

AWASIS Agency

OF NORTHERN MANITOBA

26TH ANNUAL REPORT

OUR VISION
“HEALTHY COMMUNITIES,
HEALTHY FIRST NATION CHILDREN AND FAMILIES”

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CHAIRPERSON'S REMARKS

CHIEF GEORGE NEEPIN FOX LAKE CREE NATION

Greetings Chiefs, Councillors, Staff, Community members, guests and staff from the various Sub Offices, I am pleased to welcome each and everyone of you to our General Assembly for 2009.

The past twelve months have come and gone very quickly. It seems like just the other day, we were here in welcoming new chiefs, electing new board members, acknowledging the year's accomplishments and discussing ongoing challenges of the Agency and the families we serve.

As Chairperson for this past year, I would like to extend my appreciation to the Chiefs that have served on the Board of Directors for this past year. The year has not been without its challenges. This past year, the Board of Directors made a very conscience effort to enhance its level of transparency and accountability to its membership.

Two key initiatives intended to accomplish the improved transparency and accountability was done through the Special assembly by member Chiefs and the Strategic Planning sessions were held with the Board of Directors and Senior staff.

Within these initiatives are also directives that are or were designed to strengthen the existing partnerships with the member First Nations. The recognition of First Nations autonomy within the context of existing Child and Family Services Legislation may be affected by recent changes to Legislation.

We should also take a moment to extend our condolences and prayers to the communities and families that have lost loved ones throughout this past year. The loss of life and the efforts required to address and provide appropriate response remains a challenge.

As for those that were here last year, welcome back, for the first timers, welcome and I hope that your participation at this year's annual general meeting will be a pleasant and enlightening experience for one and all.

Enclosed you will find the various reports outlining the activities for the fiscal year 2008/2009.

EXECUTIVE DIRECTOR'S REMARKS

DAVID MONIAS

Good Day! Chiefs, Proxies, Elders, Youth and Staff.

I would like to welcome all participants to the Awasis Agency Annual General Meeting! As in previous years, you will be presented with a general report of the Awasis Agency's activities and statistics to be followed by specific community and program reports. The reports will be presented by each of the local management staff from your communities. While we continue to provide child and family services (CFS) to our member First Nations, there have been extra-ordinary attention paid to the way we conduct our best practices in the way we protect our First Nations children.

Throughout this past year, we have been busy getting ready for the section four review by the northern authority. The Awasis Agency much like the other agencies have experienced scrutiny from the media, government and other interest organizations with respect to child deaths, child injuries, child placements and for the simple fact that First Nations have assumed administration of child and family services for its member First Nations. Awasis Agency had volunteered to be the first northern CFS agency to be reviewed by the First Nations of Northern Manitoba Child and Family Services Authority (Northern Authority) as announcements were made by the Family Service and Housing Minister that a sweeping review of all CFS agencies will be occurring. Awasis Agency management and staff prepared for the review by getting the files ready for review by the quality assurance team. This, however, was not the only review that the Awasis Agency has been subjected to this past fiscal year. Whenever a serious child injury or a child death occurs, a criminal investigation, a section 182 review and a child death review will be conducted by the RCMP/WPS, Northern Authority and Child Advocate's office respectively. The Awasis Agency has always cooperated and complied with these entities to ensure that we have an understanding on what led to these incidences and what measures can be taken to prevent such incidences from occurring again.

Changes continue to occur on the larger scale within the CFS system within the province of Manitoba. Standards development is one of the main activities that continues to affect the Awasis Agency where we would have to ensure that our policies and procedures meet the standards being developed. As such, we have revamped and continue to revise our policies and procedures manuals as well as our forms while at the same time designing such policies and procedures that reflect First Nations communities' realities and context.

The board and senior management have also revisited their business and strategic plans to ensure that our movement to change is more objective based rather than reactionary to the changes made at the provincial and authority level. As such, the governance model was reviewed and plans were made to implement an action plan to strategize our operations and focussed to ensure best practices are employed in providing the best possible services to our member First Nations. The

action plan will also look at establishing a stronger and healthier connection with the leadership and Awasis Agency staff at the community level.

I trust that you will enjoy the reporting by the local managers as they present their activities within your communities. Thank you and have a good day!

INTRODUCTION

Awasis Agency of Northern Manitoba has participated and contributed to the developmental work being undertaken by Manitoba Keewatinowi Okimakanak (MKO) on First Nation child and family services Governance and Jurisdiction models. Awasis staff has been seconded to provide their time and energy to conduct workshops, surveys and to provide their expertise to the MKO Child and Family Jurisdiction Project on their development of the First Nations Child and Family system. Therefore, Awasis Agency will strive to develop its philosophy, purpose and mandate consistent with the draft MKO First Nations Family Law. The draft MKO First Nations Family Law states the following:

“First Nations possess the inherent right to be self-governing and create laws based on their needs and aspirations. The Treaties signed between First Nations and the Queen of England affirm the sovereignty status of First Nations to sustain governments and to exercise jurisdiction on matters that affect them. Today First Nations maintain and adhere to the customary laws relating to their families and communities. The objectives of this legislation are:

- a) To exercise First Nations jurisdiction, power and authority to make laws on family matters;
- b) To empower First Nations with the capacity to develop and implement First Nation family systems consistent with the languages, customs, cultural values and beliefs held by First Nations citizens;
- c) To promote the unity, wellness and the sacredness of First Nation families, children and communities;
- d) To provide preventative, intervention and education programs to families consistent with First Nation cultural values, customs and languages.”

PHILOSOPHY

Awasis Agency's philosophy on child and family service is as follows:

- Children are the most precious resource, our future and will determine First Nations' future.
- All children are entitled to a safe healthy environment that nurtures and protects each child's mental, physical, emotional and spiritual well-being.
- It is the joint responsibility of the First Nation's community leaders, elders, families and professionals alike to address the breakdown of the traditional family unit.
- To commit resources towards creative and innovative efforts to prevent further erosion of First Nation traditional family way of life and well being.
- First Nations have the full power, status and capacity with respect to governing, protection and development of First Nations people, lands and economies and government.
- Manitoba First Nations have jurisdiction over child and family services to anyone on First Nations' territory and to all First Nation citizens/members regardless of their residence in Manitoba.

PURPOSE

In 1983, the Master Agreement signed between the Department of Indian Affairs and Northern Development (Canada), Province of Manitoba and Manitoba Keewatinowi Okimakanak (MKO). The purpose of the creation of the Awasis Agency was as follows:

“Indian Child Welfare Programs and Related Family Services” means child welfare programs and services established by the parties..... designed to meet the goals and objectives of Indian band(s) and the needs of Indian children with emphasis on program elements or components which recognize, encourage and support the Indian identity, traditional customs, culture and way of life;”

The purpose of the Awasis Agency has not changed much since the master agreement was signed. However, since the signing and implementation of this agreement, it is obvious that one could not neatly compartmentalize the issue of as being independent from or unrelated to other historical and contemporary issues. The relationship between community standards and program and service delivery standards is both subtle and highly complex and we found ourselves talking about the wide range of issues affecting life in First Nation’s communities. The purpose of the Awasis Agency is as follows:

“To ensure the “best interest of the child” within the context of family, community and culture through the delivery of best practices in promotion, prevention and protection programs.”

VISION STATEMENT

Healthy communities, healthy First Nation children and families.

MISSION STATEMENT

To provide culturally appropriate child and family services.

MANDATE

The Awasis Agency of Northern Manitoba mandate is derived from two sources. The first mandate is a legislative mandate that is derived from the Child and Family Services Act. The second mandate is derived from the First Nations Chiefs who sit as members of the Awasis Agency. The mandates are as follows:

1. Provincial mandate

Awasis Agency of Northern Manitoba is charged with the responsibility to provide mandated and non-mandated child and family services to the members of our First Nation, as outlined in *Child and Family Services Act*. Specifically, these duties [Section 7(1)] include:

- (a) To work with other human service systems to resolve problems in the social and community environment likely to place children and families at risk;
- (b) To provide family counselling, guidance and other services to families for the prevention of circumstances requiring the placement of children in protection care or in treatment programs;
- (c) To provide family guidance, counselling, supervision and other services to families for the protection of children;
- (d) To investigate allegations or evidence that children may be in need of protection;
- (e) To protect children;
- (f) To develop and provide services which will assist families in re-establishing their ability to care for their children;
- (g) To provide care for children in care;
- (h) To develop permanency plans for all children in care with a view to establishing a normal family life for these children;

- (i) To provide adoption services where appropriate for children in permanent care;
- (j) To provide adoption services under *The Adoption Act*;
- (k) To provide post-adoption services to families and adults under *The Adoption Act*;
- (l) To provide parenting education and other supportive services and assistance to children who are parents, with a view to ensuring a stable and workable plan for them and their children;
- (m) To develop and maintain child care resources;
- (n) To provide services which respect the cultural and linguistic heritage of families and children.

2. First Nations mandate - This mandate is threefold

- i. Promotional Activities:
 - Educate the public;
 - Educate families/parents;
 - Educate the leadership;
 - Educate collateral resources;
- ii. Prevention Activities:
 - In-home supports;
 - Counselling;
 - Respite;
 - Awareness and workshops;
 - Parent-aides
- iii. Protection Activities:
 - Intake and Investigation;
 - Assessment;
 - Plan;
 - Implementation/Case management
 - Evaluation

GENERAL REPORT

EXECUTIVE DIRECTOR

David Monias

A Section 4 Operational Review is being conducted into the performance and practices of Awasis Agency of Northern Manitoba. The executive directors for the northern First Nations child and family services agencies had requested that the Section 4 reviews be conducted by the First Nations of Northern Manitoba Child and Family Services Authority to which Awasis Agency has volunteered to be the first agency to be reviewed in the north. Prior to the Executive Directors requesting the Section 4 Review on their agencies, the Cree Nation Child and Family Caring Agency had undergone a Section 4 Operational Review and a Section 4 Review conducted as a result of the Death of Gage Guimond. The terms of reference for the review were focused in three specific areas:

- Administration/governance issues
- Compliance with standards and service delivery practices
- Review of financial transaction related to child maintenance, staff expense accounts and payment to foster parents, support workers and residential care facilities

The overall determination of the review exposed a number of issues related to the governance models and a meeting was recommended between the boards of the six First Nation Child and Family Services (CFS) agencies and the Northern Authority to standardize all by-laws, agency policies and procedures manuals. One of the recommendations determined by the review was to ensure all boards of CFS agencies conduct a self assessment review of board policies and by-laws. The Awasis Agency board of directors meet on-reserve on a regular basis to conduct business on addressing issues affecting the agency, communities, families and children.

The Awasis Agency of Northern Manitoba Board of Directors have three key areas of responsibility:

- Planning and policy development
- Community and organizational development
- Support development

Planning and policy development includes determining the mission and vision that navigates the future direction of the Awasis Agency. This is realized through the board's leadership and participation in strategic planning set up by the senior management of the Agency. The first area covers policy development in response to major issues that are or will in the future have significant impact on the agency and the communities the agency serves. The Awasis Agency has revamped its policies, procedures and forms since the start of transition of AJI-CWI as the Provincial system transformed its standards of practice. The Agency continues to review the recommendations brought forward by the Ombudsman, the Child Advocate's Office and by the

various inquest and reviews undertaken by the authorities, and the Child Protection Branch. Awasis Agency has compiled and reviewed the 300 plus recommendations from the external and internal reviews. This became the focus of the agency in its development of the policies and in anticipation of an impending review to be conducted by the Northern Authority.

Also included is reviewing the function of agency programs, services and finally the monitoring the performance of the Awasis Executive Director.

Community and organizational development is defined as building the agency's base of support in the 12 communities in which Awasis provides child welfare services by:

- Interacting with the community to bring forward new issues
- Opportunities and community needs to the attention of the agency
- Maintaining accountability to the First Nations community members, federal and provincial funders
- Ensuring the goals and objectives of the agency are on target within the communities they serve
- Maintaining a high level of accountability to the youth/children and families engaged with Awasis

It also includes training and developing current and new leaders within the board and committees, and assuring that the same development is occurring with the professional staff through the leadership of the Executive Director. The agency sets aside funds for board and staff development and enhancement of workers' skills so that they effectively carry on their duties as legislatively mandated and to meet the responsibilities entrusted to them by the local First Nations leadership and local Awasis sub-offices.

Support development includes:

- Giving personal time
- Developing supporters
- Leading events
- Maintaining accountability to government funders

The three areas are closely linked to each other. If the governance and management is going to make decisions that reflect the true interests and needs of the agency's mandate and vision, Awasis Agency must be aware of the needs and concerns of with the wider community of which they are apart. For this reason, an operations manager and local management has been assigned to each community to maintain the connectiveness and communication of local issues and concerns so that they may be resolved.

The governance body, management and operation is expected to support the programs and services of the agency, in addition to being involved in planning and decision-making in a

concrete and decisive manner. Management meetings are held, a special meeting of the Corporation was called and on-going community visits by the management is maintained so that any decisions made are done in the context of community realities.

Board, management and staff evaluations are a necessary component to ensure a constant form of appraisal to gauge personal knowledge, skill and attitude concerning the evolution of child welfare within the Province of Manitoba. This is critical so that we can make informed decisions in creating our strategic plan for the Awasis Agency. It was critical that we focussed on developing strategies in the following areas: Promotion, Prevention, Protection and Partnership.

Promotion is the education and the development and well being of children and youth programs and informational material.

Awasis Agency worked collaboratively with other service providers to assist parents and communities in giving children a healthy start; facilitating the development of key internal and external assets required by children and youth in order for them to grow into healthy, responsible, and contributing adults. This is accomplished by the Awasis Agency by:

- Educating the public
- Educating families/parents
- Educating the leadership
- Educating collateral resources

We continue to work on building a positive, healthy and strong relationship with the leadership and community members to change the way they look at our agency. It is a success where we have families working with our agency and attending information sessions and workshops held by our agency. The community has continued to participate in partnership with our agency in promoting health and well-being of our families and children.

Prevention/Preservation is strengthening and supporting the family unit so as to facilitate the development of safe, healthy and nurturing environments for children and youth.

Families often require timely and effective support services to assist them in creating healthy home environments. Intervening early with children and families is critical to optimal child development and preventing the need for crisis intervention later in their lives.

In collaboration with the First Nations Family Justice Program, Awasis Agency explored ways to increase the number of families referred for family mediation. This program has shown that it has been successful in strengthening and preserving the family unit and ensuring that the needs of children are holistically addressed, beyond the parameters of CFS.

Furthermore, the families have been provided with in-home supports to assist them to become healthier and educated on communication, positive parent-child interactions. The in-home supports consist of the following:

- Counselling
- Respite
- Awareness and workshops
- Parent-aide services
- Homemakers services

The following statistics shows the number of children serviced and number of families serviced.

- For 2007-2008 children receiving services is **2406**
- For 2008 – 2009 children receiving services is **2575**
- For 2007-2008 families receiving is services is **838**
- For 2008-2009 families receiving services is **885**

Awasis Agency considers its program to be a success because although the agency is not funded for services to families, it continues to provide the services to families in need of support. The Awasis Agency board of directors and management continues to lobby and advocate for more funding for front end services to prevent children from coming into care and preserving families stay healthy.

Protection is the keeping of children and youth safe and protected by providing a safety net for vulnerable children and youth in need through the following:

- Intake and Investigation
- Assessment
- Plan
- Implementation/Case management
- Evaluation

In the fiscal year 2007-2008, the agency had 599 children in care for protection reasons and in fiscal year 2008-2009, the agency had 690 children in care for protection reasons. The rate of increase is 15.1% and considering that the Province has issued a policy on child safety being paramount and as a result we have children in care rising. While we would like for the children in care to decrease, there are situations where it is necessary to bring children into care for various reasons. The Awasis Agency has always maintained that the safety of the child is paramount and will take all measures to protect the children in the traditions sense and in an innovative way when possible. The strength in this scenario and program is the ability of our workers to be able to case manage the high caseloads without adequate workload relief or adequate funding.

Partnership is the promotion of the strategic alliances needed in communities to plan, deliver and assess services that promote positive outcomes for children and families.

The Awasis Agency prides itself in entering into collaborative initiatives with collateral resources at the community level and at the regional level with various other programs and funders. The two most distinct partnership initiatives undertaken by our agency is First Nation Family Justice Program and Children with Life Long Complex Medical Needs Project. Both of these initiatives were developed and established in partnership with the Federal and Provincial governments. Both projects have contributed to providing front end essential services that would otherwise not be in existence due to conflicting and jurisdictional disputes.

At the community level, together, we planned, organized and implemented community events on special occasions and other preventative programs with teamwork, leadership, and sharing

responsibilities of activities. There are various initiatives that are undertaken at the community level by the staff of the Awasis Agency. Below are just a few examples of the type of best practice initiatives:

- Parent Enhancement Programs and workshops held
- Mother's Day Breakfast and events for the community
- community feast and ball tournament for parents and their children
- Indian Days celebration with families volunteering to cover off events
- Halloween costume contest and a party
- purchase hampers for each family in the community
- Annual Youth Conference
- Winter Festival for youth
- 10 month sharing circle for young ladies & girls
- Annual Spring Break Carnival for all communities to keep kids out of trouble and out of care
- Family Day – Spring Sliding party
- Solidarity Day Celebration
- Father's Day Baseball
- Autumn Community BBQ
- Annual Halloween Festivities and Costume Contest
- Christmas Celebration

I will not go into more detail as you will hear from the management staff about their best practices that they have implemented within your communities.

Thank you for your time and giving me your ear.

Ekosi.

STATISTICAL REPORT

DIRECTOR OF OPERATIONS
Robert Lafontaine

Chart #1

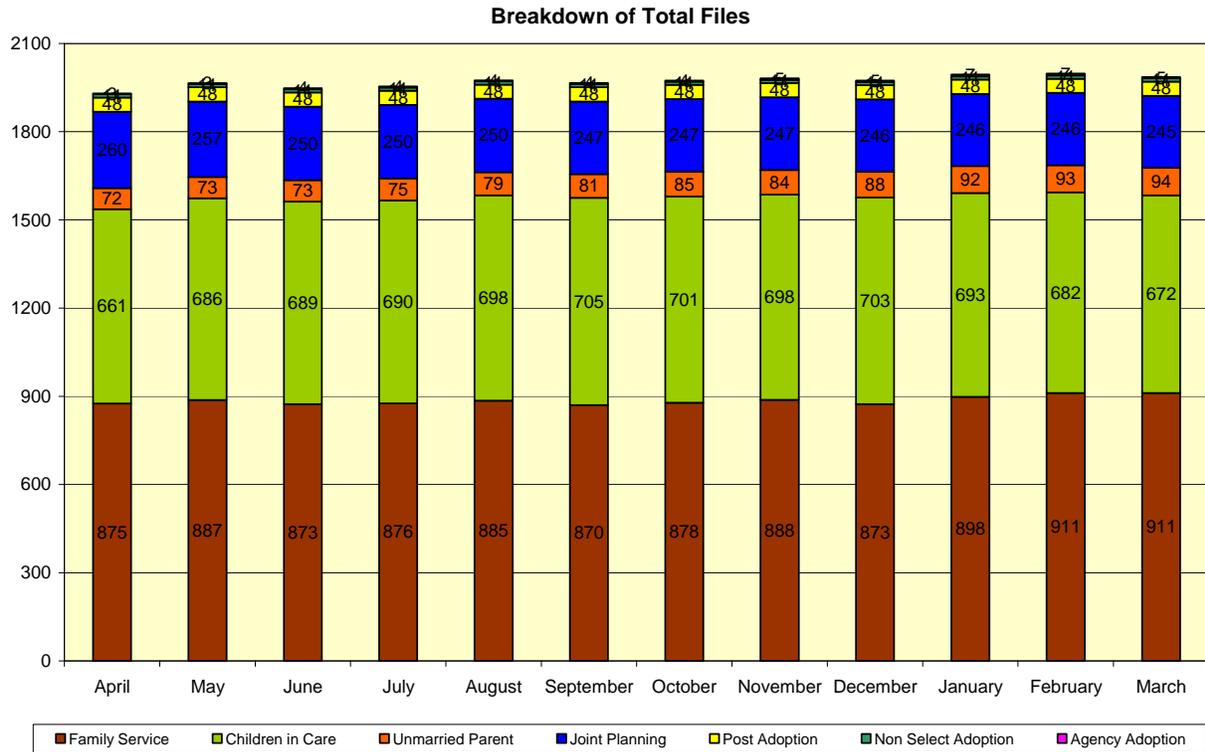
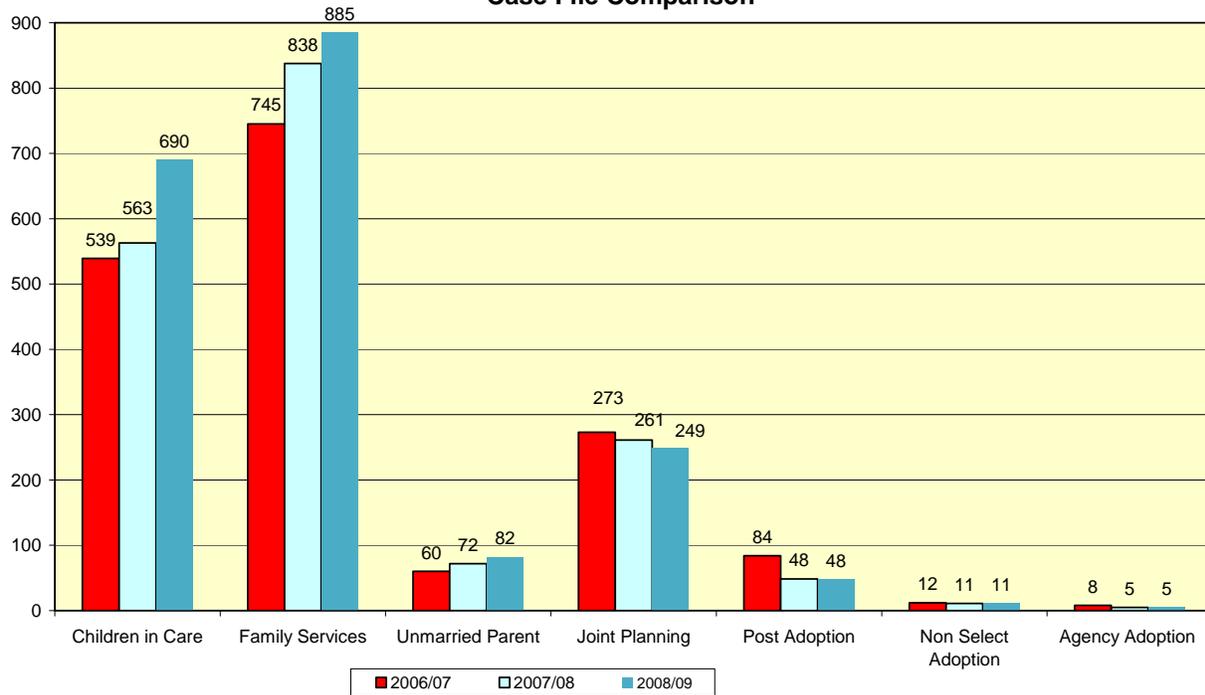


Chart one illustrates the total number of files worked on each month during the last fiscal year. There was an average of eight hundred eighty five family service files each month. The average number of children in care each month was six hundred ninety, which is an increase of an average of ninety one more children each month than in the previous fiscal year. The average number of unmarried parent files was at eighty two, for the purposes of this report no distinction is made between in care or not in care for this type of file. Throughout the whole agency there was an average of two hundred forty nine joint planning files per month, these are files where other agencies have children from Awasis communities in their care, and a concerted effort is made to plan in partnership with that agency. With respect to post adoption, non-select adoption and agency adoption the average number of files each month are forty eight, eleven and five respectively. Considering the increasing number of permanent orders being granted throughout the agency, the numbers in these three areas remains remarkably low.

Chart #2

Case File Comparison



In chart two the first three areas show a noticeable increase in the average figures over the course of the last fiscal year. The number of children in care has continued to increase post AJI/CWI. This in turn has a direct effect on the increasing numbers of files in the area of family services, when a ward file is opened a corresponding family file will also be opened. Family service files are also opened when services are requested by families voluntarily and in some instances as a preventative measure. The average number of unmarried parent files also increased, this would include young mothers both in and out of care of the agency. The numbers of Joint planning cases has decreased slightly from the two previous fiscal years. The remaining three areas have remained static or the same over the past two fiscal years.

Chart #3

Children in Care Comparison

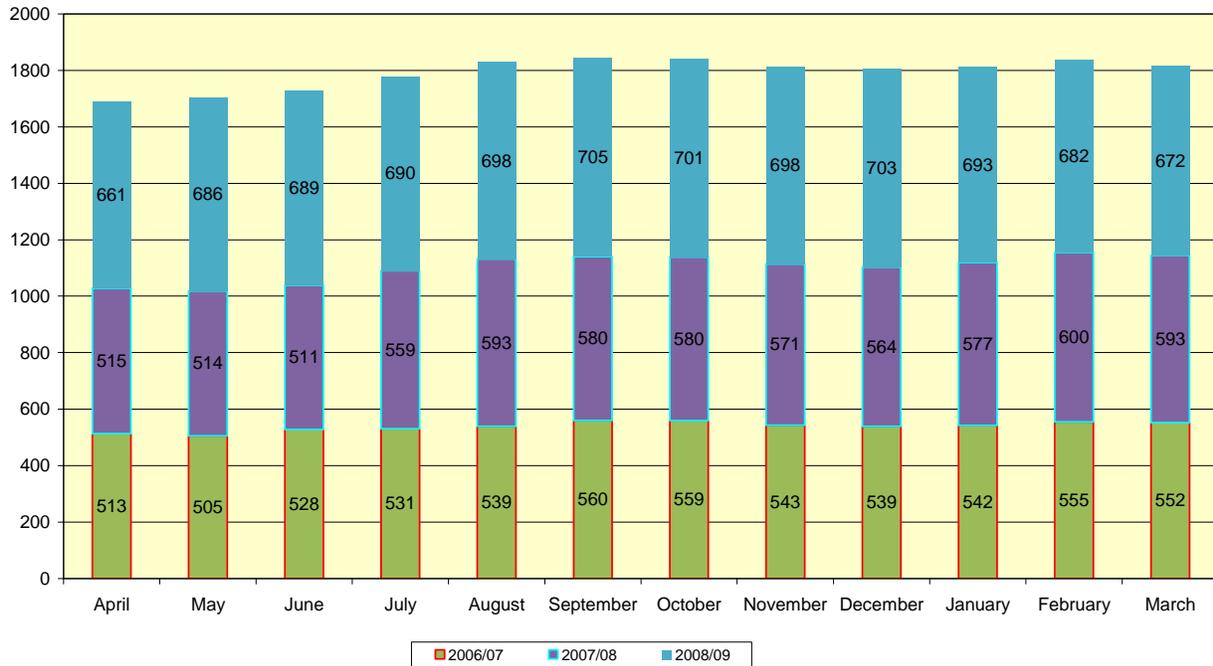


Chart three illustrates the numbers of children in care each month over the past three fiscal years. It's quite evident that there has been a noticeable increase of these numbers most months with each passing year. The bottom figures in the column represent the 2006/07 fiscal year, the figures in the middle of the column depict the figures for the 2007/08 fiscal year and the top figures show the numbers of children in care each month for the last fiscal year. Overall there was an average of five hundred thirty eight children in care for 2006/07, an average of five hundred sixty three children in care for 2007/08 and for the 2008/09 fiscal year there was an average of six hundred eighty nine children in care each month.

Chart #4
Children in Care by Community

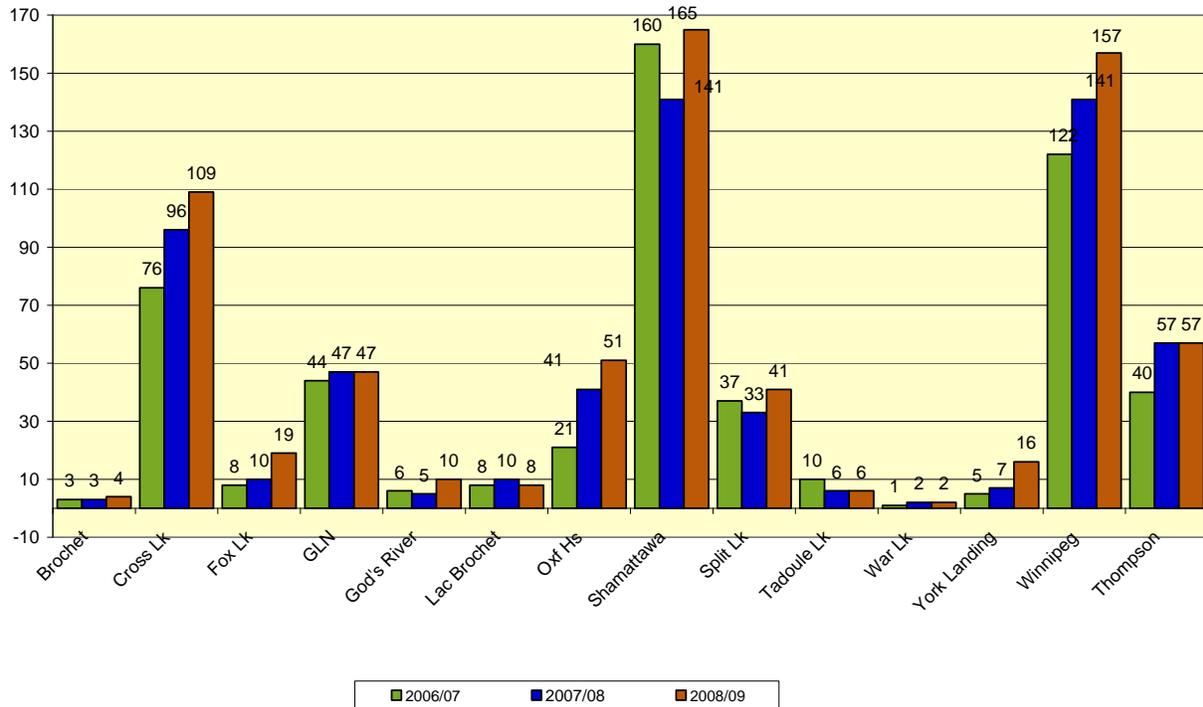


Chart four shows how the above mentioned figures fluctuated over the course of the last three fiscal years. Some communities have had marginal increases in the numbers of children in care, whereas others have had significant increases where the caseload has doubled. Only one community decreased their caseload and the remainder has stayed static or unchanged from the previous fiscal year.

Chart #5

Legal Status Comparison

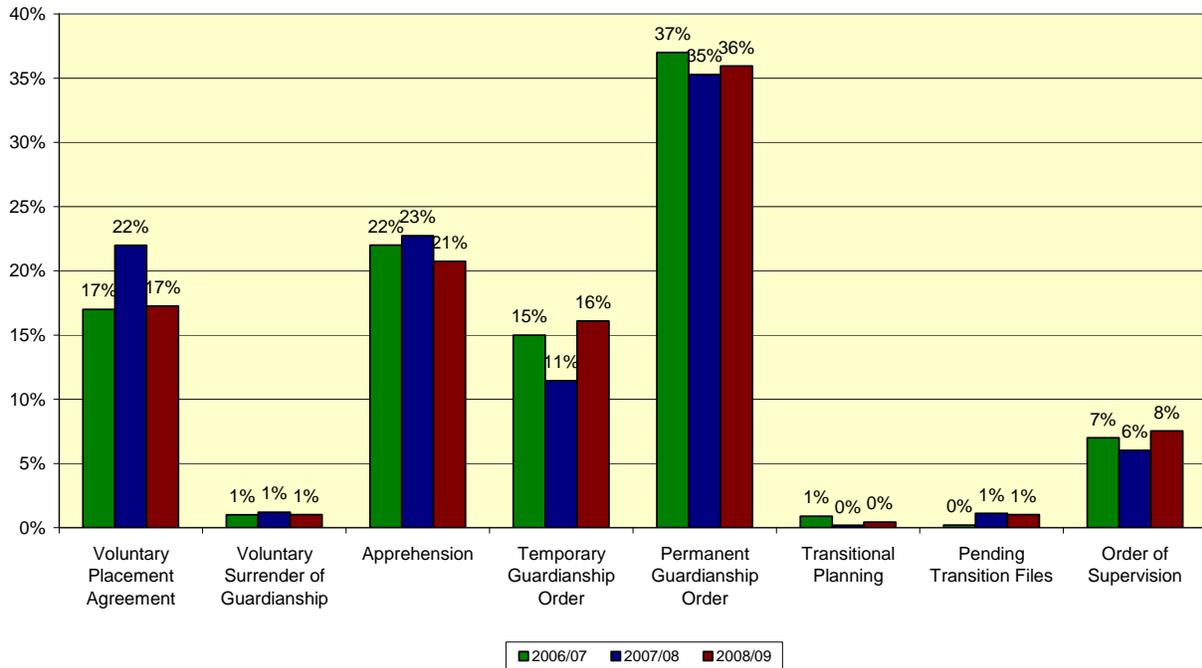


Chart number five captures the trends in the types of legal status that the agency has had on children in care in the last three fiscal years. The numbers of voluntary placement agreements has dropped by five percent from the previous fiscal year. There are a number of possible factors that can contribute to this decrease. The numbers of applications for voluntary surrenders of guardianship have remained unchanged over this three year timeframe. Although, the numbers of apprehensions may be down slightly, the numbers of temporary guardianship orders have clearly increased. The columns with the greatest figures are in the area of permanent guardianship orders, unfortunately this makes up more than a third of the children that the agency has in their care. The numbers of transitional planning and pending transitional files has also stayed the same as the year prior. The numbers of orders of supervision were up slightly. This type of order gives the agency legal access to children that may potentially be at risk.

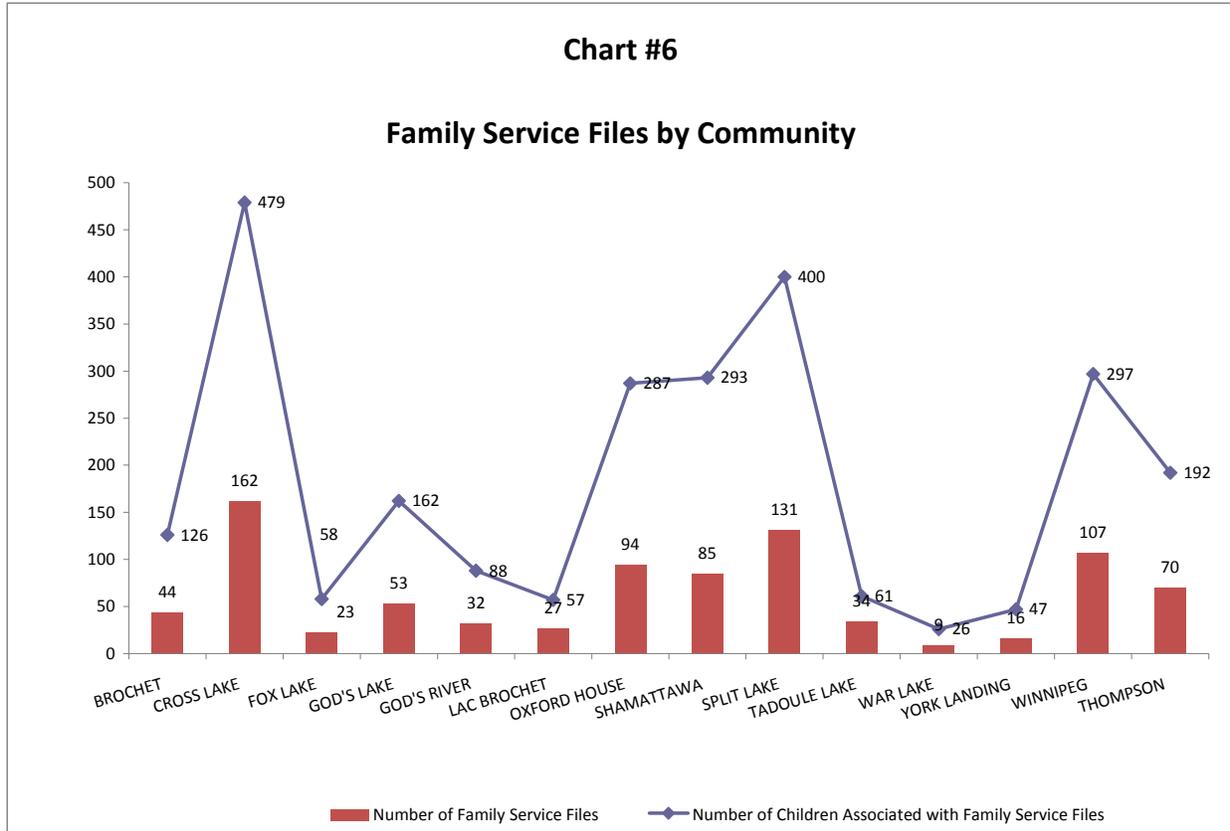


Chart number six illustrates the number of family service files opened in each community where Awasis provides service. The columns show the number of files per community and the small diamond shaped boxes with the connecting lines show the actual number of children associated with those files. Generally there are two and often three times as many children connected to the number of family files opened in each community. There are two instances when Family files are opened by the agency. Family files are opened both when children come into care of the agency and secondly, family files are also opened when families are receiving support as a method of preventing children from coming into care. If one were to add the number of family files, the number of children associated with those files and the number of children in care, factor in the geographic location of the children and their families, this would give one an idea of the volume of work that is required to manage the caseloads in each of the respective communities.

Chart #7

Placement Comparison

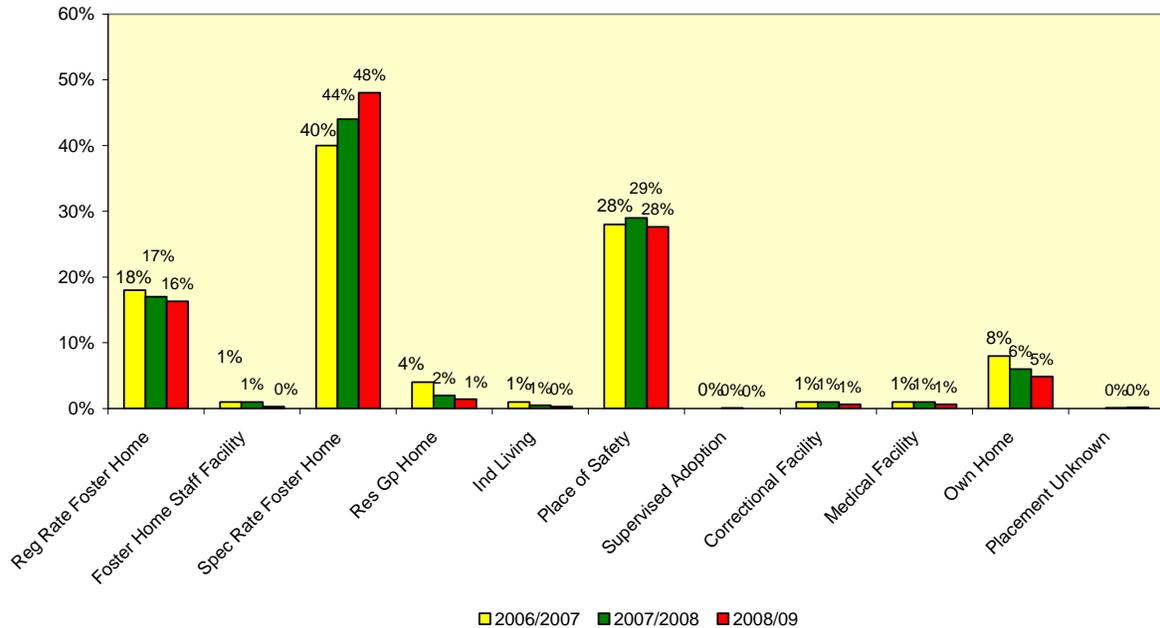


Chart number seven draws a comparison of the types of placements used by the agency over the last three fiscal years. At first glance it appears that the figures remained relatively the same over this timeframe. For the purposes of this report I'll focus on the areas that show the most significant changes. The percentage of children in regular rate foster homes is down slightly from the two previous years, there was an average of one hundred and four children in this type of placement in any given month last year. Almost half of the children in care were in special rated foster homes or an average of three hundred and six children each month. The agency had one percent or an average of nine children per month were in residential group homes. An effort is made by the agency to continue to keep these figures low as it is thought that children and youth do better in family settings versus an institutional environment. At the same time it is also recognized that there are always going to be exceptional circumstances that will require a more structured setting for some children/youth in care. There continues to be a remarkable number of children in care that are in places of safety. According to these figures twenty eight percent or one hundred seventy six children were in this type of placement each month in the last fiscal year. Finally, there were five percent or an average of thirty one children in their own home. These are generally cases where children continue to remain in home with their parents while under an order of supervision as a precautionary measure. An order of supervision gives the agency the legal ability to closely monitor families that have children that may be at risk of coming into care.

FINANCIAL REPORT

DIRECTOR OF FINANCE

Juliet Lafontaine

The Awasis Agency of Northern Manitoba was audited by the “The Exchange Group” for the year ended March 31, 2009. Awasis received an “Unqualified Audit”, which in layman’s terms means the auditors did not find any material discrepancies and the financial statements describe fairly the financial operations of the Agency.

The Statement of Financial Position as of March 31, 2009 indicates that Awasis Agency continues to experience a healthy Cash Flow scenario. This is due mainly to the Internally Restricted Assets that the Agency has set aside and identified for projects for future periods.

2008/2009 Fiscal Year

Revenue		\$23,904,394
Expenditures		24,175,737
	Excess (Deficiency) of Revenue over Expenditures:	(\$271,343)
Unrestricted Balance Forward Mar.31.08 (Restated)		291,845
Less:	Investment in Capital Assets	-301,647
Plus:	Funds redirected from Internally Restricted Assets	457,503
	Surplus/(Deficit):	\$176,358

For the fiscal year ending March 31, 2009 Awasis Agency closed with a consolidated surplus of **\$176,358**.

**STATEMENT OF FINANCIAL POSITION
AS AT MARCH 31, 2009**

	2009	2008 (Restated)
ASSETS		
CURRENT		
Cash	\$ 2,392,896	\$ 2,256,024
Accounts Receivable	685,410	831,061
Due from Indian & Northern Affairs Canada	183,061	285,755
Due from Province of Manitoba	628,453	965,496
Prepaid Expenses	85,808	73,707
	\$ 3,975,628	\$ 4,412,043
CAPITAL ASSETS, notes 2 & 4	343,953	235,765
	\$ 4,319,581	\$ 4,647,808
LIABILITIES		
CURRENT		
Accounts Payable & Accrued Liabilities	\$ 616,594	\$ 480,019
Working Capital Payable	447,424	447,424
	\$ 1,064,018	\$ 927,443
NET ASSETS		
UNRESTRICTED	\$ 176,358	\$ 291,845
INTERNALLY RESTRICTED, notes 2 & 8	2,735,252	3,192,755
INVESTED IN CAPITAL ASSETS	343,953	235,765
	\$ 3,255,563	\$ 3,720,365
	\$ 4,319,581	\$ 4,647,808

The Awasis Agency held \$685,410 in receivables which was due from a number of different sources. The following is a breakdown of the receivables:

• Northern Authority	=	183,329.
• Dept of Justice-Canada	=	163,882.
• Cree Nation CFCA	=	95,370.
• GST	=	93,862.
• FNIHB (CWLLCMN)	=	89,430.
• Miscellaneous - Administration	=	23,018.
• MKO	=	18,962.
• OCN CFS	=	4,682.
• Miscellaneous – Maintenance	=	4,600.

Amounts were also due for children in care maintenance expenses from the Department of Indian & Northern Affairs Canada in the amount of \$183,061 and the Province of Manitoba in the amount of \$628,453. The estimated collection rate on the receivables is 99%.

At March 31, 2009 a total amount of \$ 616,594 was owed in payables. The following is a breakdown of the payables due:

- Employee Leave Credits Payable = 397,224.
- Accounts Payables = 107,597.
- BEB Payable (INAC) = 79,829.
- Payroll Accrual = 31,943.

The Agency has a balance of \$ 2,735,252 in Internally Restricted Net Assets as at March 31, 2009. The agency recognizes that the accumulation of restricted and unrestricted net assets in a public sector organization is not a desirable goal in and of itself. The following are brief explanations for the above listed Internally Restricted Assets.

Third Party Projects– While the contractual arrangements do not have restrictive clauses, it is the policy of the Agency to restrict the surplus specific to these projects in order to support future year expenditures.

Children with Lifelong Complex Medical Needs Program	\$ 89,701
First Nations Family Justice Program	<u>38,447</u>
	<u>\$ 128,148</u>

Maintenance Allocations– Surplus related to allowable maintenance expenditures billed and for which expenditures have not yet taken place.

Agency allowance	\$ 690,143
Foster Parent Training	<u>198,906</u>
	<u>\$ 889,049</u>

Infrastructure - the Agency feels it is prudent management policy to set aside amounts of unrestricted accumulated surplus to be retained on an ongoing basis to replace the ageing capital infrastructure of the Agency.

Infrastructure	\$ 264,773
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Prevention Projects – Agency targeting portion of unrestricted surplus to be made available for prevention/differential response projects.

Prevention Projects	\$1,294,282
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Shamattawa Family Support Facility – Surplus set aside specifically for the community of Shamattawa, this project is a joint collaboration with other federal and provincial government organizations.

Shamattawa Family Support Facility	\$ 159,000
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This report is a summary of the audited financial results of the Awasis Agency of Northern Manitoba. A copy of the entire audited financial statements for the year ended March 31, 2009 has been provided for your perusal.

ON-RESERVE SERVICES

UNIT REPORTS

BARREN LANDS FIRST NATION

OPERATIONS MANAGER

Verna Ironstar

This report is about prevention, promotion, and protection services in the community.

Brochet is a small family oriented community where everyone is affected or involved by the events that take place in the community. It is a caring community and planning activities are shared with Resource Leaders participating in events that pertain to promotion and preventative programs for the children and families.

Prevention workshops in the community have been sponsored by each resource in the community and have been of interest for different age groups. In other educational seminars that are held in the community, all resource people attend and assist in any way they can to be supportive.

Community Initiatives allocation funding are often used to cost share in activities that pertain to children's events, trips or lunch programs in the community day care or school. The active sports activities are well planned for the youth to participate with the surrounding communities and have been supported by community resources on an annual basis.

Promotional programs are well planned to honor the children and youth achievements at the time of graduation, award nights and other community members that have had accomplishments in their lives.

Children and youth have had the opportunity to take trips out of the community to attend conferences, and events that will encourage them to continue to live their dreams of reaching their potential in their own lives.

Child Protection is the reason this community utilize their elders, to keep the beliefs and values in the minds of parents when caring for the children in the community.

We are aware as an Agency that protecting children is paramount, and it is also in the minds of the elders to be involved in working in partnerships. There are times when protecting children is challenging and when the communities are well informed, educated and supported by all community resource people the protection for children becomes a valued service.

In conclusion I am truly grateful for the staff and other resources in the community that keep a caring community and a safe place for their children and families. I have been honored to have worked with you and have experienced the kindness and respect from all. Thank you so very much.

UNIT SUPERVISOR

Charles Michel

I will start with the Unit Supervisor's report and will follow with the events and activities for this unit.

The community of Brochet had always maintain a good record of providing services for people and will continue to provide any services for the community members. The Awasis Unit had been setting up some events, activities for the community members and all involved were happy and had appreciated our efforts.

The Awasis Agency of Northern Manitoba had given the local Awasis unit support through the allocation of monies and through the Community Initiative funding. With this kind of support we were able to provide for the community the most needed service that is required for this community. With the planning of all activities by workers and some volunteers the community had improved well and they are grateful for the support they get.

We will continue to give our support and plan for any community events, activities for these community members so that something will be in place for them for the entire year.

PROMOTION

The Awasis unit promotes learning to the community members by distributing reading material which is obtained from resources and that are good for learning about child abuse, child neglect and how to intervene when there is a crisis. There are books that are in the offices which are available for the community members. Booklets and pamphlets are also posted for them to read.

There are meetings with the leadership to up-date on what the Awasis had done and these are always open to the leadership upon request.

PREVENTION

The most active activities are In-Home supports like Homemakers, Respite, Community Initiative, and Emergency services. These services are provided by the Awasis staff to prevent and to intervene on the negative things that could happen in this community, also to support and help the families with their children.

The Awasis Unit does their own workshops, however, we networked with other community resources e.g.: NADAP, Community Health Team, Brighter Future Initiative, to do presentations on child welfare issues.

There is currently the face to face contact and visits with all the children that are in the care of the Awasis Agency of Northern Manitoba and this is done by workers on a monthly basis and pictures to be taken every three months.

The intent is to strengthen and develop a safe and healthy environment for all children.

For this year we had thirteen (13) homemaker Services, Five (5) Community Initiatives, and thirty-three (33) Emergency Services.

Counseling services are provided by myself as the Unit Supervisor on a voluntary basis. I hold sessions with individuals and discuss the issues they want to discuss. The service is strictly confidential.

The Five Community Initiatives are:

- 1) The Purchase of Hockey equipment for a Brochet team January 21, 2008.
- 2) A trip out of the community with children. This trip was planned by the Awasis workers on July 10, 2008. Trip to the Cochrane River with Elders as escorts.
- 3) Purchase of Baseball Equipment for children on July 25, 2008.
- 4) Breakfast snack program for the Brochet School Oct. 13, 2008.
- 5) Children winter carnival March 24, 2009.

PROTECTION

Intervention services are those that are provided when a child is in need of protection. One case where two children were removed from a caregiver due to child abuse allegation and court was pending. One child was apprehended due to the child safety issues and child was placed in a relatives' home in our community.

The planning for each child is done for the purpose of establishing goals for the children so that they could be serviced and supported better when using the Awasis Case Management system.

COMMUNITY PARTNERSHIPS

The Awasis Unit partnership with other resources to have more events and activities in the community and to be able to network with other resources such as: Barren Lands First Nation Chief & Council, Barren Lands Recreation Committee, Mayor & Council, Northern Store, through a share cost basis and for discounts on items from the Northern store which will benefit all the community members.

STAFF DEVELOPMENT/TRAINING

The Foster Care Worker/Stats Worker had resigned from her job during the month of February and the staff was one worker short. Both of the remaining two workers, Unit Supervisor and Services to Families Worker/Youth Development Worker had to do the extra work for several months until another worker was hired for this position.

The following consists of training provided to the Services to families/Youth Coordinator, Loretta Linklater:

- Dealing with Anger/Culture & Conflict - Jan 15/08
- Assist- Applied Suicide intervention Skills - May 15/08
- Delivering Conversation, Delivering Negative Feedback- June 03/08
- Introduction to Informal Mediation - June 03/08
- FASD Training - April 29/09
- Crisis Intervention - April 17/08
- Awasis Agency Self Assessment - April 30/08
- FASD Training April 29/09

In closing I would like to thank my Operations Manager Verna Ironstar for her support and guidance and the Awasis Agency of Northern Manitoba staff for their patience with me throughout the entire year. Thank you all.

BUNIBONIBEE CREE NATION

OPERATIONS MANAGER

Dulles Robinson

In doing this report, I have found it challenging as I recently returned to work after being away for two years. I returned to the agency to work as the Operations Manager on March 6, 2009.

I did some research and reviewed what took place for the 2008/2009 fiscal year at the Oxford House unit. Upon review of the information I found, a lot of activities were promoted by the unit with much focus on Intervention and Prevention. The agency networked with other resources in the community with support from Chief and Council. Direction and guidance also came from the Thompson and Winnipeg offices.

A few new faces were among the staff when I returned to the agency. A lot of them were very young, yet very capable of performing their duties. Staff that took time off also returned the same time I did, and those who were covering their duties had to leave the agency. This was difficult to do, as they were part of the team. Shawna Harper, Unit Supervisor, submitted her resignation to pursue educational goals. Annie Rose Robinson, took over the role as the Acting Unit Supervisor. Catherine Tessa Sumner also submitted her resignation to attend school. The local unit wishes both Shawna and Catherine the best of luck in their studies.

The agency was also under file audits when I returned to work, which made things more challenging. Meetings were held between to discuss issues and future plans. Staff identified that training was needed for them to enhance their skills to deliver services more efficiently.

This concludes my brief report on the Oxford House Awasis Unit. I look forward to working with the children and families again. Thank you.

UNIT SUPERVISOR

Annie Rose Robinson

Hi! My name is Annie Rose Robinson. I am the Interim Unit Supervisor for the Bunibonibee Sub Office. I have been covering the unit for the past ten months, but I have been with the agency for about five years. Throughout the years I had the privilege of working and getting information from staff both local and from other agencies. Working as an Interim Unit Supervisor has been quite an experience. It has been a challenge in providing the best services to the clients and as well as to the whole community. When I first started covering as a unit supervisor; there was only four other workers. The receptionist helped out with the work load by working as a Child and Family Services Worker. In the last few months we were experiencing a staff turnover due to most of the workers going on maternity leaves. (It was a cold winter).

STAFFING

The Oxford House Unit consists of Brendon Bradburn, Youth and Family Service Worker; Shawna Harper, Unit Supervisor on maternity leave and covering for her myself Annie Rose Robinson (Foster Care Worker); Catherine Tessa Sumner, Intake Stats on Education Leave and covering for her is Vanessa Munroe (former Legal Secretary); Darwin Chubb, Child and Family Services Worker was replaced by Colleen Bradburn; Josephine Weenusk, Child and Family Services Worker on maternity leave and covering for her is Kirsten Weenusk; Daphne Wood, Receptionist on Maternity leave; Patricia Weenusk, Child Protection Worker was on maternity leave, then resigned and was replaced by Kathleen Grieves; Doreen Crane, Custodian; and also our maintenance man Earl Harper. Lillian Saunders also moved to another area and was replaced by Dulles Robinson. We would like to welcome Dulles Robinson and we look forward to working with him. Also, we would like to thank Lillian and say that it was a privilege to work with her. We would like to wish her all the best.

COMMUNITY PARTNERSHIPS

The Oxford House unit had an enhanced working relationship with the local resources this past year. The workers have been working along with the Family Violence Worker, Brendon Weenusk and Christine Chubb, Building Healthy Communities Coordinator. Working with these individuals had prevented children from coming into care. We would like to thank the Oxford House Band for hiring these people as they have given tremendous support to the agency.

We have also been working closely with both schools in Oxford House. The agency provided counseling sessions to the high school students when one of the students committed suicide. We would like to thank Lillian Saunders and Verna Ironstar in coming to the community to provide grieving counseling to the students and staff.

COMMUNITY INITIATIVES

The following provides an explanation in the areas of all other activities/supports made possible in our community through the aid of the Awasis Agency of Northern Manitoba.

Some supports included providing to families through the use of emergency funds throughout the year which had prevented children from coming into care. Providing families with groceries, milk, pampers and parent aids have improved our prevention program.

During the past year the Awasis local office had been involved in holding various activities with the community of Bunibonibee Cree Nation. Some of the activities are annual events that are done every year. Such events included: the winter carnival, Treaty Days, Mother's Day, George Colon Memorial Annual Fishing Derby and the Tony Colon Memorial Volleyball Bash.

Community Christmas Feast – the agency donated turkeys towards the community to host a community Christmas feast, and turkeys were given out to every family who couldn't afford to have a Christmas feast with their families.

We have continued to give both financially and support to both schools. The elementary had a privilege to start a Special Events Committee utilizing donations from the agency to host activities throughout the year. This year they had a Junior Prince/Princess and Junior King/Queen and it was a huge success. The participants sold tickets and the parents provided prizes. Whatever the monies was made half of it went towards the participants. This was the main attraction for the elementary school. We also donated towards the elementary and high school for the purchase of Christmas presents. The schools have invited the staff to participate to judge for the best decorated classrooms for Halloween, Christmas, and Valentine's Day.

Pee-wee Hockey Tournament – donated monies towards the children who competed in tournaments in other communities, and also donated towards the Norman games which the children participated.

Bazaars – donated an x-box plus two games and other items towards the elementary school to fund raise for Christmas and their graduation.

Aboriginal Head Start – the agency donated several items for their silent auction for the children with the head start program for their annual Christmas concert and towards their graduation.

Annual Community Halloween Bash- the agency donated prize money to the children's category for the Halloween Bash. This event brings a majority of the community together after the children are done trick or treating.

Family Fun Day - the agency hosted a family fun day, along with a number of activities in which the children and families participated. The agency hosted a fishing derby so the families could come together as a family, this way they will know the importance of the family sticking together.

Community Parade – the agency participated in the Annual Treaty Day Parade, this year will be a huge event because it will mark the 100th year celebration of our treaty. The agency gave out candies and party favors to the children on the road. The staff went on to continue to assist during the treaty days.

The unit has made huge steps in promoting and preventing for our community especially with the children and families.

In closing, I would like to thank the staff that has done exceptional work each day, making this unit a huge success in the past year. Once again we welcome Dulles Robinson and we wish Lillian all the best in the future. It has been a pleasure working with you guys. Thank you.

CROSS LAKE BAND OF INDIANS

INTERIM ASSOCIATE EXECUTIVE DIRECTOR

Edith McKay

Tansi everyone once again!! On behalf of the Cross Lake Unit - Management and Staff would like to take this opportune time to say HELLO!! to All Awasis Agency of Northern Manitoba Staff and Units.

First of all, I would like to take this opportunity to express my sincere gratitude to the Awasis Agency of Northern Manitoba for having the confidence of assigning me to the position of Associate Director on an interim basis for the Cross Lake Unit. Personally I want to emphasize my big thank you to our Executive Director and Assistant Executive Director for the continuous support and encouragement, both professionally and personally, and also allowing me to be part of the Senior Management team. At the time of the offer of the interim position was the same week I experienced the great loss of my late dad, Etienne Robinson. So basically that week was a whole mixed of emotions, both sad and content. Anyhow this position has kept me we very, very busy since.

I guess the most important thing I want to emphasize, on behalf of our Unit Management - we want to extend our deepest gratitude and appreciation for all the hard work and dedication to our staff in their everyday effort to maintain the best possible services for our children in care, families, and community in general. The four primary responsibilities of our agency: Protection, Prevention, Promotion, and Partnership.

In terms of the expectations and requirements imposed by the Provincial Government to our northern First Nation communities has been a challenge and struggle due to the fact that our communities are faced with extreme poverty issues. Our community for years has faced a high unemployment rate which unfortunately very saddening to observe that ninety percent of our people rely on welfare. The welfare dependency creates lack of motivation and a sense of hopelessness, especially when there is a lack of community infrastructure, high backlog and overcrowding housing issues. Recently there was an announcement by the media that Canada has been labelled as the one of the leading drug traffic country in the world which does not help the issues of gang violence and drugs in our communities. This announcement came from the United Nations. For a number of years now, our community Leadership continues to experience the status quo of the never ending battle with Manitoba Hydro pertaining to the Northern Flood Agreement - Cross Lake Band of Indians.

Anyhow, never ever end a report negatively however focus on positive. Positive thinking is the key to a positive lifestyle. Pertaining to our Unit accomplishments this fiscal year, they include the following:

- Our Unit managed to licence 60 foster homes in the community. There were a few foster parents that questioned about the media and their fear around fostering due to the media about CFS agencies;

- Foster Parent Orientation was conducted that will give a better understanding of foster parenting/roles and responsibilities;
- ASIST Training to our new staff conducted by our Supervisor, Bertha LePage who has a Trainer Certificate;
- ASIST Training with school staff conducted by our Supervisor, Bertha LePage;
- Gang Awareness;
- Positive Community Initiatives such as Christmas Hay Rides for the community in general, Annual Fishing Derby, Easter activities with the schools, Developing Capable People.

In closing, our Unit continues to work diligently to ensure the safety and well-being of children and the preservation of families in our community.

This will conclude my report...Thank you very much!!!!

Ekosani...

Yours in Child Care.

DIRECTOR OF OPERATIONS
Flora Beardy

Tansi!

Kitatamiskatinawow!! Nitotemitic!

I would like to take this opportunity to thank our staff for an excellent job in all areas of our daily function. I would like to extend my gratitude for all their hard work and dedication. And continue to encourage to keep up the positive team work.

Also at this time I would personally thank George Muswaggon, Assistant Executive Director for providing the support for the approval on my short term leave. On July 14, 2008 I formally returned to my duties as the Director of Operations with the Cross Lake Unit.

As a Director of Operations, my main focus with the unit is to continue with the Case Management Support, to ensure the needs and training plan with the unit, provide support to the Associate Director and the Team Leaders to ensure all programs are in line with the CFS Act, Agency Budget and the Policies. To provide case consultation and support, Unit development, to create a healthy team and to provide child and family service training for our staff's needs. Community development, needs and assessments on our community, formulate community action plan, networking with other community resources to joint plan, develop, resolving program issues and identifying our community needs. To represent the agency and our unit.

As you can see from the Associate Director and The Team Leaders Report our Unit continues to provide the much needed support to our Families and to Our Children in Care. We continue to utilize our Community Initiatives throughout the year with our annual functions.

As brief my report is from July 14, 2008 to March 31, 2009. This will conclude my annual report. We continue to strive for to working towards in achieving our goals and our visions and our mission statements.

Ekosani, Kinanaskomitinawow.

TEAM LEADERS

Bertha LePage

Fred Richard

First of all, Tansi! Hello! to everyone, to all other Units. Another year has come and gone by so fast.

Cross Lake Awasis Agency's report reflects from April 2008 - March, 2009. The Cross Lake Awasis Sub-Office has been through many challenges throughout the year. The staff has been working diligently and continuously working towards in achieving the goals and fulfilling our Vision and Mission Statement.

Management staff ensures that debriefing takes place for all front line staff and those directly involved when tragic events happen in our Community where the Agency is involved.

At this time, we would like to take this time to say thank you to our staff for doing a fantastic job throughout the year for our unit, without your dedication and commitment we would not be successful in achieving goals and milestones. As we go through many challenges and obstacles, we laugh, cry and pull together working as a Team.

Our unit continues to face much challenges, such as Staff Restructuring and staff turnover. We provide Orientation Training to our staff recruits.

COMMUNITY INITIATIVES

- Annual Winter Festival
- Children's Snow Sculpture Contest
- Annual Indian Days
- Canada Day Celebrations Children's Events
- Halloween Teen Dance/Best Costume Contest
- Christmas Cheer Board
- Christmas Children's and Foster Care Banquet
- Children's Fishing Derby
- Children's Easter Activities at the Schools
- Children's Spring Festival

PROMOTIONAL, PREVENTION AND INTERVENTION

- Emergency Debriefing Sessions
- Foster Parent Applied Suicide Intervention Skills Training
- Staff Applied Suicide Intervention Skills Training
- Foster Parent CPR Training
- Staff CPR Training
- National Addition Awareness/Gang Awareness Workshop Presenter Sgt. Stu Evans
- Staff Development Training
- Community Activities-Festival/Indian Days/Christmas/Easter
- Developing Capable People 8 Weeks Training

STAFF TRAINING

April 2008	Management Team participated in Thompson for the Evaluation of Awasis Agency of Northern Manitoba which was conduct by Dr. Frances and Jim Ricks from Victoria, B.C.
April 2008	Children in Care Reviews Permanent Wards were completely on April 2008.
May 2008	Staff Development was held in Prince Albert, Saskatchewan Agency Lawyer presented a Legal Workshop Training for all staff. Self Awareness Workshop was presented and conducted by Team Leaders.
June 20 th , 2008	The Awasis Agency presented a Bursary of \$ 250.00 Award to a Grade 12 Graduate for Community Involvement and Volunteering in Fund Raising Events.
July 1, 2008 July 28 & 29, 2008	Awasis Agency sponsored and hosted Canada Day Events and Celebration. Awasis Agency hosted and sponsored Children's Event's for Indian Days.
August 2008	
September 2008	10 th Annual Awasis Agency Conference was held in Portage La Prairie all staff attended this conference.
October 14 - 17, 2008 October 31,2008 October 28 - 30, 2008	Core 101 Training Family Centered Child Protective - four CFS workers attended. Awasis Agency hosted a Halloween Dance for the Youth at ONR School. Best Costume Contest and Jigging Contest were held Core 102 Training Case Planning Family Centered Case Work - four CFS Workers attended.
November 5 - 6, 2008 November 5 - 6, 2008 November 20, 2008	Awasis Agency Team Leader along with Mikisew School Counsellor provide ASIST Training at Miksew School on Nov 5 & 6, 2008, for the Teachers and Educational Assistants and the Principal. Foster Parent Orientation Workshop NAAW Week -Gang Awareness Workshop - Presenter Sgt. Stu Evans Winnipeg RCMP
December 2 - 4, 2008 December 6 & 13, 2008 December 16 & 17, 2008	Core 103 Training Effects of Abuse & Neglect on Child Development - four CFS Workers attended. Awasis Agency sponsored Hay Rides for two weekends for children. Awasis Agency hosted and sponsored Foster Parent Banquet and Children in Care Christmas Presents.

December 16 & 17, 2008	Team Leader and Mikisew School Counsellor conducted ASIST Training at ONR School for the High School Teacher's and Principal.
January 26, 2009 January 27 - 28, 2009	Foster Parent Appeal Hearing in Winnipeg - Team Leader and Director of Operations attended. Management Staff attended Management Meeting in Thompson.
February 3 - 5, 2009 February 11, 2009	Core 104 Training The Effects of Pre-Placement & Reunification - four CFS Workers completed the Core Training's. Office of the Ombudsman visited our Unit to interview I/Associate Director and a 17 year old Foster Child.
March 2 - 7, 2009 March 19 & 20, 2009 March 29, 2009	Awasis Agency will be hosting and contributing to the Children's Events on Winter Festival. Snow Sculpture Contest Staff ASIST Training - Cross Lake Awasis Agency hosted and sponsored Children's Fishing Derby.

This concludes our Annual Team Leader's Report for the year April 2008 to March 31, 2009. Once again, a Big Thank You to each and everyone of our staff for a job well done!!

Ekosi!

MANTO SIPI CREE NATION

UNIT SUPERVISOR

Louise Ross Okemow

Hello, my name is Louise Ross Okemow and I am the Unit Supervisor for the God's River Sub-Office, I started my position on April 20, 2009.

PERSONNEL

This past fiscal year, there has been changes to the staff at our sub office.

Florence James, Foster Care/Intake Stats Worker resumed her position on June 2, 2008 and we are glad to have her back.

Olivia Kirkness, Services to Families Worker started working with the agency on July 22, 2008 and has been on the job since and she is doing well in her position.

CAPACITY DEVELOPMENT

The staff in our office has had the following training:

Louise Ross Okemow - Child & Family Services Worker

- Crisis Intervention Training
- Dealng with Anger
- Internet & Microsoft Outlook
- Writing Successful Funding Proposals & Reports
- Forensic Child Interviewing Techniques
- Core 805: Youth Worker Counselling

Florence James - Foster Care/Intake Stats Worker

- Writing Successful Funding Proposals & Reports
- Foster Care Training

Olivia Kirkness - Services to Families Worker

- Orientation by Unit Supervisor on job description, Directives, Child & Family Services Act and Band Staff Policies.
- Critical Incident Stress Management
- Core 805: Youth Worker Counselling

COMMUNITY INITIATIVES AND PARTNERSHIPS

This report is on the activities and initiatives that we have participated in and/or partnered with other resources in hosting events. Since April, we have been involved in providing or promoting activities that focus on strengthening family unity by encouraging families to participate together.

In April we used our community allocation to hold a winter carnival partnering with other resources which resulted in an excellent turnout and made it a successful initiative. It seems that every year we get more and more participants for the jigging and singing competitions.

In May, a popular initiative is a treasure hunt which requires parents to participate with their children in searching for hidden envelopes that contain “treasure”. These envelopes are hidden in different locations around the community and there is usually a lot of social interaction happening as some parents will visit while their children look for the treasure.

We also participated and cost shared with the Health Department on our annual community clean up day, where each family all take part in cleaning up their yards.

In June we planned and contributed financially towards Treaty Day events which were coordinated by the recreation committee. The 6th Annual Youth Conference was held in this month which been postponed in February.

In July, we made a financial contribution towards the annual summer wilderness camp run by Marcel Okemow. We also used the new site for beach days and/or campouts.

In August, we participated in the planning of the Youth Talent showcase.

In September, we had another Treasure Hunt which was requested by the community and the turnout was excellent. Traditional Week, another annual event, was held from the 21st to the 26th with excellent participation by the community; cookouts were held at the same place as the last three years and seems to have become a popular spot during the summer for cookouts or a place to go smoke fish or wild game. Also in September, an Arts and Crafts Club was started and is still going strong.

In October, we had to postpone trick or treating by the kids due to the death of an elder and was held in the first week of November. The Halloween party that had been planned had to be cancelled.

In November, for addictions awareness week, the staff did presentations at the school with other resources.

In December, we had two youth broomball tournaments with a community feast on New Years Day. For Christmas, we provided our respected elders, a Christmas dinner hamper which they all appreciated.

In January, we contributed financially towards the school snack program.

In February, we contributed financially again towards the school which was taking students out to Thompson for the 9th Annual Youth Conference. We were told that a total of eighteen students participated in this initiative.

For March, the unit and the Health Department planned jointly and contributed financially for the community's Spring Carnival which was held on March 30, 2009 to April 4, 2009. In the first few days of the carnival, there was a big turn out of participants in the events. The carnival had to be cut short and postponed due to the death of an elder.

EMERGENCY SERVICES

We provided emergency services to six different families in our community due to high cost of baby needs in our local Northern Store.

Our unit provided intervener services to one family from January to March which provided employment and support to the family.

CONCLUSION

I would like to thank all the local staff, resource staff and the membership of Manto Sipi Cree Nation and Chief and Council for their support in the deliverance of our community initiatives and programming. I would like to acknowledge and thank the support staff at the Thompson office who have been very helpful and have provided guidance.

Thank you.

NORTHLANDS DENESULINE FIRST NATION

OPERATIONS MANAGER

Verna Ironstar

This report will address the Promotion, Prevention, Protection and Community Partnerships that transpired in the community of Lac Brochet in 2008/2009.

The community resources workers have an effective working relationship on a regular basis. The leaders have always taken responsibility to oversee that culturally appropriate activities are well organized in the community. Workers are actively involved in participating in the community events and are visible in the community. The children are all involved, not just the ones that are in care of the agency.

Promotional activities are the annual events in the community. Members celebrate these events that are culturally appropriate, such as Family Camps, when the community Elders prepare dry meat.

Special holidays are also celebrated. These include The Annual Healing and Spiritual Walk held at Easter time. Other programs that are held on a regular basis are competitive sporting events such as Tae Kwan Do, Hockey, and other sporting events.

Community Initiatives funding has assisted with other resources in cost sharing for events such as honoring the children's achievements, promoting healthy living lifestyles, award night, and cash prizes for active sports events.

Prevention activities are events that are also cost shared. These include travel for teenage children to attend youth conferences. This event presented an opportunity for the youth to attend special events outside the community. It gave an opportunity for the youth to see role models to hopefully inspire them to achieve their dreams to continue their education and live a healthy lifestyle without drug and alcohol abuse.

Child Protection is paramount in the Community. Staff participate in all events to keep children safe in their community. Child protection is in the mind of all the Leadership when they are working in partnership to assist each other to provide activities for the children of all ages. The Elders have in their mind that the community must own and operate together in keeping their cultural beliefs and values within the Dene Culture, to protect the children at all times.

In conclusion I will take this time to thank the community for the great example they are in working together and never letting go of their strong cultural values. Their Spiritual beliefs are quite evident in all the initiatives they do. Thank you for sharing how to work in partnership.

UNIT SUPERVISOR

Theresa R.M. Tsessaze

The 2008-2009 fiscal year has been filled with many activities in the areas of Promotion, Prevention and less in the area of Protection as will be explained.

STAFFING

Our unit includes Laura Nambiennare, CFS Worker, Adele St. Pierre, Intake Stats Worker and me. We still have a vacant position for another CFS position, which has been vacant for quite some time. We hope to have the position filled by the end of the summer in 2009. The three of us share the workload of child protection duties and responsibilities, covering on call, and doing community activities. We have organized a system to make it easier to conduct our duties and to be visible in the community. We work closely with the health resource staff and the school, in an effort to build on team building strengths within the working environment. We participated in most events and activities, including workshops and conferences held in the community. We have attended trainings and workshops held by organizations affiliated with Awasis Agency, throughout the year.

We have not had our Operations Manager visit the community more than twice throughout the year, but we know she is always available by phone. Verna Ironstar has confidence in us as a team to conduct our work as expected and to work within the community in the areas of promotion and prevention. We salute you Verna, you taught us well and we are able to manage on our own! Thank you to the staff who help us in doing our work throughout the year, from the offices in Thompson and Winnipeg.

PROGRAM DESCRIPTION & ACTIVITIES

Children in Care

Since December 2008, we have conducted monthly foster child contacts, with children in care outside of the community. We continue to have a low number of children in care, 7 in total, which makes it easier to conduct other duties in the areas of Promotion and Prevention.

Family Services

We service a number of 20 to 25 families on a monthly basis, through Family Support Services. The majority of these family files are for voluntary reasons, such as providing emergency services. Our staff meet on a weekly basis to discuss cases, develop and plan workshops and community activities, review policies, procedures, directives, resource material, and to provide support to one another.

COMMUNITY INITIATIVES

April 2008

Hockey Skills Clinic

Beginning the last day of March 2008 and continuing into the first week of April, the agency hosted the first hockey school for children and youth of Northlands. This program was facilitated and coordinated by Frederich Soucy and Pierre Bernier who made an agreement with Chief Joe Dantouze. The local staff agreed to support this initiative, since it was already planned and a proposal was submitted to the Thompson Office. One staff member participated in this event as an assistant coach and as a chaperone for the children who participated during the week. As reported by Frederick Soucy, the week was a successful event, where children and youth were taught skating and hockey skills, as well as nutrition and self awareness. The goal was to keep children from being at risk and involving themselves in destructive behaviors. A total number of 54 children and youth participated each day, from Monday to Friday. In addition, meals were served and an awards event was held at the end of the week. Overall, the initiative was a success. Everyone enjoyed themselves.

May 2008

Women's Group

In response to the many issues we face in working with our clientele, it was decided to have a women's support group, since women are the main caregivers and viewed as a strong force behind the family unit. The idea included bringing women together to share with one another and to learn from one another. Laura Nambiennare and three other Health Resource workers initiated this program, in an effort to bring awareness and teach women about healthy living. There were many topics and one main theme for each session. The first three sessions included topics on self awareness, discipline, sobriety, gambling, nutrition and exercise.

The women who attended these sessions were appreciative of having a support group, where they felt comfortable to share openly with other people. Awasis Agency provided healthy snacks and beverages for the sessions, which were held in the evenings. These sessions were ideal for participants who needed time to themselves and learn in a productive environment, where everything was safe and confidential. A total number of 10 to 15 women participated in each session.

The support group and facilitators need to continue this program as it was effective in terms of service delivery to clientele. In the community of Lac Brochet, these types of support groups are very effective and productive, as many people are constantly searching for self help and personal development, due to the limited health resources available at the community level.

Mother's Day

Mother's Day was celebrated with fun games and activities, a feast and gifts, for all mothers who attended the event. It is important for the Dene people to honor their parent in this way and to show appreciation and acknowledgement for all that mothers do. Over the years these events are seen as more elaborate and modernized. This is good as long as the traditional way of celebrating

continues, such as the round drum dance. Mother's Day is certainly an event which we all look forward to. This event is made possible by all resource workers who work to ensure the event is successful.

June 2008

School Awards Day

The school held its year end ceremonies, including an awards day event. The agency donated funds towards the school to sponsor awards gifts and other costs. The school works in cooperation with the agency staff to ensure that children receive the required services and to recognize and honor students' achievements.

A.A. Group Meeting

The agency supported a group of individuals who held weekly AA meetings at the office, this occurred for approximately 3 months. One male staff member organized these meetings and snacks were provided for the first two events. The idea was to attract more people and to have people interested in continuing the program of having weekly meetings. It is important for building healthy family lifestyles to address addictions issues which most families' experience.

The NNADAP program has not had AA meetings or round up gatherings within the year, or its members. This has been expressed by most clients we work with. Therefore, we gave opportunity and provided support for those people who requested for AA meetings. Each week there was a limited number of 5 to 10 people in attendance. Overall, those who participated did so for their own health and wellness and they continue to utilize their learned knowledge of the AA program. The agency will continue to support future AA groups in this way.

Youth Softball Skills Camp

Ivan Cook, the Youth Coordinator, requested for funds to sponsor a youth softball skills event. We provided the costs of food items for meals and snacks for the children who participated during the three day event. There were 56 participants between the ages of 7-17 each day. This initiative was held in partnership with the Manitoba Softball Association who sent four clinicians to teach the skills and lessons according to their program criteria. The Manitoba Softball Association donated softball equipment for all participants and extra for the adults.

The coordinator identified 36 community volunteers to assist with, coaching and officiating during the events and only 10 of them completed and received their certificates. The event had an overall success with implementation and meeting the expected achievement. The children and youth enjoyed themselves and learned valuable lessons regarding softball. This enhances their ability to form their own teams and play the game in a fair manner.

The majority of the children and youth's parents were involved as volunteers. The children and youth continued to play softball throughout the summer with the help of the coaches. Therefore, future endeavors within the plan of the Youth Coordinator will allow this opportunity again, during the summer months when school is out. Awasis Agency will continue to be involved with this program.

July 2008

Summer Games and Activities

Awasis Agency held games and activities for both children and adults during the Canada Day Celebrations and Treaty Day Celebrations. In cost sharing the expenses with other resource programs, the agency contributed 1000.00 towards cash pay outs for games and activities. We also purchased supplies and items for the Canada Day Celebrations in the amount of 270.00 from Walmart in Thompson. In addition we purchased supplies and weiner roast items, for the events from the Northern Store in the amount of 500.00. The remaining funds of 2700.00 was used to pay out cash prizes for events held during the summer months of July and August, especially in August as will be explained in the next item.

The local office has kept a record of all children, youth and adults names and how much each person was paid and for what event. The funds were still insufficient because children have the tendency to ask for more events to continue, however staff become tired and require time off from this type of work in the evenings. In our past year's experiences of having children and youth activities on a daily basis, we need to have some time to prevent from becoming overwhelmed. Children have more energy than adults do and are able to go on and on but adults get tired after 2 days of doing the same thing. It has been hard work to organize activities, implement the events and evaluate after with meetings and sessions. Therefore, it is important for us to distribute tasks among resource workers and hire community members to assist.

Funds go towards payment for helpers as well, the amount varies depending on what was done. Their names are recorded too and how much they were paid. The staff members are well aware that all monies have to be spent according to the proposal and this has been followed. In the end, we meet our objective of keeping children and youth entertained and occupied. This prevents children from becoming at risk.

August 2008

Manitoba Keewatinowi Okimakanak Assembly Meeting

The community hosted an M.K.O. Assembly Meeting in the community. It was a huge event for the community. The visitors and participants included M.K.O. staff and delegates, Grand Chiefs from Manitoba and Saskatchewan, chiefs and councilors from both Manitoba and Saskatchewan, respected elders, youth and members from other communities and a music band from Saskatchewan. The event was a success and well implemented to accomplish its goal.

Lac Brochet community members, workers and volunteers all worked in unity to ensure that everything planned was held according to schedule. The visitors gave positive feedback to the community leadership and its members of hosting the most successful meeting. A positive view was stated by various delegates, that they witnessed no alcohol abuse in the community and that we continued to practice our culture and traditions as Dene people. We also showed great respect and generosity towards our visitors.

Lac Brochet is a small community, yet we were able to accommodate everyone invited, provide meals and refreshments and have entertainment each evening. We held traditional and square dances, handgames, outdoor camping, talent shows, and other traditional games to keep people entertained, in our plan of hosting the event. Awasis Agency organized and planned activities in the form of games and competitive races for children and youth.

There were many events being implemented, but children and youth were not included in these events therefore we took it upon ourselves to ensure that activities were held for children and youth. Although this was not the initial plan, we still had funds left from the summer games and this was an opportunity to utilize the funds during this event.

The plan was to have ongoing games throughout the summer, however when this event was scheduled in early August, we saved the remaining funds of approximately 2700.00 as spoken of earlier. The local office kept records of all activities including names and paid cash prizes of all who participated. At the end of this week long event, we used all the funds given from community initiatives for children and youth activities.

October 2008

Community Sharing Circle

The local office contributed funds towards the costs of purchasing supplies and refreshments for a community sharing circle. There were a number of 40 to 60 participants, including adults, elders and youth. Local staff members worked in partnership with the health resource workers to carry out this initiative. The community members have established a level of trust and respect for one another, as sharing circles are well attended and participants feel comfortable in sharing about themselves. Especially after we have experienced losses through tragedies, we will come together to give support and help one another through the experience. It is important for us as resource and community helpers to ensure that this process continues because it is part of our work and it is healing with the community members.

Community Health and Wellness Gathering

We had another successful conference, facilitated by the human resource workers. Awasis Agency contributed funds for provision of food and refreshments for the two day event. This conference was coordinated by Sarah Samuel, with help from resource workers from Lac Brochet and Wollaston Lake, SK. We have held conferences to continue our work towards building healthy communities. These gatherings are designed to deal with issues people face and to provide opportunity for people to support one another, emotionally and mentally. It is focused on spirituality and using positive methods of dealing with issues. The local staff did two presentations on parenting and domestic violence. Various local health staff members also presented material. We received positive comments on our presentations. Outside visitors acknowledge the teamwork of local resources and how well we help one another to ensure our conference is successful. The number of participants each day was at least 200 people, who stayed from beginning to end. These types of conferences have proven to be effective in bringing healing and wellness to the community as a whole.

Halloween Activities

In October, the staff worked in collaboration with local health resources again to host the Halloween activities. We purchased candy and distributed it to children and youth at the dance. This year we tried a different initiative where we hosted an event of Impersonation. We had less than 10 entries of youth and adults, who dressed up as celebrities and famous people, they did impersonations and sang for prize monies. The event was fun and different. We achieved our goal of having a different event which was enjoyed by everyone. We paid out cash prizes according to our categories and plans.

Community Food Pantry

The local office set up a Community Food Pantry for clients and community members in need. In previous years, we assisted with emergency services as requested by clients through our Emergency Services Funds. However, due to the high cost of foods, pampers and formula, we depleted out funds quickly. Therefore, we changed this and purchased items considered to be emergency necessities and kept a pantry in the office. This has proven to be more effective in providing services to more than 4 families than before. Now we could assist 6 to 8 families at any given month. This initiative has continued for the duration of the year and because it identifies a need for clients and community members, we decided to have this program on going. We have used at least 200.00 to 300.00 each month, which is less than what we used to give out to certain families each month. In this way, we have more control on what is purchased, in providing service to our people.

Taekwondo

Each year, the agency sponsors students in Taekwondo who are from low income families and unable to afford the expenses. This year we sponsored one student for purchasing a uniform, which the students require after enrollment. Taekwondo has 40 students participating on a weekly basis, this sport develops thinking skills, discipline and physical exercise for the youth and children. Therefore, we support the program and when requested, we have contributed funds towards travel expenses of students attending tournaments in Winnipeg. The students who are enrolled in Taekwondo take pride in their accomplishments and have developed high self esteem. Master Modeste Antsanen, who is also one of our longtime foster parents, is the instructor in the

community. He has two other instructors who work with him. The Taekwondo Program is very successful.

December 2008 – January 2009

Christmas and New Years Activities

During the Christmas holidays, we were busy. Awasis Agency local staff coordinated and organized the holiday events with local resources and community members. The Northlands Band worked in partnership with local programs, the Northern Store and Awasis Agency to ensure that funds were available and resources took turns to partake in the activities.

We made a schedule of events for the three weeks and ensured that all events were carried out. A Christmas Cheer Board was formed and the band hired two people coordinate the events. This was decided by the leadership, to give some holiday time to resource workers. Awasis Agency workers and The Health Team were involved with planning, coordinating and implementing the majority of activities held in the community with the coordinators. Awasis Agency also purchased food hampers for families on low income and gifts for all children under age 18. This is always a huge task of organizing the items and distributing them door to door in cold weather.

Our goal is accomplished when we see that children and youth appreciate this initiative. We continue to build healthy relationships with the community members, as we make ourselves visible, by participating at the community level.

February 2009

Teambuilding and Training

Since we played a major role in building teamwork with the resource workers, we continued to work towards the goal of having teamwork among all resource workers. We held meetings and developed training strategies to enhance abilities to work together as a team. In past years, Awasis Agency has trained its staff to develop teambuilding. We used our learned knowledge to teach the local resource workers how we accomplish working well together. Most of the staff members are new and have limited experience of networking skills, furthermore, there is overturn of staffing within the band resource workers whereas the three of us are longtime employees. Our advantage is that we have developed close relationships and skills to work as a team.

We do our best to pass on our experiences and teachings to the resource staff members. We also work closely with the school in this capacity. This initiative continues on as I am writing this report. Our weekly and monthly meetings and trainings consists of concentrating on communication skills and work ethics, use of the Medicine Wheel, personal development, sharing of experiences, sharing circles, discussions and action plans on issues, planning workshops and conferences and encouraging and supporting one another.

We stress the importance of working for the community members and service delivery. We address current issues and how best to provide information at the community level. We do have our struggles yet we do not give up in our effort to work as a team.

Parenting Skills

In February, the local staff held its first parenting skills session. We utilized the material provided by Awasis Agency, of DVD's and handbooks to design our sessions. We did presentations on various parenting methods, how to raise a child with positive discipline, the effects of alcohol and drug abuse on families to name the important aspects. We had a total number of 15 young female parents, the majority of them were involved with us for both protective and voluntary reasons. We awarded gifts for their participation and provided snacks. The participants enjoyed themselves and learned about parenting which they related to us during evaluation. They expressed their need to have continued sessions and have their spouses involved, in order to have achieved results of positive parenting methods within their own families. Therefore, our goal is to work towards having men's sessions as well. We do need the assistance of a male resource worker or community member to implement this plan.

March 2008

Annual Winter Carnival

Our winter carnivals are becoming huge events, with hundreds of visitors from other communities. The Northlands Band hires staff to run the adult categories and events, and Awasis Agency with the school personnel are often requested to hold children and youth events. Therefore, we work in partnership with the school to have children's games, activities and events such as hockey tournaments, during school hours and during the evenings. It is usually very busy and exciting for everyone.

Our goal is to entertain and keep the children and youth occupied with various activities for the duration of the carnival. We have only three staff members, so we usually hire helpers and utilize resource workers to assist with holding events. We have used all monies towards cash prizes and record all activities as requested by the head office. This year, our carnival was successful in all areas. Awasis Agency is involved with the carnivals in this way, as it keeps children from being at risk and it builds on healthy relationships. We do make ourselves available for our child protection work and any office related duties.

It has been evident that when there is community initiative activities for children and youth, parents participate and there is less work in the area of being involved with families for child protection reasons. Therefore, we continue to be active and participate in this capacity.

In the following months as will be explained in the next year's report, the staff continue to work collectively with the health team and school towards our vision of building a healthy community.

SAYISI DENE FIRST NATION

OPERATIONS MANAGER REPORT

Verna Ironstar

This report will address the Promotion, Prevention, Protection and Community Partnership that transpired in the community of the Sayisi Dene First Nation for 2008/2009.

This small community has excelled working in Community Partnerships in order to address all areas of services for children and families. In the area of Promotion, the Youth Development Worker has been instrumental in working in partnership with the local school staff on a number of projects assisting in organizing youth to attend after school programs. The planning for future developments are shared with all local resources for the children to be occupied after school. The community resources also united in working partnership to cost share in planning for special holidays, community events, and cultural activities.

Preventative programming in the community is planned and established in the same manner in providing services in community partnership planning. The plans for all families to get together are usually Fishing Derby's, an annual event on Father's Day; Wiener Roasts; Cultural Family Camps and other seasonal events that offer an opportunity for family gatherings. Preventative programming in addressing the issues that are challenging to the community include staff to assist in providing support in difficult situations. Staff does assist in the grieving processes for children and families in difficult times. The community resources work together for any circumstance to promote comfort to one another. Additional support is also provided when required.

Child Protection is paramount in the Agency it is also a priority in the community. At the best of times, there is a lack of reliable resources available in the community. This community has experienced an ongoing shortage of staff. This does not hinder services for all emergency situations. Children's protection needs are always met and addressed in spite of the challenges. Protection of children can be challenging in a small community. It also provides an opportunity for families to assist each other to overcome the challenges in order to keep the children safe within their own community.

In conclusion, I am grateful for the opportunity to work and see the perseverance the Unit Supervisor Betty Bickell has shown. Betty continually works in challenging situations while still being there as the only staff to provide service to her community's children and families. I truly admire this lady for her dedication.

UNIT SUPERVISOR REPORT

Betty Bickell

My name is Betty Bickell, Unit Supervisor for the local office in Tadoule Lake. I have been with the agency since February 2006. I began as the Child & Family Service Worker and was promoted to the Unit Supervisor position in April 2006. With much support from Verna Ironstar, I was able to overcome many of the struggles and the challenges as the lone staff to provide service delivery in the community.

Another year has come and gone. The local office in Tadoule Lake, Sayisi Dene Awasis Agency, has accomplished and successfully provided programs and service delivery to Sayisi Dene families and children in the community.

CHILDREN AND YOUTH ACTIVITIES

The local office continues to network with community resource workers to establish in partnership to plan, organize and implement activities for Sayisi Dene children and youth. During the summer months, many of the activities held have been indoor activities. Some activities included arts and craft, movie nights, and bake nights. Outdoor activities consisted of swimming, soccer and baseball with gym activities. The Awasis Agency and Health Team resource worker have networked together to plan, organize and carry out fitness activities with walks for children around the community.

COMMUNITY INITIATIVES

Community events are part of our traditional gatherings in the Dene culture and traditions. The gatherings are usually the coming together for families and children for interactions, sharing and relationship building with each other during the special occasions and holidays.

The Agency has networked in partnership with Sayisi Dene First Nation Health Team resource workers. Together, we planned, organized and implemented community events on special occasions and other preventative programs with teamwork, leadership, sharing responsibilities of activities. A 10 month sharing circle for young ladies and girls was conducted by Brighter Future Initiative program from the Health Department.

2008 Youth Conference

During the year, program services were provided for youth to attend a Youth Conference in Thompson. This event was enjoyable for the children who attended. They are always eager to attend and learn new skills in activities during this annual event. They stated it was fun to meet children from other communities and establish friendships.

Annual Spring Carnival

The local office planned a one day Children's Carnival Day. Parents and Elders volunteered for a Pancake Breakfast and lunch for the children and youth. With the adults' continued

involvement and support, it has been a successful annual event. The event was enjoyed by many families as parents cheered, watched their children compete in many different indoor and outdoor activities. Events were for all age groups from toddlers up to the Youth. The interaction was positive. Parents encouraging their young ones in many of the competition of fun filled activities. Activities included sled pulling, jiggling, races and treasure hunt. Meals and refreshments were also provided.

Family Day – Spring Sliding party

The local office networked with the Education Authority resource worker to implement an all day sliding party for families and children. As spring arrives, everyone wants to be outdoors, families come together to share and interacted with each other. Parents attended the event with children with much enjoyment. The annual event was a success. The agency made a campfire for warmth, hot refreshment of hot chocolate and hot dogs.

Mother’s Day Event

Awasis Agency and Health Team resource workers planned, organized and implemented a Mother’s Day Dinner. This special event was to celebrate all community mothers, from the young parents to the elders. The day was spent by grandmothers and daughters interacting and sharing stories of different generations of motherhood. The elders continue to encourage and support young parents for healthy parenting. Positive relationship building for all mothers and the well-being and positive wellness of the spirit, mental, emotional and physical state was promoted through traditional stories. Awasis Agency made contributions towards purchasing chocolates and roses for the mothers, young and old alike. Single fathers were also included and the event was enjoyed by all.

Solidarity Day Celebration

A Traditional gathering was held at a location outside the community called Stony Lake. Many of the elders volunteered their time assisting the younger generation on how to prepare and build campfires. Most younger generations are eager to learn and participate in culture gatherings on cooking and roasting wild meat, baking fried bannock. Everyone enjoyed the day. Traditional games were played, such as hand games by male youth and adult men. Other activities included canoeing, fishing and campfire roasting wieners with marshmallow and hot refreshments.

Father’s Day Baseball

The community members organized a Father/Son competitive baseball game. The game provided for positive relationship building and interaction between Fathers and Sons. It also taught the understanding of sportsmanship. Awasis Agency planned, organized and implemented Father’s Day events, alongside the baseball game. Wiener Roasts, marshmallows roasts, BBQ hamburgers and hot refreshments of tea and hot chocolate over campfire were provided. The special day was to honor community fathers. It was enjoyed by all who participated in the event.

Autumn Community BBQ

Awasis Agency contributed refreshments towards the team from Athlete’s In Action Group for a Wiener Roast for the children and youth of Tadoule Lake. This is an annual community visit for Sayisi Dene members, young and old, for a week. Activities consisted of baseball for the children and youth, gift bags for the community ladies and wiener roast on the beach. Children

and youth participate in activities. This provided positive interaction, sharing and learning of spirituality and enjoyment for each other. The week long activities ended with beautiful fireworks at the beach, which fascinated the younger generation.

Annual Halloween Festivities and Costume Contest

An evening of fun filled activities with games of apple bobbing and candy scramble for the small children and older ones was organized. Youth had costume contests for prize payouts. The event helped to deter children from feeling left out or getting into negative activities. Everyone enjoyed themselves and felt good in winning some of the competitions. The costumes showed the creativity of community members with their scariest, funniest, and original costumes. Refreshments were provided for everyone.

Christmas Celebration

Awasis Agency hosted the Annual Christmas Hamper. Agency staff and community members volunteered in packing and delivery of all hampers to active Family Services families. The hampers contained ham and turkey, food necessities and gifts for the children. The children's faces lit up with delight as they received their gifts and hampers during Christmas holiday.

STAFF PROFESSIONAL TRAINING

Staff Training

During the year, staff had an opportunity to take training in the Crisis Intervention and Critical Incident Stress Management. With the training, we are able to recognize and be aware of the community crisis and how it affects the community as a whole. The training provided workers to overcome stress and learn positive personal stress management. As workers, the office was able to provide services in the community for families with children. The staff has utilized the following training:

- Crisis Intervention Training April 16-17, 2008
- CISM – Critical Incident Stress Management Training – December 11-13, 2008
- Standard Training – March 26-27, 2009
- FASD Workshop – April 29-30, 2009

Community Crisis and Sharing Circle

During the end of August, the community experienced community crisis. The loss of two young band members drowned. A Community Crisis Team from MKO and Awasis Agency arrived in the community to provide support to the families affected by this tragic incident. Community members from Lac Brochet, along with the Ranger team members helped the RCMP in the search and rescue efforts. Lac Brochet band members also came to provide spiritual help for the community during this time. Traditional hot meals and refreshments were provided by the local office and community resource team.

CONCLUSION

With the support from the staff in Thompson office, the office was able to complete another year towards providing programs and service delivery towards the betterment and healthy community for Sayisi Dene First Nation families and children of Tadoule Lake.

I would like to acknowledge and give my thanks to: Verna Ironstar, Operation Manager and David Monias, Executive Director, for their patience, understanding and guidance and continuous support for our local office.

SHAMATTAWA FIRST NATION

OPERATIONS MANAGER

Beverly Bee

The Shamattawa unit has gone through some changes the past year with new staff coming on board and others leaving for different reasons. This has been difficult for the staff as the changes often move the unit back to primary stage of team development. This often leaves the staff with additional tasks and responsibilities until the vacant position can be filled. The unit continues to have very challenging situations which often requires some creative planning. The staff continues to develop workshops and programs for the community with a minimum of two workshops or programs per month. The focus this year has been directed towards awareness and prevention. The staff has done a variety of topics ranging from developing healthy relationships to healthy coping skills for both adults and youth. The staff continues to work directly with the high risk youth on a steady basis. The unit has children ranging from ages 9 to 18 spending nights at the office. This allows the staff to build a rapport with the youth and assist in safety planning with the youth. The children and youth know the agency is a safe place to go and will often come when issues are difficult or when they just need someone to give them encouragement. Over the past year we have had approximately 50-60% of the youth seek support from the agency.

Four of our families whose children are in care were able to attend a “Parent Enhancement” program with all their children at the Place of Learning in War Lake. The families enjoyed the week and shared their experience with the unit. This was a program developed for parents who were ready to resume their roles as caregivers for their children. This program focused on roles and responsibilities as parents, child development stages, and overall how to re-connect back as a “family unit”.

The number of cases has decreased slightly the past year and again during specific times in the year our stats increase. During this period the unit tries to provide more programs geared at prevention. Due to a high number of crisis situations the past year, the Northern Authority has been providing support to the community and youth by having a team fly in from Winnipeg to do youth focused activities and also provide emergency support for people in crisis. The presence and programs has helped the community. I would also like to thank the McGee unit and Cross Lake unit for their assistance during our time of crisis. It was very appreciated by the staff, community and families.

Much emphasis has been geared towards case management standards plus direct bi-weekly to monthly contact with our children and families. This has been a struggle to accomplish due to many factors but overall the staff followed through.

I would like to acknowledge the Shamattawa unit and their continued effort and hard work. The team focuses on positive change and empowerment for the children and families. I would like to mention the wonderful staff I had the opportunity to work with over the past few years. Their

dedication, motivation, humility, kindness and humor have been an inspiration not only to me but many others that have had the opportunity to work with this team.

Evelyn Redhead, Receptionist, Christine Redhead, Intake, Shirley Canabie, Foster Care, Carla Taylor, CFS, Regan Cook, CFS, Mabel Cook, CFS, Jimmy Wavey, CFS, Bedla Francious, CFS and Roni Dalawali, CFS, and last but not least Maryann Miles. She has been with the agency since 2001 and is the Unit Supervisor. Her knowledge and confident manner has been the driving force for the staff and community. She has great pride in herself and her community which shows up strongly in the work she does as an agency representative, community Minister and Elder. I thank Maryann for all the knowledge and support she has provided to the children, families, staff, and community members of Shamattawa.

The team will continue to work hard at providing the best possible service for our children and families.

Ekosi.

UNIT SUPERVISOR

Maryann Miles

COMMUNITY INITIATIVES

April, May, June, 2008 - 4-H Club Activities: sewing and bead work.

July, August, September, 2008 - Short staffed due to holidays.

October, 2008 - Halloween Pumpkin Carving Contest. Notice was posted in the middle of the month.

December, 2008 - Christmas Hampers were distributed to large families and young parents on social assistance. Christmas Youth Mini-Lights Contest.

January, February, March, 2009 - Emergencies in the community. Crisis after crisis, suicide attempts and completions occurred. A Crisis Team from other communities attended to support the youth and family members.

April, May, June, 2009 - Kids coloring nights for children age 11 and under called "I'm Special". Youth Workshop on Grief was held for youth aged 11 to 17 years old.

TATASKWEYAK CREE NATION

OPERATIONS MANAGER

Thelma Kirkness

Tansi everyone! This report will provide information on Staff Development, Staff changes, Staff training, and Community Initiatives funding that were provided to various organizations, and the future programming that will embrace the four important areas of Promotion, Prevention, Protection, and Partnership.

STAFF DEVELOPMENT

Whatever staff development the unit participated in this past year was with the conference that the Agency put together in Portage La Prairie in September 2008. There are times that local resources organize different community workshops that the staff members will try to attend so long as it does not get in the way of their work. It has been very difficult to actually participate in some activities due to shortage of staff in the unit. When the staff organize any activity they come together very well and they are willing to give their best which is all the agency can ask for.

STAFFING

Leona Spence has been transferred from Services to Families Worker to Child & Family Service Worker. She is learning fast in her new role and efficient when there is a task at hand to complete. She is dedicated to the unit. She steps in the plate when she is needed without question.

Flora E. Beardy has been our Acting Unit Supervisor since November 2008. She has done an exceptional job and has kept the unit together during my time away. She is now the Unit Supervisor effective February 23, 2009. She does well in her role.

Christine Wavey has been covering the position of Child & Family Services for Ms. Abbie Garson who was away for maternity leave. Christine maintained the duties of Foster Care which was not filled for the duration that Abbie Garson had been away. Abbie Garson returned to work on Monday, March 23, 2009.

Abbie Ouskun is our long standing employee in the unit since the doors of the office building was opened in May 2005. She was the Receptionist for a number of years then she assumed the position of Legal Secretary until last year and she is back to reception. Abbie has remained faithful to the unit and she just quietly goes about doing her business.

Loretta Ouskun, is new to the unit, she was hired on to cover the position of Services to Families Worker when Leona Spence was transferred into another position in the unit. Loretta Ouskun is

still working on term covering the position of Child Protection Worker effective February 23, 2009. She is looking for a job in the city of Winnipeg. Until she finds employment she will be covering for that position until a person is hired on. This has really helped the unit since there has been shortage of staff for long periods of time.

Alberteen Spence, was hired on as Services To Families Worker effective February 23, 2009. She plans to organize different workshops and liaise and advocate for her clientele as well as for the community members.

Eleanor Wavey, Intake Stats Worker, had been away since last March 2008 and returned on March 23, 2009. Her position was covered by Abbie Ouskun. It is so good to have Eleanor back on board. It makes it so much easier for the unit.

TRAININGS / MEETINGS / OTHER

April 29 & 30, 2008 - Mini Management Meeting attended by Unit Supervisor and Operations Manager.

May 12 to 16, 2008 – Suicide Intervention Training, attended by Unit Supervisor and Foster Care Worker.

September 14 to 19, 2008 – Staff AGM & Conference, attended by the Unit.

October 20 to 23, 2008 – White Buffalo “Forensic Interviewing”, attended by Unit Supervisor and Operations Manager.

Operations Manager of Split Lake attended to several communities to provide support with other Operation Managers. The communities that were visited were Ilford, God’s River, and Gillam/Bird during the months of September, October, and November.

COMMUNITY ACTIVITIES

April 16, 2008- purchase of pamper and milk were requested for Young Mothers in need. The unit keeps a stock on hand for emergencies.

June 24, 2008 – Purchase of candy and decorations for community parade.

October 24, 2008 – Purchase of pampers and milk.

November 13, 2008 – Purchase of pampers and milk.

November 13, 2008 – A donation was contributed toward National Addictions Awareness Week. This is usually a big celebration event in the community. Different workshops are facilitated during the week; along with entertainment in the evenings.

November 25, 2008 – A donation was contributed toward a church fundraiser event which is still ongoing. Split Lake has now started building their new church so this will be exciting for the community when it is completed as they have been without a church building for at least two years.

There has been a great deal of money transferred from community initiatives to the emergency funding portion toward providing purchase orders for families in need of groceries.

FUTURE PROGRAMMING

The Unit will be meeting with the Health Team on March 26 to plan some workshops together. Some of the workshops will cover parenting for young moms. Other areas will cover mental health, physical health, and spiritual well being.

The Unit will be planning workshops with the NADAP Program. The workers have regular contact with the NADAP Worker for clients.

The Unit will be sitting down together to plan out the year calendar. Looking forward to all the workers getting more involved with community planned events to keep families together.

I look forward to working with the new leadership in our community. This council is presently trying to bring community members together to work on the issues that are plaguing our people. This process will take time and effort by all resources through partnership. The process has started as there were two workshops that were organized of which one of our workers has attended.

UNIT SUPERVISOR

Flora E. Beardy

I would like to start off by greeting everyone and to introduce myself. I am Flora E. Beardy and I am the Unit Supervisor for the Split Lake Awasis Sub Office. I have been working as the Child Protection Worker for the unit since September 2006. I began acting Unit Supervisor on November 2008. I have since been hired on as the Unit Supervisor effective February 23, 2009. This is about the same time the two workers, Loretta Ouskun and Alberteen Spence came on board with the Agency.

Loretta Ouskun is our person who has stayed on for term only as she plans to move on to pursue other employment in Winnipeg. She has been very helpful to the unit for this time until another person is hired to cover the position of Child Protection Worker. Alberteen Spence was hired as the Services to Families Worker. The other workers, Abbie Garson and Eleanor Pronteau-Wavey, returned to work from their maternity leave on March 23, 2009. It is really good to finally have a full staff in our unit, although, there are still a great deal of challenges we face on a day to day basis.

During the past months that I have covered we have been helping the community by providing donation requests for the month of December 2008 to the end of March 2009. As for the families that need intervention, we would include the Local Child Care Committee members, The TCN portfolio councilors, NADAP Worker, Health Team as the resources to assist us dealing with some cases. When including the resources it gives us a stronger force and it opens the parent's eyes to what and how they are doing.

To conclude I would like to inform everyone by stating that our local office was short staffed from November 2008 to February 2009. But now we are back to full staff of nine members. During the months of December our office has been going through rough and emotional days having the loss of a dear friend and companion of our Operations Manager, Thelma C. Kirkness.

To finalize my short report, I look forward to continue working with the staff and hope that we will continue having a full team to start working on activities that we planned on our annual calendar. Thank you.

YORK FACTORY CREE NATION

OPERATIONS MANAGER

Thelma Bland

The primary responsibility of this position is to ensure that the appropriate range of services and programs to families and children are delivered in accordance with the philosophy, principles and standards as set forth by the First nation (MKO), Awasis Agency and the Child and Family Services act of Manitoba. As well as to provide supervision and on-site training as per case management.

Methods: providing guidance and direction, advice and information through supervision, and consultation by phone and community trips.

TRAVEL

May, 2008 - York Landing, twice during the month due staff vacancies

June, 2008 - York Landing – staff vacancy

July, 2008 - York Landing – staff vacancy

September, 2008 - York Landing – support and supervision

October, 2008 - York Landing – support and supervision

STAFFING

The previous staff left for a couple of reasons: one for medical reasons; and the other due to office politics. Therefore, we advertised, interviewed and hired York Landing staff: Unit Supervisor: Clara Ouskun, Child and Family Service Worker; Vicky Keeper, and the Foster Care Stats/Intake Worker; Roberta Harper. A few months later, Roberta went on early Maternity leave due to complications and bed rest. Chief and Council appointed Wanda Beardy to the Foster Care Worker position. The Services to Worker position remains vacant. An orientation followed for the Unit Supervisor. Supervision and on-site training as per case management to the new Unit Supervisor was provided.

UNIT SUPERVISOR

Clara Ouskan

The following report represents the activities of the York Factory Cree Nation's Awasis Agency Sub-Office for the fiscal year 2008-2009.

STAFFING

My name is Clara Ouskan and I came on in November of 2008, and we had a full staff. My position was the Unit Supervisor. Our sub-office went through a number of staff changes throughout the year. Staff were vacating their positions for various reasons. The 'Services to Families' position was vacant in January of 2009. We hired a 'Foster/Stats/Intake' worker last month in April, and we have an applicant to fill the 'Services to Families' position at the end of this month, May. Although we posted the vacant positions, we were not getting any applicants who were interested.

STAFF DEVELOPMENT & TRAINING

We focused on staff training, orientation and file updates. A lot of the files needed to be updated and we received help from the staff in Thompson. Further to this, staff have participated in various initiatives that were done in partnership with other resource groups within the community (ie. Critical Stress Management – NADAP) and other community events.

PROGRAM DESCRIPTION & ACTIVITIES

Our vision is to create a healthy community that promotes and upholds the physical, emotional and spiritual growth, development and well-being of children and families. This will also be demonstrated through the assistance of various community service providers. We focus specifically on duties such as: working with human resources to resolve problems in the social and community environment likely to place children and families at risk; to provide family counseling, guidance and various services to families for the prevention of circumstances requiring the placement of children in protective care or in treatment programs; to provide family guidance, counseling, supervision and other services to families for the protection of children; investigate allegations or evidence that children may be in need of protection; protect children; develop and provide services which will assist families in rebuilding their ability to care for their children; provide care for children in care; provide lasting plans for all children in care with a view to rebuilding a normal family life for these children; provide children who are parents some parenting education; other supportive services and assistance keeping in mind we ensure a fixed and feasible plan for them and their children; develop and maintain child care resources and to provide these services with respect to our tradition, culture and language of families and children.

PROMOTIONAL SERVICES

Educational Workshops/Programs

- Youth Conference at the R. D. Parker Collegiate in Thompson
- Youth Workshop: 'Soapstone Carving/Traditional Teachings' here in York Landing during the Spring Break.

COMMUNITY INITIATIVES

- Hosted and organized children events at Winter Carnival
- Christmas hampers & gifts
- Youth Fishing Derby at Spring Break
- Annual Goose Camp (youth traditional teachings)

The above activities also include the participation of other resource groups in the community. Attendance in workshops continue to be a challenge, whereas, celebrations and community activities are well attended.

PREVENTION SERVICES

Services to Families

- We have worked with families who have had their children come into care by helping them seek treatment through the NADAP program in the community.
- Six parents have gone out for treatment and have had their children returned to them.
- We remain in contact with these families and continue to monitor them to make sure that the family unit is happy and healthy and we also encourage them to attend the meetings in the community and see the mental health therapist who comes into our community once a month for one week.
- We have not had a ‘services to families’ worker since January of 2009 and as a result haven’t been able to present any workshops and trainings as such.

The above services also included the participation of other resource groups in the community. We work with the NADAP worker, the Recreation worker and the social services programs to help families live a healthy lifestyle. The stats indicate that there is a higher intake and children-in-care during the winter months. The winter road is open and access to alcohol is easier, and most intakes are alcohol related.

PROTECTION

- the main reasons for intakes were ‘child neglect’ due to alcohol abuse by parents
- there have been a number of ‘disclosures of sexual abuse’ by children and community members are very discouraged when they hear about something like this
- we receive a lot of calls from families requesting ‘emergency groceries’ towards the end of each month.

The above services also include the participation of our local nursing station and alcoholism causing ‘neglect’ has become overwhelming and continues to be an area of concern. The number of ‘sexual abuse’ disclosures involved mostly children and we have had 2 adults sent out of the community and charged.

Children in Care: Outcome of Intakes/Foster Homes

There is a high number of intakes (closed, family service files opened, ward and family service files opened) due to 'parent/conduct/neglect'. Here again it is higher in the winter months. Many of our intakes involve a file opening. Most of our filing is under voluntary requests and protection of children and here we continue to strive to build a working relationship with clients who are reluctant to have our involvement.

We also have a low rate of homes that are open for foster care. When we have to apprehend we run into problems in placing the children in a 'place of safety'. Our recent and current foster care worker is persistently trying to recruit new foster homes.

The main reasons for 'discharge from in-care' are planned returns to parents. These past few months, a number of parents have gone into treatment programs and have had their children returned to them. We continue to monitor and remain in contact with them to help them find ways to remain a healthy family unit.

FUTURE DEVELOPMENTS AND PLANS

We need to work at getting more staff training to maintain a better administrative and management system. We plan to get program structures in place as soon as the 'services to families' worker joins our team on June 1st, (ie. Parenting groups, information workshops, use of agency materials and videos, etc.). We will continue to focus on delivering healthy programs to the community, working with our local child care committee, and will also involve partnering with other community resource groups. It really helps to know the community and how the community functions.

OFF-RESERVE SERVICES

UNIT REPORTS

KAWECIHITTOWAK

SUPERVISOR

Linda Picard

Tansi Chiefs, Elders, Youth, fellow colleges, and guests, my name is Linda Picard and I am the Supervisor of the KaWeCiHitToWak office in Thompson. As always it is my privilege to be here and to be able to talk about our office, my team and our community.

KaWeCiHitToWak (Helping Each Other) has been true to its name over the last year therefore I have chosen to write this report and dedicate it to the staffs who continue to work so hard with the children, families, foster families, and communities. Without their dedication, values, beliefs, and loyalty to each other, KaWeCiHitToWak, and the Awasis Agency, this report would not have been possible.

2008-2009 has been a very challenging and demanding year as our office has faced numerous staff changes. Orientation and supports to new staff was constant; however the demand of Protection Case Management was overwhelming to some of the employees. The positive is that with the new staff hired our children and families can receive services in their own language of Cree, Denè or English.

This year, our team has strived to be creative when working with the children and families. We recognize and celebrate many of their achievements, such as birthdays, graduation from treatment programs, new births, passing grades at school or when the family's case is closed. The team will give cards, certificates or take a child or family out for coffee or a treat.

Some of the activities our office was involved with this year were the fall BBQ and our "Come and Go" Halloween party. Our team always give the children goodie bags, drinks and prizes at these events.

Our team was very busy in December as leading up to Christmas; we were involved in a number of events. This year, the team decided to give our families and children Christmas hampers. Thanks to Awasis Agency for the money our office was allocated. This was a huge success for 15 families that consisted of 17 adults and 59 children receiving turkeys, oranges and all the trimmings in time for Christmas dinner. Each parent and child also received a gift to open Christmas Day. The children were given a stocking filled with toys and goodies from Santa.

Cree Nations Child & Family Caring Agency, Nisichawayasihk Cree Nations, Family Services & Housing and Awasis Agency of Northern Manitoba hosted the first ever joint Christmas Party for Foster Parents, Children in Care and Agency Staff's Children. The agencies pooled their resources to provide an afternoon of contests, games, visit from Santa, gifts, goodie bags and a meal. The event was held at St Lawrence's Hall with the hall being over packed. Over 200 people attended the party (39 foster parents, 56 Awasis Agency children) this event was very successful and positive feedback was received from many that attended.

On April 2/09 for our spring break activities, we again rented a bus for children in care, foster parents, family members and staff travelled to Mystery Mountain for a day of skiing and sleighing in the sun. . Lunch was provided to 37 adults and children. The trip was a success and everyone was asking when the next big event could take place.

On April 3, 2009 our office opened the boardroom to have a clothing give away. Over the year we had numerous donations of clothing and toys. Families and foster families are always invited to these give away days and state how much they appreciate the agency helping them out in this way.

In the past years, Awasis Agency has been a role model agency that has been very active in forming partnerships, identifying required new services and then making such services a reality for First Nations children, families and communities. This last year has been no different as several new partnerships were approved. These are the “Caring 4 You” foster care and resource office, the “WeCiHiToWin” Project, a new project that will provide traditional and cultural activities and teachings to First Nations families and children. Awasis Agency remains an active advisory member on other services that have been approved such as the new 10 bed Crisis Stabilization Unit that should be up and running by 2010. The Young Parent Program funding has also been approved and service delivery programs are being finalized. Such programs here in Thompson are open to all families and children from the Awasis Agency communities.

In closing, I would like to thank you all for listening to me today. As always I am thankful for all the support and advice received from management and staff. If in our neighbourhood, please drop in for a chat and coffee. Our door is always open.

Ekosi

PROGRAM DESCRIPTION

Intervention services are provided when a child is deemed to be in need of protection services. These services include child protection investigation on referrals, apprehension and placement of children.

KaWeCiHitToWak office is the off reserve service delivery office for Awasis Agency .Our office provides child and family services to the city of Thompson as well as to the 5 outlying communities of Thicket Portage, Pikwitonie, Wabowden, Leaf Rapids and Lynn Lake. Our office is located in Room 205 at 55 Selkirk Avenue in Thompson.

KaWeCiHitToWak is not an Intake Office. Our office accepts child and family services mandated and voluntary open cases (transfers) from the Designated Intake Office. (DIA) (Nisichawayasihk Cree Nations) This happens once the initial intake and investigation are completed by the DIA and it is deemed that a child or family, who are from one of the communities under the Awasis Agency jurisdiction, requires ongoing services or resources. Once a case is accepted through this process, KaWeCiHitToWak will open a Pending Transitional file. The case will remain in this status until a Motion to Transfer is legally granted

by the Court (Section 28 or Section 43). It should be noted that once a case is transferred then our office is responsible for responding to all future intakes between 8:30 A.M and 4:30 P.M. The DIA is responsible to respond from 4:30 P.M. until 8:30 A.M. (Monday to Friday as well as weekends and holidays). The majority of intakes and transfers received by our office are sent from the DIA.

Transfers happen when DIA has investigated a referral on a family and that family requires ongoing services. The DIA then requests KaWeCiHitToWak to accept the case and assume future service delivery responsibilities.

Intakes are when KaWeCiHitToWak has an open case and is already providing services. If a referral is received on that case, KaWeCiHitToWak would be responsible to complete the investigation and provide follow-up services.

Over the last year, KaWeCiHitToWak has received a large number of Unit to Unit service requests from our co- Awasis Agency communities. Service requests include attending Young Offenders Court, checking on children in placement in Thompson, serving court documents and completing Guardianship Reports. Our office has attempted to help our co-offices whenever possible.

COMMUNITY PROGRAMING AND ACTIVITIES

KaWeCiHitToWak believes our prevention programming was a major component of our service delivery. Unfortunately, this year our team was unable to present any of our traditional and cultural workshops such as the Learning Series, Back to Basics and The Children's Teaching Blanket workshops. Service delivery; case load demands, and a shortage of staff have reflected how our office delivers all child welfare and preventive services. Our children and families have been referred to other Thompson resources such as MaMowWeTak, Futures, AFM, YWCA and the Crisis Center to attend programming on parenting, anger management, family violence and addictions. Many of our parents have expressed disappointment that our workshops are no longer being held.

On October 30, 2008, our office held a Halloween "Come & Go Party". The children received a goodie bag, a drink and prizes for their costumes.

Our team was very busy in December as leading up to Christmas; we were involved in a number of events. This year, the team decided to give our families and children Christmas hampers. Thanks to Awasis Agency for the money our office was allocated. This was a huge success with 17 families and 36 children receiving turkeys, oranges and all the trimmings in time for Christmas dinner. Each parent and child also received a gift to open Christmas Day. The children also were given a stocking filled with toys and goodies from Santa.

Cree Nations Child & Family Caring Agency, Nisichawayasihk Cree Nations, Family Services & Housing and Awasis Agency of Northern Manitoba hosted the first ever joint Christmas Party for foster parents, Children in Care and agency staff's children. The agencies pooled their resources

to provide an afternoon of contests, games, visit from Santa, gifts, goodie bags and a meal. The event was held at St Lawrence Hall with the hall being over packed. Over 150 families and children attend. This event was very successful and positive feedback was received from many that attended.

On March 31, 2009, our Office cleaned out our storage room, sent out invitations to our families and foster families and had a clothing give away afternoon. The team hauled up approximately 25 large boxes of toys and clothes from the basement. At day's end, remaining items were given to the YWCA and Homeless Shelter in Thompson.

On April 2, 2009 during spring break, our team arranged to take app. 35 children, families and foster families to Mystery Lake Ski Hill. A Greyhound bus was rented and everyone was off for the day. The day included skiing instructors teaching the children to ski on the bunny hill. Some of the older youths were advanced in their skiing skills and enjoyed riding the ski lift to the top to come skiing down the main trails. All required equipment was provided for the children. The day included. A great time was had by all.

This year our team was very proud of one of our Permanent Wards who was involved with gymnastics. She went on to attend the Women's Artistic Gymnastics Championships held in Winnipeg in April, 2009. Of 44 participants, she competed in the vault, bars, beam and the floor routines. This girl came in first all around on the events winning a gold medal.

PARTNERSHIP ACTIVITIES

Since implementation of the AJI-CWI in 2005, KaWeCiHitToWak has been invited by several different organizations to represent Awasis Agency by being a board or advisory member on different projects or programs. The Young Parents and Crisis Stabilization Unit were two such projects; Awasis Agency remains an active advisory member on these projects which have received an approved financial budget. The Crisis Stabilization Unit will be a new 10 bed unit that should be up and running by 2010. The proposed building site is on Princeton Drive in Thompson near the new AFM building. The Young Parent Program funding has also been approved and service delivery programs are being finalized. Marymound has accepted the lead for the Young Parents Program. They will be responsible to develop the housing, deliver the programs and staff the unit that the young Moms live in. MacDonald Youth Services have accepted the responsibility to staff and develop the unit for the Crisis Stabilization Unit. Such programs here in Thompson will be open to all families and children from the Awasis Agency communities.

Caring 4 You is a partnership developed between Family Services and Housing, Nisichawayasihk Cree Nations, Cree Nations Child and Family Caring Agency and Awasis Agency of Northern Manitoba. This foster care and resource office was opened on November 1, 2008. The office is staffed by 3 foster care workers, an administration assistant and the coordinator for the Thompson Receiving Home. All foster home placements within the city of Thompson and the 5 off reserve communities must be processed through this office. The team continues to work hard to promote, develop and deliver services that not only meet standards and policies but work within the perimeters of all agencies.

The Interagency Committee for Thompson and area has continued to meet and as a result several protocols were developed and are being used by all agencies. Example: a) how cases are transferred from the DIA b) how referrals (intakes) are to be sent to agencies on open cases 3) how abuse investigations are to be dealt with when they are in a foster home. The committee continues to look at present service delivery and seek solutions in working toward a best practise approach for First Nations families and children.

In the past years, Awasis Agency has been a role model agency that has been very active in forming partnerships, identifying required new services and then making such services a reality for First Nations children, families and communities. This last year has been no different as several new partnerships were approved. The most recent approved partnership was when NCN-CFS Northern Amalgamated and Awasis Agency (KaWeCiHiToWak) office submitted a proposal called “WeCiHiToWin” Project. This project would provide traditional / cultural activities and teaching focusing on the mental, physical, emotional and spiritual well- being of a human. The team will seek advice and direction from the Elders, hold workshops, have individual/ family sweats, hold sharing/healing circles, develop retreats, and develop intervention /prevention programs. At this time we await for approved funding from the Northern Authority to be received.

As always, the office received many donations of clothing and toys from the businesses and citizens in Thompson and surrounding communities. Our families are always delighted to be given these donations. Our office utilizes the new donations in times of emergencies when child/children may need clothing immediately. Appreciation certificates were sent to all donors to thank them for their thoughtfulness.

STAFFING

At the time of writing this report, KaWeCiHitToWak has 3 Case Managers, Catherine Grieves, Corrina Powderhorn and a vacant position, an Administrative Assistant, Eleanor Wavey and a Supervisor, Linda Picard. Our office also receives financial and legal help / supports from the main Awasis Agency office. The Services to Families position has remained vacant since July 2007 except for January/09 when it was covered off by Catherine Grieves. It should be noted that when the Services to Families position is again filled, that person will be working with the WeCiHiToWin Project. Leon Frost; our Foster Care Worker is also working at the Caring 4 You Office.

Over the last year, Awasis Agency has continued to encourage and support staff in personal and professional growth. Due to staff high turnover the majority of this year's professional training entailed orientation in the areas of case management, assessments, case planning, financial, legal, Intake, investigations, time management, conflict resolution, organizational skills and prioritizing their workload. Reviews regarding Awasis Agency procedures, policies and directives were also ongoing. Awasis Agency provided KaWeCiHitToWak with resource materials /books for our library. The team also received Awasis Agency's updated manuals, protocols and directives Personal development consisted of sharing circles, smudging, staff appreciation day, Christmas dinner and gift sharing. This year the team formed its first Social Committee. In that way, the team can celebrate special occasions for all team members.

In April, 2008 the staff were also involved in the Awasis Agency self- assessment conducted by Dr's. Jim and Frances Ricks. This was a very positive experience for all involved.

All staff attended the AGM and Staff Conference at Long Plains from September 15-19, 2009. Hats off to our Executive Director, Senior Management and anyone I might have missed for an excellent job, well done. The conference not only inspired all staff professionally and personally but everyone made new friends and took home memories that will last a life time.

KaWeCiHitToWak staff has formal and informal support from their Supervisor. Our office has an open door policy with the supervisor and informal discussions among staff regarding case planning and program changes. We have weekly team meetings every Friday morning that are conducted formally with all minutes being recorded. The team is given every Tuesday as a protected day to complete paperwork.

In December, 2007, a Workload Relief Review was completed on the KaWeCiHitToWak Office. Case load demands had continued to increase since the implementation of the AJI-CWI however staff ratio had remained the same. Some of the more obvious factors are the increased family service files and number of children in care for longer time frames. These increases meant more transfers and intakes from the DIA which require investigation by our agency. Other factors include 120 townhouses closing down (extra increase in shortage of housing), increase in gang and drug activities and the increase in population from Awasis communities to Thompson.

The report had recommended that 2 more full time case mangers be hired, however, our office continues to have 3 case managers. At this time case management and service delivery demands

continue to escalate. Families continue to move to the off reserve communities which then require ongoing frequent travel from staff leaving a shortage of workers to meet policy responsibilities and deadlines.

From April 2007 to April 2008, KaWeCiHiToWak was faced with ongoing changes in staff as a result of staff either finding other employment or leaving the agency or due to staff being away for extended time frames due to disability. From April 2008 to present, this trend has continued causing our team to always have a shortage of staff to carry out the required workload responsibilities. Attendance documentation shows KaWeCiHitToWak staffs have increased being away from work more often than a year ago due to continued illness. “It is difficult for a sick employee to work in the field of child protection”.

Please note that this report is written with the utmost respectability for the Awasis Agency of Northern Manitoba. I have voiced these ongoing concerns because as a Supervisor, I do not want to keep seeing my staff burn out and not be able to meet the high work expectations of Awasis Agency. I am also concerned as tired, exhausted and sick staff are unable to provide the required services/resources to our children and families which they so deserve.

KEEWATINOOK WECHIHWEWIN AGENCY

WINNIPEG

SUPERVISOR

Darla Spence

Tansi, my name is Darla Spence and I am the Supervisor for Awasis Agency at Keewatinook Wechihewin Agency at 315 McGee Street in Winnipeg. I have been with this unit since July 2006. On behalf of all our staff from the McGee office, we would like to take this time to say hello to all the other units.

UNIT FUNCTIONS AND DEVELOPMENT

Community Assistance

Our office continues to provide community assistance for all our communities. Community requests are constant and we try to accommodate all units to the best of our ability.

Child in care and Family file reviews

Supervisors ensure staff continue to strive on updating and maintaining our child in care files and family files on a quarterly basis.

Unit Meetings

We continue to have bi-weekly meetings. The purpose of the regular unit meetings are to update staff with new information pertaining to Child Welfare matters such as new procedures and forms, changes in standards and regulations of the CFS Act, and other matters pertaining to case management. Staff are encouraged to participate in our meetings.

Case Management/Case Conferencing

Supervisors have regular supervision sessions with social workers and assist workers in dealing with cases. Also, when we have high-risk cases, we encourage workers to case conference their cases with other CFS workers and collaterals involved with the case.

Family visits at office

We continue to have office visits between children in care and biological families. We accommodate all family visits in our family rooms at our office. The visits are either unsupervised or supervised.

Court

We have court weekly so workers and/or supervisors attend court on a weekly basis.

On-call workers

We have social workers who go on call from 8:30 a.m. to 4:30 p.m. ANCR attends all calls after 4:30 p.m. and on weekends.

Staff

At present, our staff consists of 7 social workers and they are: Michael Wood, Cheryl Beardy, Theresa Morin, Jeanette Flett, Stella J. Woodhouse, Henry Fiddler and Ithan Bullard is also a social worker/Child Welfare Advisor and Supervisor. Shelley Poiron is the Resource Coordinator. We also have Terri Owen and Charmaine Lagimodiere as Intake/Stats Workers, Lorraine Ducharme, Finance Clerk, Robyn Bjornsson, Legal Assistant, Joan Durant and Denise Woodford, Family Support Workers, Darlene Spence and Debra Saunders, Foster Care workers, Rhonda Pangman, Administrative Assistant, Darlene Scott, Receptionist, Roni Dwaliwal, Shamattawa social worker. We have Bev Robinson, Foster Care Coordinator and Melanie Shea, Receptionist from the Smith office.

SUPERVISOR/SOCIAL WORKER/CHILD WELFARE ADVISOR

Ithan Bullard

Tansi, Akwa, my name is Ithan Bullard and I am the newly assigned Supervisor effective January 2009. First of all, I would like to thank our Executive Director and Senior Management for allowing me the opportunity to be a Supervisor in order to gain more experience in the management field. At present, I supervise 2 social workers plus I carry a case load as well. I am also a Child Welfare Advisor for the McGee office. I am very busy and I continue to strive to implement promotion, prevention and protection activities according to the First Nations mandate as well as implementing the Provincial mandate and Policies and Procedures. I look forward to working with the management staff as well as all the Awasis staff. Thank you.

COMMUNITY DEVELOPMENT, EDUCATION AND PREVENTION

June 5-8, 2008	Kidfest for International Children's Festival Tickets were donated to our unit and were given to children in care and families
October 30, 2008	Raffle for a Halloween Hamper for families
November 6, 2008	Raffle for a Thanksgiving Hamper for families
November 3-7, 2008	One staff went to assist staff at the Shamattawa office for the week
November 24-28, 2008	Three staff went to assist staff in Shamattawa office for one week each
December 8-11, 2008	One staff went to assist staff in Shamattawa office for one week
December 1-5, 2008	One staff went to assist staff in Shamattawa office for one week
December 10, 2008	Two supervisors attended "Humanitarian Award" ceremony for Irene McKay at the Fort Gary Hotel

STAFF DEVELOPMENT AND TRAINING

April 28, 2008	Francis and Jim Ricks – Focus Group for clients and staff
April 29, 2008	Management Meeting in Thompson Supervisor attended this meeting
June 19, 2008	Supervisor attended a “Labor Workshop”
September 15-18, 2008	Staff attended AGM and Annual Staff conference in Long Plains First Nation
October 9, 2008	A Psychologist presented a workshop on “Grief Counseling” for McGee staff
November 6, 2008	A Public Health Nurse presented a workshop on “HIV/AIDS” for McGee staff
November 17-19, 2008	Two staff attended training on “Critical Incident Stress Management”
February 24 & 25, 2009	Two supervisors and Resource Coordinator attended AGM in Brokenhead Reserve

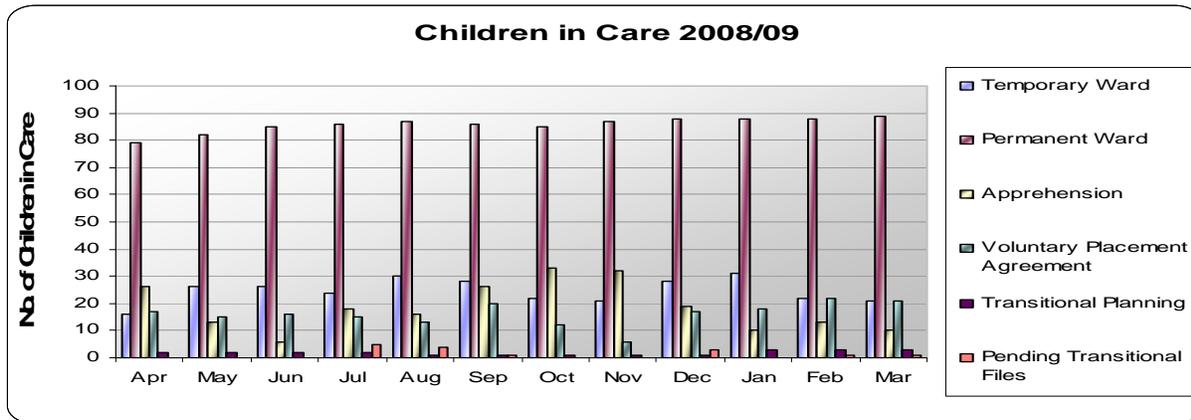
COMMUNITY INITIATIVES

December 14, 2008	Awasis Agency hosted a Christmas party for children in care and foster parents
December 16, 2008	Awasis Agency provided 50 gift certificates @ \$50 each for our families we work with

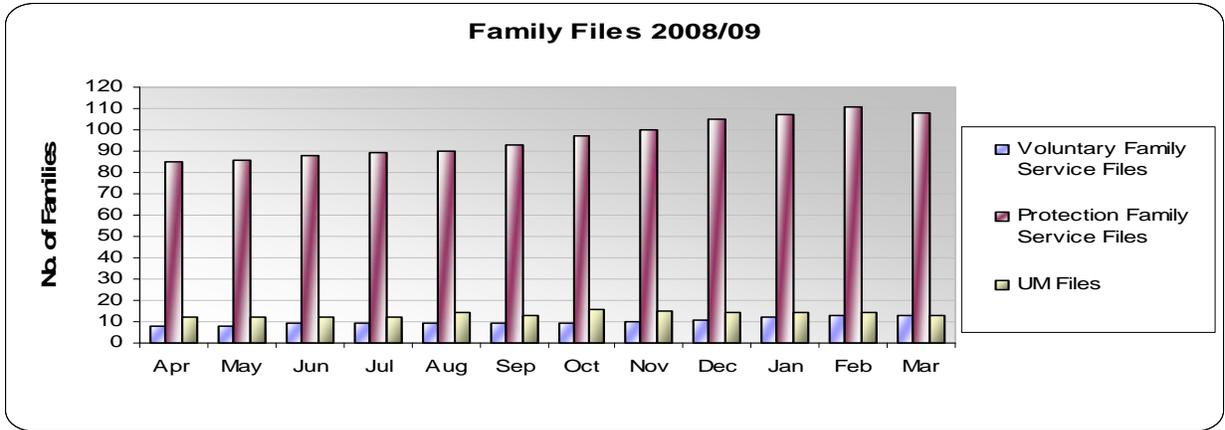
STAFF RESTRUCTURING

April 1, 2008	One staff was promoted to Social Worker/Child Welfare Advisor
April 7, 2008	One staff started her new position as Resource Coordinator
June 11, 2008	Two social workers were hired full time. One social worker was hired for a term position until September 30, 2008
June 23, 2008	One social worker resigned from her position
July 14, 2008	One social worker resigned from his term position
August 21, 2008	One social worker was hired for a full time position
January 5, 2009	One social worker resigned from his position
January 2009	One staff was promoted to Supervisor

CHILDREN IN CARE FILES/FAMILY FILES



This table displays the legal status of children in care. In April 2008 there were a total of 140 children in care, May 138, June 135, July 150, August 151, September 152, October 153, November 150, and in December 156. In January 2009 there were 150, February 149, and in March 145.



This table reflects the number of family files we had during the last fiscal year. In April 2008 we had a total of 105 family files, May 106, June 109, July 110, August 113, September 115, October 122, November 125 and in December 130. In January 2009 there were 133, February 138, and in March 134.

RESOURCE COORDINATOR

Shelley Poiron

My name is Shelley Poiron, and I began my position as Resource Coordinator, McGee office in April, 2008. The following is a list of my duties:

- Manage the Family Support Services budget and maintains spreadsheets outlining monthly and annual expenditures.
- Compile statistical reports on services provided under the Family Support Service Program.
- Responsible to recruit and contract with volunteers and service providers to perform various duties on behalf of the Agency.
- Develops, manages and facilitates a pool of short term contract support service providers that include: volunteers, drivers, respite workers, interveners, parent aides and escorts.
- I ensure that Awasis Agency policies are adhered to with respect to completing and compiling all required Police, Child Abuse and Prior Contact checks for support service providers prior to any service being delivered.
- The Resource Coordinator sits on various committees for the purpose of enhancing their knowledge and understanding of the resource network within the City of Winnipeg and throughout the Province of Manitoba.
- The Resource Coordinator works cooperatively and effectively with child and family service workers and other human resource workers such as those in the fields of education, employment, community health, recreation, alcohol and substance abuse and prevention, social assistance and other child and family services, in order to strengthen and unify children and families.
- The Resource Coordinator will also sit on various committees and also assist with coordination of special events and projects.

Since I began my position, I have been busy with organizing the Family Support Service Program. I have met with Senior Managers to review policies and procedures within this particular service.

Currently, I am supervising a full time Parent Aid, Denise Woodford and Joan Durant a Family Education worker seconded from Winnipeg Child and Family Services. Both Joan and Denise's work consist of working with families whose children are at risk of coming into care, family reunifications and families who need the extra support to parent successfully.

I also supervise 32 casual, contracted support workers. These contracted support workers provide a variety of services that are vital to our Agency and the Families that we serve. Such services are as follows; Drivers, escorts, interveners, respite workers, family visit supervisors, homemakers and child care providers.

I have networked with various resources/collaterals within the City of Winnipeg, and have begun discussing future services for our children in care and families.

The following tables represent the number of times Services were requested and provided monthly during the 2008/09 fiscal year.

The three different categories are: Services to Families (FSSA), Services to Children in Care and Community Requested Services.

Services to Families
(Family Support Service Agreements)

	Interveners	Parent Aides	Child Care	Respite
April	1	4		2
May	3	4		2
June	3	5		2
July	2	7		3
August	2	8		4
September	1	8		5
October	1	11		6
November	1	8		6
December		7		5
January	1	8	1	6
February	2	2	1	4
March	1	5	1	6
Total	19	77	3	51

Services to Children in Care
(Winnipeg based)

	Respite	Drivers	Escorts	Interveners	Supervised Visits	Support Worker
April		3	3		1	
May	2	6			2	
June	1	5	1	1	3	
July	1	5			2	
August	1	6			5	
September	1	5			4	
October	1	13	1	2	7	
November	1	17		2	13	
December	1	13		2	8	
January	1	17		1	11	
February	1	17	11	1	11	1
March	1	15	2	1	15	
Total	12	122	18	10	82	1

Services to Children in Care
(Community Based)

	Respite	Drivers	Escorts	Interveners	Supervised Visits
April			1	1	
May	1				
June				1	1
July			1		
August			1		1
September					
October	1	1	2		1
November	1	1		1	
December			2		
January		1	1		1
February					1
March		2	1	1	2
Total	3	5	9	4	7

In collaboration with a Case Manager, a Specialized Placement was established in October, for a Child in Care which because of the issues concerning this child, this individual was not able to

reside in a typical Foster Home Placement. A team of interveners and a House Manager provide 24 supervised care for this individual.

On going recruitment of service providers continues through word of mouth, advertisement in the Northern Authority's monthly news letter and occasional on site events such as in July, which ENUF, Every Nation Unity Festival, provided an opportunity to gather and network with other collaterals in the City of Winnipeg. This event was sponsored by the Assembly of Manitoba Chiefs.

I look forward to ongoing development of the Family Support Service Program and working with the entire Team of Awasis Agency of Northern Manitoba to continue to provide quality services for our children in care and families which we serve.

Thank you.

PROGRAM REPORTS

CHILDREN WITH LIFE LONG COMPLEX MEDICAL NEEDS

PROGRAM REPORT

Helen Trudeau

2008/2009 is the seventh full year of project operation under the ongoing service arrangement negotiated at the end of the pilot project. Throughout the year, the case managers assess the children and family's needs and resources i.e. specialty equipment\supplies in the home and at school. Information provided by OT, PT and Child Development is an integral part of the care plan and shared with the Nursing stations/CFS/school team ensuring consistency and enhancing service delivery i.e. Individual care plans, IEP process in the beginning of school year.

The case managers have been very busy with assessments of the children and family's needs based on resources, specialized equipment, and home requirements:

- In Nelson House, the school has funded and provided a specialized change table for one of our children on our caseload. The project purchased a power link 3 control unit to be used in augmentative communication with use of adaptive switches. The child is now able to communicate with the EA, and teachers. PT borrowed a specialized bike from Juniper School in Thompson, MB to assess the gross motor skills of child #3 and all were amazed at how quickly the child adapted and increased her mobility. Child was assessed and fitted with AFOs with the Orthopaedic Clinic at RCC. Special runners were purchased to fit her splints. OT has introduced sound therapy to assist in calming the child when needed during times of frustration.
- In Brochet, a bath seat and hand-held shower head has been installed but the recommendations outlined by OT is to have a wheel-in shower. Child #13 has access to a computer and it is recommended by the EA that age appropriate programs be purchased for him. The child development worker is reviewing ordering information at present.
- In Norway House, the Child development worker provided recreational supplies to support creative parent-child interaction as the best way to encourage and enhance language development, creativity and curiosity which leads to the highest learning ability possible. Play activity is encouraged as one to one with the child and group time with others in the home. This improves parent-child communication and reduces behaviour problems. Child #19 recently had an addition built to the home. The addition will be the child's room with an en suite formatted to meet the child's needs as recommended by our OT.

The project continues to work closely with the Community Resource Team by networking with Building Healthier Communities, Nursing Stations, Schools, NADAP, CFS units, Head start and Brighter Futures. Networking at the community level and accessing support from the local leadership has ensured that the best possible service is provided to our families and their

children. The project has a strong working relationship with the Cerebral Palsy association of Manitoba, Adult Community Living and RCC. By working together, service delivery has been consistent and ensures continuity of care.

This year has proven to be very busy with project promotion (info sharing) through presentations by the board of Awasis Agency of Northern MB to different levels of government, Annual Family retreat, and the on-going service delivery and support of the children and their families involved in the project.

STAFFING

Helen Trudeau continues to provide service in the combined roles of half-time Project Manager and half-time Thompson Case Manager for Nelson House, and Brochet, MB. The project manager continues to provide overall management of the project. Service delivery has been consistent with continuity of care by providing consultation and support through the case managers, in-home support, educational assistants and family members in promoting training and recommendations outlined by OT and PT. The Project Manager continues to by providing information on research to assist in promoting/ implementing on-going services to all First Nation children and their families.

Celena Moore, Norway House Case Manager continues to work close with OT, PT, schools, Independent Counselling, and Minisowin Agency. She demonstrates strong case management skills and works independently. Employee Performance evaluation has been done (dated January 9, 2008).

Irene McKay provides Child Development for all the families involved in the project. She continues to provide recreational programming to enhance the developmental needs of the children for both in the home and at school i.e. cooking classes. She oversees the delivery of stimulation programs by local care-givers (support workers/EAs). She ensures that the recommendations outlined by OT and PT are followed in the home and at the schools. Irene has been able to identify individuals (Educational Assistants & support workers) that require training and the type of training required specific to each individual case. This has been and continues to be very important in the beginning of the school year.

Ellana Friesen continues to provide Occupational Therapy coverage on a contract basis during the school year. She provides in-direct and direct therapy to all the families involved in the project. The schools appreciate and follow the guidelines as outlined in each program designed by the OT for each of the children on our caseload.

Carol Kehler continues to provide Physiotherapy on a contract basis to the families of Nelson House and Brochet, MB. She has proven to be a great asset in the assessment of fine motor and gross motor abilities. Recently, child # 3 has started to walk and Carol was able to identify the need for ankle foot orthotics and an appointment was made with Dr MacPherson to be further assessed. She continues to provide training for the families and EA's in the use of standers, pommel walkers and basic transfers in the care of the children.

Ellana Friesen, Carol Kehler and Irene McKay have continued to establish a supportive working environment and entered in partnership with the families and schools with their down to earth approaches. The children have shown positive benefits in their overall physical abilities from these very important specialized services.

Frontier School Division has implemented Speech Therapy services but not Physiotherapy in Brochet, MB at this present time.

Independent Counselling, support group continues to meet every month in Norway House, MB conducted by Linda Freed.

The Administrative Assistant to the project is Charlene Cook. She is very resourceful and supportive in the planning phases of the annual family retreat, tracking client information, caseloads, and staff time i.e. time sheets.

CURRENT YEAR FINANCES

Spending in Child Specific Categories to the end of March 31, 2009 is \$286,887.39 leaving a surplus of \$1,762.61. Any questions regarding the statement can be addressed to the Project Manager.

CASEWORK

The brief summaries do not begin to capture the hard work that the project has had to address re: serious issues that the families have faced in this past year.

Child # 3 has been in and out of hospital in Thompson, MB with severe ear and chest infections. She is closely monitored by the Paediatricians in Nelson House, MB and BRHA. NCN CFS has informed the project that the case has been re-opened. The children have been taken out of the home and placed in care until the mother seeks treatment for addiction issues. The NCN CFS has been very cooperative in working together as a team to ensure the well being of the family unit. The project continues to be consistent in accessing resources in the community to further support Mom. The case is undergoing mediation with the assistance of Family Justice. NCN Housing continues to fix the ongoing issue of running water and the plumbing.

Child #17 remains prone to bed rest due to the demineralization of bone and is closely monitored by the Paediatricians at Children's Hospital in Winnipeg, MB. On-going. Child is to be assessed to determine if he needs oxygen during the night. The family has succeeded in their Autopac claim. Child has recently recovered from recent illness-exposed to H1N1.

The Project continues to work very hard and responds immediately to meet the needs of the children and their families by providing increased support, referrals, and accessing the assistance

of other services in and outside the communities i.e. NADAP, Regional Health authorities and local CFS units.

PAST INITIATIVES

The highlight for first quarter of this fiscal year was the Annual Family Retreat which was held in Winnipeg, MB at the Victoria Inn on July 4-7, 2008. The theme chosen for this year was “Quality Time Spent in Family Fun”. The families and case managers worked closely together planning the weekend activities which included: Bird’s Hill Park, Fun Mountain, Tinker Town, Grand Prix (Go-carts), movie at Silver City Polo Park and swimming. The families enjoyed lunch at the Spaghetti Factory and they were able to tour “The Forks” as some have never visited Winnipeg’s well known market place. It was a weekend full of fun and the families were able to re-connect with one another. They shared stories and personal challenges they had faced in the past year. Laura Shellenert from the Cerebral Palsy Association of Manitoba joined us for dinner one evening and donated equipment and supplies to the project. The project appreciated the donation and acknowledged that networking has been beneficial to our families involved in the project.

The project staff continue to be readily available to provide support and training to the families, schools and EA’s working with the child to meet both the physically and developmental needs. The project staff, in-home support workers, and family members attended a standard First Aid Course and Level “C” CPR. The course was held in Norway House, MB and instructed by an authorized provider from Canadian Red Cross, Dion Anderson. It was a great course and enjoyed by those attending.

Community Living –Manitoba held “*A Day of learning & Sharing*” in Norway House, MB. Families, from the project attended. It was a time shared my friends, family or colleagues, in looking at issues that affect children with disabilities and their families in the home, school, and community. The workshop was held by Rose Flaig and Anne Kresta. It was a great hands-on community forum for understanding practices for family & education supports.

The families in Norway House, MB attend counselling services provided by Independent Counselling on a monthly basis. This has proven to be an essential service as it enables the families to share their stories and concerns in caring for a child with disabilities.

NEW INITIATIVES

The project staff and families are in the middle of the planning phase for the upcoming Family Retreat. The Family retreat is scheduled for July 15 to July 19/2009. It has been decided that the retreat take place in Edmonton, Alberta at the Fantasy Hotel. The families are looking forward to our yearly event with great anticipation of sharing and joining in on activities.

The project will be continuing to network with ACL and the Cerebral Palsy Association of Manitoba for future parenting workshops.

The case managers are preparing for the end of the school year and reviewing summer programming for the children and their families. OT and PT are at present reviewing their contracts for the up-coming September 2009 to June 2010 school year with the project.

CONCLUSION

The project continues to provide direct service delivery to our families on a continual basis through case management, utilizing the Rehabilitation Therapy Team and networking with the Community Resource Team. The ongoing service of *Children with Life Long Complex Medical Needs* remains to be consistent in providing support and the necessary services that will help meet the needs of the families involved in the project.

The project is consistently guided by the principles of being child-focused, family centered, community based, holistic and accessible. The project staff work hard and ensure the highest possible quality of life for each child and their families living with disabilities in their respective communities.

APPENDICES

AWASIS AGENCY OF NORTHERN MANITOBA

CURRENT BOARD OF DIRECTORS

Chief George Neepin, Chair
Fox Lake Cree Nation
P.O. Box 369
Gillam, Manitoba
R0B 0L0

Chief Joe Dantouze, Vice-Chair
Northlands Denesuline First Nation
Lac Brochet, Manitoba
R0B 2E0

Chief Betsy Kennedy
War Lake First Nation
Ilford, Manitoba
R0B 0S0

Chief Alex James Robinson
Cross Lake Band of Indians
Cross Lake, Manitoba
R0B 0J0

Grand Chief Arnold Ouskan
Keewatin Tribal Council
102-83 Churchill Drive
Thompson, Manitoba
R8N 0L6

BOARD OF DIRECTORS'
BUSINESS PLAN 2009-2014

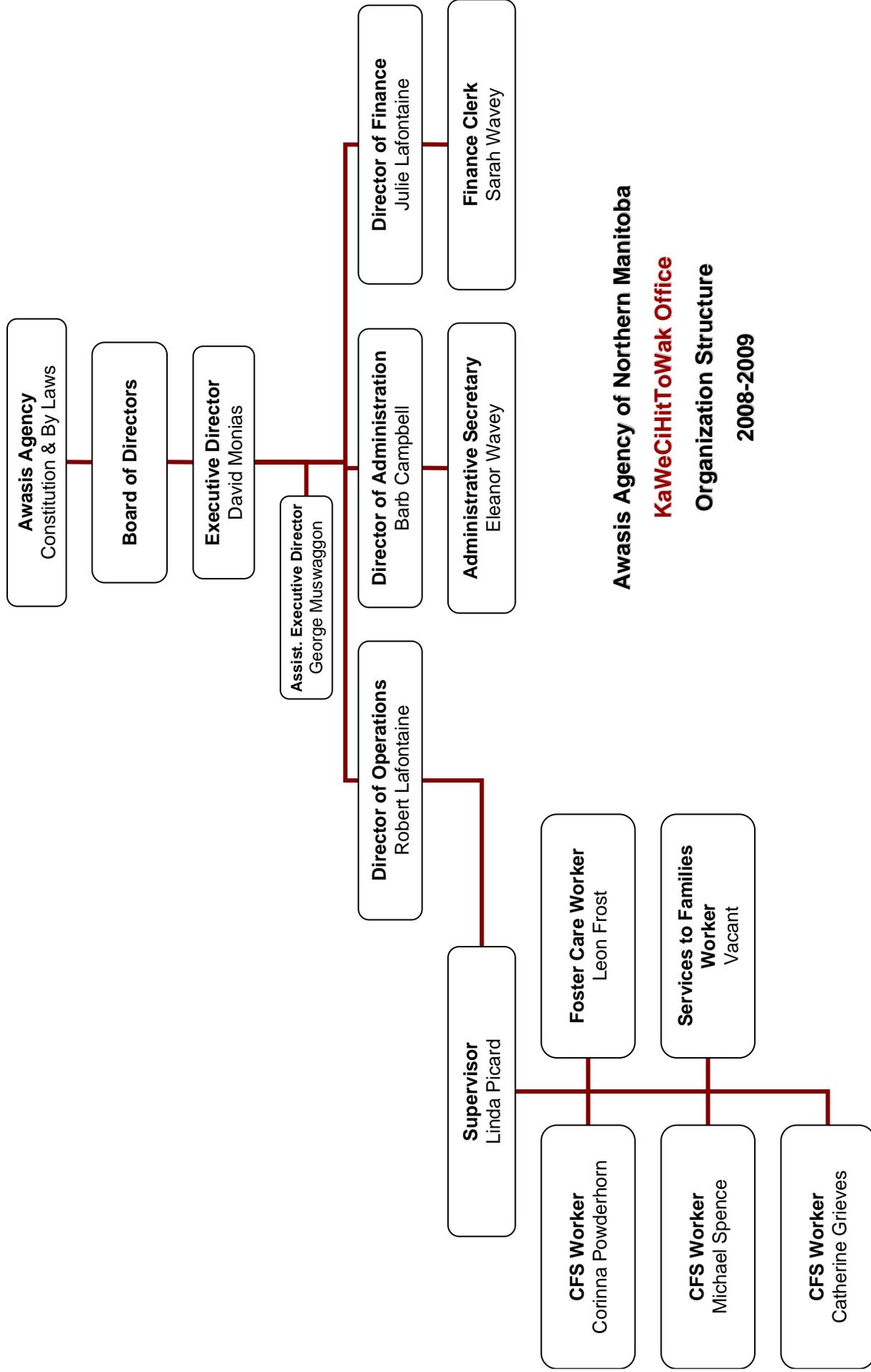
AWASIS AGENCY BUSINESS PLAN

2009-2014

STAFF

ORGANIZATION STRUCTURES

ORGANIZATION STRUCTURES



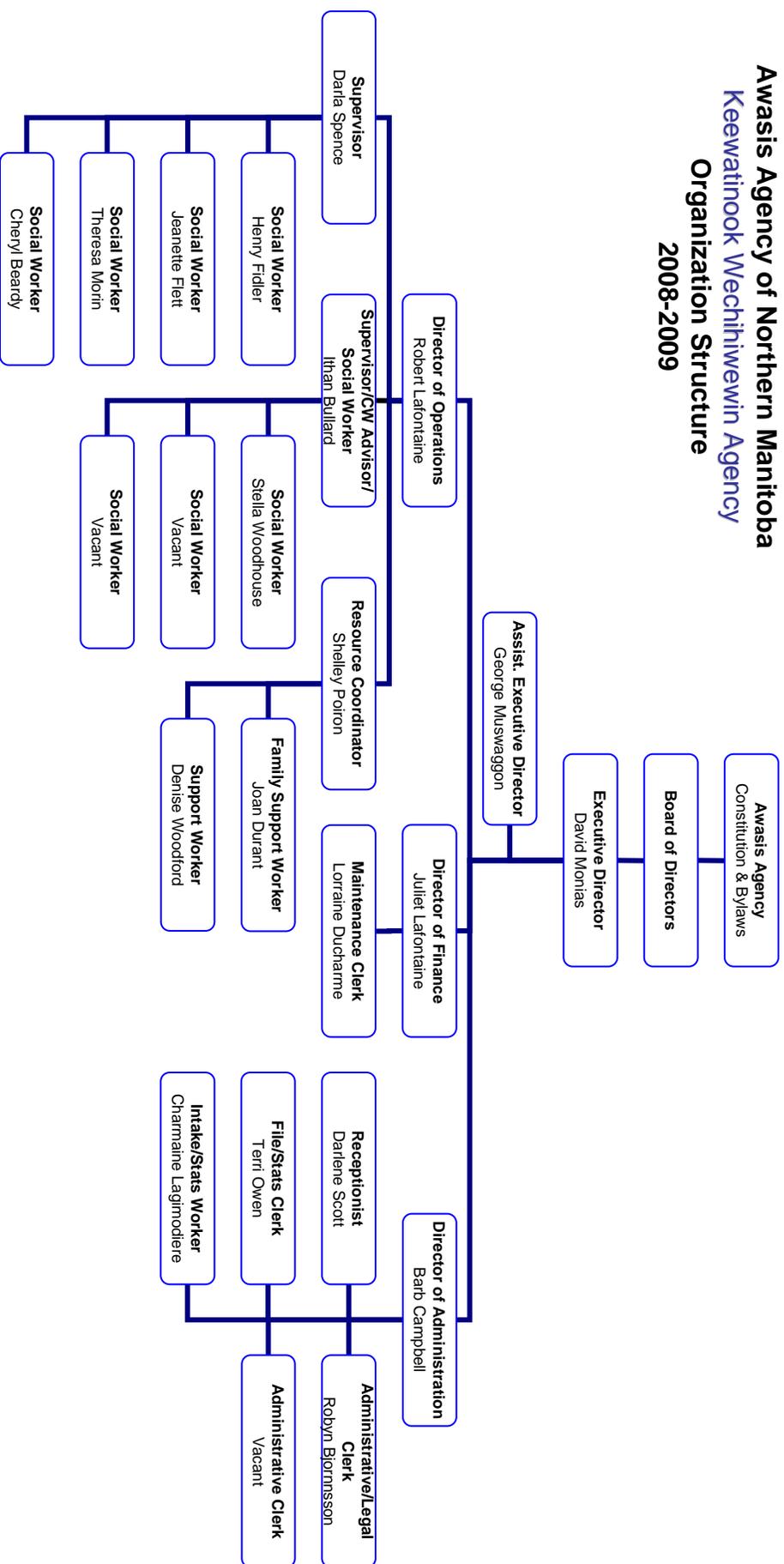
Awasis Agency of Northern Manitoba

KaWeCiHitToWak Office

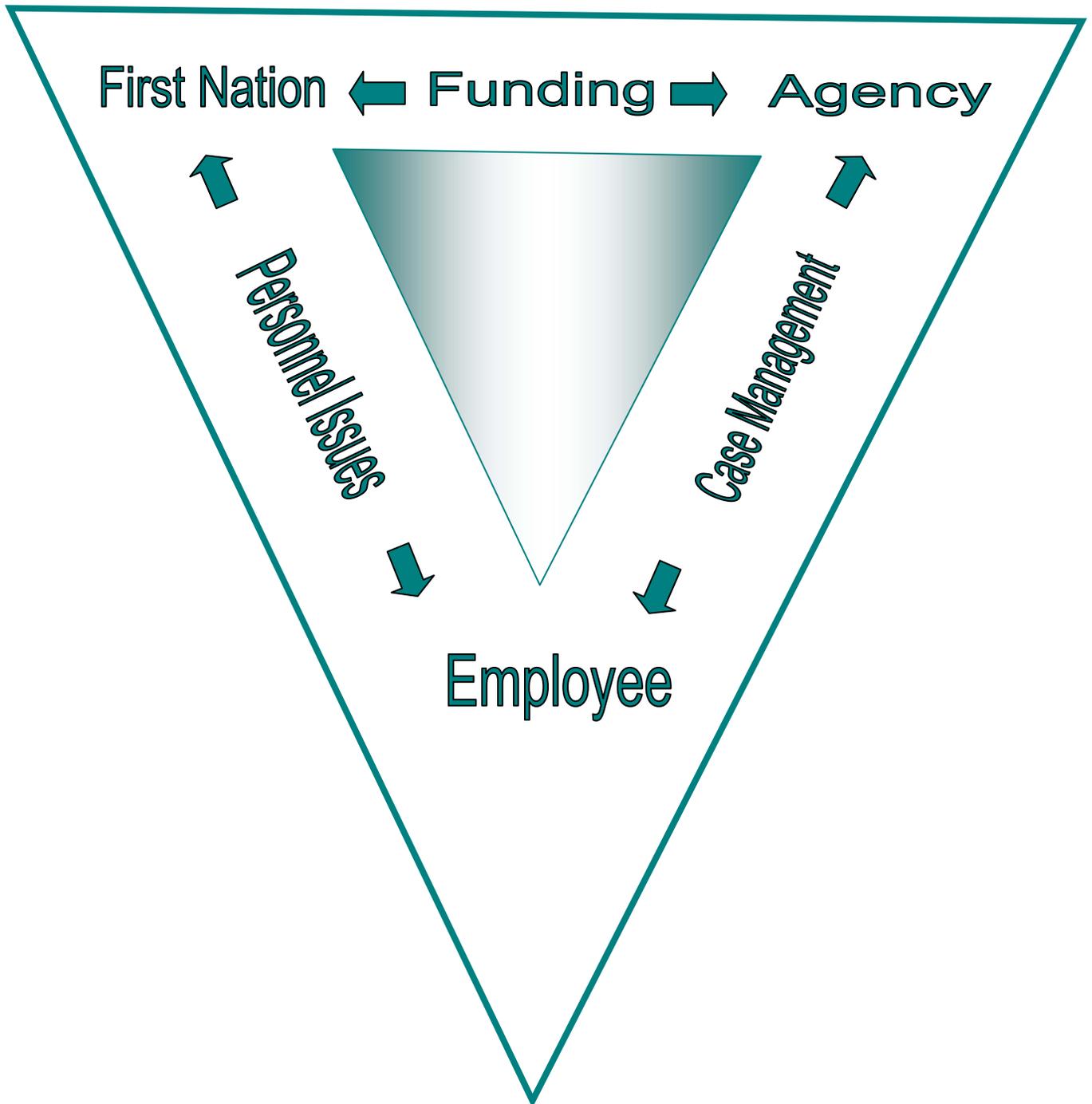
Organization Structure

2008-2009

**Awasis Agency of Northern Manitoba
Keewatinook Wechihewin Agency
Organization Structure
2008-2009**



First Nations - Awasis - Employee Relations



N.B. Although the arrows show one way, communication does flow both ways

Laws, CFS, Corp Act affect this



Lines of Authority & Communication

AWASIS AGENCY OF NORTHERN MANITOBA

CURRENT BOARD OF DIRECTORS

Chief George Neepin, Chair
Fox Lake Cree Nation
P.O. Box 369
Gillam, Manitoba
R0B 0L0

Chief Joe Dantouze, Vice-Chair
Northlands Denesuline First Nation
Lac Brochet, Manitoba
R0B 2E0

Chief Betsy Kennedy
War Lake First Nation
Ilford, Manitoba
R0B 0S0

Chief Alex James Robinson
Cross Lake Band of Indians
Cross Lake, Manitoba
R0B 0J0

Grand Chief Arnold Ouskan
Keewatin Tribal Council
102-83 Churchill Drive
Thompson, Manitoba
R8N 0L6

AWASIS AGENCY OF NORTHERN MANITOBA STAFF LIST

March 31, 2009

THOMPSON CENTRAL:PHONE #677-1500

**FAX #778-8428 TOLL FREE #1-
800-667-4734**

100-701 Thompson Drive, Thompson, Mb. R8N 2A2

A. Administration:

Robert Lafontaine	Director of Operations
Juliet Lafontaine	Director of Finance
Marlene Salamandyk	Director of Research/Spec. Projects

B. Agency Program Center

Thelma Bland	Operations Manager II
Verna Ironstar	Operations Manager II

C. Finance Department

Marilyn Lagimodiere	Human Resource/Office Manager
Georgina McKenzie	Maintenance Clerk
Karen Merasty	Accounting Clerk III
Harriet Pelland	Accounting Clerk II
Tanya North	Accounting Clerk I
Vanessa Duke	Intake Data Entry Clerk
Annette Ross-Kinley	Travel Clerk
Nora Frank	Stats Clerk
Leona St. Denis	Senior Stats Clerk
Melvin Flett	Janitor
Sarah Wavey	Maintenance Clerk-Thp. AJI-CWI

ADMIN/PROGRAM SUPPORT

Elizabeth Crait	Paralegal II
Charlene Wilson	Legal Clerk
Charlene Cook	Administrative Assistant
Vacant	Receptionist

KAWECIHITTOWAK OFFICE — 55 SELKIRK AVE. PHONE #677-1581 FAX #677-1588

Linda Picard	Supervisor
Vacant	Services to Families Worker
Michael Spence	Child & Family Services Worker
Corinna Powderhorn	Child & Family Services Worker
Catherine Greives	Child & Family Services Worker
Eleanor Wavey	Administrative Secretary III

CARING 4 YOU OFFICE — 79 SELKIRK AVE. PHONE #677-1547 FAX #677-8938

Leon Frost	Foster Care Worker
------------	--------------------

**WINNIPEG LIAISON OFFICE PHONE #987-9480 FAX #987-9489
201-274 Smith Street, Winnipeg, MB R3C 1K1**

David Monias	Executive Director
George Muswaggon	Assistant Executive Director
Barbara Campbell	Director of Administration
Helen Zuefle	Legal Counsel
Beverly Robinson	Foster Care Coordinator
Melanie Shea	Receptionist/Clerk Typist

WINNIPEG KEEWATINOOK WECHIHWEWIN AGENCY PHONE #790-4400 FAX #790-4410

TOLL FREE #1-877-429-2747

Henry Fiddler	Social Worker
Jeanette Flett	Social Worker
Vacant	Social Worker
Lorraine Ducharme	Maintenance Clerk
* Joan Durant	Family Support Worker
Darla Spence	Supervisor
Theresa Morin	Social Worker
Darlene Spence	Foster Care Worker
Debra Saunders	I/Foster Care Worker
Shelley Poiron	Resource Coordinator
* Terri Owen	File/Stats Clerk
Charmaine Lagimodiere	Intake/Stats Worker
Robyn Bjornsson	Legal & Administrative Clerk
Vacant	Administrative Clerk
Darlene Scott	Receptionist
Denise Woodford	Support Worker
Stella Woodhouse	Social Worker

Cheryl Beardy	Social Worker
Vacant	Social Worker
Ithan Bullard	Supervisor/Social Worker/Child Welfare Advisor

*** Seconded Employees**

BROCHET FIRST NATION	PHONE #323-2300	FAX #323-2245
Charles Michel	Unit Supervisor I	
Loretta Linklater	Services to Families/Youth Dev. Worker	
Vacant	Foster Care/Stats Worker	

FOX LAKE FIRST NATION	PHONE #652-5684	FAX #652-6519
Pamela Luce	Unit Supervisor I	
Alexa Wavey	Foster Care/Intake Stats Worker	
Dana Ash-Avison	Child/Family Services Worker	
Arlene Massan	Services to Families Worker	

GOD'S LAKE NARROWS FIRST NATION	PHONE # 335-2098	FAX #335-2245
Lillian Saunders	Operations Manager	
Iona Okemow	Unit Supervisor I	
Jonathon Mason	Foster Care/Adoption Worker	
Frances Watt	I/Child/Family Services Worker	
Tamara Spence	I/Child/Family Services Worker	
Valerie Okemow	Child/Family Services Worker	
Alice Captain	Child/Family Services Worker	
Victoria Okemow	Child/Family Services Worker	
Olivia Snowbird	Intake/Stats Worker	
Myra Okemow (Mason)	Receptionist	

Tanya Okemow – Maternity Leave – June 23 / 08 – June 22 / 09
Debra Mason - Leave of Absence – Sept 29 /08 – June 29 / 09
Melinda Trout CFS – Maternity Leave – Dec 22 / 08 – Jan 04 /10

GOD'S RIVER FIRST NATION	PHONE # 366-2211	FAX #366-2282
David Yellowback	Unit Supervisor I	
Olivia Kirkness	Services to Families Worker	
Florence James	Foster Care/Stats Worker	
Louise J. Ross-Okemow	Child/Family Services Worker	

NORTHLANDS FIRST NATION	PHONE #337-2329	FAX #337-2331
Theresa Tssessaze	Unit Supervisor	
Adele St. Pierre	Intake Stats Worker	
Vacant	Child & Family Services Worker	

Laura Nambiennaire
George Allen Gazayou
George Allen Gazayou

Child & Family Services Worker
I/Custodian
Security

OXFORD HOUSE FIRST NATION

PHONE #538-2622 FAX #538-2627

Lillian Saunders
Annie Rose Robinson
Colleen Bradburn
Kirsten Weenusk
Kathleen B. Grieves
Brendon D. Bradburn
Vanessa Munroe
Vacant
Doreen Crane
Vacant

I/Operations Manager
I/Unit Supervisor
Child & Family Services Worker
I/Child & Family Services Worker
I/Child & Family Services Worker
Family Resource Worker
I/Intake/Stats Worker
Receptionist/Clerk Typist
Custodian
Maintenance Person

Shawna Harper – Maternity Leave Aug 25 / 08 – Aug 21 / 09

Tessa Sumner - Educational Leave Aug 25 / 08 – June 19 / 09

Josephine Weenusk – Maternity Leave Oct 27 / 08 – Oct 17 / 09

Daphne Wood, I/CFS (Receptionist) Maternity Leave – Jan 05 / 09 – Jan 04 / 10

SAYISI DENE FIRST NATION**PHONE # 684-2014****FAX #684-2187**

Betty Bickell
 Vacant
 Carol Powderhorn
 Samuel Bussidor
**Clifford Yassie – Sick
 Leave**

Unit Supervisor
 Child/Family Services Worker
 Youth Development Worker
 Custodian

SHAMATTAWA FIRST NATION**PHONE #565-2569****FAX #565-2574**

* Beverly Bee
 Maryann Miles
 Vacant
 Carla Taylor
 Evelyn Redhead
 Christine J. Redhead
 Vacant
 Shirley Canabie
 * Mabel Cook
 * Regan Cook
 * Bedla Francois
 ** Ranjodh Dhaliwal

I/Operations Manager
 Unit Supervisor I
 Child & Family Services Worker
 Child & Family Services Worker
 Receptionist
 Intake Stats Worker
 Foster Care Worker
 Services to Families Worker
 Regional Child/Family Services Worker
 Regional Child/Family Services Worker
 Regional Child/Family Services Worker
 Regional Child/Family Services Worker

* **These employees can also be reached at #677-1500**

** **This employee can also be reached at #790-4400**

SPLIT LAKE FIRST NATION**PHONE #342-2459****FAX #342-2449**

Thelma Kirkness
 Loretta Ouskun
 Leona Spence
 Christine Wavey
 Vacant
 Alberteen Spence
 Christine Wavey
 Eleanor Wavey

 Abbie Ouskun

Operations Manager
 I/Unit Supervisor I – to Apr 03 / 09
 Child/Family Services Worker
 Foster Care Worker
 Protection Worker
 Service to Families Worker
 Foster Care Worker
 Intake Stats Worker – Returned Mar 09
 / 09
 Receptionist

**Abbie Garson – Maternity Leave (Aug '08 –
 Flora Beardy – Unit Supervisor – Sick Leave Mar 6 / – Apr 3 / 09**

WAR LAKE FIRST NATION**PHONE #288-4315****FAX #288-4371**

(shared w/Band)

Vacant	Unit Supervisor I
Vacant	½ Services to Families Worker
Mavis Garson	½ Foster Care/Intake Stats Worker

YORK LANDING FIRST NATION

Clara Ouskan	Unit Supervisor I
Vicki Keeper	Child & Family Service Worker
Robert Harper	Foster Care/Intake Stats Worker
Vacant	Services to Families Worker

CROSS LAKE FIRST NATION

PHONE #676-3902 FAX #676-3251

BOX 388 Cross Lake, Manitoba

ROB OJO

Edith McKay	I/Associate Director
Flora Beardy	Director of Operations
Fred Richards	Team Leader #1 CFS
Bertha LePage	Team Leader #2 CFS
Helen Beardy	Financial Administrator
Rhonda Halcrow	Finance Clerk
Geraldine Ross	Services to Families Worker
Laura Omand	Child & Family Services Worker
Joannie Hart	Child & Family Services Worker
Noretta Miswagon	I/Child & Family Services Worker
Juliet Apetagon	Child & Family Services Worker
Arnold Evans	Child & Family Services Worker
* Lou Ann Flett	Child & Family Services Worker
Lana Colombe	Special Needs Worker
Anne Settee	CFS Investigator
Madeline Muskego	I/Foster Care Worker
Vacant	Administrative Assistant
Sheila Halcrow	Intake/Stats Worker
Sonya Burge	Legal Secretary
Lynn Blacksmith	Clerk Typist
Molly Scott	Receptionist
Barbara Ross	Custodian

Della Robinson – Sick Leave (Dec 08 – ?

* Starts February 23, 2009

AWASIS TRAINING INSTITUTE OF NORTHERN MANITOBA

PHONE #677-1500

FAX #778-8428

Vacant	Executive Director
Marie Wilson	½ Time Admin. Support Worker
Vacant	Staff Development Coordinator

**COM'TY BASED SUPPORTS FOR FAMILIES OF CHILDREN WITH A TECHNOLOGY
DEPENDENCE PROGRAM:**

PHONE #677-1500 FAX #778-8424

Helen Trudeau	Team Leader/Registered Nurse Project Manager
Irene McKay	Child Development Specialist
Celena Moore	Case Manager, Norway House, MB
Helen Trudeau	Nurse Case Manager, Nelson House, MB

FIRST NATION FAMILY JUSTICE PROJECT

Brenda Watt	I/Project Coordinator
PHONE #677-1500	FAX #778-8424
Maurice Clemons	O-kwes-ki-mo-wew (Thompson)
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