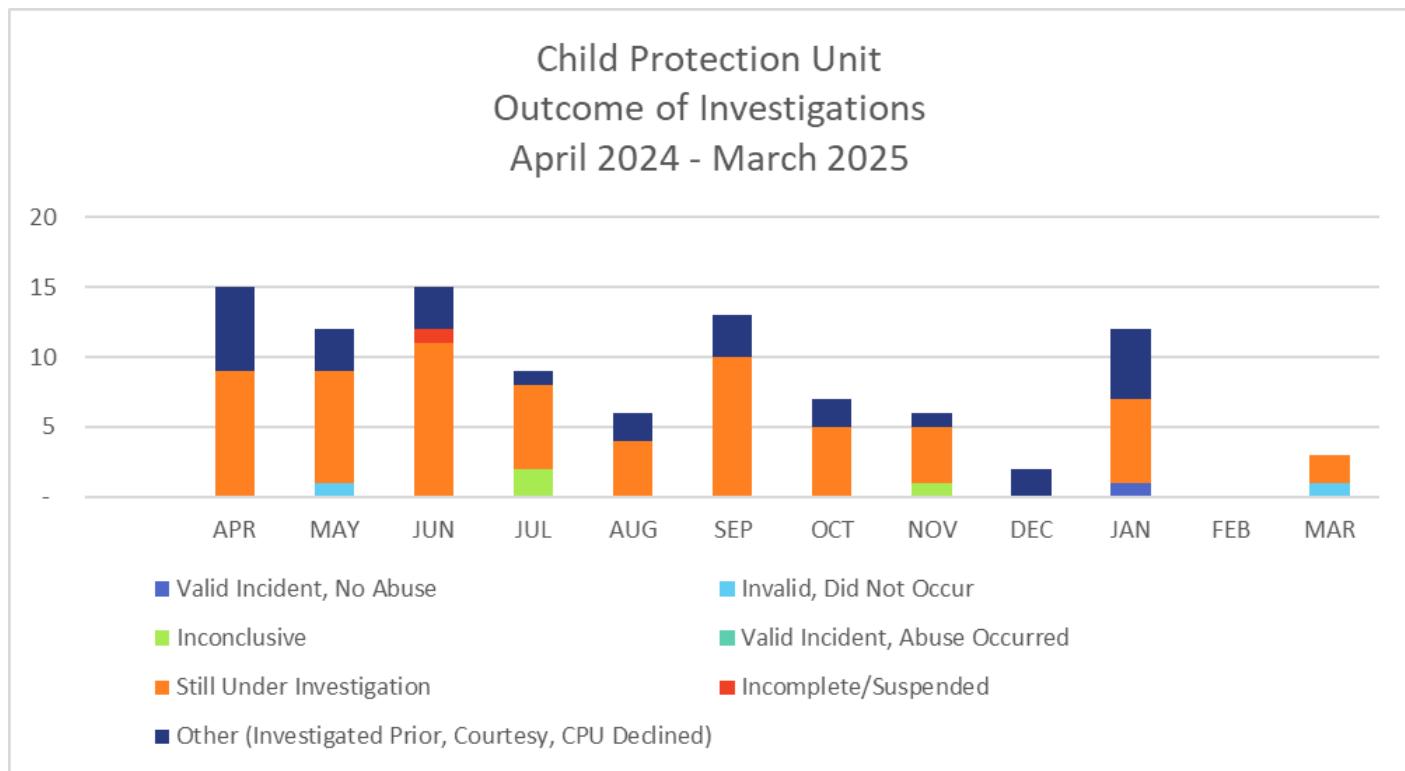
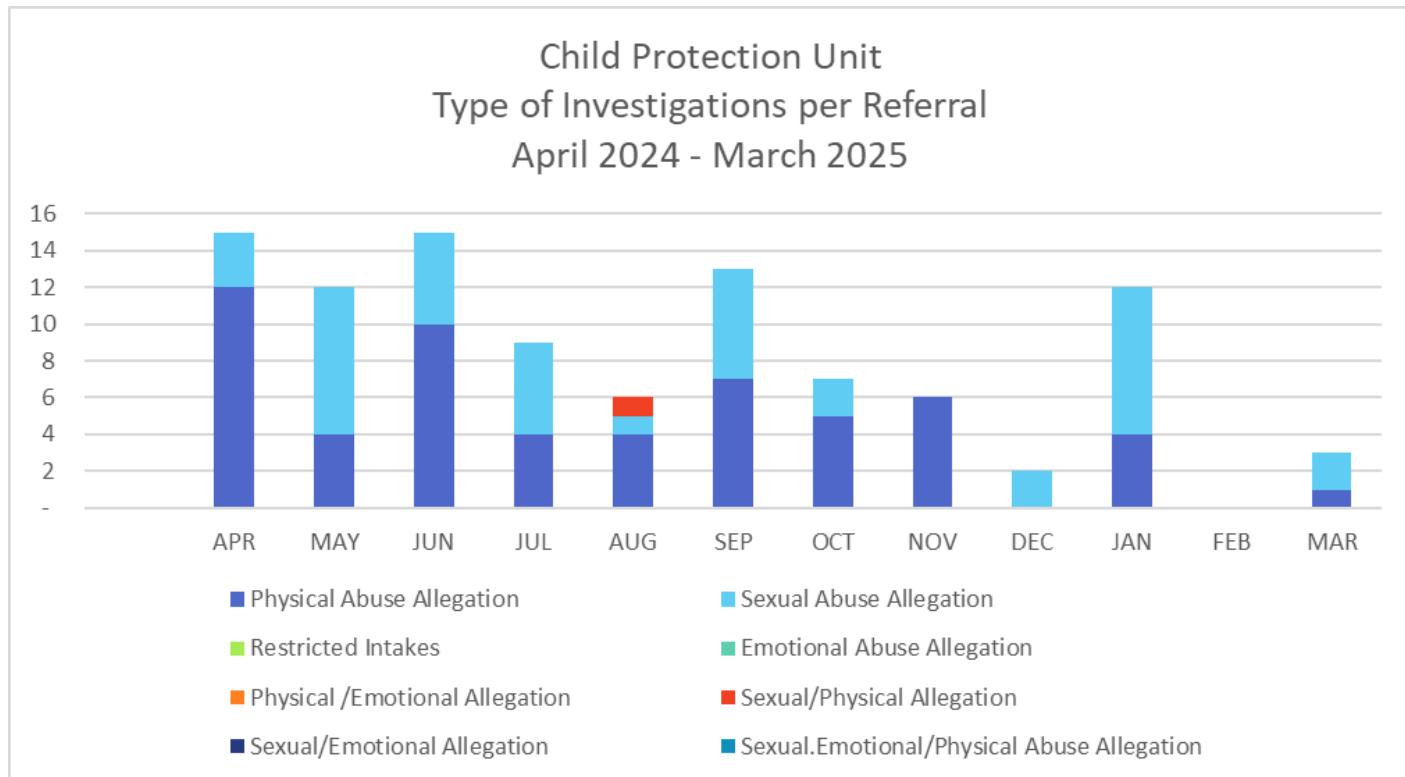
Number of Intakes by Community April 1, 2024—March 31, 2025

Number of incoming intakes for each community monthly with totals for the month, community, and year.

	Mosakahiken Cree Nation	Chemawawin Cree Nation	Misipawistik Cree Nation	Wuskw Sihih First Nation	Sapotaweyak Cree Nation	Mathias Colomb Cree Nation	Lynn Lake & Marcel Colomb First Nation	Provincial Unit: The Pas, Flin Flon, Swan River, Thompson, and Lynn Lake	Winnipeg, Brandon Local Office & Area	TOTAL
Apr-24	3	0	4	1	20	8	0	4	28	68
May-24	4	1	6	3	10	8	1	4	24	61
Jun-24	1	1	0	0	27	6	5	1	37	78
Jul-24	7	2	5	1	10	10	2	3	35	75
Aug-24	6	1	1	0	10	31	9	20	59	137
Sep-24										
Oct-24	2	0	0	0	2	0	1	3	23	31
Nov-24	7	4	0	0	8	3	0	1	42	65
Dec-24	2	2	3	0	7	6	0	6	34	60
Jan-25	12	5	5	2	19	33	4	11	45	136
Feb-25	13	6	1	1	25	30	1	8	39	124
Mar-25	21	13	5	2	25	32	4	15	51	168

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
First Aid & CPR	Winnipeg	Lesley Ashby Whitney Burrell	April 29 & May 1, 2024
Administrative Assistant Training (Agency)	The Pas	Samantha Kostyk	May 27, 2024
Mandatory Staff Development (Agency)	Winnipeg	Samantha Kostyk Bart Constant Cynthia Quill	January 21 – 23, 2025
Mandatory Staff Development (Agency)	Winnipeg	Walter Chartier Karen Bland	January 28 – 30, 2025
Mandatory Staff Development (Agency)	Winnipeg	Lesley Ashby Whitney Burrell	February 4 – 6, 2025

Objectives for 2025—2026

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 2024—2025 fiscal year.

Respectfully submitted by:

Bart Constant, interim 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 2024-2025 annual general report.

New Staff

Please welcome Debbie Mercredi, Family Enhancement Worker in the Misipawistik sub-office. Debbie started her position January 2025 and has been dedicated to helping families with prevention supports.

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
- Traditional Parenting
- Purchase of Indigenous artwork

FE Conference: “Knowledge, Teachings and Inspiration”

The FE team hosted our FE Conference in Winnipeg at the Best Western Plus Airport Hotel on December 11 & 12, 2024. We had a total of 130 people attend from our communities as well as staff, traditional helpers, and presenters. We focused on providing knowledge, teachings and inspiration to all who attended. Culturally appropriate self-care support was also available. The feedback was inspiring, hopeful and helpful.

Roles and Responsibilities: Grand Rapids Men’s Wellness Camp

On September 4-8, 2024 our FE program cost-shared with Misipawistik Health Authority for the Men’s Wellness Camp. It took place at their local culture camp, with men of all ages from our communities attending, 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 on reviving their roles and responsibilities. The goal was to help them remember, and/or learn. A lot of healing takes place during this wellness camp, and we encourage all men, including young boys and our Elders, to attend.

Positive Outcomes

Our FE team continues to focus on strengths. More families feel comfortable and safe when working with the program. Although the main goal is to keep children out of care, we also strive towards healing and restoration. Through different camps, workshops and activities, we have seen positive progress happening.

Staff Training

- Staff development training
- Child and Family Service Information System (CFSIS)
- FACTS Training & In-house training

FE Stats on CFSIS:

- April 1, 2024 we had 53 open and active FE files.
- March 31, 2025 we had 39 open and active FE files.

These stats only include FE files, and does not include other files we supported.

Objectives for 2025—2026

- Continue working with families and communities by offering prevention supports through direct client services or community programming.
- Decolonize from western practices
- Host land-based or indoor conferences for staff and families
- Provide effective and culturally-appropriate supports to our families

Family Enhancement Report—Unit B

In the Family Enhancement (FE) program, supports are put in place that are prevention-focused. The goal of the program is to prevent children from coming into care by working directly with our families in a good way. A large focus is placed on the relationships formed between the worker and each member of the family. Having positive relationships contributes to the trust that is required when working closely with others.

Part of the supports offered by the FE program include:

- Assistance with advocating
- Programming
- Respite services
- Dry pantry goods

Providing our families with this help ensures that they have a place to turn to when they are faced with challenges or are feeling overwhelmed. It is also important to work together in a collaborative way so that families are acknowledged and heard.

I look forward to working with our families in the upcoming year.

Ekosi,

Nicole McKenzie, BA, BSW
Family Enhancement Worker



Unit A Service Manager

Bart Constant, Unit A Service Manager

Hello and Tansi to the Swampy Cree Tribal Council Annual General Assembly! As the Unit A Service Manager I oversee the five Federal communities of Mosakahiken, Chemawawin, Misipawistik, Sapotaweyak, and Wuskwi Sipihk. The Agency continues to provide essential services to children in care and families in the communities to ensure their needs are being met.

Our First Nation communities must contend with issues such as poverty, addiction, suicide, mental health, disabilities, and more. It is imperative to work as a collaborative team 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.

Please refer to the beginning of this CNCFCA Annual General Assembly Report for the current staff listings for the five Unit A sub-offices as well as Unit A Regional staff.

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 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. Staff attended the following training sessions:

- Mandatory staff 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 supervise the Sapotaweyak local sub-office due to staff shortage. There are currently three vacant positions. 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 childcare worker has a very high caseload and is 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

As the Service Manager I supervise the Wuskwi Sipihk local sub-office due to staff shortage. There are currently three vacant positions. We continue to provide services to the community through case management, intakes, resource development, family enhancement, and our Emergency Placement Resource. Currently there are 11 active foster homes and 5 places of safety.

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 provides programming and supportive, preventative services to families, youth, and children.

Wuskwi Sipihk First Nation (continued)

FE programs have included things such as: 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.

The Wuskwi Sipihk sub-office has a top tent (40x60) that has been used in the community for Jordan's Principle events, 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. I would like to begin by acknowledging that the land on which we gather is Treaty 5 Territory, an area that has been stewarded by Indigenous peoples for millennia. We recognize the historical significance of this treaty, signed in 1875, and the ongoing importance of Treaty rights and responsibilities. We commit to honoring the spirit and intent of Treaty 5 by working towards a more just and equitable future for all.

Chemawawin Local office works with families to keep them together and prevent apprehension. Families are referred to Family Enhancement for programming and services. We continue to practice kinship with extended families; meeting with families to discuss issues and programs required for transitioning children back to parents. The apprehension rate is decreased and prevention has increased significantly.

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 have now surpassed Children in Care files. Whenever children 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.

The food pantry is ongoing, providing services to families in needs of supports. Our purpose is to prevent children

from coming in to care. Workers provide one on one supports and follow-ups to families.

The agency continues to receive intakes from sources in the community. The intake worker refers families to Family Enhancement if the families are requesting services.

Mosakahiken Cree Nation

The Mosakahiken local office staff consists of a Unit Supervisor, two FE Workers, Intake Worker, Case Aide, and administrative assistant. We work as a team daily to open and close cases, complete assessments, and other day-to-day tasks.

The children in care cases fluctuate throughout the year as the agency works on reuniting families. The office continues to work in collaboration with community collaterals for support and services to families.

CNCFCA 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 be safe and have their needs met.

Misipawistik Cree Nation

As the Service Manager, I supervise the Misipawistik local sub-office due to staff shortage. There are five vacant positions in the office.



Misipawistik Cree Nation (continued)

We have at least ten children in our care who are in the process of being adopted by their extended family caregivers, which is a positive step as it will get them out of the Child Welfare system. We have permanent wards, and five siblings will be adopted to the foster parents.

Misipawistik sub-office is short-staffed and we need to create more positions at the local level such a Family Enhancement Workers, Family Enhancement Supervisor, and CFSIS Data Clerk to create a more balanced work-load.

Our Family Enhancement program has continued with programs such as the FE Pantry, which consists of meat, potatoes, fresh fruit, vegetables, and non-perishable foods. We also provide baby formula, pampers, baby clothing, and furniture to families in need.

In closing, I would like to wish the best to Mary Ballantyne, who retired in June 2025 from her position as Unit Supervisor of the Misipawistik local office.

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).

Two children have been adopted this year. There are six children and four sets of foster parents that are waiting for signed letters from their respective Chief and Council. There is one adoption in court that should be approved by the end of July. One adoptee has reached the age of majority and the file has been closed. There are ten files receiving ongoing finance.

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



Unit A Goals and Objectives for 2025-2026

- To recruit and fully staff all five federal offices.
- Recruit community members that have certificates or degrees to facilitate programming and workshops in their communities.
- Staff training, including refreshers, in CFSIS, Intake Training, ASSIST, core training that will increase their job knowledge and skills.
- 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.
- 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.
- Federal communities have therapists and psychologists come into their community twice a month. 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.
- Extended Family Foster Homes: Placements with extended families so children will continue to reside in their community.
- Ensure that LCCC meetings are held monthly for advice and recommendations from community members and Elders.
- 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 work as a team in collaboration with collaterals to assist in strengthening children and their family units.

This concludes the Unit A report from the federal communities. 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.

Please refer to the beginning of this CNCFCA Annual General Assembly Report for the current Unit B staff listing.

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.

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 family services to Indigenous children in Canada. Circulars have been provided to the Agency and the Agency will continue to implement what has been set out and abide by each Indigenous Governing Body (IGB).

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 continues to work alongside Saunders DeLaronde Law. 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 2024 in Opaskwayak Cree 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.

The Unit B Service Manager remains active in the Child Abuse Committee, since March 19, 2013, 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
Unit Working Weekend	July 25-28, 2024	Winnipeg, MB
Orientation CFSA Application	September 13, 2024	Online
FE Orientation In House	September 16-18, 2024	The Pas, MB
Child and Family Services Information System (CFSIS) Training	December 16-20, 2024 February 24-28, 2025 March 10-13, 2025	Winnipeg, MB
Mandatory Agency Training	January 21-23, 2025 January 18-30, 2025 February 4-6, 2025	Winnipeg, MB
Global Interviewing Training	January 16-17, 2025 February 19-22, 2025	Winnipeg, MB
FN Northern Authority Child and Family Training	March 9-13, 2025	Winnipeg, MB



Goals and 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 concludes my report for the 2024-2025 fiscal year. Please see the Quality Assurance Report, CFSIS Report, Age of Majority Report, and statistical graphs on the following pages.

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: Ariel Dorion-Merasty, CFSIS Specialist, and Meagan Bushko, Quality Assurance Coordinator. Ariel Dorion-Merasty is currently on leave.

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

QA Framework

1. Annual Quality Assurance Assessment – This refers to standards that are reviewed in each agency during each fiscal year.
 - a) Face to Face Contact
 - b) 50(2) Extension of Care and Maintenance
 - c) Place of Safety
 - d) Foster Homes
 - e) Training Statistics
 - f) Input of the Strategic Planning/Business Plan
2. Agency Reviews – This refers to comprehensive agency reviews that are completed in all agencies at least once during the time period for a quality assurance cycle.
 - a) Agency Reviews
 - b) Mandate Reviews
 - c) Agency Self-Evaluations
3. Cyclical Quality Assurance Assessment – This refers to standards that are reviewed in all agencies at least once during the time period for a quality assurance cycle.
 - a) Family Assessment Review (all agencies)
 - b) Case Plan Review Pilot
 - c) Digital/Photo Attachment
 - d) Expectant Parent Services
 - e) CFSIS Compliance
 - f) Training Needs
4. Special Case or Program Reviews – This refers to special reviews that are done in response to issues that arise during the fiscal year.
 - a) Complete Internal Reviews upon child death or serious injury.
 - b) Follow-up on internal and external recommenda-

tions from child death (Manitoba Advocate for Children and Youth or MACY).

- c) 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 being vacant until August 2024. QA meetings with Northern Authority have been rescheduled to start in May 2025.

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 2024.

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. We await delivery of the remaining two modules. 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
- Specialty training on Critical Incident Reports
- Age of Majority training
- Module 3 – Intake & Child Protection
- Module 8 – Financial / Special Needs

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

Program Changes—Agreements

In October 2024, the Province of Manitoba implemented new agreements:

- 1) Family Support Agreement (FSA)
- 2) Kinship Care Agreement (KCA)
- 3) Customary Care Agreement (CCA)
- 4) Voluntary Care Agreement (VCA), which replaces the current Voluntary Placement Agreement (VPA).

This allows the agency more ways to ensure family units are supported, the guardianship can remain with parents, allowing children to remain within the community and eliminate most court processes. These agreements are reflective of the change to CFSIS files originally identified as Child in Care (CIC) files and are now Child Service (CS) files. The Agency continues to work with the Northern Authority, in collaboration with sister agencies, to develop policies for these agreements.

Report completed by:

Meagan Bushko on behalf of the QA Department

Child and Family Services Applications (CFSA)

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 runs two monthly reports that provide important information about children in care, children in agreements, family files, and foster care. By regularly reviewing these reports, the agency can ensure that we are meeting provincial requirements and provide feedback to staff if information is missing.

The agency's CFSIS Specialist assists staff in gaining access to the CFSA applications, and they provide in-house training to all current and new staff to ensure they are familiar with the CFSA programs. The CFSIS Specialist regularly sends notices regarding outstanding information and provides support to ensure the information is added.

Our year-end period, April 1, 2024 to March 31, 2025, shows that staff are completing their CFSA data entry and provincial requirements are being met.

Report completed by: Ariel Dorion-Merasty, CFSIS Specialist

	Case Synopsis	File Location	Persons in Case	Recordings	Legal	Placement	CIC F2F	Funding	Photos
As of March 31, 2024: Compliance Based on 1410 Cases (763 CS)	86%	76%	88%	99%	100%	68%	68%	100%	73%
As of March 31, 2025: Compliance Based on 1556 Cases (832 CIC)	97%	98%	94%	100%	98%	98%	78%	100%	76%

AGE OF MAJORITY REPORT

The Age of Majority and Transitional Planning component within CNCFCA continues to be an ongoing effort and work in progress as Agreement With Young Adults (AYA) are submitted continuously. Training and orientation for staff continues to be provided for the agency and transitional planning lists of youth in care continue to be offered to managers for monthly review. Managers then distribute to workers, who ensure that AYAs are being submitted in a timely manner.

CNCFCA workers deserve acknowledgement, as it is not an easy task when it comes to figuring out how to best support our youth who are transitioning into adulthood and preparing them for independence. Youth may decide to stay in support of the agency beyond the age of majority (AOM). It is standard in the agency to assist youth in care with as many life skills as possible such as:

- Transitional Planning
- Training
- Support beyond age of majority with assistance to seek disability services (CLDS)
- Referrals to Adult Services (EIA)
- Independent Living

Challenges

As expected, there are challenges within the transitional planning/AOM area. Not all plans go as expected so our workers do what they can. Some of those obstacles are prosocial 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:

- Non-compliance
- High-risk behaviors
- Lack of community resources and supports
- Placement, residence, & housing for age of majority
- Addictions
- Exploitation

Looking forward, the AYA component within CNCFCA was developed to ensure that our young people are transitioning into adulthood in a caring and supportive manner. The agency is 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
- Provide one-on-one assistance to staff in all areas of transitional planning
- Flagging/reminders for transitional plans

The Agency also encourages youth to maintain contact with their families and traditional territory, and to make sure they have access to proper education. Workers ensure youth have input into their case plans, as each transitional plan is unique, flexible, and individual-based.

In closing, the Age of Majority transitional planning for youth is an ongoing agency effort. Working together from all positions in the agency to figure out what is best for our youth that are reaching the age of majority is very challenging and rewarding. Workers are submitting their AYAs to Special Needs and Northern Authority in a timely manner so youth entering these agreements have continued support from the agency.

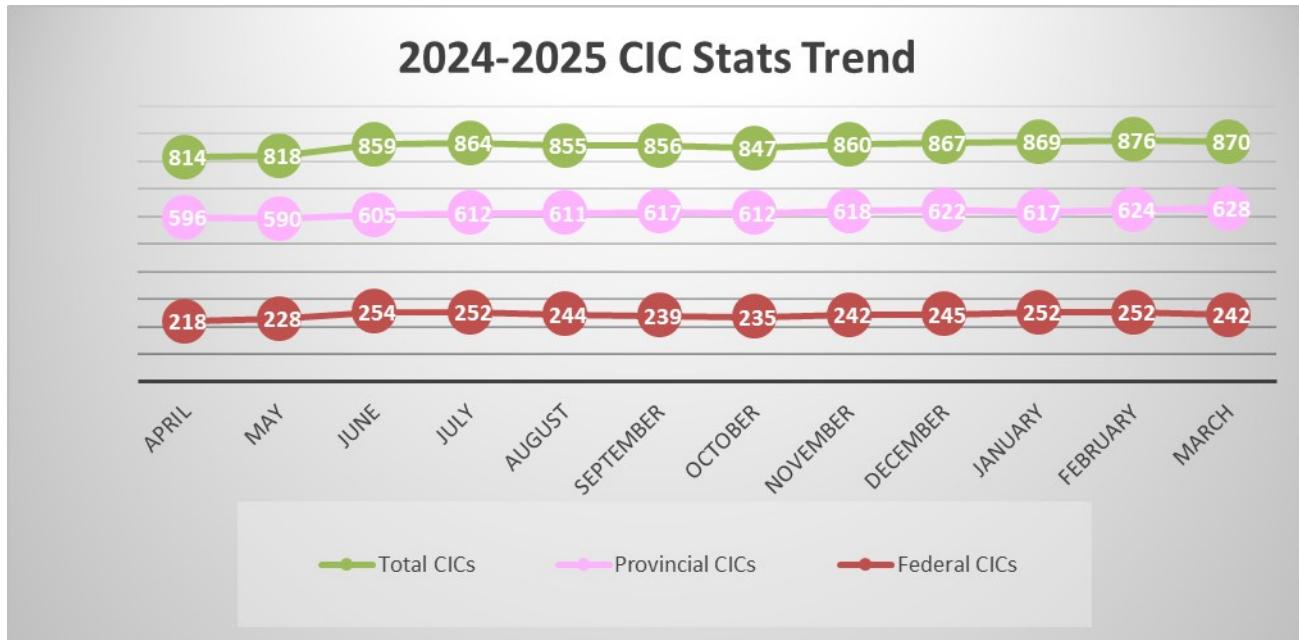
Youth who decide to leave agency support are leaving with direction from the agency, as workers help make referrals to EIA or CLDS on their behalf, and making sure youth have identification, health cards, banking, status cards, etc. as they transition to their independence.

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.

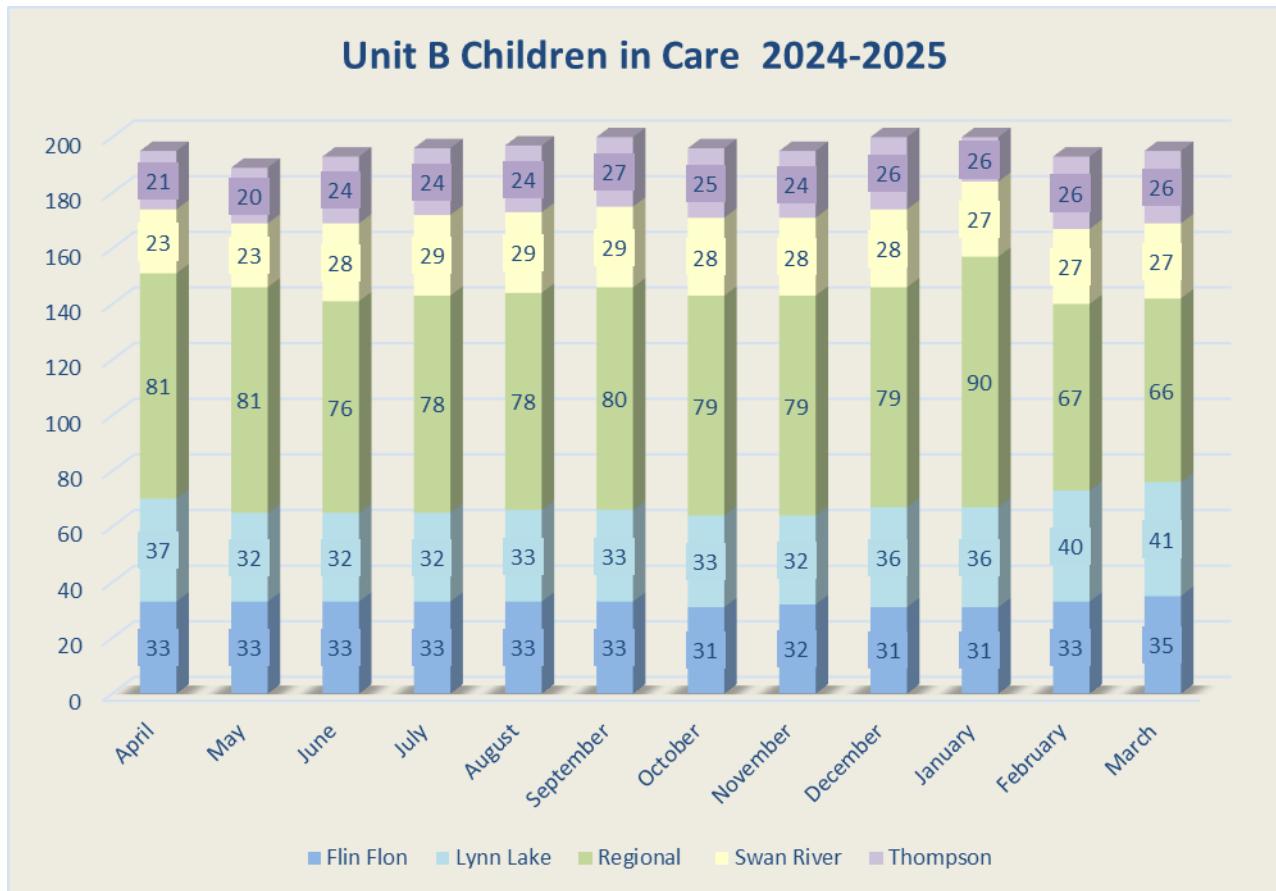
Report completed by:

Gregory Cook, Age of Majority Worker

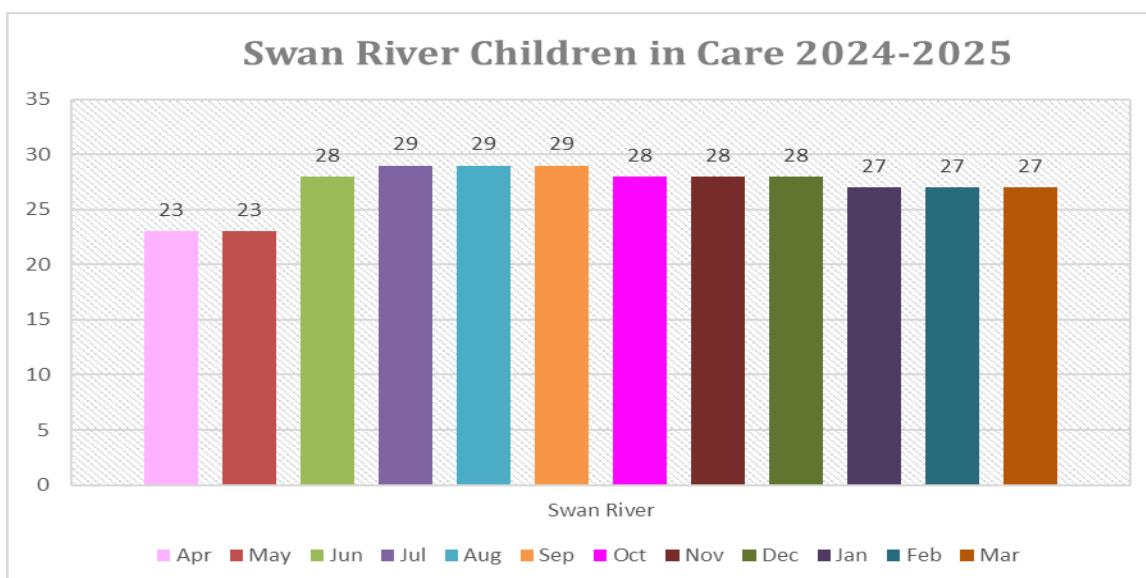
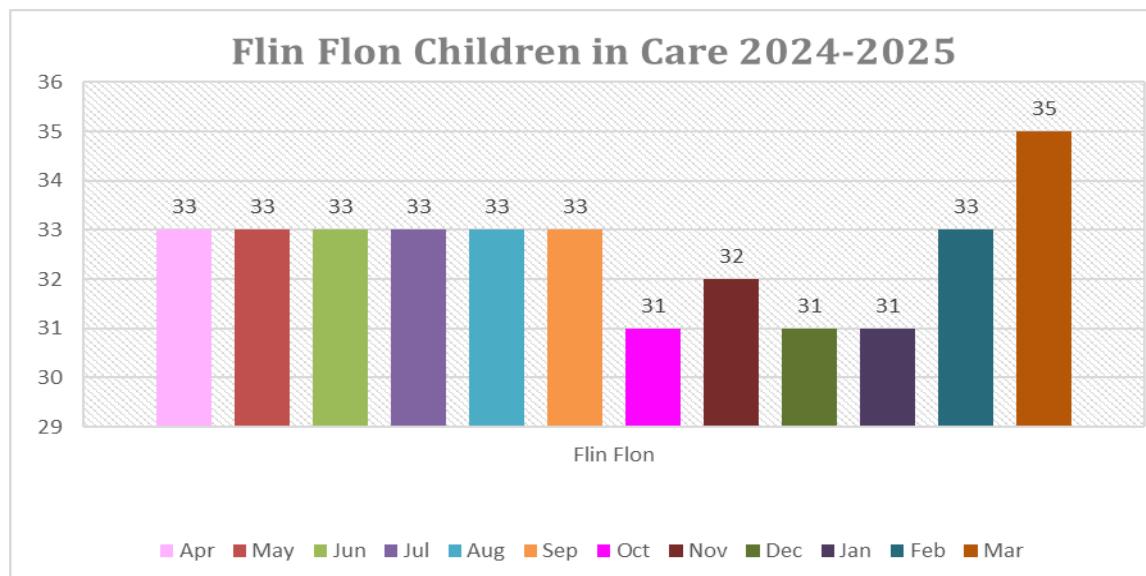
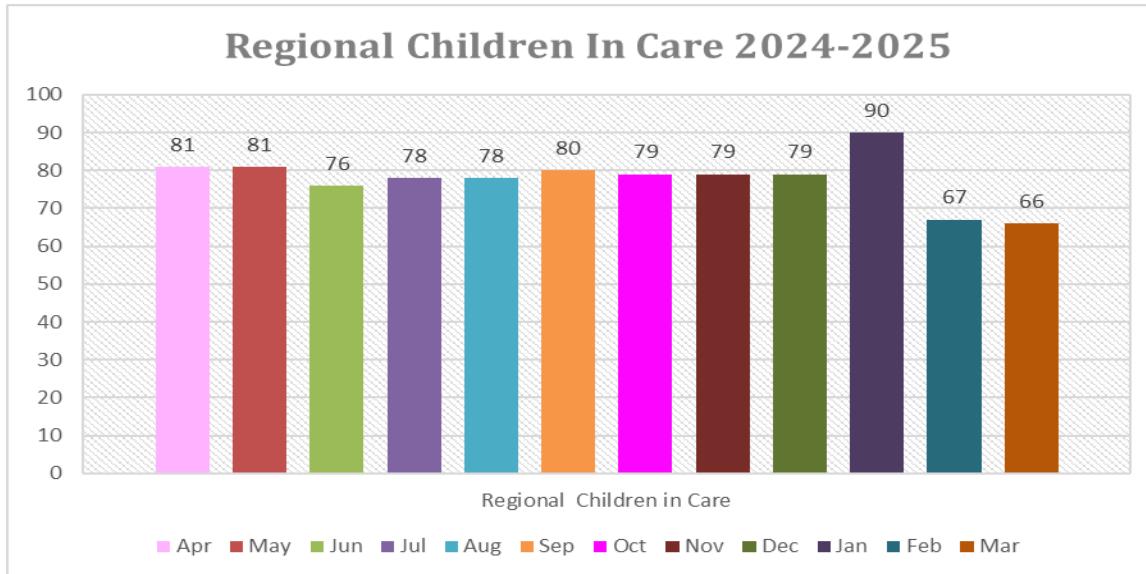
	Report Period: March 2025 Source: FACTS					
	All AYAs		Federal AYAs		Provincial AYAs	
Legal Status	Total	%	#	%	#	%
AYAs	107	12%	19	8%	88	14%
Non-AYAs	763	88%	223	92%	540	86%
Total	870	100%	242	100%	628	100%



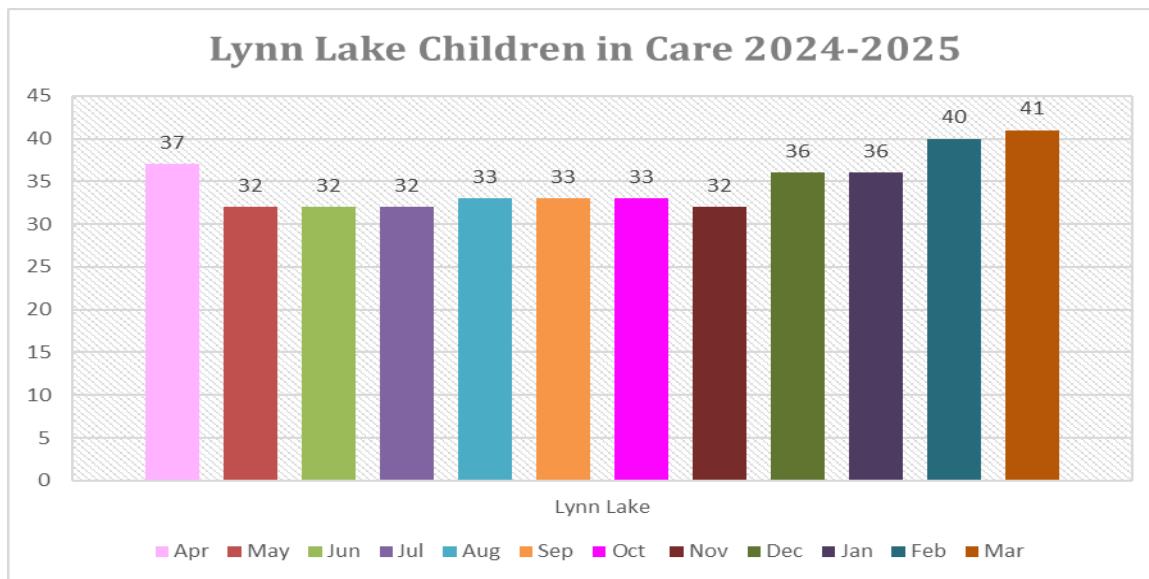
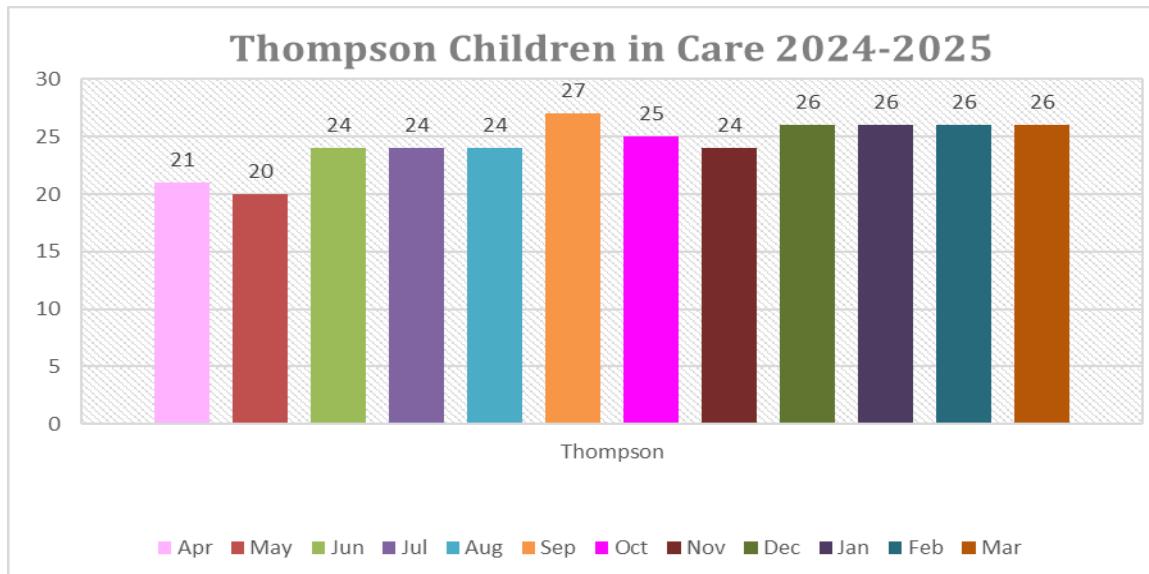
CHILDREN IN CARE STATISTICS FROM APRIL 1, 2024 – MARCH 31, 2025



CHILDREN IN CARE STATISTICS FROM APRIL 1, 2024 – MARCH 31, 2025



CHILDREN IN CARE STATISTICS FROM APRIL 1, 2024 – MARCH 31, 2025



Winnipeg Service Manager

Submitted by: Amanda Boxshall
Interim 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 CNCFCA Winnipeg and Brandon sub-offices' activities for the 2024/2025 fiscal year.

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.

A big congratulations to twelve of our CICs who graduated grade 12 in June 2025. They were each provided with star blankets, certificates, and gift cards in recognition of their achievements.

I would also like to thank the Winnipeg and Brandon office staff for their continued 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 staff shortages. Their hard work and dedication are true testaments of their commitment to the agency and the families and children they serve.

Please refer to the beginning of this CNCFCA Annual General Assembly Report for the current staff listings for the Winnipeg and Brandon sub-offices.

Professional Development and Training

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

Mandatory Staff Training:

- All Staff (choice of 3 sessions, Jan/Feb 2025)

CFSA Training:

- Caroline Iwetan (March 25-27, 2025)
- Idowu Adeogun (March 25-27, 2025)

CFS Learning Manitoba, Orientation to CFS Applications:

- Caroline Iwetan (October 7, 2024)
- Idowu Adeogun (September 28, 2024)

Foster Care Management:

- Anthea Tomchuk (June 4-6, 2024)

CNCFCA encourages employees to upgrade and develop their skills and knowledge through attendance at colleges and universities in part-time studies.

Currently, Bisala Idrissa is enrolled in General Studies through the University of Manitoba to complete her Bachelor of Arts Degree, and Kemi Bombata has completed the Masters of Indigenous Social Work Program through the University of Manitoba.

Child in Care Unit

The CIC unit consists of a Supervisor, Administrative Assistant and eight (8) CFS workers. This past year, the previous supervisor left and a new Supervisor joined the CIC unit on March 14, 2025. The CIC unit is now fully staffed.

The caseload was divided up between the workers, increasing their caseloads to approximately thirty (30) files each respectively.

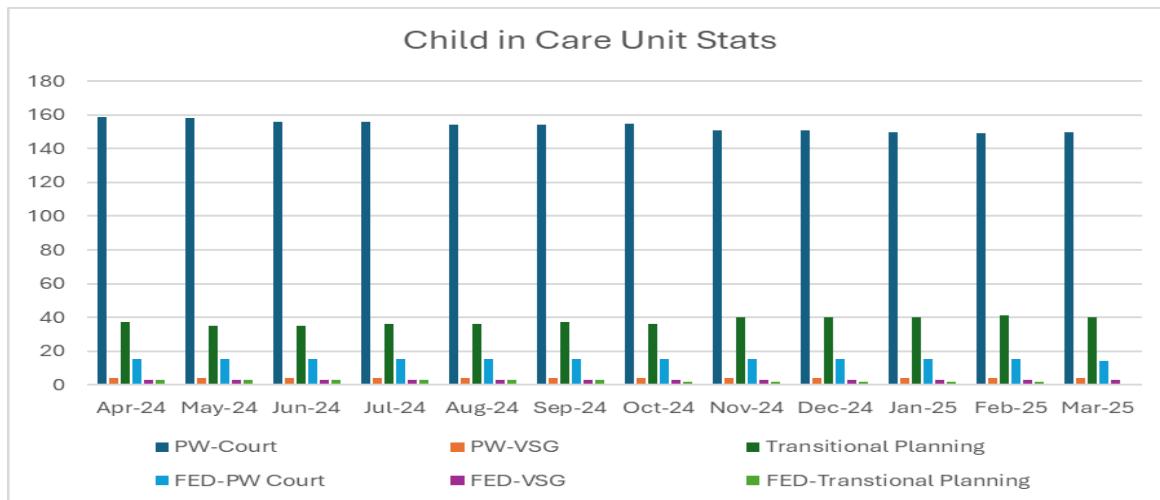
During this fiscal year, the CIC staff went the extra mile and helped provide coverage for the Brandon office, while maintaining their case management duties. Staff continue to help the Brandon office while looking for a new Supervisor for that unit.

The CIC workers are responsible for all aspects of 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 (AYA), or are transitioning out of care.

Child In Care Unit (continued)

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 on ensuring that all medical, optical, and dental needs are met, as well as assessment appointments attended. The unit is developing adherence to CFSIS to ensure updates, Face-to-Face, Recordings and photos are meeting year end requirements. Workers continue to schedule visits, and network with each other to cover all visits that meet standards.

The graph below show an average of 155 permanent wards & 40 transitional planning with the Winnipeg sub-office.



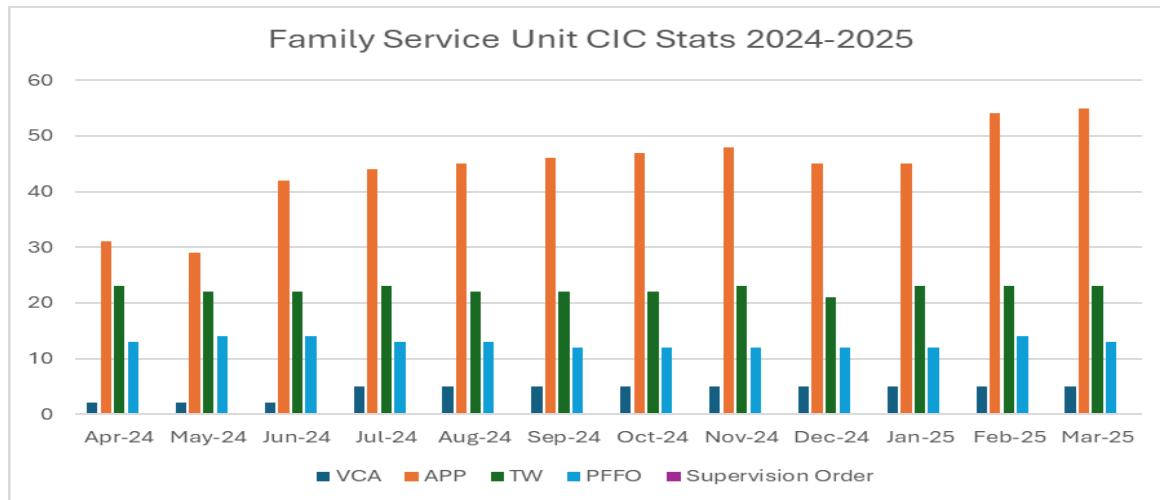
Family Services

Our Winnipeg sub-office Family Service Unit has had a challenging year to say the least. The unit experienced significant staff turnover. It was a challenge for the workers to maintain compliance with monthly face-to-faces and CFSIS updates. The Family Service Unit is almost fully staffed now. There is one current vacant Family Service Worker position. There are three Family Service Workers, one Supervisor, and one Family Enhancement Worker.

The family services unit receives file transfers from ANCR on a weekly basis, increasing the number of files in the unit. The Family Service Unit received forty-one (41) file transfers from ANCR during this fiscal year.

There are currently 34 file closures to be done as families completed their programming and 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 Legal Status:



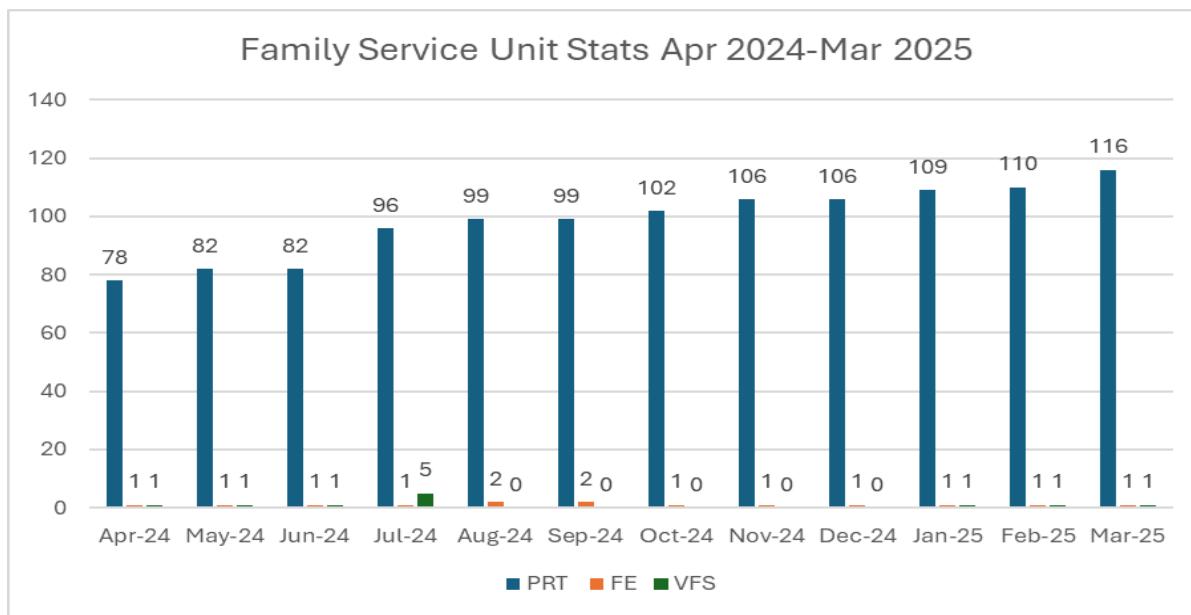
Family Enhancement

The Family Enhancement unit was without a worker from September 2024 until January 2025, 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 January 6, 2025. She has been working closely with the families and learning the processes of how our Winnipeg sub-office delivers the FE program. She has been visiting the families and reassessing the homes for ongoing supports or file closures.

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 2024/2025 fiscal year:



Resource Unit

The resource unit consists of one supervisor and four resource workers. The supervisor has been on leave since the last fiscal year and supervision has been provided by the Service Manager. The Resource unit is now almost fully staffed, with a supervisor yet to be hired. There are three foster care workers and one worker that supports the agency support workers.

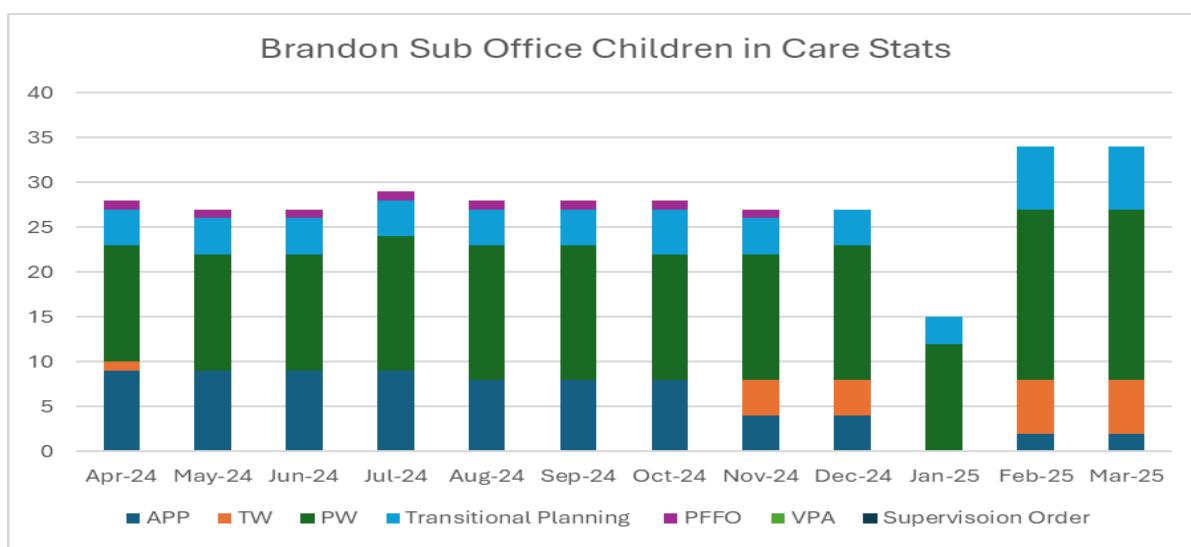
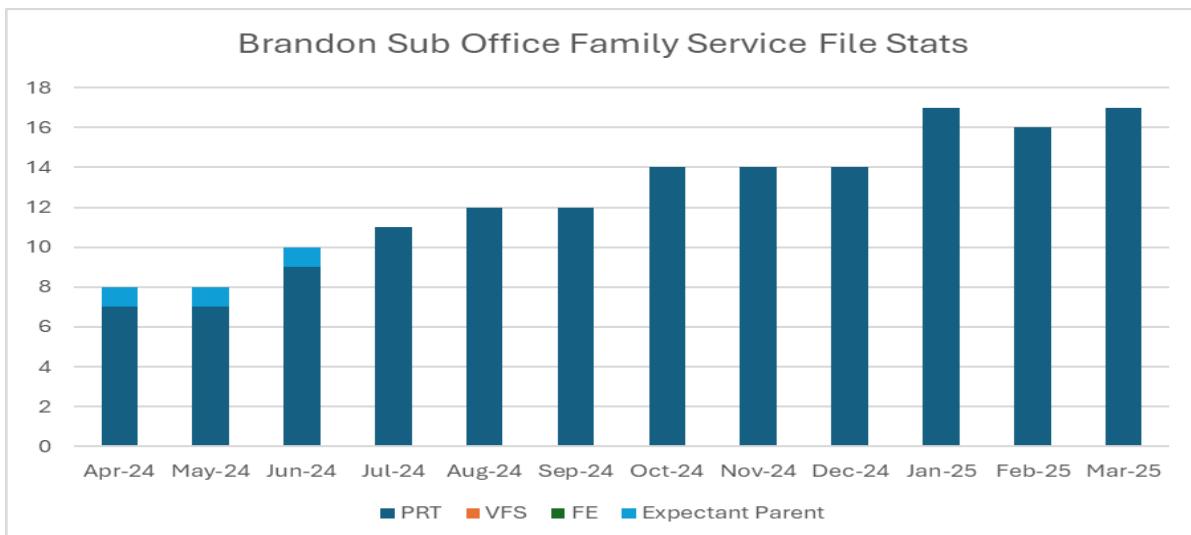
The regional resource unit provided a lot of support to the two workers. Without their assistance, the resource unit would not have been able to provide the services required by our children and families. Thank you to the regional staff for their tremendous support and collaboration with our Winnipeg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

Brandon Unit

The Brandon sub-office continues to be supervised by the Service Manager. The office consists of two CFS workers and the administrative assistant.

The current workers manage 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 communities.

During the 2024/2025 fiscal year, the Brandon office children in care and protection files remained steady, for an average of thirty (30) open files per month.



Goals & Objectives for the Winnipeg/Brandon Sub-Offices

- 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 the Winnipeg and Brandon Sub-Office annual report for the 2024/2025 fiscal year.

MCCN Service Manager

Submitted by: Valerie Whyte
MCCN Service Manager

My name is Valerie Whyte and I have been the MCCN Service Manager since September 2024. I graduated from the BSW Cohort program in 2023. I continue to live, work, and thrive in the epistemology of where I was born and raised. My goal is to work in harmony, mindfully, and with true purpose in caring for our Nation.

The MCCN staff are located in a newly renovated building with 12 offices, security door system, internet, boardroom, kitchen, laundry room, three bedrooms, three bathrooms, shower, and a storage facility. This allows us to accommodate out-of-community child welfare workers, designated intake workers, justice workers, child protection and child abuse investigators to be stationed on a short-term basis as necessary. Social work designates and professionals are working cooperatively, effectively, and efficiently in a healthy, safe, nurturing environment that is culturally appropriate. A state-of-the-art generator will be installed to alleviate the disruption of services due to unpredictable, ongoing power outages.

As of April 2025 the MCCN unit has 12 licensed foster homes and 76 children in care (23 Provincial and 53 Federal). Contributing factors such as shortage of foster homes and the need for specialized services are some of the reasons why children are placed out of the community. When that happens, every effort is made to place children with extended families. Specialized Home provincial placements are group homes, independent living Dis-ability Service (CLDS).

Staff Listing

Mathias Colomb Cree Nation Unit (MCCN)
Valerie Whyte, MCCN Service Manager
Myrna Bighetty, Unit Supervisor
Shirley Castel, Intake Supervisor

Jordan Colomb, Ernest Caribou, Security
Amanda Bighetty, Custodian

Regional Office, Opaskwayak Cree Nation

Jay Constant, MCCN Out of Community Worker
Vacant, MCCN Out of Community Worker
Veronica Thomas, Resource Worker
Sherri Constant, Administrative Assistant/Case Aide

Training & Professional Development

CNCFCA are on target for training staff on an ongoing basis. Mandatory training for staff includes CFSIS, FACTS, and Teams. Additional training occurred with law firm Saunders DeLaronde in learning court process, affidavits, long and short forms, and case parts.

On October 1, 2024, CNCFCA participated in Case Management training. This training offered a manual describing intake, ongoing case management, case planning, case assessment, file closure, case recording.

Mandatory staff training was held across three sessions in January and February 2025. The sessions consisted of team building activities, presentations, keynote speakers, and Elder Teachings.

Information Technology System

The MCCN unit boasts a highly proficient and advanced Information Technology system. MCCN staff operate, manage and function everyday duties using these technologies. MCCN upgraded their local phones, fax, internet, computers, servers, and installed a security system.

The vision of promoting and delivering traditional child welfare practices are captured using technology that is far-reaching and efficient. Technology helps agency staff in finding connections to kinship and family relationships. Furthermore, staff actively use email, FACTS, CFSIS, Teams, and Scheduler.

Our human resource department relies on technology as well. Herein, staff navigate within the system as they access their employee benefits, organizational charts, in a transparent work environment when it comes to personnel information, policy, and benefits. Transparency and accountability through technology is strength-based, best practice.

MCCN Resource Department

The MCCN resource worker is Veronica Thomas, located in The Pas. MCCN has eight approved Support/Respite Workers. Support/Respite Workers mentor children in care and allow relief and rest for the foster parents.

MCCN has twelve licensed foster homes in Pukatawagan. MCCN continues to actively recruit and encourage MCCN members to open their homes to extended family members who come into care.

MCCN CFSIS File Closures

The Child and Family Information System (CFSIS) is a data management system that supports case tracking and reporting services provided to children and families. CFSIS includes information on children in care as well as information on families receiving protective services and support services.

MCCN files awaiting closure is at 220 files. MCCN unit staff are working diligently to complete these file closures and enter them on CFSIS. CNCFCA has a CFSIS specialist at the Regional Office in The Pas that can assist with these closures.

Designated Intake Agency (DIA)

Manitoba's Designated Intake Agencies (DIA) provide 24-hour, seven days a week intake response to concerns about child safety. The DIA in The Pas is where the Child Protection Coordinator, investigators, and Federal Intake Coordinator are located. The MCCN Intake Supervisor is Shirley Castel.

Objectives for 2025-2026

In collaboration with the Regional Office, reducing the number of children in care is our priority. We aim to work with the local Wahkotowin program located in MCCN.

Staff recruitment is a priority, and we need your help to meet the tasks required in reduction. Please see the vacancies and job advertisements on our website, www.creenation.ca. When applying for a job the applicant must forward their information to the Human Resource Manager.

MCCN open file summaries go back many years, and we must work with the client to close these files.

The MCCN unit pays close attention to the CFS Act as it continues to undergo changes in an ongoing effort to align with the Federal Act Bill C-92. As part of the amendments, four new agreements were added to the CFS Act which are Family Support Agreement, Kinship Care Agreement, Customary Care Agreement, and Voluntary Care Agreement (replacing Voluntary Placement Agreement).

MCCN was fully evacuated in May 2025 due to wildfires. Manitoba has declared a second state of emergency during a wildfire season that is now the worst on record in the last 30 years. Our people are not expected to return home for months due to no electricity in the community. The return date might be in the fall season. Our thoughts and prayers to all our evacuated families, babies, youth, and Elders of MCCN.

In closing, with the help of leadership, let us work together in striving for Mitho-Pimatisiwin with our families, kinship, and customary care.

Ekosimaka!



Information Technology Manager

Dean Davidson
Information Technology Manager

Introduction

The CNCFCA IT department is dedicated to delivering standardized, state-of-the-art computer service technology solutions to effectively support the operational needs of the staff and management of CNCFCA.

This objective is accomplished through the provision of a robust, reliable, and secure technology infrastructure, facilitating the seamless integration of technology across the organization. The department administers a comprehensive training program designed to maximize the utilization of technological resources and establishes rigorous standards, policies, and procedures to ensure consistency and quality in both systems and services. Furthermore, a responsive support system for daily break/fix and administrative tasks is maintained to assist staff and management.

The department also focuses on enhancing internal communication channels by leveraging a diverse array of technology platforms, with particular emphasis on Office 365, MS Teams, and emerging service applications. The support help desk is equipped to deliver break/fix solutions within industry-standard turnaround times, ensuring efficient resolution of technical issues.

Current Staff

Dean Davidson—IT Manager
Lee Mathews—Senior IT Technician
Braden Ramstead—Junior IT Technician
Garret Olson—Training & Development Specialist

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 IT Team welcomed Garret Olson to the role of Training & Development Specialist in July 2025. Garret is responsible for training both new and current staff on the computer applications used by CNCFCA.

IT Achievements and Challenges

The IT Department encountered numerous challenges in the 2024-2025 fiscal period. The CNCFCA IT department is actively collaborating with the agency's finance division to facilitate the migration from legacy financial systems to an upgraded core financial and federal CIC database software (FACTS). Furthermore, the CNCFCA IT department is helping to spearhead the initiative to implement a modern online travel expense management system, replacing the current outdated platform.

The CNCFCA IT department has successfully achieved 100% completion of the low trajectory satellite internet installations and connectivity across all Federal sub-offices.

General Comments

CNCFCA IT Department looks forward to 2025-2026 and the opportunities to improve IT service to CNCFCA staff and management.





www.creenation.ca