

AWASIS AGENCY

of NORTHERN MANITOBA



28th ANNUAL REPORT
2011/12

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Philosophy

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

- Children are our 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, 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.

Vision Statement

HEALTHY COMMUNITIES, HEALTHY FIRST NATIONS CHILDREN AND FAMILIES.

Mission Statement

TO PROVIDE CULTURALLY APPROPRIATE CHILD AND FAMILY SERVICES.



BOARD OF DIRECTORS MESSAGE



Greetings Chiefs, Councillors, Staff, and Community Members. As the Board of Directors, we are pleased to provide you with the Annual Report of activities for the Awasis Agency of Northern Manitoba for 2011-2012 fiscal year.

As you will see in the report, the Agency faced significant challenges over the past two years. Through the Agency's hard work, leadership and commitment, there were also a number of achievements this past year that ensured ongoing service delivery to our members.

The following are just some of the key events that had an impact on the Agency this fiscal year.

In July 2011 an Advisory Board was established by the Corporation which contributed significantly in setting the foundation for the Awasis Agency to transition out of the Administrative Order and support the decentralization of the Cross Lake Service Delivery Office (Nikan).

In August 2011, as a result of the progress made by the Agency and the Interim Advisory Committee, the Corporation elected a new Board of Directors.

In October 2011, the Cross Lake Service Delivery Office received its mandate as "Nikan Awasisak Agency Inc."

In November 2011, the Administrative Order was lifted, an Executive Director hired as well as a staff gathering with the theme of "Renewing Our Path".

In March 2012, the Awasis Agency of Northern Manitoba's 5 Year Work Plan and Budget were approved by the Province and Aboriginal & Northern Affairs Canada. The Agency also participated at the MKO Chief's Summit on Child & Family Services.

We encourage you to review the reports from our Service Delivery Staff as without their hard work and commitment the Agency would not be able to provide the necessary services to our children.

As in all things, there is always room to improve and although we have made a lot of progress this year, we anticipate additional changes as a result of the Enhanced Prevention Focused Approach - Funding Model.

We must continue to collaborate with other organizations to ensure we are meeting the needs of the children. The priority for our Agency is to ensure that the children are healthy, that they maintain their culture and language and receive the necessary programs and services - wherever they reside.

The Board is also committed to providing the necessary leadership and strategic direction to our staff and will continue to report on our initiatives to the communities we service.



HONOURING AND REMEMBERING

The Board of Directors presented Keewatin Tribal Council Grand Chief, Irvin Sinclair, with a gift for his contributions to the Awasis Agency as Chairman.



In Photo: Chief Louisa Constant, York Factory First Nation; Chief Joe Antsanen, Northlands Denesuline First Nation; Grand Chief Irvin Sinclair, Keewatin Tribal Council; Chief Michael Yellowback, Manto Sipi Cree Nation and Chief Shirley Neepin, Fox Lake Cree Nation



Presentation of shawl by the Awasis Agency staff in November 2011 welcoming Rose McKay as the new Executive Director.



REMEMBERING one of our own,



This year, we lost a valuable member of our team. Irene was unexpectedly taken from us this summer. Irene worked for Awasis Agency and then with the Children with Life-Long Complex Medical Needs Program for over 20 years. During her time with us, she held many positions, always striving to make a difference. Along with raising her children and working, she pursued many educational opportunities and was able to obtain her Early Childhood Education Diploma, Aboriginal Focus Program Diploma, and her Bachelor of Social Work Degree.

Irene brought with her many gifts and strengths. She was an excellent seamstress and shared that gift with us, making vests for Conference Facilitators, traditional dresses for staff, and was well known in the north for the many gowns she made for weddings. She was also excellent at making slippers, mittens, gauntlets, and other traditional clothing, her beadwork always creative. She passed on these skills, talents, and gifts to anyone who asked and was a good teacher.

Irene was passionate about helping children with obstacles and would always say "I don't call them children with disabilities I call them children with obstacles". Irene was also known for volunteering her wisdom at any opportunity that would help youth.

She will always be remembered for her stories and laughter. She was a friend to all of us!



EXECUTIVE DIRECTOR'S REPORT



Welcome Elders, Chiefs, Councillors, Staff and Community members. My name is Rose McKay and I was hired as the Executive Director for Awasis Agency in November 2011. I graduated from the Faculty of Social work in May 1991 in Thompson, MB and began work with Awasis Agency in August of 1991. While employed there I held various positions such as Regional CFS Worker, Unit Supervisor, Program Coordinator and eventually the Executive Director of the Awasis Training Institute. I also worked with the Assembly of Manitoba Chiefs as a Facilitator/Coordinator in the area of Residential Schools and was the Senior Policy Analyst for Women, Children and Family Issues. Over the years, my career path has always seemed to lead me back into the area of child welfare. Therefore it is a tremendous honor to be chosen to work with the Awasis Agency once again and I am looking forward to working with the Agency staff, leadership and communities that we represent.



Within the child and family services field, there are many challenges and opportunities that present themselves every day particularly for our front line workers. The frontline workers are the most critical piece of our organization that we rely upon to deliver the necessary services. They must be commended for the dedication and commitment they provide every day in ensuring the safety and well-being of the children and families within our communities.

The following report provides an overview of the Awasis Agency's activities for the past year. The first part of the fiscal year, the Agency worked with the Administrators appointed by the Northern Authority resulting from the Operational Review. The second quarter of the year was focused on preparing for the decentralization of Cross Lake's Service Delivery Office ("Nikan Awasisak Agency"). The third and fourth quarter activities focused on finalizing the Agency's Business Plan and the implementation of the 'Enhanced Prevention Focused Approach' process.



Future Plans & Developments

A priority of the Agency is working on changing the way people perceive the Agency and its role within the communities. The Agency hopes to increase communications with community members and that services are geared to a more positive 'family support system'. This is not possible however without partnerships with community collaterals which is one of the key areas the Agency has focused on over the past few years and we will continue to build on the relationships established.

An Education / Awareness presentation is currently underway and it is hoped that it will support the Agency's communication strategies by informing community members about the Awasis Agency in terms of its mandate, legislation, and role within the community. The presentation will also include the impacts once a child has contact with the Agency, rights of the parents, family members and leadership.

Due to the delay in the approval of the Agency's Business Plan, the proposed staffing and prevention activities were limited. The enhanced funding framework was established to provide CFS agencies with new resources in the area of prevention programming. These new prevention resources will support opportunities for the Awasis Agency to recruit/train prevention-related personnel (e.g. Family Enhancement Workers) as well as expand the Agency's prevention efforts in the coming years.

In closing, we look forward to your review of the report of the Agency's activities and outcomes for this past fiscal year. It is our hope that we will continue to work together in establishing stronger and healthier children and families in our communities as well as build capacity at all levels. Thank you.



Drum Group from Lac Brochet – Staff Gathering - November 2011



AWASIS AGENCY PROFILE



Current Governance Structure:

As of October 1, 2011, the Agency services the following 11 Member First Nations which represent the Keewatin Tribal Council area:

- Barren Lands First Nation (Brochet)
- Bunibonibee Cree Nation (Oxford House)
- Fox Lake Cree Nation
- God's Lake First Nation
- Manto Sipi Cree Nation (God's River)
- Northlands First Nation (Lac Brochet)
- Sayisi Dene First Nation (Tadoule Lake)
- Shamattawa First Nation
- Tataskweyak Cree Nation (Split Lake)
- War Lake First Nation
- York Factory Cree Nation

*Cross Lake – Nikan Awasisak Agency Inc. received its mandate on October 1, 2011.

The Board of Directors (elected August 22, 2011 for a two year term) are as follows:

**Chief Irvin Sinclair, Bunibonibee Cree Nation – Chairperson (August – April 2012)

Chief Joe Antsanen, Northlands First Nations – Vice Chairperson

Chief Shirley Neepin, Fox Lake Cree Nation

Chief Louisa Constant, York Factory Cree Nation

Chief Michael Yellowback, Manto Sipi Cree Nation

Chief Jimmy Thorassie, Sayisi Dene First Nation

***April 4, 2012 Chief Sinclair was elected as Keewatin Tribal Council Grand Chief (The Board is seeking to appoint a Director to replace Chief Sinclair).* The Board of Directors acknowledged the contributions made by Chief Sinclair as part of the Interim Advisory Committee and as Chairman of the Board.

Current Administrative Structure:

There were approximately 145 employees in 2011/12. The employees are located throughout the region and member communities (*13 Direct Service Offices and 2 administrative offices*), they are as follows:

Thompson Central – Administration Office: 100-701 Thompson Drive

Winnipeg Administration Office: 201-274 Smith Street

- Barren Lands First Nation (Brochet)
- Bunibonibee Cree Nation (Oxford House)
- Fox Lake Cree Nation
- God's Lake First Nation
- Manto Sipi Cree Nation (God's River)
- Northlands First Nation (Lac Brochet)
- Sayisi Dene First Nation (Tadoule Lake)
- Shamattawa First Nation
- Tataskweyak Cree Nation (Split Lake)
- War Lake First Nation
- York Factory Cree Nation
- Thompson Service Delivery Office – 55 Selkirk Ave.
- Caring 4 You/Wechitowin – 59 Selkirk Ave
- Winnipeg Service Delivery Office – 315 McGee St



AGENCY OVERVIEW OF CASE STATISTICS

The following is the 2011/2012 compilation of figures that speak to six key areas involving children in care of Awasis Agency of Northern Manitoba. These six areas include: Breakdown of Total Files, Case File Comparison, Children in Care Comparison, Children in Care by Community, Legal Status Comparison and Family Service Files by Community. It is important to note that the statistics being presented only capture the Cross Lake figures up to October of 2011, when Cross Lake was issued their own Child and Family Services mandate.

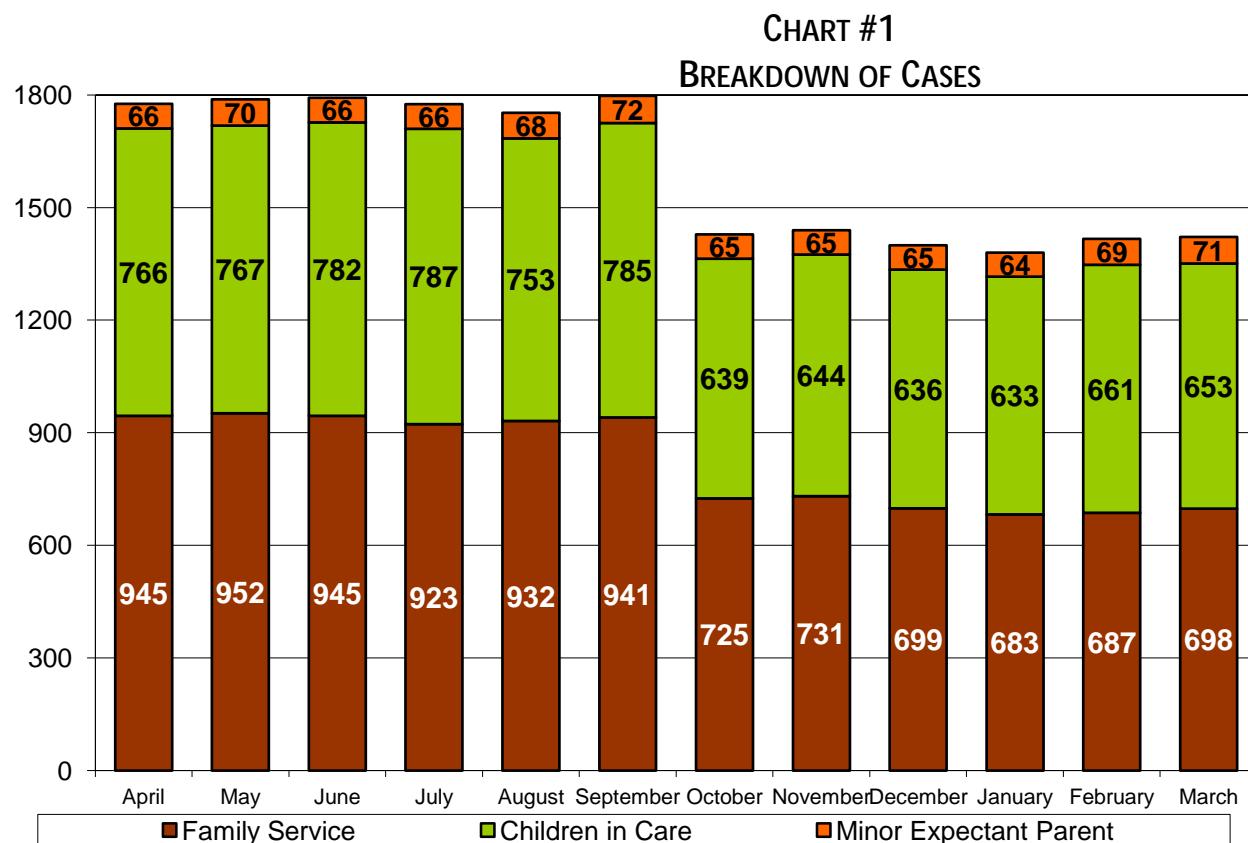


CHART #1 BREAKDOWN OF TOTAL FILES

Chart one illustrates the total number of active files recorded by the Agency each month during the last fiscal year. There was an average of 940 family service files each month prior to the transfers to Nikan Awasisak Agency and then this average dropped to 704 for the remainder of the year. There was an average of 773 children in care cases during the first six months which dropped to 644 following the transfers to Nikan Awasisak Agency. In addition, there was an average of 68 minor expectant parent files, which dropped slightly to 67 cases following the transfer.



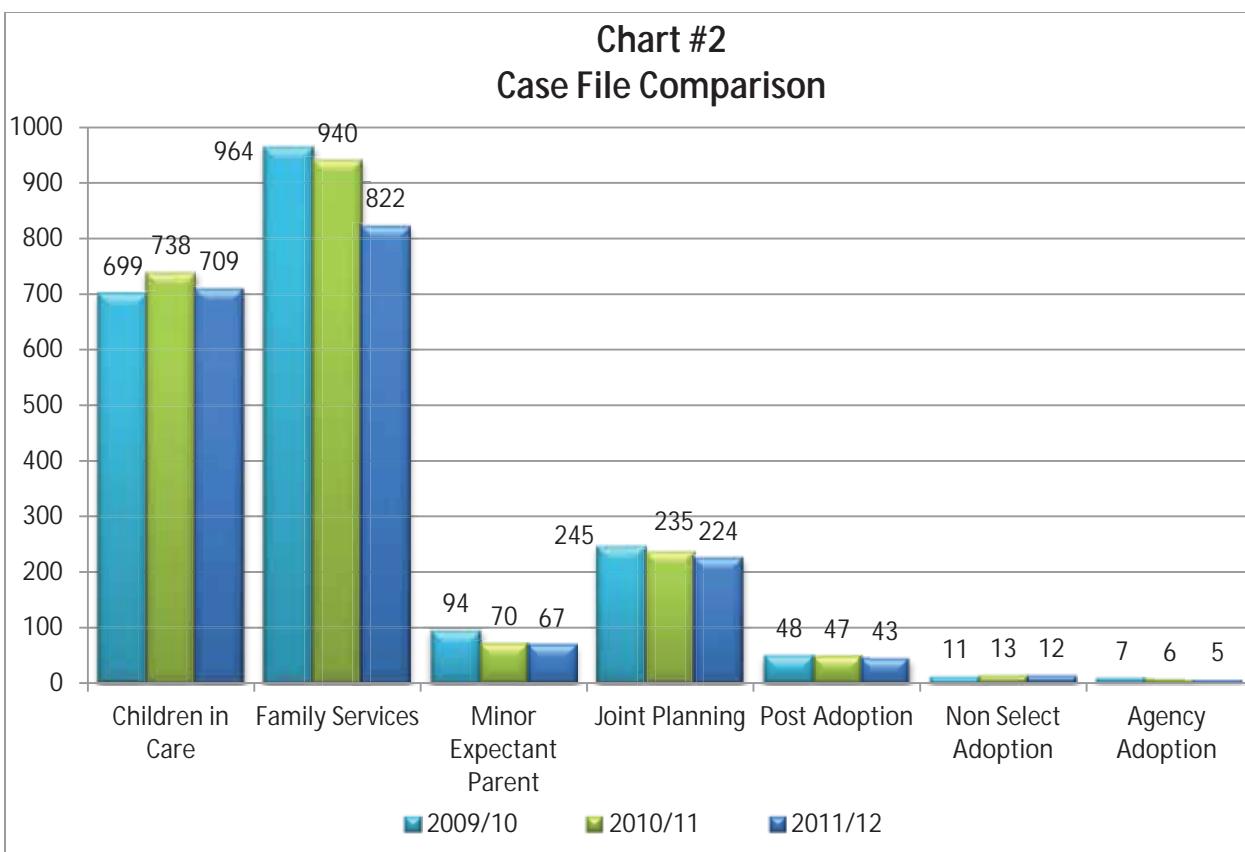


CHART # 2
CASE FILE COMPARISON

There are many factors that affect the ebb and flow in the number of cases each fiscal year. A significant portion of the decrease shown in this chart can be attributed to the Cross Lake community office receiving its own mandate as of October 2011.

The figures indicate the average number of case files being worked on by the Agency in any given month throughout the past fiscal year - 709 children in care files, 822 family service files, 67 minor expectant files, 224 joint planning files, 43 post adoption files, 12 private arrangement adoption files and 5 agency/permanent ward adoption files.



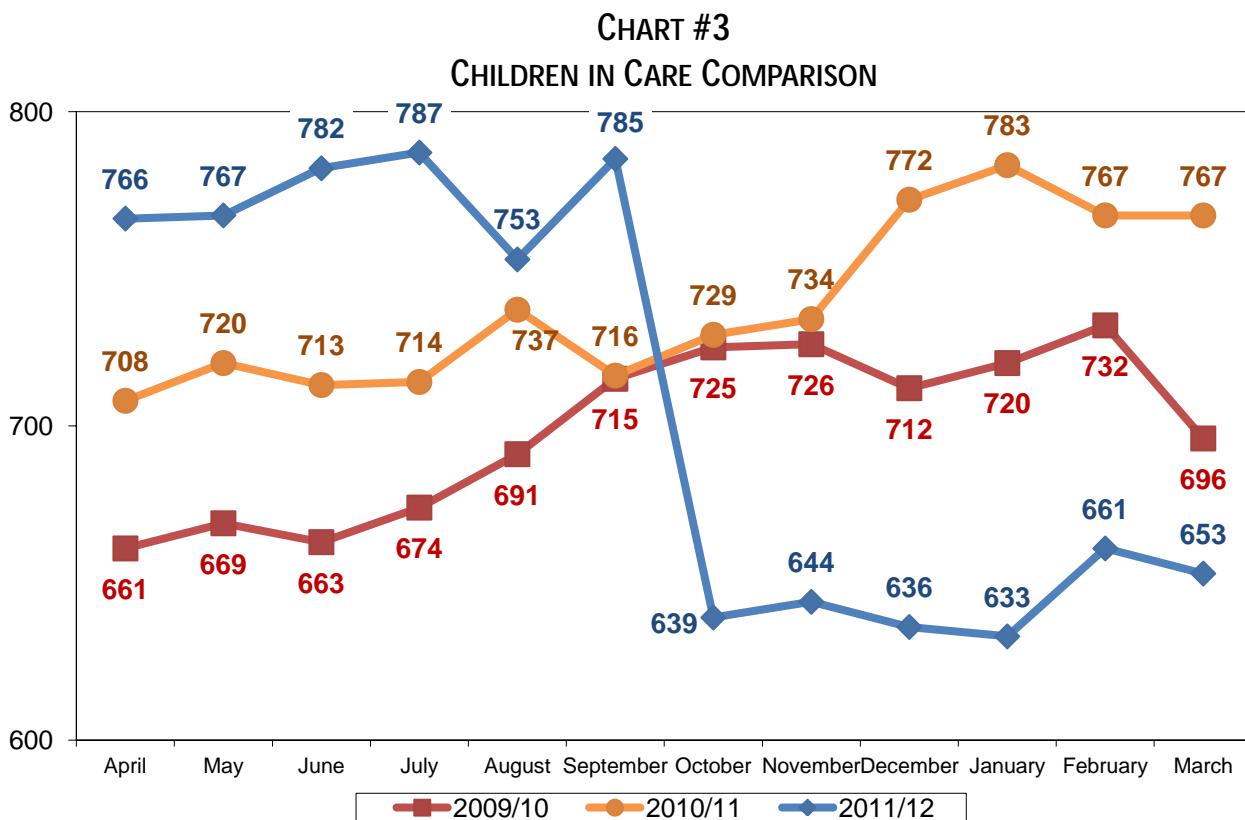


CHART #3
CHILDREN IN CARE COMPARISON

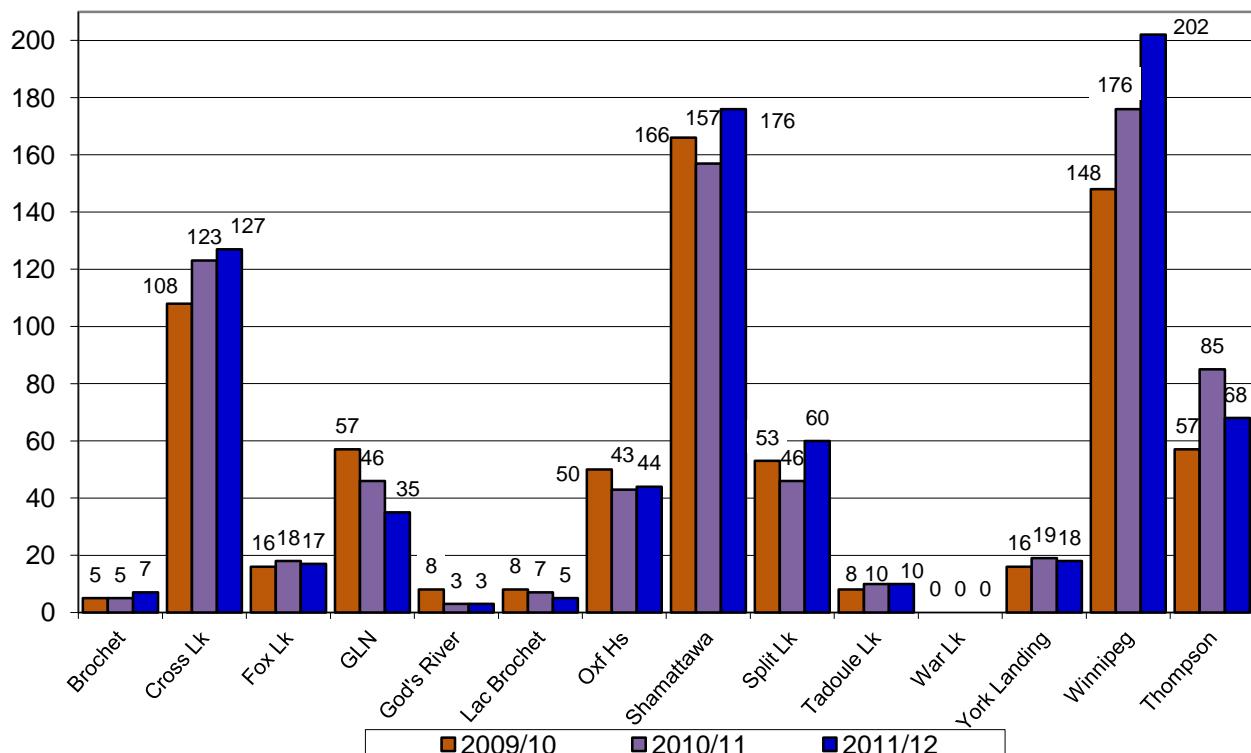
Chart three provides a comparison of the numbers of children in care each month over the past three fiscal years.

The first six months of the 2011/2012 fiscal year clearly show a gradual increase in figures as compared to the two previous fiscal years.

There is a noticeable decrease in the numbers of children in care following the Cross Lake unit's departure in October 2011 as 146 children were transferred to Nikan Awasisak Agency. This resulted in the final figures in the second half of the fiscal year being less than what they had been during the entire two years prior. If the numbers of children transferred are calculated back in, it is reasonable to suggest that the number of children in care was consistent, if not greater than the two previous years.



CHART #4 CHILDREN IN CARE BY COMMUNITY



CHART#4 CHILDREN IN CARE BY COMMUNITY

Chart four draws a comparison of children in care by community over the last three fiscal years.

Six of the communities show slight increases in the numbers of children in care from the previous fiscal year, there are also six communities that show slight decreases of children in care from the year before as well.

The three communities that show the most notable increases in the average numbers of children in care include: Split Lake with an average increase of 14, Shamattawa with an average increase of 19 and Winnipeg topping the list with an average increase of 26 children in care over the year. On the other hand the communities with the most significant decreases of the average number of children in care include: God's Lake Narrows with a decrease of 9 and Thompson with a decrease of 17. It should be noted that of the children in care transferred to Nikan Awasisak Agency, 18 were transferred from the Thompson Service Delivery Office and 15 from the Winnipeg Service Delivery Office, the remaining being transferred from the Cross Lake Office.



CHART #5 LEGAL STATUS COMPARISON

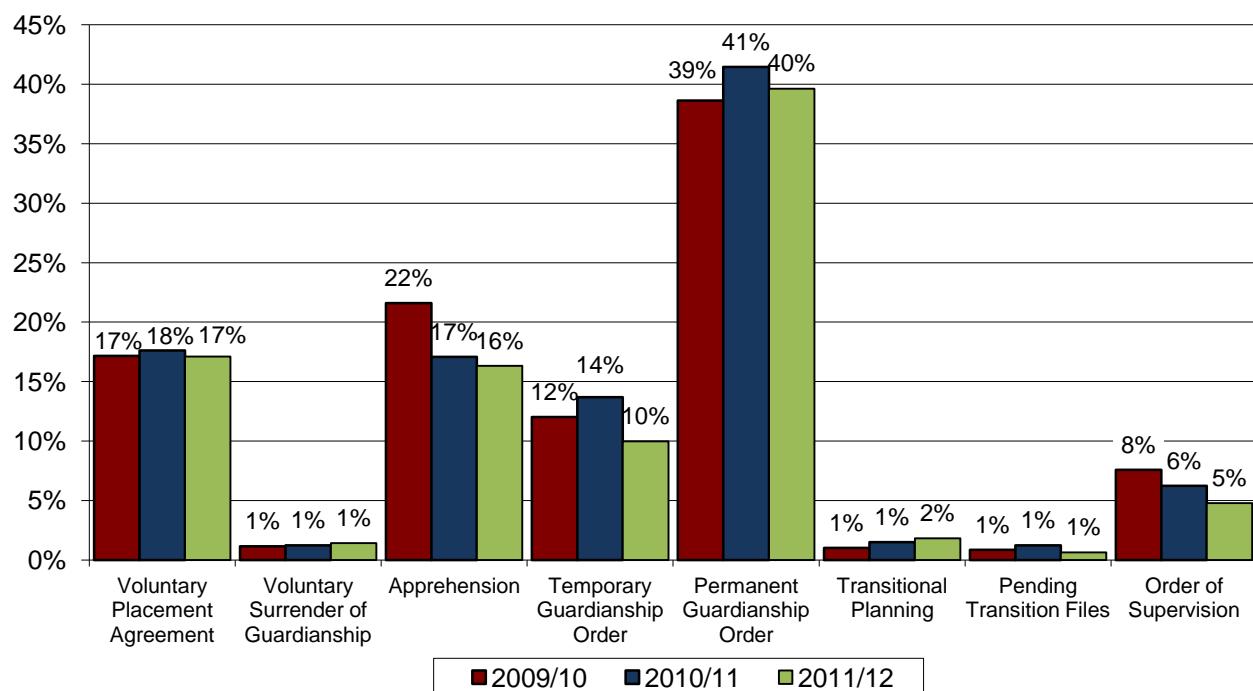


CHART #5 LEGAL STATUS COMPARISON

Chart five illustrates a comparison of the legal status of children in care of the Agency over the last three fiscal years.

The overall percentages do not appear to have changed significantly during this three year timeframe. The most notable difference is the ten percent drop or approximately thirty (30) children that are in care under temporary orders. The largest figure shown in the columns at forty percent represent the numbers of children in care of the Agency that are under permanent guardianship orders is critically important. The overall number of children in care of the Agency during the last fiscal year was at 772, this translates to 309 of those children being permanent wards. Granted this final figure will decrease slightly with Cross Lake's departure, however the Agency would still have two hundred plus children in our care that are permanent wards. It's obvious that more needs to be done in the areas of working directly with families in order to prevent these figures from continuing to increase. Unfortunately, it seems that many of the children becoming permanent wards are at an earlier age, thereby these children are staying in care of the Agency much longer. The Agency has to look at more effective ways to address this alarming trend, which would include ways to move children out of care as well.



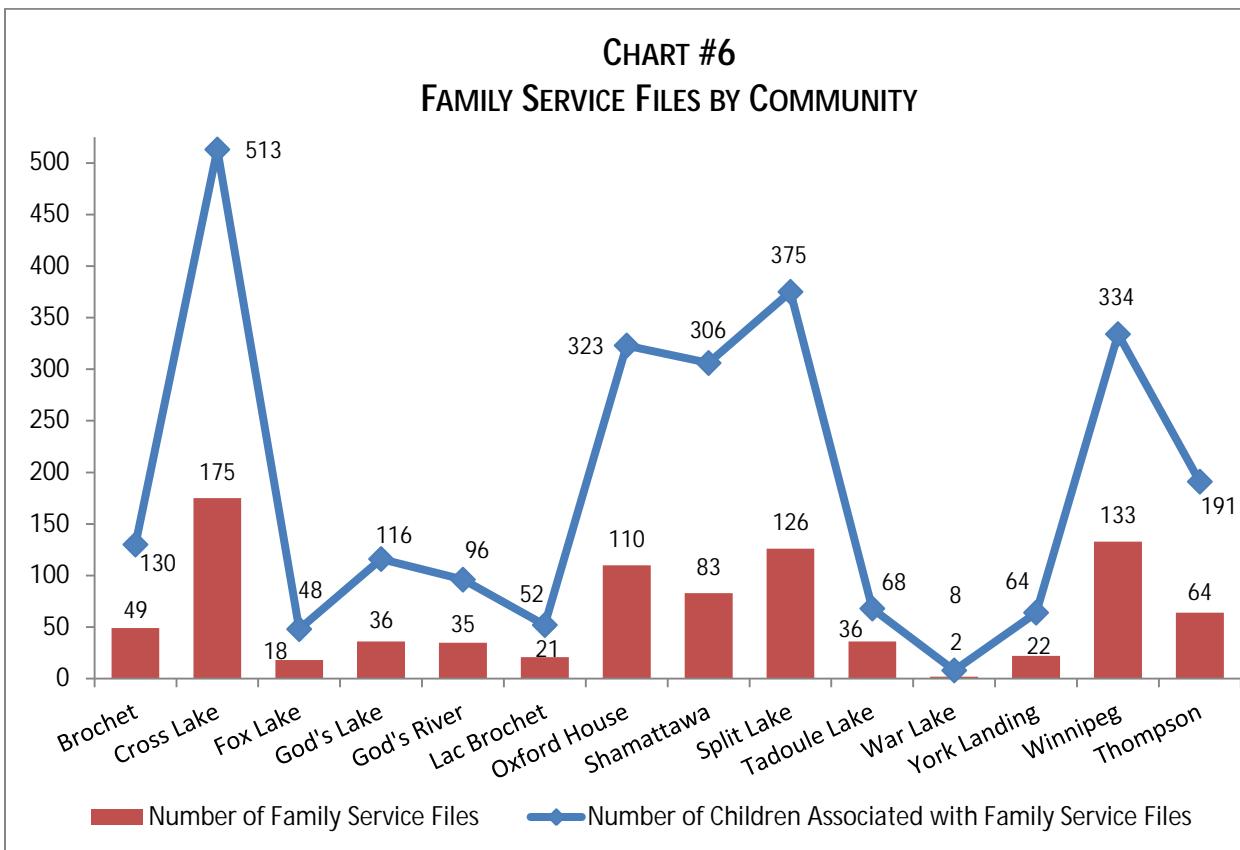


CHART #6
FAMILY SERVICE FILES BY COMMUNITY

The brick (red) coloured columns represent the number of family files that the Agency has in each of the respective communities.

The diamond shaped blue boxes above each of those columns represent the number of children that are associated with each of those files. There are generally two and often three times as many children that are connected to each of these files.

Family service files are opened for voluntary purposes, for example when families require support services that may include: a home maker, parent aide or one time emergency support in times of need. In addition, family service files are also open under protective circumstances as well; more specifically when children are brought into care a ward file is opened along with a corresponding family services file.



AGENCY ACHIEVEMENTS AND CHALLENGES



In 2011/12, the Awasis Agency faced a number of challenges over the year however the Agency, through leadership support has turned those challenges into achievements. The Agency will continue to take the 'lessons learned' and support ongoing improvements in service delivery to our children in care.

Administrative Order

The Awasis Agency, having been placed under Administrative Order in late 2009, went through a number of changes. During the two year term of the Order, there were five (5) Administrators appointed and no formal Board in place.

In follow up to the Northern Authority's final draft report in June 2011, a meeting of the Awasis Agency Corporation was held in July 2011 and an Interim Advisory Committee was formed to provide guidance to the Administrator in meeting the requirements for the Cross Lake decentralization process as well as the Review recommendations and transitioning the Agency out of the Administrative Order.

The Agency was able to elect a Board of Directors (August 2011) and hire an Executive Director (November 2011) which were the first steps to creating stability and consistency within the organization. As the Agency was able to show it had made significant changes in addressing the concerns in the Review, it resulted in the lifting of the Administrative Order on November 21, 2011.

The Board recognized that the two years under the Administrative Order had been very difficult for staff and wanted to bring staff together to acknowledge them. An Agency staff gathering was held in late November 2011 with the theme of "Renewing our Path". The focus of the gathering was to reflect on the strengths of the Agency in the past, to validate staff's feelings while under Administration Order, and an opportunity to involve staff in the development of the strategic plan to be considered as part of the business plan. This agency gathering is seen as one step in many in developing and implementing a strategic plan for the Agency.



Renewing our Path – Staff Gathering – November 2011



Decentralization of Cross Lake's - Nikan Awasisak Agency

Another key challenge and achievement during this fiscal year was the Minister's announcement granting the mandate for the Cross Lake Service Delivery Office effective October 1, 2011. This transfer process, although welcomed had created a significant workload for management and staff while under the Administrative review.

A total of 146 children in care cases, two hundred twenty-two (222) Family Service cases, ten (10) minor expectant parents cases, twelve (12) adoptions and post adoption cases, three (3) joint planning cases, sixty-six (66) foster homes and forty (40) place of safety homes were transferred to Nikan Awasisak Agency. There are still some outstanding file transfer matters however, overall the process has been 'completed'. This was a joint effort by all parties to reach this goal and we all look forward to the new developments, strengths and partnerships this will create.

Child & Family Services Information System (CFSIS)

The issue of implementing CFSIS on-reserve has been a difficult issue as there are Agency and leadership concerns with moving towards this system; particularly with respect to privacy and provincial access to client information. The direction to full CFSIS compliance was made under duress and in order to ensure that children are not placed at risk by under-funding Awasis agreed to work towards getting all cases into CFSIS. The Agency currently inputs case data into CFSIS for off reserve cases - this was a condition by the Minister at the time to proceed with the AJI-CWI initiative.

As identified in the Business Plan, this issue is currently before the Leadership Committee. Should the Leadership Committee decide that full compliance with CFSIS is not required, then Awasis will cease movement to full CFSIS compliance.

Trends – that have had a significant impact on CFS in the communities:

- Relatively high population growth rates in each of the 11 First Nations.
- High frequency of teenage pregnancies.
- Increase in the number of teen girls and boys being sexually exploited.
- Increase in the number of children born with medical needs and coming into Agency care.
- Challenges with substance abuse (drugs and alcohol).
- Increase in number of youth affected with mental health issues, resulting in multiple suicide attempts especially among the female demographic.
- Increased gambling.
- Increased gang-related activity (this is a very significant issue in some communities), especially among the teen boys but is also increasing with respect to female involvement.
- Increase in the severity of crimes committed by teens especially the male demographic ranging from serious sexual assaults, assaults with weapons to manslaughter.
- Lesser respect shown by younger people towards the community.
- Increase in the number of disclosed sexual abuse of children at the hands of family or other community members resulting in an increase in the number of sexual abuse investigations.
- Increasing rate of protection family service files and CIC files for Winnipeg and Thompson regions.
- Increase in the number of extension in care for youth past the age of majority as a result of education, transition planning, medical needs and/or a result of not planning effectively.
- Increase in people relocating to the South for education and/or medical reasons.



The Awasis Agency's Service Delivery activities related to addressing these trends are as follows:

- Providing in-home and community parental education to parents and teens.
- Providing age appropriate sexual education information to youth and families.
- Educating the youth about personal respect, sexual exploitation and their human rights.
- Educating parents about the dangers of drugs and alcohol abuse during pregnancy, child development and promoting healthy lifestyles.
- Developing more resources in the communities to equip family and community members with the skills needed to care for the children.
- Access to a team of trained therapist / mental health professional available to the Agency to respond to these issues both in the community and in the urban settings.
- Educating the youth regarding gang involvement and developing alternative programs for the youth to participate in.
- Educating the families about health interfamily relationships, sexual boundaries and the legal and emotional / mental consequences of sexual abuse of children.
- Assigning two age-of-majority workers / transition planning workers to identify and assist the youth with early referrals and training before their 18th birthday.

The above areas are priorities for the Awasis Agency in an effort to reduce the numbers of children coming into care. A number of these activities have been implemented and will be evaluated each year to improve upon the materials and outcomes.

Child Deaths

This report cannot be concluded without acknowledging the loss of children this past year and those from years before. What is difficult to measure is the trauma and emotional toll that a child's death takes on the families, workers and communities including the feeling of loss, grief, and anger. Families mourn their loss, workers must continue to work, and the communities try to understand. The pain is felt by all and we are always faced with the ever present question of what more could have been done or could the death have been prevented.

Whenever a child dies that is a member of any of our communities there is a process that reviews the circumstances. This review process used to be conducted by the Chief Medical Examiner's Office and since 2008 this responsibility has been transferred to the Office of the Children's Advocate. The reviews are a necessary process and are completed with the intent to better understand how and why the child deaths occurred. The information is used for prevention and improvements in the safety and well-being of all children. The reviews also provide the data required to identify trends. However, it must be noted that the causes for child deaths are as varied as the supports that have been put in place to address each incident as it occurs. The information gleaned from the review is then analyzed and the outcomes and recommendations are shared within our Agency.

The Office of the Children's Advocate compiles a formal report that provides recommendations following their investigation and review. The Agency continues to work with the Northern Authority to address the recommendations. The Agency does not receive any additional resources specific to these recommendations, however we continue to do our best to meet them and ensure that our children are safe while they are in our care.



The Agency is committed to improving risk assessment, coordination between service agencies, training and access to specialized mental health services that are not readily available in the communities. By working together through effective communications with leadership and collaterals it is hoped that we will build on and improve systems with the ultimate goal of maintaining the safety of our children and families in our communities.

Awasis Agency acknowledges the staff for the dedication and commitment that goes beyond their regular duties.



AGENCY ACTIVITIES AND OUTCOMES



Board Governance, Planning and Evaluation

In 2010/11 and part of 2011/12 there was no official Board of Directors in place. As a result, Special Meetings of the Corporation were coordinated by the appointed Administrator(s) and/or Northern Authority to provide updates to the Awasis Agency membership. Updates included service delivery issues, the Operational Review outcomes and next steps. The Special Meetings of the Corporation were held May 20, June 17 and July 28 of 2011 and focused on moving forward with restoring the mandate back to the Awasis Agency and the decentralizing of Nikan Awasisak Agency (Cross Lake). The Agency also provided an update on the recommendations from the Operational Review Reports at the KTC Annual Assembly.

Recommendations pertaining to governance were identified in both the Operational and Financial Reports. They included a recommendation to revise existing By-laws, development of a Board policy document to address issues of conflict of interest, meeting documentation, and mechanisms to enhance Board and Agency accountability.

Outcomes:

- Annual General Meeting - In August 2011, the Awasis Agency membership elected a Board of Directors as well as amended the Corporation By-laws.
- Annual Report to the communities and stakeholders including key findings; trends; and overall analysis of services provided to the communities.
- Board Training session was held on December 14 & 15, 2011.
- Board meetings held August 22, September 22, October 20 & 21 (with the Northern Authority Board), December 13, 2011, and February 6, 2012.
- By-Laws adopted as amended on August 22/11
- Human Resources Policy Manual revisions (process initiated)
- Awasis Agency's 5 Year Business Plan approved

Finance

There were also significant challenges faced by the Finance Department in 2011/12: (1) The Operational - Finance Review; (2) Decentralizing of Nikan Awasisak Agency (Cross Lake); and (3) Preparation for the new EPFA Funding Model. Overall, the finance department was able to manage the additional work along with the day-to-day requirements with minor delays and minimal disruption to services.

Outcomes:

- Financial Policies & Procedures Manual under review and revision to bring it up to current date.
- Unqualified Opinion received by AANDC for 2010/11 Fiscal Year Audit.
- Finance Review - the majority of the recommendations have been implemented.
- New reporting systems for the Enhanced Prevention Funding.
- Updated procedures in special support funding requests and foster care.



Reporting and Service Delivery

The Agency strives to reflect the unique needs of each of the communities that Awasis Agency serves.

There continues to be a number of realities in our First Nation communities that have an impact on family wellbeing and contribute to social issues that ultimately have a direct impact on the Agency. Many of the communities have limited funding to afford adequate prevention and social service staffing and so the Agency continues to be called upon to assist families and the community as a whole. The Agency has been considered for many years as the “one stop shop”.

Lack of employment is prevalent in all of our communities and the few jobs available require higher level of education and training which is, in most situations, only available outside the community. This lack of employment opportunity, high cost of living, and demands for higher education all are enticing factors for the youth to become involved in gangs with the promise of quick, easy, and an abundance of money. Gang related activities occurring in the communities include recruitment, drug trafficking, violence, violent crimes, and arson which cause a ripple effect throughout the families and communities. Victims of gang initiations involve youth who must leave their communities for high-school, children placed in foster homes in urban settings, correctional facilities, and group homes are easy targets for gang recruitment and once they return to their home community, the expectation is to continue in gang activities.

With the severe shortage of housing, arson has had a profound impact on community members. Community staff also had to deal with threats of harm such threats are being taken very seriously. In response to the most recent threats, after-hours staffing had to be doubled for a period of time so that staff did not respond to any situations alone; this was also implemented during working hours. This doubled the Agency's expenditures for after-hours staffing and impacted workload during office hours.

In addition to the above, the Agency has recorded a significant increase in addictions to drugs and gambling, both on and off reserve. The available drugs range from prescription to high level street drugs. This contributes to the increase in Agency involvement due to a rise in cases of child neglect, family violence, violence amongst adolescents, out of control youth, and requests for emergency services. Human trafficking, which takes on many forms, is prevalent in both the communities and off reserve. It continues to be, for the most part, hidden but is suspected to be contributing factors in reported cases of attempted and completed suicides, parent-teen conflict, teen pregnancies, sexual abuse, and where there is known gang related activities.

The shortage of housing in communities is at crisis levels with two to four families residing in the same residence. Most, if not all homes, are built with sub-standard materials and well below provincial and/or federal standards and codes. The lack of privacy, health related issues, high cost of living, and difference in child-rearing techniques all contribute to increased levels of stress for families. The threat of the H1N1 virus spreading throughout communities and incidences of sleeping TB cases are directly related to this issue. The over-crowding also prevents placement of children with extended family and/or within the community at times.

The Annual Report identifies trends and issues faced by the Agency and in the face of the realities in our communities, our efforts to improve and develop effective programs. The Service Delivery Offices Report for 2011/12 includes updates in the following areas:



- Staffing
- Brief Introduction to the Community and Service Delivery Office
- Key Issues & Challenges
- Future Developments
- Promotion, Prevention, Protection and Partnerships activities; and
- Staff Development Activities (List of staff Training & Workshops each unit participated in including community based workshops)

Outcomes:

- Ongoing Service Delivery needs are being monitored and addressed.
- Community activities initiated including workshops, local events and fundraising.
- Partnerships established with community resources.
- Awasis recognized as a resource and support within the community.
- Awasis training and development is ongoing.
- Reporting to Awasis stakeholders and funding agencies in accordance with funding agreements.

Communication Strategy:

The Board of Directors and Executive Director are committed to moving the Agency forward with quality prevention programming with the goal to substantially reducing the number of protection cases. Essential to this is effective communication amongst all levels to ensure ideas, successes, and improvements are shared. To initiate this process, the Agency brought its staff together in the fall of 2011 to actively engage them in identifying successes in past and current initiatives and develop ideas for future programming. This was just the beginning for preventative services planning. Ongoing development and programming changes within the Agency and reporting (including successes and barriers) are identified as priorities for the Agency. The Agency initiated weekly case conference calls between Senior Managers and Operations Managers to monitor issues arising from the communities. This has opened the lines of communications between the Senior Managers and Operations Managers on issues raised by each of the SDO Units.

Outcomes:

- “Renewing our Path” Report
- Bi-monthly Senior Management Meetings
- Weekly Case Conference Call schedule
- Quarterly reports
- Regular Meetings with the Board of Directors
- Approved Business Plan
- Regular meetings with Agency Directors and Northern Authority

Human Resources

The Agency is working to ensure the Agency is meeting the needs of the staffing. There continues to be challenges for staffing in each of the Agency communities and in urban areas. In our First Nations communities, there is not an abundance of members who hold degrees, and those that do are often recruited by other organizations who offer higher pay. Once staff receives training, they often leave for employers such as FNIH and school divisions. The Agency once was staffed with Regional workers who flew into communities; however, this is not ideal for both the staff and communities, and



accommodations are often not available. A priority is to have an effective recruitment and retention strategy that includes enhanced incentives as well as training and mentorship opportunities.

In addition to staff training, priority must be given to systematically reviewing and updating Agency policies and procedures. Much work has been accomplished in this area to date, with revised draft financial, human resource, and case management policies. Additional drafting is required as well as reviewing and revising Agency forms, templates, and tools. As these are completed and connectivity issues dealt with, plans are in place to have a coordinated approach to ensuring these are available through an Agency-wide intranet system. Administrative staff at all offices will be required in order to ensure a coordinated system can be implemented and maintained.

The Personnel Policy Manual was also reviewed by legal counsel and recommended policy changes were made to reflect provincial standards as opposed to federal standards following the Supreme Court ruling.

Outcomes:

- Almost 100% of existing staff have now had the Orientation training;
- Plan initiated to evaluate the Orientation Manual and develop the next level;
- Revised Personnel Policy Manual (in progress);
- Notice provided to staff regarding the change from Federal labour standards to Provincial labour standards;
- Revised Draft of the organizational chart developed in preparation of the new enhancement funding;
- Identification and review of in-house training requirements initiated—a final plan to be formalized for 2012/13.
- List of training and staff development provided in the Service Delivery Unit reports.

Implementation of the Family Enhancement Strategy

The Family Enhancement Strategy is focused on prevention services and the workers will need to conduct a risk assessment to determine which types of services are required. The two areas are intervention (protection/investigation) cases or assessment/family ‘enhancement’ (which is early intervention).

The Agency, in preparation for the family enhancement program initiated training for the implementation of the Structured Decision Making (SDM) Tool to ensure workers are comfortable with the risk assessment tool and the Probability of Future Harm (PFH) Tool. The PFH Tool has become a part of the Agency’s Intake forms and process.

Although initial training was provided on the SDM through the Agency Orientation session and the Northern Authority, it was determined that there is a need to provide ongoing monitoring and support to ensure the workers are implementing the tools effectively.

Outcomes:

- Training was delivered to the Senior Management Team, OMs and Supervisors at the Agency Orientation for Supervisors and Managers in 2010. The Northern Authority provided another training session in Thompson & Winnipeg (Sept 2011).



- Increased capacity development to support family enhancement and improve risk assessment.

Family Enhancement/ CFSIS

A mandatory requirement for accessing the enhancement funding was that the Agency implements CFSIS for all cases whether it is on or off reserve. The direction to full CFSIS compliance was made under duress and in order to ensure that children are not placed at risk by under-funding; Awasis agreed to work towards getting all cases into CFSIS. The Agency currently inputs case data into CFSIS for off reserve cases, as a condition by the Minister at the time to proceed with the AJI-CWI initiative. The issue is currently before the Leadership Committee. Should the Leadership Committee decide that full compliance with CFSIS is not required, then Awasis will cease movement to full CFSIS compliance.

The challenges regarding CFSIS are connectivity issues in the majority of the Awasis Agency communities as well as supports to the Agency. CFSIS requires a significant amount of information and this is time consuming. This issue is compounded by the experience of frequent disconnecting during a work session, causing information to be lost. Another barrier is the lack of current technological capacity of staff to use the CFSIS system. Additional supports will be required, i.e. help desk availability and training costs. In order for the work to proceed, Awasis has identified that additional funding is required to employ a minimum of three positions for approximately six months to address the Agency's CFSIS backlog.

There are a number of other issues, all of which have been documented by the working groups during the restructuring under the AJI-CWI. Those that most directly affect the Agency, along with the leadership concerns, are the lack of a financial component, the exorbitant costs to maintain the system due to its age and design, and the inability to obtain accurate and timely reports from the system. Recommendations to design a central province-wide Registry available to all agencies and Authorities which would allow necessary access by all computerized systems within the province has not occurred to date. On Reserve, we are the DIA which will require staff to input into the CFSIS Intake Module in order to create a case. This will mean a second intake system.

The Agency has identified that staff in the billings, legal and administration positions will be trained to input data into CFSIS as well as provide training for new social work staff and refresher training for existing social work staff. The Agency feels that this plan will not only assist the Agency to work towards all cases on CFSIS but ensures that the Agency builds staff capacity for the long term.

The Agency will continue to use its FACTS database as it not only provides current statistical data, its financial component automatically generates monthly maintenance expenditures for children in care as well as used for generating payments and tracking Agency expenditures.

Family Enhancement Programs

Prevention programming initiatives that currently exist in each of the communities will be enhanced through the Family Enhancement Strategy. The Agency had a number of prevention initiatives and programs in place prior to funding cuts. While the Agency attempted to see the programs continue this will now be possible with the new prevention funding. The programs will be re-evaluated and further developed as well as new programming initiatives. A 'train the trainers' program may also be re-



implemented to provide local family enhancement staff with the tools necessary to offer community workshops.

As a way to capture preventative services and ensure financial accountability (to meet the new reporting requirements), the Agency implemented an internal practice of requiring a Family Service File be open prior to expending any funds, emergency or otherwise. A recommendation was made under the Operational Review to develop a different mechanism to capture these types of services provided to families which can now be done under the new funding model as a preventative file classification.

Outcomes:

- Spring Break and Christmas allocations were provided to each unit to develop and implement activities in the community for the children and families.
- More community resources involved.
- Improved coordination of programs and services to families.
- Identification of key partners and service providers.
- Identification, increased and strengthened community supports through coordinated community based programs and services.
- Increased parental responsibility, skills and empowerment.
- Ongoing Leadership discussions.

Families Referred to Family Enhancement Program

The process has been initiated to gather data for the implementation of family enhancement. Discussions are underway regarding the need for establishing baseline data including any additional staffing and costs. This will assist in evaluating program initiatives and services.

There is a need to develop statistical and tracking mechanisms for capturing all family enhancement programs offered, the number of parents, caregivers attending and successes of the programs. Restructuring has been initiated as a first step until full implementation of the EPFA.

The Agency is working towards reviewing the existing Services to Families positions and job descriptions to be complementary to Family Enhancement Workers in the communities.

Outcomes:

- 11 communities, Winnipeg SDO and Thompson SDO to have Family Enhancement Workers.

Strengthening and Supporting the Families to Facilitate the Development of Safe, Healthy and Nurturing Environments for Children and Youth

The communities, particularly the remote and isolated, face many challenges such as poverty, poor housing, lack of recreation activities and funding. To support our initiatives, the Agency will continue to work with other resources within the communities in coordinating activities for the youth and families.

The family enhancement approach is focusing on processes that offer family support services that work towards decreasing the high involvement of child welfare in the homes and bring back the responsibility



to the families. Through education, awareness and support we will see more children in the safety of their homes and programs that assist in de-escalating issues as they arise.

The Agency is committed to moving the Agency forward with quality prevention programming with the goal to substantially reducing the number of protection cases. Essential to this is effective communication amongst all levels to ensure ideas, successes, and improvements are shared. Ongoing planning for programming and changes within the Agency and reporting of successes and barriers is identified as a priority for the Agency.

A full breakdown of each of the Unit's prevention services are provided in the Service Delivery Unit Reports. The Prevention Activities are identified as 'strengthening and supporting the family unit so as to facilitate the development of safe, healthy and nurturing environments for children and youth'. This includes support in the area of Parent Aides, home makers and emergency pantry services such as pampers, baby formula/milk and groceries as needed. The Agency monitors the families utilizing these services for trends and to identify whether or not additional support services may be required.

Outcomes:

- List of possible candidates for Family Enhancement Program
- Data gathered for use in tracking families that can be referred to the Family Enhancement Program
- Children and Family focused activities within the community/service areas
- Agency involvement in community events

Keeping Children and Youth Safe and Protected

Over the past two years, staff were oriented on case management standards and regulations. The Agency provided Orientation/Training sessions in June and October of 2011 which included an overview of the CFS Legislation (Act/Statutes); Program Standards and Agency Policies and Procedures. The sessions also provided an overview of the Agency's Regulators and other service agencies (i.e., Children's Advocate, Child Protection Branch, Northern Authority, ANCR, Designated Intake Agencies, etc.). The sessions included the Awasis Case Management Model (ACM) Framework; Family Assessment Model and Group Exercises to fully integrate the learning process.

In March 2012, the Agency confirmed funding for a Child Abuse Coordinator and initiated a recruitment process to hire the Coordinator to begin in May 2012.

The Agency senior management is also looking to formalize a process to re-introduce the developmental assets of child, family, and community model into unit work plans.

Outcomes:

- Improved skills in case-management, assessment and report writing.
- Child Abuse Coordinator to be in place by May 2012;
- Meetings scheduled to strategize on model for developmental assets.



Case Management

Further to the above section, a number of issues reported in the Operational Review had already been identified by the senior management team and planning to address them was in progress. The Agency recognized that due to a number of factors that include, but are not limited to attrition, reduction of annual staff conferences for Agency-wide staff development and training, and an increase in volume of work and organization related to the AJI-CWI, consistent training and use of Agency defined tools had diminished. Due to the increased workload associated with the onset of the review, training was impacted.

Following the file review and initial discussions with the Northern Authority staff, it was clear that training in the Awasis Agency case management system and overall operations of the Agency was needed. The Awasis Agency's senior management initiated, developed and implemented the staff orientation training sessions. The Awasis orientation training sessions began early in 2010 under the first appointed Administrator, which was a member of the Awasis Agency's senior management team. Three days in length, it consisted of one full day of legal that includes an overview of the legislation and regulations, legal obligations to children and families, and court related trainings. One full day is dedicated to the Awasis Case Management Model, with a focus on developing case plans. The third day focuses on developing case plans and completing documentation to access funding for children with special needs, an overview of the finance department and its functions and roles as it relates to workers. The orientation sessions were however cancelled under the next appointed Northern Authority appointed Administrator.

It is recognized that more in-depth training is needed for staff. The Case Management Model and Family Assessment Model training was designed as three day trainings each. However, over the last few years, training has cost the Agency over \$600,000 and for every three day training session, this results in staff leaving their positions for a week with others covering. As such, community-based and regionally-based training will be implemented, where possible, as a cost-effective measure.

Outcomes:

- Review and implementation plan on Agency directives and provincial standards.
- Communications regarding training in case transfers within and external to the organization.
- Staff prepared for revisions in policy guiding the transfer of children in care to Winnipeg.
- All communities will have confirmed dates to review case management policies.

Provincial Standards

The Case Management component of the Operational Review provided recommendations in the areas of Intake, Children in Care, Family Service Files, and Foster Home/Place of Safety Files. A file review process was utilized and it was agreed that a "Find and Fix" component would be adopted in order for the Agency to be advised of either missing documentation or areas of concern. The Agency then provided missing documentation and/or adopted systems to modify practice. A consistent message throughout the operational review process was that the Awasis Case Management Model is an effective model. There was concern, however, that it is not being utilized consistently throughout the Agency. The Agency acknowledges this and there is recognition that due to a number of factors including attrition, reduction of annual staff conferences/trainings, and increase in volume of work related to AJI-CWI and the review, that consistent training and use of ACM tools has diminished. There is also acknowledgement and recognition that there is a need to have common understanding of the ACM



model, tools, and requirements of the Agency and that documentation must be consistent throughout the Agency.

With respect to the recommendations of a protocol to determine risk and that every open file has a risk/assessment on file, the Agency has an Intake Policy that clearly outlines the process of receiving and documenting referrals, investigation, and finally, determining Agency involvement. In addition to its policy and procedures, the Agency has created tools, forms, and requirements in order to ensure consistent practice. The Safety Assessment is one of those requirements and is a mandatory form as part of the Intake Process. The Agency has set further internal requirements in that a file, whether a ward or family service file, cannot be opened without the Safety Assessment completed. The Agency acknowledges that further training is required to ensure understanding and appropriate completion of the Safety Assessment. The Manitoba Structured Decision Making Tool "Probability of Future Harm" form is used as another tool in the Intake level.

Recommendations were also made that pertained to both family service and children in care files. They included mandatory training of all social work staff in all areas of case management, with an emphasis on training in community based teams; that there are regular case reviews; adequate assessment information is on files; there is adequate follow-up on family service files; and regular, documented face to face contact with children in care; and that family files be closed where services have not been provided in 60 days. Consistent transitional planning for children in care who will be reaching age of majority was identified as being needed within the Agency.

The Agency has acknowledged that there are high volumes of paperwork, shortage of administrative staff and/or multiple duties of staff tasks with filing which contributes to a backlog of filing. Appropriate filing and case documentation is an ongoing training and accountability issue; however the Agency is looking at opportunities to provide administrative support to each of the Units.

Outcomes:

- Systems review initiated. Find and Fix process implemented.
- Over the past two years, staff oriented to case management standards and regulations.
- HR review initiated to address staffing shortfalls/training plans.

Permanency Planning Services and Adoption Practices

Awasis Agency is one of the few, if not the only Agency that processes Legal Guardianship Applications for foster parents of permanent wards. This began a number of years ago due to the reduction of services provided to families by Legal Aid. The applications are made jointly with the family who is requesting guardianship and all documentation and reports are completed by the Agency. In many cases, Legal Guardianship is preferred by families over adoption, as it is the closest to Custom Adoption in terms of legal status. Many families do not want the birth records of children changed, which is what occurs in a legal adoption. Two permanent wards were discharged to extended family in this manner.

As another way to reduce the number of permanent wards, the Agency also pursues, where possible, transfer of guardianship to families under Section 38(1)(b). This is most prevalent where extended families are caring for children in care and instead of pursuing a permanent order, guardianship is transferred under this section. In the 2011/12 fiscal year, eight (8) children were discharged in this manner. It should be noted that the Court of Queen's Bench in Winnipeg does not recognize this



section of the Act, thereby forcing families to hire lawyers to process Legal Guardianship Applications under Section 77 of the Act.

A barrier to adopting a child with special needs is the lack of support funding for adoptive parents if the child is a federally funded child. This funding was cut a number of years ago.

One of the focuses of the 2012/13 fiscal year will be to actively provide training to staff in the area of Legal Guardianship and permanent ward adoptions. The Agency has an identified manager who oversees all adoption cases, provides training, and maintains listings of cases that are in the process of adoption.

Outcomes:

- Completed list of Permanent Wards;
- Adoptions, legal guardians, custom adoptions.
- Completed list of children with complex medical needs.
- Completed list of VSG's

Age of Majority Planning

Further to the above, the Agency is reviewing budgets for a staffing position that will assist in coordinating and establishing a consistent and ongoing approach for Age of Majority planning; Independent Living and Transition Planning.

The Agency has increased the number of extensions of care for those children reaching the age of majority who have not completed their high school. This is a positive approach to improving the success rate of those youth once they leave the Agency's care.

To assist in the monitoring and follow up of Age of Majority Planning, the Agency statistics department provides all Unit Supervisors and Operations Managers with their monthly case lists for planning.

Outcomes

- Positive focus on age of majority children in care established with plans underway.
- Staffing/Budget to be identified for 2012/13.

Safety of Children in Care While In Alternate Placements

The Operational Review recommendations regarding the Place of Safety and Foster Home files were largely related to adequate documentation on files, internal tracking mechanisms, regular contact with foster parents, and ensuring the foster home licensing process is initiated within a timely manner. All of the recommendations were implemented during the "Find and Fix" process in 2009 and included revised forms. A subsequent two day training session for foster care workers was reported to have resulted in improved documentation and processing of files as well as improved quality of reports. An increase in training of foster parents and staff, and recruitment and specializing of homes in the First Nations communities needs to occur to ensure better quality of care to children in communities.

The foster care department is regularly in contact with foster care workers in all the communities. A three day training for all foster care workers is scheduled for April 2012 at which time all foster files will



be reviewed, a training for trainers session will occur, and foster care legislation, regulations, standards, policies and forms will be reviewed.

Outcomes:

- Process initiated to review all current foster homes.
- Directive provided to all Service Delivery / Foster Care staff reminding them of the provincial standards regarding Places of Safety.
- Process established to track Places of Safety such that the Agency begins and ends the licensing process within the provincial standards.
- List of licensed Foster Homes and Place of Safety.
- Training session scheduled for early April 2012

Promoting Aboriginal Families in Becoming Foster Parents and Awareness on Foster Care Programs

One of the key issues facing First Nations in the community is the shortage of housing, with two to four families residing in the same residence. Most, if not all homes, are built with sub-standard materials and well below provincial and/or federal standards and codes. The over-crowding also prevents placement of children with extended family and/or within the community at times.

However, as of March 31, 2012, the Agency had 164 licensed Foster Homes, which is equivalent to 427 bed spaces. Data regarding the number of homes that are Aboriginal is in the process of being collected.

The foster care department and service delivery staff consistently recruit Aboriginal families to become foster parents. This often begins by searching for relatives of children who come into care and they continue fostering. A recruitment strategy has begun with the assistance of all foster care workers in the Agency and this will be the focus of the 2012/13 fiscal year.

Outcomes:

- Increase in the number of culturally appropriate foster home placements.
- Reduce the number of children placed outside the community.
- Data collected/ Aboriginal First Nation foster homes.
- Networking with other First Nation agencies to develop a strategy on promoting Aboriginal families to foster Aboriginal children.

Foster Parents Training

A review of the current training packages in Foster Care at Awasis Agency is underway. A process and schedule for orientation sessions with new foster parents is to include a review of standards, policies, rights, cultural competency, roles and responsibilities.

Foster parent orientation sessions were held on four occasions at the Winnipeg SDO in the last fiscal year as well as in the God's Lake Narrows and Shamattawa offices. Foster parents from other communities attended in previous years. The foster care department created a PowerPoint presentation and handouts for each of the foster care workers to ensure a consistent orientation throughout the Agency. In addition to this, foster parents in urban settings were provided with cultural training material. Nine foster parents along with a worker attended the Specialized FASD Training in



Winnipeg that occurred over an eight week period. A number of foster parents and workers attended the annual Manitoba foster parent Conference which was held in Steinbach.

Outcomes:

- List of Foster Care training done in last fiscal year.
- Improved relationships between Agency staff and foster parents.
- Information gathered on current training.
- Foster Care Coordinator in place by April/May 2012.

Quality Services by Enhancing Resource Worker Skills

Meetings have been held with the Agency staff to discuss the funding model to identify training and resource needs. The training plans will assist to further develop and implement the Family Enhancement program in the communities and service delivery offices. An overview of training already undertaken by the staff is included in their Service Delivery Unit reports.

Outcomes:

- Initial meetings and communications with staff regarding the prevention funding model.
- Training plan to be identified for 2012/13.

Children with Special Needs

A Special Needs Committee meets regularly to receive, review and process special needs requests. The purpose of the committee is to oversee the approval process for special rates, payable to foster placements which have children in their care who are wards of the Agency. The committee functions include reviewing all Special Needs Funding requests; assess and review applications in accordance with the Agency's 'Special Needs Committee Self-Management Policy Guidelines' to ensure consistency and validity in approving requests; and use accepted child development milestones when assessing special needs requests.

Special Rate Freeze – The Agency Directors have raised the issue with the Northern Authority for review and consideration of the funding impacts that the Special Rate Freeze has had on all of the Agencies.

An internal compliance review is underway to ensure there is consistency in the submission of the applications / requests to ensure that there are no service disruptions for the child.

Outcomes:

Meetings scheduled regularly and data collected to advocate for special needs.





Christmas Party 2011



Christmas Party 2011



SERVICE DELIVERY UNIT REPORTS



2011/12 ANNUAL REPORT

BARREN LANDS FIRST NATION (BROCHET)

Operations Manager: Thelma Kirkness

Staffing

Charles Michell, Unit Supervisor

Loretta Linklater, Services to Families/Youth Development Worker

Stephanie Sewap, Foster Care & Intake/ Stats Worker

Brief Introduction to the Community/SDO

Barren Lands First Nation is a remote and isolated community located in northwestern Manitoba and 256 km NW from Thompson. The First Nation is signatory to Treaty 10 signed in 1906. Political and administrative affiliations are with Keewatin Tribal Council (KTC), Manitoba Keewatinowi Okimakanak (MKO), and the Assembly of Manitoba Chiefs (AMC).

The Barren Lands site office provides the required statutory services as required for protection and prevention. The agency continues to partner with other resources in the community to build strong family relationships and have a healthy living environment. The office site is physically shared with the Band Office.

Overall, members of Barren Lands have access to agency material for education and supports. Meetings and gatherings are held in the community throughout the year on CFS issues. There is a local child care committee (LCCC) with four members. The Chief and Council appoint these members. The community is receptive to the agency and overall it is a positive relationship.

Key Issues & Challenges

The trend from 2006-2011, is that children come into care for two main contributing factors:

- Special medical needs whereby a child has to be placed in a specialized foster home placement in the south, either Winnipeg and/or surrounding communities. The families then sign a Voluntary Placement Agreement on a yearly basis.
- Children are placed in care with court orders on a temporary basis due to alcoholism, drug and/or substance abuse. When possible, the children will be placed under the care of family members in the community until such time the addiction issue is dealt with and then the child can be returned.

Future Plans & Developments

- The Awasis Agency Barren Lands/Brochet Unit will continue to work closely with the Local leadership for their guidance to deal with the addiction issues in the community as a whole.
- The Unit will continue to network with local resources to organize community events to bring families together to participate in healthy activities that encourage them to interact and become a happy, healthy family unit.
- The Unit will continue to contribute their expertise by holding workshops, and provide whatever resources available on hand to the community collaterals, families, and children.



- The Unit will continue to cooperate with all community partners to promote preventative initiatives that will help keep families together.
- The Unit will continue to attend trainings, workshops, conferences, and cooperate with any agency requirements that will help keep children safe in the community.
- The Unit will continue to work closely and assist family members in the community who want to make a difference in keeping their extended family members together, that are experiencing problems whether it is due to addictions, medical issues, and/or abuse. The Agency will play a big part of providing the necessary services that involve any child welfare issues in the community.

Promotion: *Promoting the development and well-being of children and youth. Educating the public; families/parents; leadership; and collateral resources on family services and the agency.*

Education material and videos; Child Development Series; Pamphlets; Books from Northern Authority Office have been accessible for the public to use and borrow whenever it is requested.

The Unit usually participates and assists or facilitates any educational Workshops with other resources in the community. The Unit provided funding requested by other resources in the community through the community initiative dollars that is budgeted for the Unit from the Thompson Office.

Activities included:

- April 2011 – Brochet School Kindergarten students – donation for their graduation.
- May 2011 – Prom for school students – dance.
- June 2011 – Canada day celebrations and events.
- August 2011 – Cochrane River Trip - children take a trip up river to experience river travel, Elders teach children their traditional culture and guides are provided.
- October 2011 – Halloween Festivities – Candies are distributed to children at the band hall.
- National Addictions Week – Workshops on addictions were held for the youth and other events.
- February 2012 – Family Fish Derby – Families take their children out for fun.
- March 2012- Jr. Trapper Title – Children's Winter Carnival

Prevention: *Strengthening and supporting the family unit so as to facilitate the development of safe, healthy and nurturing environments for children and youth. In-home supports (Counseling; Respite; Parent-aides); and Awareness (activities, materials, or workshops).*

The best way to serve and protect children is to help the families before the problem becomes serious to cause family breakdowns. The services that the unit tries to provide are:

- Parent Aides are hired on a temporary basis to help families with their children while they are away for medical appointments or during their illness which prevents them from providing adequate caregiving;
- Intervenors are hired when a child needs someone to be with them; to do activities with them to help keep them occupied and Respite services help with giving some time out to parents who are experiencing difficulties.



This year there were 24 homemakers provided and 17 Emergency Services submitted to assist families with supplies such as groceries.

Protection: *Keeping children and youth safe and protected by providing a safety net for vulnerable children and youth in need.*

The Unit provided services to children in need of protection for this fiscal year of 2011/12: 4 children were deemed under apprehension; 1 child is temporary ward and Awasis Unit is arranging a Provincial Transfer as part of the transitional planning for a child to return to family of origin in Saskatchewan. The child in care is currently residing in a licensed foster home in Brochet, Mb.; 2 children under Voluntary Placement Agreement for medical reasons (1 child resides in a specialized home on Arborg, Mb. and 1 child resides in the St. Amant Centre in Winnipeg, Mb.); 1 child is a Permanent Ward residing in a foster home with grandparents in Brochet, Mb and attends high school.

Partnerships: *Promoting the strategic alliances needed in communities to plan, deliver and assess services that promote positive outcomes for children and families; Engaging community resources in joint initiatives.*

The Awasis Unit in Brochet partners with the local area resources including the Barren Lands Recreation Committee, Chief & Council, Mayor & Council and other collaterals i.e., Health Team, Building Healthy Communities Initiative, and NADAP.

All resources participate in major events and work together for the betterment of the community. Some of the events are winter carnivals, summer events, and spring break events.

Staff Development/Training:

Unit Supervisor: Charles Michell

- Orientation – Risk Assessment & Categorization for Differential Response – The Pas – January 6-8, 2011
- Awasis Agency Orientation Training – Thompson, Manitoba – January 11-13, 2011
- Age of Majority Workshop – Thompson, Manitoba – March 10, 2011
- Intimate Partner Violence Workshop – The Pas, Manitoba – October 27 & 28, 2011
- Supervisor's Guide to Team Investigation of Child Physical and Sexual Abuse Workshop – January 10 – 12, 2012.
- Brief Intervention Training – Thompson, Manitoba – March 14 & 15, 2012

Services to Families/Youth Development Worker: Loretta Linklater

- Core 101 – November 22 – 24, 2011
- Core 102 – December 12 – 16, 2011
- Core 103 – January 9 – 12, 2012

Foster Care/Stats Worker: Stephanie Sewap

- Core 101 – November 22 -24, 2011
- Core 102 – December 12 – 16, 2011



BUNIBONIBEE CREE NATION (OXFORD HOUSE)

Operations Manager: Dulles Robinson

Staffing (List)

Annie Robinson, Unit Supervisor
Colleen Bradburn, CFS Worker
Vacant Position, CFS Worker
Kathleen B. Grieves, Child Protection Worker
Neil Bradburn Jr, Family Resource Worker
Jenny Budd, Foster Care Worker
Vanessa Munroe, Intake/Stats Worker
Catherine Tessa Sumner, Receptionist/Clerk Typist*
Brendon Bradburn, resigned

Brief Introduction to the Community/SDO

Bunibonibee Cree Nation is a remote and isolated community located 160 km southeast of Thompson and 950 kilometers north of Winnipeg. The First Nation is signatory to the 1909 adhesion to Treaty 5. Political and administrative affiliations are with Keewatin Tribal Council (KTC), Manitoba Keewatinowi Okimakanak (MKO), and the Assembly of Manitoba Chiefs (AMC).

Oxford House has no year-round road access. It is accessible via winter road routed through Norway House. Nine hours by vehicle from Oxford House to Thompson via a winter road. Other transportation is by air. A 2,500 foot gravel airstrip is maintained in the community and serviced by scheduled flights via Winnipeg and via Thompson. There are dock facilities for both boats and float planes. The First Nation has an outstanding treaty land entitlement.

Languages spoken are Cree and English. According to Aboriginal Affairs and Northern Development Canada (AANDC), the registered population as of July, 2011 was 2,744 (with 452 living off the reserve).

Key Issues & Challenges

- The children coming into care has to do with the high number of parents abusing alcohol, particularly between the ages of 16-30. There is a noticeable increase in the children involved with the Agency whenever the community is accessed by the winter road due to alcohol and drugs being brought into the community. (This occurs between January to the end of March.)
- A further trend is that the parents attend treatment, counseling and parenting courses to get their children back but then relapse again (mostly when there is a winter road).
- High number of teenage pregnancies.
- High number of marital separations, common law relationships.
- School attendance is normal – children and youth are attending school at their grade level; there was a significant increase once the school was renovated (as previously the students couldn't attend due to health and safety conditions).
- There is an increase in students graduating each year.



Future Plans & Developments:

- Workers to continue to provide support services to people due to alcohol/drug use or other issues that get in the way of their parenting and try to work with the parents to eliminate the problem.
- Family Resource Worker to continue to provide workshops and awareness about positive parenting to clients and young mothers.

Prevention: *Strengthening and supporting the family unit so as to facilitate the development of safe, healthy and nurturing environments for children and youth. In-home supports (Counseling; Respite; Parent-aides); and Awareness (activities, materials, or workshops).*

- Throughout the year the unit provides emergency assistance to families with groceries, milk and pampers;
- The unit provided day care services towards 3 young mothers that wanted to continue with their education, but only one remains in school.
- The unit also provided assistance towards mothers that went out for confinement.

Protection: *Keeping children and youth safe and protected by providing a safety net for vulnerable children and youth in need.*

The Agency provided services to children in need. There were approximately 40 intakes which varied from needing assistance, notice of maternity, minor parent, out of control child, physical abuse, alcohol abuse, abandonment. The Unit also provided services for homemaker, babysitting service requests and abandonment; as well as sexual abuse allegation investigation.

Partnerships: *Promoting the strategic alliances needed in communities to plan, deliver and assess services that promote positive outcomes for children and families; Engaging community resources in joint initiatives.*

In October, the unit did contribute toward the Halloween school party and took part in showing support and participated at the school.

In December, with the annual allocation to our community the money was used to purchase turkeys for the community feast and to the families that are less fortunate. We would like to thank Calm Air for shipping the turkeys to the community for free and the rest of the money was donated towards both schools for the children's Christmas presents. The unit also hosted a Pee-Wee hockey Tournament.

In March 2012, the unit sponsored and/or contributed to the:

- Tony Colon Memorial Volleyball tournament;
- Winter / Spring Carnival;
- Headstart Graduation in June for the Pre-School class; and the
- Annual Youth Conference that had numerous entertainers from Winnipeg e.g.: Moccasin Joe.



Staff Development/Training:

Dulles Robinson/ Operations Manager:

- Grief/ Loss Workshops

Annie Rose Robinson/Unit Supervisor:

- Training for Trainers
- Counseling Skills 1&2
- Repatriation Workshops
- Conflict Resolution
- Child Abuse Training
- Case Management
- A.S.S.I.S.T. Suicide Intervention
- Sexual Abuse
- Effects of Alcohol & Drug Abuse
- Awasis Orientation training
- Team Investigation Child Physical& Sexual Abuse
- Intimate Partner Violence Workshop
- Team Investigation Child Physical& Sexual Abuse
- Annual Staff Conference
- Core 101
- Core 102 (upcoming in May 2012)

Jenny Budd/Foster Care Worker:

- Foster Care Workshop

Colleen Bradburn/CFS Worker:

- Counseling Skills 1
- Children and youth who have been sexually exploited part 1 & 2
- Awasis Orientation training
- Strengthening & Empowering hosted by Family Violence Program (in Oxford House)
- Differential Response Workshop
- Intimate Partner Violence Workshop
- A.S.S.I.S.T. Suicide Intervention

Kathleen Bonnie Grieves/ Child Protection Worker:

- Awasis Orientation training
- Strengthening & Empowering hosted by Family Violence Program here in Oxford House
- Awasis Orientation training
- Differential Response Workshop
- Intimate Partner Violence Workshop

Neil Bradburn Junior/Family Justice Worker:

- A.S.S.I.S.T. Suicide Intervention



- Mental Health First Aid Canada Course for Adults who interact with Youth
- A Journey to the teachings
- Crisis Response Planning
- Self-injury Behaviour in Youth issues & strategies
- (The above trainings he received when he worked as the BHC coordinator).
- Family Violence " I'm a Kind Man" Workshop

Vanessa Kerrie Munroe/Intake-Stats Worker:

- Basics Microsoft Word & Excel
- Internet & Microsoft Outlook
- Intermediate Microsoft Word & Excel
- Microsoft Power Point & Publisher
- Report Writing
- Awasis Orientation training

Catherine Sumner/Receptionist-Admin Support:

- Awasis Orientation training
- Computerized Training Workshop (Microsoft Publisher)
- Proposal Writing Workshop



FOX LAKE CREE NATION/GILLAM

Operations Manager: Verna Ironstar

Staffing (List)

Dana Ash-Avison, Unit Supervisor (October 2006)
Cynthia Massan, Child and Family Services Worker (January 2010)
Alexa Wavey, Services to Families Worker (July 2008)
Cindy Kirkness, Foster/Stats/ Intake Worker (January 2012)

Brief Introduction to the Community/SDO

Awasis Agency for Fox Lake Cree Nation and the Town of Gillam is very lucky to be located in a community that has all of the resources of a larger center. We have developed very important and strong relationships with all of the resources available to us and our proud of these relationships and the help we can offer to each other.

We work closely with Fox Lake Band including the Health Team where we share in Programming ideas and help to facilitate programs in both communities.

The Fox Lake Band Constable is an absolute resource for us who has come through for us on more than one occasion, is very supportive, easy to find and a great asset to our office especially with the workers being up to 45 minutes away at times. The Band Constable is always available to meet us at a home, escort people and/or workers back and forth, as well as make contact for us until we are able to be on reserve.

We have been working with the Fox Lake Education team and in the Fox Lake School with the kids. Fox Lake Unit spoke in September at the Fox Lake Parent Advisory Committee and offered our help with homework programs; with intervention programs for truancy; and to advocate on behalf of students within the Fox Lake School and the Gillam School whenever we were needed.

We work closely with Gillam Hospital. We have a very good working relationship with Dr E. Yousif and Dr S. Smal as well we have had dealings with numerous Locum doctors who have been in and out over the last year. The nursing staff and the administrative staff are extremely supportive of our office and we have worked closely with them planning trainings for community members, they offer us quick service when we need help with difficult cases and use us as a resource for patients when required.

We have a full time Community Mental Health Worker for Gillam, and a Mental Health Worker for Fox Lake who flies into the community once per month. We also have a full time Public Health Nurse all of which we work closely with.

We have a very positive and supportive working relationship with the Gillam RCMP detachment. Since both offices - the staff of Fox Lake Awasis Unit, the Sergeant and staff of the Gillam RCMP detachment - have completed the Joint Child Abuse Trainings we have a clearer understanding of our roles and how we can support one another and ensure the safety and protection of children and families.



We have a close working relationship with Gillam School, the Gillam Outreach Program for youth and the PEER Program run by Frontier School Division located in the Gillam Mall.

We have a close working relationship with the Gillam Pre-School and Child Centre where we have many of our Children in Care enrolled and where these children receive special one-on-one programming suited to their own specific needs. We also have spoken at the Centre during their staff development days regarding FASD, Child Development and the CFS Act and Mandate of Awasis Agency.

We work closely with Manitoba Hydro as a Programming Partner and they send us donations of Household items including fridges and stoves, dishwashers and laundry machines; they transport donations to other communities for us and help install items in our homes.

Key Issues & Challenges

- Gillam and Fox Lake have experienced serious issues with alcohol and drugs.
- Children/Youth are out of control due to a number of reasons (including working parents, drinking, etc.); they are left without a lot of supervision. The kids get into trouble with justice, at school and drink or use drugs.
- There is disregard and disrespect for authority, like the RCMP, teachers and Awasis workers - there does not appear to be any consequences by the parents (i.e., no punishment, kids are not grounded) as a result-no responsibility taken for their actions.
- Transience – Gillam is a very transient population, which introduces many different people to the community all the time. This coupled with the lack of supervision, creates dangerous situations for the young population, especially for our adolescent girls. As the population continues to grow, and the camps for the new dams open, this exposure will only increase.

Future Plans & Developments

We are very well aware that definite changes are in store for our office as there are huge and obvious changes already taking place in our communities. As we continue to see our population change, changes will have to be made in order to allow us to continue to offer services to all members of both communities.

Fox Lake Awasis is always actively recruiting Foster Homes, but like most other communities, we continue to have a very difficult time fulfilling this need. We will continue with our promotional campaigns at the mall and information sessions about becoming and being a foster parent whenever the opportunity arises.

For 2011-2012, our goal was to focus on staff personal development. For the years 2012 and 2013, we intend to continue with our personal development and education goals as well as focus on recruitment of Foster homes, Foster Parent Orientations and further develop our community initiatives of programming and preventative trainings, workshops and education opportunities for all. We believe that furthering our education and training coupled with the education and training of our community members will help us to do our jobs, and offer positive family and community lives for the people who reside in Fox Lake and Gillam.



Promotion: Promoting the development and well-being of children and youth. Educating the public; families/parents; leadership; and collateral resources on family services and the agency.

April 2011

- Easter Bunny Party – held at Gillam REC Centre. Residents of Fox Lake were brought in and taken home on the Fox Lake Bus driven by Mr. Arnold Henderson.
 - Over 100 people were in attendance.
 - Games, snacks, prizes and the Easter Bunny came!
 - Open to both communities!
- Bounce and Play, April 2, 3rd and 4th at Gillam Recreation Centre - In conjunction with Fox Lake Winter Carnival Family Bonspiel.
 - Fox Lake Awasis rented the Gillam Recreation Centre Gymnasium and the bouncy house and slide, employed six Fox Lake adolescents as supervisors and supplied food, snacks and drinks to all of the children in the two communities and to those parents who were participating in the Fox Lake Family Funspiel.
 - Adolescents were paid through timesheets and/or Community Service Hours.
 - The program was very well received and VERY busy!



May 2011

- Fox Lake Awasis began a promotional campaign on our local community television channel which saw information pieces about Foster Parenting, the emergency and family services we provide and the Mandate of the Agency running on Channel 74 in Gillam.
- Fox Lake Awasis also started a promotional campaign regarding the Agency and had information pamphlets at the Gillam Shopping Centre information board, at the Fox Lake Band Office and at the Gillam RCMP detachment.
- Fox Lake Awasis gave a financial donation to the Gillam Gospel Jamboree that was held in Gillam and was attended by singers from all over the north.
- Fox Lake Awasis started participating in the PEER Centre Rock and Read program in Gillam and started to facilitate our own Rock and Read Program at the Fox Lake School in Fox Lake Manitoba. This program ran Thursdays in Gillam and Tuesdays in Fox Lake.

Rock and Read is aimed at young parents and their infant and toddler children and is a period of time where rhyming, singing and stories are told while promoting physical interaction between parents and children while speaking with them. This is a literacy based program.

- In conjunction with PEER Centre in Gillam, located in the Gillam Shopping Centre and at the Gillam Recreation Centre, Programming took place where mom and dad's involved with the Agency through Family Service files would be picked up or brought to the Awasis office and then as a group would go to the Programming at PEER. This helped build positive support networks, decrease marginalization and allowed parents to spend quality positive time with their children. This program through Awasis ran Mondays and Fridays.

PEER – Parents as Early Education Resources, is a program that runs in the community of Gillam by Frontier School Division and is facilitated by a dual degree education teacher from Gillam school. The programs are focused on families with children up to age five.



June 2011

- Fox Lake Awasis started a Milk Coupon Program in the communities of Fox Lake and Gillam. Previously run by Healthy Baby at Gillam Hospital, when the program closed because they had no worker, Fox Lake Awasis started the program out of our office. Parents, who needed milk, could come to our office and were given coupons for two liters of Homogenized, or 2% milk. This Program ran until January of 2012 when Healthy Baby hired a new worker and the program started again through Gillam Hospital.
- Mom and Tots Swimming. Fox Lake Awasis started a Mom and Tots Swimming program at the Nelson River Aquatic Centre in Gillam. Parents from Gillam or Fox Lake could bring their children and babies to the pool on Wednesday mornings for free swimming and education regarding water safety from the Red Cross Lifeguard.
- Traditional Native workshops in conjunction with NNADAP and Fox Lake Band. Located at the Fox Lake Band Office.

July 2011

- Fox Lake Band Treaty Days- Awasis contributed to Treaty Days for Fox Lake.
- Moms and Tots Group in Gillam as the PEER Centre was closed. Fox Lake Awasis was given access to the PEER Centre in Gillam at the Gillam Shopping Centre by Frontier School Division at no cost and at the Gillam Recreation Centre by the Town of Gillam at no cost on Fridays. Fox Lake Awasis was able to start Triple P Parenting Education, it is literacy based programming and helps to build a positive network of support for young moms and dad and their children. This was also an opportunity for Fox Lake Awasis to introduce ourselves and our services to all members of both communities in a positive way.
- Fox Lake School Programming on Tuesdays starts as we were given access to the Fox Lake School Nursery Kindergarten room over the summer months. Fox Lake Awasis was able to start the Triple P Parenting education programming.
- Mom and Tots swim continues.
- Milk Program continues.

August 2011

- All programming from July continued.

September 2011

- Presentation to Gillam Pre-School and Child Centre
- Meeting with Fox Lake Chief and Council
- Meeting with Russell Sinclair – Fox Lake Education Director
- Presentation to Fox Lake School Advisory Council
- Milk coupon program continued

October 2011 and November 2011

- In October of 2011, Fox Lake Awasis had to start transferring our Community Initiatives monies to our Family Support Service Agreement monies. So at this point, programming initiated by us stopped.

December 2011

- MKO Santa – with help and donations from the town of Gillam, MKO Santa came to the Gillam Recreation Center to sit with the children of both our communities, hand out presents and the kids played games like bingo, did crafts and ate food. Fox Lake children were brought to Gillam on the bus and were returned to Fox Lake by 7:00 pm for the Christmas Concert. We had lots of families



from both communities and although MKO Santa was late, Lloyd Kirkness the Fox Lake Band Manager put on the Santa suit and had all the kids come to see him for pictures and their gift bags.

- Fox Lake Awasis was able to provide Large Hampers for Christmas Dinner to forty (40) families which were associated with us through Family Service Files at some point during the fiscal year. These Hampers were delivered on the 19th and 20th of December, and we were able to partner with the Gillam Pre-School and Child Centre on the delivery of two hampers and with the Gillam RCMP on the delivery of two hampers.

January 2012 and February 2012

We still have no money for initiatives or Programming.

March 2012

- Fox Lake Awasis presented both communities with the Red Cross Babysitter's course. Over the last two years we have done numerous presentations to Fox Lake and Gillam Residents about the legal age for a child to be left unsupervised. We noticed that there were a lot of kids being left to care for themselves and their siblings at young ages. The babysitter's course was offered over Spring Break vacation and we had 17 children age 12 and up pass the course and become certified.
- Fox Lake Awasis contributed financially to the Fox Lake Winter Carnival.
- Fox Lake Awasis used our Spring Break allocation to run a 5-day 'Day Camp' at the Gillam Recreation Centre. This Day Camp was open to all the residents of Gillam and Fox Lake and was designed for children age 2 to 17 years old. For children up to age 7, parents were required to accompany the kids. Because we opened the programming up to the children of both communities the Town of Gillam gave us the use of everything for free including the Curling Rink, the Bowling Alley and the Gymnasium and Bouncers.
 - We offered cooking classes, crafts, two movies on the big screen in the gymnasium, Bannock making, curling, Teen Room Activities and the Bouncers.
 - The programs ran from 9 am to 4 pm and lunch and snacks were provided by Awasis Agency. The Fox Lake Community Bus was used to transport children and families back and forth from Fox Lake and was again driven for us by Mr. Arnold Henderson.

Prevention: *Strengthening and supporting the family unit so as to facilitate the development of safe, healthy and nurturing environments for children and youth. In-home supports (Counseling; Respite; Parent-aides); and Awareness (activities, materials, or workshops).*

Throughout the year Fox Lake Awasis has had the following on-going preventative and supportive initiatives:

Emergency Baby Pantry – diapers, formula, bath items everything anyone could possibly need for a baby is available at our office. A person in need only needs to call the office and ask and we will either deliver or have available for pick up the items they need. This pantry is refilled approximately every three months.

Emergency Food Pantry – all types of food are available at our office as well as cleaning supplies, and toiletries. Anyone can phone and ask and receive what they need in conjunction with emergency services.

Donations - Fox Lake Awasis is extremely fortunate as we receive donations of clothing, household items, furniture, and books, really, anything you could imagine, every single day from community members, Manitoba Hydro and other businesses in community.



Protection: *Keeping children and youth safe and protected by providing a safety net for vulnerable children and youth in need.*

As per our stats for 2011-2012 Fox Lake Awasis had 93 intakes with 22 occurring in Fox Lake and 73 occurring in Gillam. These protection services would on occasion lead to further prevention and emergency services for the families and children including ongoing counseling, emergency groceries and/or further intervention. Fox Lake Awasis had 13 apprehensions during the year and one transfer of services from Winnipeg, with 11 of these cases still ongoing, two discharged and one transfer for services in Winnipeg MB. These protection services occur both in Fox Lake and in Gillam. Our placements for our children in care are both on and off reserve as well.

Partnerships: *Promoting the strategic alliances needed in communities to plan, deliver and assess services that promote positive outcomes for children and families. Engaging community resources in joint initiatives.*

- Committee on Community Youth Justice – Fox Lake Awasis is a sitting member of this committee in conjunction with Gillam RCMP, Probations, Fox Lake Band and the Town of Gillam. Cynthia Massan was the representative for Awasis Agency and in coordination with Victoria Henderson, Director of Operations for Fox Lake, will now supervise all youth community service hours and curfew and offer support and guidance to the parents and families of the teens. (*In April of 2011, we had 20 youth on curfew and with considerable amounts of Community Service hours, and to date, after intervention, we have three.*)

Staff Development/Training

Our office had a goal for the fiscal year of 2011 and 2012 to commit to personal development and education. We were able to as a team participate in many trainings that were offered online, through different resources nationally.

We participated as a team in the University of Alberta's online FASD Certificate Programming from September 2011 to February 2012 completing the following courses via webcast:

- Talking with Women about Alcohol and Pregnancy – September 2011
- Safety Planning for the Service Provider – October 2011
- Updates on FASD Diagnosis and Interventions – December 2011
- Cognitive Interventions to improve Language Skills – January 2011

Dana Ash-Avison

- Joint Child Abuse Investigation Training for Supervisors (January 2012)
- Introduction to RESPECT ED – Violence and Abuse Prevention (February 2012)

Cynthia Massan

- Triple P Parenting (May 2011)
- CORE Competency Based Trainings Core 101 to Core 104 (November 2011 - March 2012)

Alexa Wavey

- Triple P Parenting (May 2011 – September 2011)
- Differential Response Training (September 2011)
- Tobacco Awareness and Healthy Behavior (January 2012)



Additional Comments:

In conclusion, Fox Lake Awasis would like to extend our deepest gratitude to Verna Ironstar for all of her support and guidance to our office over the last year. Verna always offers to us a steady stream of support and wisdom which allows us the opportunity to do our job and to fulfill our mandate of always trying to do what is in a child's best interest.

We would also like to offer our deepest gratitude to Chief Shirley Neepin and Councilors Andrew Wavey and Lena Spence-Hanson. It has been during this past year that we have felt an immense amount of support and understanding from our Chief and Council and we believe that we have started a new and positive relationship with the leadership in Fox Lake that we know helps us to do our jobs well and help the families and children in our communities.



Fox Lake/Gillam Unit – "The Hand Wall" – All youth, children & adult visitors can add their 'hand' for the wall.



GOD'S LAKE NARROWS FIRST NATION

Operations Manager: Beverly Bee

Staffing (List)

Alice Captain, Unit Supervisor

Melinda Trout, Child Protection Worker

Priscilla Watt, Child & Family Services Worker

Effie Duck, Child & Family Services Worker

Vicki Okemow, Youth Development Worker

Olivia Snowbird, Intake & Stats worker

Myra Okemow, Receptionist

Iona Okimow, Child & Family Services Worker (on maternity leave)

Charlene Harper, Services to Families Worker (on maternity leave)

Vacant, Foster Care, CFS and Services to Families Worker

Brief Introduction to the Community/SDO

God's Lake Narrows is located 1037 kilometres Northeast of Winnipeg. The reserve is signatory to the 1909 adhesion Treaty No. 5. The First Nation has two communities: the reserve side and the Metis side and the main dialect spoken is Cree and English. The First Nation community is governed by a Chief and six Councillors who are elected through Band custom. Political and administrative affiliations are with Keewatin Tribal Council (KTC), Manitoba Keewatinowi Okimakanak (MKO), and the Assembly of Manitoba Chiefs (AMC).

According to Aboriginal Affairs and Northern Development Canada (AANDC), the registered population as of July, 2011 was 2,473 (with 1,042 living off the reserve).

Key Issues & Challenges

The trends note that children come into care for two main factors:

- Families that have exhausted all of their resources for their out control children and turn to the agency for assistance and sign a Voluntary Placement Agreement.
- Children are placed in care with court orders on temporary basis due to alcoholism, drug and/or substance abuse. Usually, the children will be placed under the care of family members in the community until such time the addiction issue is dealt with and then the child can be returned.

Future Plans & Developments

- The Awasis Unit will continue to work closely with the Local leadership for their guidance to deal with the addiction issues in the community as a whole.
- The Awasis Unit will continue to network with local resources in community events to bring families together to participate in healthy activities that encourage them to interact and become a happy, healthy family unit.
- The Awasis Agency Sub Office Unit will continue to contribute their expertise by holding workshops, and provide whatever resources available on hand to the community collaterals, families, and children.
- The Awasis Unit will continue to cooperate with all community partners to promote preventative initiatives that will help keep families together.



- The Awasis Unit will continue to attend trainings, workshops, conferences, and cooperate with any agency requirements that will help keep children safe in the community.
- The Awasis Unit will continue to work closely and assist family members in the community who want to make a difference in keeping their extended family members together who are experiencing problems whether it is due to addictions, medical issues, and/or abuse. The Agency will play a big part of providing the necessary services that involve any child welfare issues in the community.

Promotion: *Promoting the development and well-being of children and youth. Educating the public; families/parents; leadership; and collateral resources on family services and the agency.*

April 15, 2011, We held an Easter Egg Hunt for children ages 2 to 13 at the school grounds and a lot of parents came with their children. We were really happy to see the parents come out with their children. The parents volunteered to help in hiding the eggs and assisting the staff with the prizes.

May 4, 2011 - There was a Mother's Day brunch with some activities; we partnered with the health staff in this event. There were a lot of mothers that participated in the activities and took home a lot of door prizes.

May 25, 2011 - The Agency bought some sporting equipment to hold some summer activities for the youth, we did have floor hockey and indoor broomball. The youth really enjoyed the activities.

June 19, 2011 - There was a Father's Day brunch held; a few fathers came out and there were quite a few door prizes. We cost-shared with the health staff, the women cooked while the men relaxed and enjoyed socializing with each other.

June 27, 2011 – A Family Fun Day and a BBQ was held, there were a lot of activities for families. There were quite a few people that came out for the event and in the end we had a balloon fight. The youth enjoyed the balloon fight especially throwing the water filled balloons at the staff.

July 1, 2011 - We donated a cash prize for the Canada Day fishing derby; this is a big event for the community. The whole community looks forward to this event and there are a lot of prizes and also big cash prizes. The Band gets the families to participate with their children by reducing the entry fee specifically for families.

July 13, 2011 - The Agency held a dry social for the whole community, there were activities and refreshments.

July 13, 2011 - The Agency helped a community member who approached the Agency seeking assistance with food. This community member has a camp where he takes youth and teaches them about the traditional way of living..

August, 2011 - For this month we held bat n ball, floor hockey, indoor broomball and volleyball for the whole community. There were a lot of participants.



August 26 - We held a youth dance and had a farewell dinner for the students that were attending school out of the community also the ones that were returning to school in the community. The Council came out for this event and encouraged the youth to behave and wished them luck in school.

October 17, 2011 - We held a floor hockey and volleyball tournament for the community; there were a lot of participants.

October 31, 2011 - We held a Halloween contest for the whole community, there was a best decorated porch and yard. The community was really creative and went all out for this event. Two RCMP members, Band Councilor and Awasis Agency Unit Supervisor judged the event - it took a while as there were a lot of participants.

November 4, 2011 - The Agency in partnership with the health staff hosted a Young Parents Cooking Class, they cooked a homemade pizza. The young parents really enjoyed this event and enjoyed their pizza.

December 5, 2011 - A community member requested assistance in purchasing goalie equipment for the youth for the upcoming hockey session.

December, 2011 - We held an Activity Week for each week during the month of December, 2011, this month a number of activities were organized including a dance and small tournaments such as broomball, floor hockey and volleyball.

December, 2011 - There was an Orientation workshop for foster parents, there were a few foster parents that participated and they received a certificate for their attendance and appreciation for opening their homes. After the orientation there was a supper and gift exchange.

December, 2011 - We held some contests for the community such as best indoor Christmas decoration, indoor and outdoor Christmas tree, homemade wreath, homemade Santa suit, and a number of little contests; there was a lot of participation from the community. We also gave 80 hampers out to the community; the criteria included those on social assistance and low income families. We gave gifts to children in care and foster parents, and we exchanged gifts within the staff. We have a pantry at the Awasis office, this pantry was used to help out families throughout the Christmas holidays and we also brought pampers and milk to keep at the office for emergencies. There are a lot of families that struggle financially at Christmas.

January, 2012 - The Youth Development Worker and Services to Families Worker held a Young Parent Cooking Class, there were about five young parents that came out and really enjoyed the class - they made Indian tacos.

February, 2012 - We held an invitational Broomball Tournament. There were eight teams that participated and one team from out of the community. The God's Narrows Team won the prize.

February, 2012 - We held an invitational Volleyball Tournament. There were ten teams and two teams from Oxford House. God's Lake Narrows team took the first place. Oxford House took 2nd and 3rd prizes.



March 2, 2012 - There was a Family Day event organized for families to come out and have fun. There were activities for all ages.

March, 2012 - There was a mini-Carnival, activities for all ages. There were a lot of families that participated.

March, 2012 - We brought pampers and milk to assist the families that have low income and that are on social assistance.

Prevention: *Strengthening and supporting the family unit so as to facilitate the development of safe, healthy and nurturing environments for children and youth. In-home supports (Counseling; Respite; Parent-aides); and Awareness (activities, materials, or workshops).*

- April, 2011, the unit provided emergency assistance to 3 families with groceries, milk and pampers. The unit also provided homemaker services to a single parent struggling with teenagers helping out with chores, the homemaker services were provided to prevent a family breakdown.
- May, 2011, the unit provided emergency assistance to two families.
- June, 2011, the unit provided emergency assistance to two families and helped a single parent in purchasing baby supplies.
- August, 2011, the unit helped out one family with groceries. The unit also provided homemaker services to a single parent.
- October, 2011, the unit helped out two families with groceries, milk and pampers. The unit helped out a single mother who was struggling financially and was not able to purchase any winter clothing.
- November, 2011, the unit helped out one family with groceries.
- December, 2011, the unit helped out one family with groceries.
- January, 2012, the unit helped out three families with groceries, pampers and milk. The unit also provided homemaker assistance to single parent.
- March, 2012, the unit helped out four families with groceries, pampers and milk.

Protection: *Keeping children and youth safe and protected by providing a safety net for vulnerable children and youth in need.*

From April 2011-March 2012, there were approximately 114 intakes. Services provided varied from needing assistance, suicide ideation, alcohol abuse, neglect, allegations of physical abuse, unmarried parent; request for services, petition and hearing notice, child beyond parents control and allegation of sexual abuse, domestic abuse and a child that got hurt during a domestic. We received calls from the Nursing Station, RCMP, School Guidance Counselor and community members.

Partnerships: *Promoting the strategic alliances needed in communities to plan, deliver and assess services that promote positive outcomes for children and families; Engaging community resources in joint initiatives.*

May, 2011, we partnered with Health staff in the Mother's Day Brunch, there was a huge turnout. The men did the cooking.



June, 2011, we partnered with the Health staff in the Father's Day Brunch, good turnout.

July, 2011, we partnered with Band Chief and Council, RCMP, school, northern, Recreation committees and other committees in hosting Canada Day fishing derby.

December, 2011, with the annual allocation to our community, the money was used to give hampers out and held community activities.

January, 2012, we held an invitational Broomball and Volleyball Tournament in partnership with the recreation committee.

In March 2012, the unit held a three day mini carnival in partnership with the recreation committee.

Staff Development/Training:

Alice Captain - Unit Supervisor

- Age of majority workshop
- Joint Child Abuse workshop with RCMP
- A.S.S.I.S.T. Training
- Differential Response Training
- Core 101 – Family Centred Child Protection Services
- Core 102 – Case Planning & Family Centred Casework
- SC1 – Case work Supervision
- SC2 – Leadership in Child Welfare
- SC3 - Communication , Conflict and change
- Awasis Agency Staff Conference

Melinda Trout – Child Protection

- Counselling Skills
- Two week joint child abuse training
- Core 101 – Family Centred Child Protection Services
- Core 102 – Case Planning & Family Centred Casework
- Core 103 - The effects of abuse and neglect on child development
- Core 104 - Separation, attachments and reunification
- Case Management Training with Beverly Bee operations manager at the Thompson office.
- Awasis Agency Staff Conference

Priscilla Watt - Child and Family Services Worker

- Core 101 – Family Centred Child Protection Services
- Core 102 – Case Planning & Family Centred Casework
- Core 103 - The effects of abuse and neglect on child development
- Core 104 - Separation, attachments and reunification
- Awasis Agency Staff Conference

Effie Duck – Child and Family Services Worker

- Core 101 - Family Centered Child Protection Services

Vicki Okemow - Youth Development Worker

- Age of majority workshop



- Differential Response Training
- Core 804 - Family Systems – Impact of Abuse and Neglect on Child Development
- Core 805 - Youth worker Counselling
- Core 806 - Group living
- Case Management Training with Beverly Bee, Operations Manager at the Thompson office
- Awasis Staff Conference



MANTO SIPI CREE NATION (God's River)

Operations Manager: Beverly Bee

Staffing

Florence James, Unit Supervisor
Gloria Yellowback, Child & Family Services Worker
Anthony Wood, Services to Families
Vacant, Foster Care & Intake/ Stats Worker

Brief Introduction to the Community/SDO

The community of God's River was originally part of the God's Lake First Nation. It was in the mid 1940's that people moved from the God's Lake Narrows to form the community of God's River. Ministerial Order formed the God's River First Nation IR No. 86A on May 7, 1976.

God's River First Nation, now called Manto Sipi Cree Nation, is a signatory to the Adhesion of Treaty 5, which was signed in 1909.

Manto Sipi Cree Nation is a remote, isolated community situated along the north shore of God's Lake at the outlet to God's River, and is approximately 850 air kms northeast of Winnipeg and 255 air kms southeast of Thompson.

Band No. 302. The MSCN Government office is in the central area of the community. The administration office is shared with the Awasis Agency Department. Council consists of one Chief and four Councillors, elected according to Band custom. Political and administrative affiliations are with the Keewatin Tribal Council (KTC), Manitoba Keewatinowi Okimakanak (MKO), Assembly of Manitoba Chiefs (AMC) and with the Assembly of First Nations.

The Manto Sipi Cree Nation administers the following programs: social assistance, housing, capital projects, operations and maintenance, water and sewage services, sanitation services, television and radio broadcasting, the community outreach program, justice, policing, recreation, aboriginal healing foundation, economic development, NADAP and youth services.

Key Issues & Challenges

The trend from 2006-2012, is that children come into care for two main contributing factors:

- Families that have exhausted all of their resources for their out of control children and turn to the agency for assistance and then sign a Voluntary Placement Agreement.
- Children are placed in care with court orders on a temporary basis due to alcoholism, drug and/or substance abuse. Usually, the children will be placed under the care of family members in the community until such time the addiction issue is dealt with and then the child can be returned.

Future Plans & Developments

- The Awasis Unit will continue to work closely with the Local leadership for their guidance to deal with the addiction issues in the community as a whole.



- The Awasis Unit will continue to network with local resources in community events to bring families together to participate in healthy activities that encourage them to interact and become a happy, healthy family unit.
- The Awasis Unit will continue to contribute their expertise by holding workshops, and provide whatever resources available on hand to the community collaterals, families, and children.
- The Awasis Unit will continue to cooperate with all community partners to promote preventative initiatives that will help keep families together.
- The Awasis Unit will continue to attend trainings, workshops, conferences, and cooperate with any agency requirements that will help keep children safe in the community.
- The Awasis Unit will continue to work closely and assist family members in the community who want to make a difference in keeping their extended family members together who are experiencing problems whether it is due to addictions, medical issues, and/or abuse.
- The Agency will play a key role in providing the necessary services that involve any child welfare issues in the community.

Promotion: *Promoting the development and well-being of children and youth. Educating the public; families/parents; leadership; and collateral resources on family services and the agency.*

In April, 2011 the Awasis Unit partnered with other resources in working together to host the 8th Annual Youth Conference. Guests were invited to do presentations for promoting alternatives to our young people by listening to presenters and how these presenters managed to overcome obstacles in their quest to succeed. The conference went well.

May 16, 2011 Steve Malloy from Thompson Fire Department came into the community to deliver First Aid and CPR training to approximately 16 participants. Participants included Awasis staff, council members, health department, fire department, and community members.

In June, 2011 the unit with other resources delivered a two-day workshop that dealt with lateral violence in the workplace, home and community. Approximately 30 people participated from Awasis, Health, Chief and Council, school, parents and high school students.

In May, 2011, July, 2011 and March, 2012 Family Fishing Derbies are common in God's River; it gives individual families an opportunity to provide guidance and instruction in traditional activities such as fishing safety and survival skills.

We also have been working on promoting cultural activities that aims to preserve our traditions and values. Approximately 10 children with chaperones were flown out to 3 different remote lakes (Edmund Lake, Semmons Lake and down river) during September Traditional Week and sponsoring fishing derbies so children are familiar with fishing locations as well as to experience what their parents and grandparents have had. They will learn to respect and appreciate the bounties and beauty of the land. The chaperones are the teachers that have experience in living off the land and they pass the teachings on to our children and youth.



Prevention: Strengthening and supporting the family unit so as to facilitate the development of safe, healthy and nurturing environments for children and youth. In-home supports (Counseling; Respite; Parent-aides); and Awareness (activities, materials, or workshops).

- The unit provided emergency assistance to 9 families (4 in April 2011; 2 in May 2011; 1 in Nov 2011; and 2 in Feb. 2012).
- In October, 2011 Awasis Agency hosted an evening session on Positive Parenting by showing DVD's. It showed the ongoing process that requires consistency, problem solving skills and willingness to learn on the part of the parent and child that can lead to happier family life.
- In November, 2011 the unit took part in the planning of Addictions Awareness Week and held a "Family Unity" workshop. I am happy to say the evening went well, approximately 15 parents with their children showed up the workshop. Gloria and Anthony put on a show about FAS from the comic "You can do it too!" We provided refreshments and door prizes.

Protection: Keeping children and youth safe and protected by providing a safety net for vulnerable children and youth in need.

From April 2011-March 2012 there were approximately 38 intakes that varied from needing assistance, suicide ideation, assault, aggression from one child to another, parents leaving their children with no food, alcohol abuse by parents, allegation of sexual abuse, child disclosure of physical abuse, children witnessing violent incident, attempted arson, child with allegation of bringing drugs to school and suicide ideation, medical neglect, follow up concern and parent requesting assistance. One child reached age of majority and 2 children were united with mother.

Partnerships: Promoting the strategic alliances needed in communities to plan, deliver and assess services that promote positive outcomes for children and families. Engaging community resources in joint initiatives.

In October, the unit took part in the Halloween events in showing support and participated at the school.

In December, with the annual allocation to our community, the money was used to purchase presents for every child/youth from newborn to ages seventeen years in the community.

In March 2012, the unit sponsored the Family Fishing Derby, Family Scavenger Hunt, Youth Floor Hockey Tournament, Spring Carnival and contributed to the Healthy Snack Program for Amos Okemow Memorial School.



Staff Development/Training

Florence James – I/Unit Supervisor

- First Aid & CPR Training
- Differential Response Training
- Core 101 – Family Centred Child Protection Services
- Core 102 – Case Planning & Family Centred Casework
- Core 103 – The Effects of Abuse and Neglect on Child Development
- Core 104 – Separation, Attachment and Reunification
- Awasis Agency Staff Conference

Gloria Yellowback – Child & Family Services Worker

- Counselling Skills – An Introduction and overview
- Differential Response Training
- Core 101 – Family Centred Child Protection Services
- Core 102 – Case Planning & Family Centred Casework
- Awasis Agency Staff Conference

Anthony Wood – Services to Families Worker

- Started working with the agency since February 22, 2011 as I/Foster Care Intake & Stats and was recently a successful candidate for the local Services to Families position on February 27, 2012
- Wipe Away the Tears 2: Understanding Grief & Pain
- Employee Orientation Training
- Differential Response Training
- Awasis Agency Staff Conference

Olivia Kirkness

- Started working with the agency July 22, 2008 and resigned December 5, 2011 to start another career. We wish her all the best.
- Counselling Skills – An Introduction and overview
- Employee Orientation Training
- Differential Response Training



NORTHLANDS DENESULINE FIRST NATION (Lac Brochet)

Operations Manager: Thelma Kirkness

Staffing

Theresa R.M. Tsseessaze, Unit Supervisor
Sharon Nambienare, Child and Family Services Worker
Vacant, Child and Family Services Worker
Adele St. Pierre, Intake/Stats and Foster Care Worker
George Allen Gazayou, Security/Custodian

Brief Introduction to the Community/SDO

The Northlands Denesuline First Nation (Lac Brochet) is a small remote isolated community of Dene people, located on the north shore of Lac Brochet. Historically, Dene people inhabited Brochet, which had both Cree and Dene people living together, however, due to the high rate of alcohol abuse resulting in conflicts between the Cree and Dene, the Dene moved to Lac Brochet and created their own community. The community was formed in 1974 and continues to be recognized as a Dene community, there are a few Cree people who have moved there from surrounding communities. Road access to Lac Brochet is limited to the seasonal winter road. It is approximately 200 kms north of Lynn Lake and is accessible via winter road. A 3,600 foot gravel airstrip is maintained in the community. A well-maintained airport terminal is located near the First Nation. Scheduled daily air service is provided by Perimeter Air. Other airlines provide air freight service.

The First Nation is signatory to Treaty 10 signed in 1906. Political and administrative affiliations are with Keewatin Tribal Council (KTC), Manitoba Keewatinowi Okimakanak (MKO), and the Assembly of Manitoba Chiefs (AMC).

Main languages spoken are Dene and English. The three main industries are trapping, fishing and hunting. Economic and local businesses are Antsanen Convenient Store and the Northern Store.

According to Aboriginal Affairs and Northern Development Canada (AANDC), the registered population as of July, 2011 was 1,014 (with 150 living off the reserve).

The Northlands Band has a separate Health Care Office which includes NNADAP, Building Healthy Communities, Brighter Futures Initiative, Canada Prenatal and Nutrition Program, Community Health Representatives, Diabetes Program, Home Care Program, Water Quality Program, Suicide Prevention Youth Initiative Program and the Aboriginal Headstart Program. The Mental Health Therapist comes into the community on a monthly basis to offer counseling services to community members, through the local nursing station. The clinic is fully staffed with the majority of the staff and nurses working under FN Health Branch, under the Federal Government.

The community is serviced by Lynn Lake RCMP, who schedule monthly patrol visits to the community. The local band constables are hired by the band and work full time. (2 band constables and 2 security staff). There is a high staff turnover with these positions. The constables play an important role in the



community in maintaining peace, and work closely with Awasis Agency for child protection reasons and family mediation reasons, where intervention is required.

The Local Daycare Centre operates under the Northlands Band and follows the school schedule, it does accept all children, whether their parents are students or employed.

The local school (Petit Casimir Memorial School) consists of both elementary and high school and is fully staffed. The Social Assistance Department also falls under the Band and the agency often deals with the same clientele.

Key Issues & Challenges

Staffing: In regards to the local Awasis office, the workers are long time employees, which in itself is a positive attribute. Within this past year, one worker has taken an educational leave, to pursue a social work degree. One took another job within the health program. Two additional staff members needed to be hired; these positions were filled, although it continues to be a challenge to have employees remain within the agency due to personal issues.

There are, however, similar preventative and youth initiative programs to promote wellness. It is a challenge to have consistency with plans and working towards a "common goal" in the community especially when staff turnover is high with the resources. Regardless, all local resources and programs are expected to network and work towards a common goal and purpose of community wellness. When programs do come together and develop planning around community events, the outcome is usually very well received and successful. The positive aspect is that the local resources have potential and success in holding community initiative events. There are many who are long time employees and have the experiences of working as a team, the agency needs the local health program to partner with.

The challenges which the community faces are the isolation which results in a high cost of living. On a positive side, the isolation helps minimize people from smuggling illegal substances and alcohol, as the community is a fly in and security checks are done at the local airport. Yet, the smuggling of illegal substances and alcohol continues to be an issue which creates problems within the community, it is more evident in the recent years that most people who are identified as being the main suppliers are doing so to support themselves financially as there are limited jobs available. This increase of alcohol related activity is more evident during the period when the winter road is accessible and during the winter months when people can travel by snowmobile to surrounding communities.

The Northlands Unit currently consists of four positions. Awasis has a security/maintenance employee. The office is a single building. There is one small boardroom/kitchen and four offices/work stations, and a front area reception. An expansion of the building is required which would accommodate parenting sessions and agency presentations.

Trends:

The trend the Northlands Unit have noticed in dealing with families and children who have come into care over the past few years (2007 to 2012) are due to the following contributing factors:

- Children with special medical needs are placed usually out of the community due to lack of resources to meet their specific care. There were three children between the ages of 10 and 15 who had been on the local caseload as Permanent Wards and were living near and within the city of



Winnipeg. But these cases have now been transferred to the Winnipeg Service Delivery Office, as it was determined that there were no plans for repatriation back into the community. One child is with extended family and it is their commitment to keep her long term and pursue adoption. One child does have visits with his extended family in Winnipeg or in the community, however his medical needs cannot be fully met in the community, therefore he is living with his long term foster family. One child has been in care since infancy and due to his high needs, he continues to live with his long term foster parents. There are no plans of repatriation back into the community (as there is no contact between the family and the child).

- Children are placed under apprehension due to addiction issues. Within this past year, there was one apprehension due to this reason. The local office continues to plan for the well-being of the children and monitoring the parent, in seeking the proper treatment to address their issues.

The following information speaks to the reasons for the children coming into care in the last five years from 2006 to 2011:

- Children are placed in care on a voluntary basis due to parents not ready to parent their child due to lack of skills and they are young parents.
- Children are placed under apprehension due to addiction issues.
- Children are placed under care due to allegations of abuse.

Future Plans & Developments

The Awasis Agency Sub Office Unit will hire another worker to fill the vacant Child & Family Services Worker position in May 2012.

- The Awasis Unit will continue to network with local resources in planning community events throughout the year on a monthly basis.
- The Awasis Unit will contribute their expertise by holding workshops, and provide guidance where it is needed.
- The Awasis Unit will partner to promote prevention in families and children in the community.
- The Awasis Unit will attend trainings, workshops, conferences, and cooperate with other community collaterals in order to help keep the children from becoming at risk in their families.
- The Awasis Unit will continue their efforts in implementing a working partnership with the local leadership to address any issues within the unit that prevent team work with other resources in the community.
- The Awasis Unit will continue to fund through the community initiatives dollars where it is required in the community to promote youth activities, recreation, and prevention.

Promotion: *Promoting the development and well-being of children and youth. Educating the public; families/parents; leadership; and collateral resources on family services and the agency.*

The local Awasis office utilizes Community Initiatives as a means of developing and implementing services in the community to prevent children from being at risk. Community Initiatives is an Awasis internal program largely based on community proposal submissions to provide for support-based services in the community. The approved funding is released on a quarterly basis. The initiative is also used to fund and sponsor community held events and activities on a monthly basis, such as parenting sessions, workshops, conferences and youth recreational activities.



The Northlands Unit has utilized the First Nation Parenting Program as designed by the Awasis Training Institute, in the past years, however due to the availability of the internet, there are more programs which have been utilized by the local staff.

The unit works in collaboration with the Brighter Futures Initiative Program and other Health Programs such as the Nutrition and NNADAP program to fit the community's needs and culture and provide appropriate education to parents. These parenting workshops and conferences have been successful in bringing awareness to the community as a whole and are usually high in attendance.

The Awasis Agency has exhausted funds from Family Services and Community Initiative Allocation to the Emergency Assistance account.

Prevention: *Strengthening and supporting the family unit so as to facilitate the development of safe, healthy and nurturing environments for children and youth. In-home supports (Counseling; Respite; Parent-aides); and Awareness (activities, materials, or workshops).*

There is a lack of recreational and youth programs on reserve, although the majority of band programs have funds available to have ongoing programs there is a lack of networking and interest for local programs to work together without funding intact, this being a main issue. The main interests for youth and children, is hockey during winter and baseball during summer. It keeps them entertained and away from risky behaviors, there is great interest for youth to pursue further sports interests however they need consistent coaching and skill building programs, which is not available on the reserve. However they do get to travel out for these events, but mainly to compete such as in hockey tournaments with surrounding community teams.

The other main interests experienced with the local staff is that children and youth enjoy having activities at the local band hall, where there are competitive races and games, talent shows, and skill activities held. The end result is the prize winnings and having fun. Awasis Agency local office was responsible for the creation of this initiative, years ago and it still continues to be a main attraction for children and youth today. The only downfall of this initiative is that it is time consuming and requires a team effort to ensure the responsibility does not fall on one person or organization. The other negative consequence with this is the fact that everyone wants money, for anything they do and there are more people who will help but in the end, they want to be paid. The funds allocated for these events are used to pay out prize winnings. The positive outcome is that the children and youth enjoy themselves, and they are involved in healthy activities. It is unfortunate that there are limited recreational centres for children and youth to continue with their interests on the reserve.

All programs need to network, with the leadership to create a place, such as a large facility, for a youth drop in centre or a recreation sports centre. Hopefully this can be accomplished within the near future, while many of the local programs under the band have funds which can be directed at this community initiative.

The local office has a food pantry which is available for families in need of food and necessary baby items. These items are purchased on a monthly basis, using community Initiative funds.



Protection: Keeping children and youth safe and protected by providing a safety net for vulnerable children and youth in need.

Awasis works closely with the nursing station for child protection reasons and servicing people at the local community.

In the previous annual report it was noted that the community faced a suicide crisis however the Northlands Band and Health program did create a Suicide Prevention program and one position was created to work specifically on this area. Since that crisis, the Awasis Unit has been working together with community resources to continue their effort to stop suicide by being directly involved with the youth and families, either as a support system or as a child protection matter. The agency continues to address this issue.

We will continue to follow up and network with community resources on promoting suicide prevention.

The Agency deals with a multitude of socio/health problems on a daily basis. The biggest challenge would appear to be insufficient staffing capacity. The community suffers from an array of issues from addictions, family violence, parental neglect, high school drop-out and unemployment rates, depression, youth behavior problems, etc. These social problems coupled with minimal staff poses a huge deficit for both the community and the agency. The existing staff are qualified but overwhelmed by the demands of the community, caseloads and administration of case management. Currently, there is no local child care committee, the local unit had planned to recruit the LCCC, but this did not occur. The unit will continue to pursue this goal until there is a committee established.

Partnerships: Promoting the strategic alliances needed in communities to plan, deliver and assess services that promote positive outcomes for children and families. Engaging community resources in joint initiatives.

The local Awasis Agency Office has worked in partnership with the Health Programs, to deliver services to the community as a whole through conducting workshops, conferences, retreat camps, culture camps, sponsoring special occasion events such as Mother's Day, Halloween and Youth Celebration Feasts. In addition, the majority of these events have been cost-shared as most programs work with limited funds at the local level. It is more successful with all programs contributing funds or sponsoring different areas.

There are also partnership initiatives implemented with the local school, in terms of doing presentations at the school, contributing funds towards school events such as trips, culture activities and sponsoring students for various extracurricular activities. It is evident that the resources work well together in planning community held events and accomplish team building within the various resources.

There has been change with leadership within the past year and the goal is to continue having the leadership be involved with the community held events, as it brings a sense of recognition that the Chief and Council are involved at the community level.



Staff Development/Training

The Unit has been involved in most of the trainings as offered through the Northern Authority Training Centre throughout the year. It continues to be important to this writer that as the supervisor for the local office, it would be more beneficial to the unit for trainings to occur in the community as opposed to having to travel out for this. Since new staff require training, it is crucial that new staff members receive training, they often end up leaving the agency though, and the training invested in them is gone with them.



SAYISI DENE FIRST NATION (Tadoule Lake)

Operations Manager: Thelma Kirkness

Staffing (List)

Betty Bickell, Unit Supervisor

Corinna Powderhorn, Child and Family Service Worker

Vacant, Youth Development Worker

Brief Introduction to the Community/SDO

Tadoule Lake is one of the most northern and isolated settlements in Manitoba. The community is 250 kilometers west of Churchill, Manitoba and 960 kilometers north of Winnipeg. Tadoule Lake is not accessible by all-weather road or rail, although a winter road has been constructed in the past to facilitate moving construction equipment. Tadoule Lake is reachable only by airplane, dog team, snowmobile or canoe. The nearest rail link is through Churchill. Air lines provide scheduled air service out of Thompson. A 3,400 foot gravel strip and airport facilities are well maintained in the community. The Tadoule Lake settlement is located in north central Manitoba. It was established by the Fort Churchill Indian Band of the Sayisi Dene tribe who originally lived in a community at Little Duck Bay.

The Sayisi Dene (*People of the East*), are Chipewyan, a Dene First Nation Aboriginal peoples of Canada group living in Northern Manitoba. They are members of the "Sayisi Dene First Nation" (Tadoule Lake, Manitoba) and are notable for living a nomadic caribou-hunting and gathering existence.

The First Nation is signatory to the 1910 adhesion to Treaty 5. Political and administrative affiliations are with Keewatin Tribal Council (KTC), Manitoba Keewatinowi Okimakanak (MKO), and the Assembly of Manitoba Chiefs (AMC).

Key Issues & Challenges

Staffing: Sayisi Dene unit has been experiencing issues with staff turnovers. The agency on two separate occasions recruited two workers for the position of Child and Family Service Worker. However their decision to leave these positions was strictly for personal reasons and/or overwhelmed with the roles and responsibilities of the workload and the demands of service delivery required by families with children.

Service delivery has been a challenge in terms of meeting the needs for children in care and Sayisi Dene families in the community. This last year has been an exceptionally challenging year as the only worker taking on the roles and responsibilities for three positions. The majority of the work has been focused on service delivery for client's case management with (children in care) and families in the community. For this reason promotional activities have been limited for our families, children and youth.

The Sayisi Dene First Nation has been under co-management in the last few years which has created many social problems for young and single-parent families trying to meet the basic needs for children such as groceries. The Chief and Council have provided financial support services to families for groceries utilizing revenue that is given to the community from Manitoba Lotteries and Tobacco Tax funds. The main impacts on families are struggling with the high cost of living, unemployment and lack



of education or skills (particularly for employment opportunities that require specific qualifications and skills).

Future Plans & Developments

- The Awasis Unit will work with local leadership to address the addiction issues.
- The Awasis Unit will hire a full committed team such as Child & Family Services Worker, and Youth Development Worker to work together in the Unit to deal with families and children in the community.
- The Awasis Unit will partner with community collaterals focusing on prevention activities for families and children in the community.
- The Awasis Unit will build relationships with the local health team in order to network in dealing with the contributing issues facing the community as a whole.
- The Awasis Unit will build bridges between the Elders and the Youth to start working together in addressing the effects of the relocation and the residential school victimization that has caused a great deal of grief for the generation today.

Promotion: *Promoting the development and well-being of children and youth. Educating the public; families/parents; leadership; and collateral resources on family services and the agency.*

Awasis Agency sponsored with other community resource workers to promote building healthy relationships between parents and children and having physical fun with various events for Sayisi Dene families and children. Parents enjoyed and had fun with their children as they were involved within the community.

Prevention: *Strengthening and supporting the family unit so as to facilitate the development of safe, healthy and nurturing environments for children and youth. In-home supports (Counseling; Respite; Parent-aides); and Awareness (activities, materials, or workshops).*

Sayisi Dene Unit worker provides one to one counselling sessions with single parents; promotes positive lifestyle and well-being for families/ parents who are struggling with family and personal issues involving their family.

July 2011, Awasis Agency sponsored Sayisi Dene young women to attend the Women's Wellness Camp in Lac Brochet. Travel was provided for participants to take part in an event targeting young women - by teaching culturally based activities to learn, understand and grow emotionally, mentally, physically and spiritually towards a positive state of well-being.

August 2011, Awasis Agency supported and encouraged summer students in implementing summer activities for youth and children. The agency sponsored and provided funds to promote activities for children and youth, by doing so this would deter children and youth from any negative activities. The agency planned, organized and implemented summer activities and events for the month of August. Awasis Agency provided refreshments for all children and youth with their families.

- Weekly summer swimming activities with families with children on the community beach, with large group of children enjoying the swim with family and friends.



- Weekly physical walks for all family members' involvement - activities from community to airport and/or to the campsite away from the community.
- Wiener and Marshmallow Roast over bonfire at the beach for everyone to join and have fun. Family members and children of all ages attended. This interaction between families and friends, young and old was enjoyed.
- Athlete Baseball Bible networks with the agency during a bible week for children and youth, with spiritual activities of crafts night, daily bible study and baseball events. Children and youth enjoyed a week-long of fun, and enjoyable events with teachings that was loved by children learning creativity in a fun environment for children to gain positive spiritual belief and understanding during the summer month.
- Awasis Agency sponsored with other community resource workers a sliding party - parents with children enjoyed getting physical while having fun; after the sliding the parents and children stood around the fire to keep warm as they enjoyed roasting wieners and marshmallow over a bonfire. Awasis agency provided refreshments of hot chocolate, marshmallows and hot dogs.

Protection: Keeping children and youth safe and protected by providing a safety net for vulnerable children and youth in need.

Awasis Agency worker and Rachel Bjorklund, Welfare Administrator planned, organized and implemented an emergency band meeting. The community raised concerns regarding youth and younger generations with issues around contemplating suicide-related incidents. We encouraged the leaders, elders, community resource workers and all band members to attend, to be involved to find ways to deter young Sayisi Dene youth from encountering this type of incident.

We encouraged all participants to express how it would affect them individually in order to promote prevention and discourage young individuals from further incidents. The Chief and Council acknowledged and made a presentation to the two youth who helped to prevent a serious tragedy. The Council awarded them with a gift for being at a place at the right time, with respect to helping and providing assistance in defusing a serious incident with suicide ideation/attempts.

Awasis Agency workers continue to provide on-going services with all incoming calls with respect to reports on protection issues with continual investigation and follow up and complete intakes to open new files for family service file and/or ward file as required.

Awasis Agency completed five family requests to open their homes as Places of Safety and continue to complete the application towards licensing these homes. Awasis Agency continues to collaborate with community resources such as the Nursing Station and Peter Yassie Memorial School in dealing with children and families who may need intervention or protection issues.

Partnerships: Promoting the strategic alliances needed in communities to plan, deliver and assess services that promote positive outcomes for children and families. Engaging community resources in joint initiatives.

Awasis Agency staff plans to lead the role in conducting regular health team meetings to bring all the resources together to work toward helping the community deal with issues of past and present related



to the history of relocation and the loss of children through the Children's Aid in the early sixties and residential school.

Due to the staffing shortage, the Awasis Agency has not been able to have meetings with Chief and Council but attends Band meetings when they take place.

Staff Development:

In the past year, local staff did not utilize or attend any staff development training, workshops and training programs however the Unit Supervisor attended the Agency Staff Conference in November.



Elder Thomas Duck Sr., Sayisi Dene; Betty Bickell, Unit Supervisor, Sayisi Dene & Theresa Tssessaze, Unit Supervisor, Northlands Unit.

Renewing Our Path - Staff Gathering – November 2011



SHAMATTAWA FIRST NATION

Operations Manager: Mabel Cook

Staffing (List)

On March 19th, Shamattawa unit officially restructured the unit with the following changes:

Regan Sweeny, Unit Supervisor - restructured

Maryann Miles, Services to Families/Youth Development Worker - restructured

Margaret Koostachin, File Clerk - restructured

Catherine Mercredi, Regional CFS - restructured

Evelyn Redhead, Secretary/Receptionist – restructured

Delia Redhead, Local CFS

Amelia Robertson, Regional CFS

Trina Miles, Local Foster Care Worker (term),

Nora Frank, Stats/Intake

Alison Beardy, Custodian

There are two vacant positions and that is the Local CFS (Term) and Regional CFS. Those positions are in the process of being filled.

Brief Introduction to the Community/SDO

Shamattawa First Nation is a remote isolated community located in north eastern Manitoba and is located approximately 365 air kms east of Thompson. Shamattawa is inaccessible by road, although a winter road is usually constructed. The main transportation to the community is via air.

The First Nation is a party of the 1910 Adhesion to Treaty 5. Political and administrative affiliations are with Keewatin Tribal Council (KTC), Manitoba Keewatinowi Okimakanak (MKO), and the Assembly of Manitoba Chiefs (AMC). The community is governed by a Chief and four Band Councillors. The Chief and Council have a two-year term and are elected through Band custom.

When the York Factory Hudson's Bay operation was closed in the 1950's, Shamattawa was established as a permanent settlement. Shamattawa operated as an outpost to York Factory as early as 1915 and in 1934 it became a full post.

The first language predominantly used is Cree and English is also spoken.

The Shamattawa Awasis site is normally staffed by 12 staff. The site office provides the required services in the areas of protection, prevention, promotion and partnerships. The agency site is a focal point for all citizens of Shamattawa in a variety of areas. The agency is highly visible in the community and is active by participating in events, dropping by homes just to visit, riding around in the community talking to youth, keeping local leadership informed of general agency information, transporting children to the nursing station ensuring immunizations and outside appointments are tended to by foster parents. The agency maintains an "open door" policy for children and families to drop in for a variety of reasons, such as a meal, sleep over, or a visit, etc. The agency also has an informal "open door" policy for women to drop by in the evenings for support and visitation purposes.



Key Issues & Challenges

Though we continue to struggle with staff turnover in the community the workers remain diligent on their ever fluctuating workloads which is greatly admired and truly appreciated for their on-going commitment to the children in care.

Trends: Some of the trends we have experienced in Shamattawa are as follows:

- Parents blaming Agency for their children coming into care and not taking responsibility for their actions.
- Alcohol & solvent abuse by parents resulting in neglect, inadequate babysitters or nursing station calling the agency regarding their concern for neglected children being seen at the nursing station.
- Suicide ideations by teenagers, they are starting to get younger in age, this is done to get out of the community, go on a shopping trip and is a method used by children/teenagers as means to get placed into care.
- Grandparents phoning to report their adult children abusing alcohol so they can get paid for looking after the grandchildren.
- Parents attending treatment centers such as Addiction Foundation of Manitoba, Rosaire House and family treatment just so they can get their kids back but yet have no intention of remaining addiction free.
- Local leadership wanting children taken out of the community when they get in trouble with the law or community members reacting to the child's behavior (such as when they steal ATV's or breaking and entering).
- TB Nurses calling to report children who have been diagnosed with sleeping tuberculosis and are not taking their medication regularly.
- Children going directly to the local RCMP to request help because their parents are drinking or fighting or they are being made to babysit their younger siblings.
- Drug abuse (marijuana) is escalating.
- Teen Pregnancy is rising and youth are becoming younger.
- The attendance in school is poor resulting in low academics and increasing the dropout rate among teenagers.

Future Plans & Developments:

- Providing programming (language appropriate) in the community.
- Educating and providing awareness on what is available through the use of local resources and understanding their roles within the community.
- Educating teenagers about the impact/effects of alcohol, solvent, drug abuse during gestation of babies and children who come into care.
- Educating youth and parents about healthy relationships, communication, positive coping skills etc.
- Having workers who are fluent in the Cree language to provide the programming/training/awareness to the community.
- Utilizing the First Nations Family Justice to its full potential to assist struggling families.
- Having committed workers willing to do strictly programming on a five day basis on various topics on health & well-being.
- Mental Health Therapists who are fluent in Cree working with families who have limited to no understanding of the English language.



- Working with the school for programming to be offered to teenagers on boundaries, respect, sex education, substance abuse etc.
- Providing the community with ways on how they can work at restoring their roles as parents by dealing with issues related to the impacts of Residential Schools.
- Educating youth about gang activity, family bonding, attachment issues, and grief – directly in the school or offering it at the trailer which is situated in the community specifically for programs.
- Providing young couples with programs on the effects/impacts of domestic violence, and family violence.
- Getting all local resources to partner (teamwork) by providing training, awareness, and education on a variety of issues that affect/impact the community.
- Empowering the workers, resources and community as a whole.

Promotion: Promoting the development and well-being of children and youth; Educating the public; families/parents; leadership; and collateral resources on family services and the agency.

Workshops in the community when they happen are advertised to the fullest and also spread by word of mouth.

- Parenting skills – taking care of newborn babies – 6 parents with newborns attended the workshop
- Impact/Effects of solvent abuse – 16 youth attended the workshop
- STD's – 22 youth attended the workshop [Nellie Erickson (nurse) & Mabel Cook facilitated]
- Family Violence – 24 youth attended (Nellie & Mabel facilitated)
- Grief & Loss – 10 youth attended the workshop with Suzanne Getti, therapist.
- Personal Hygiene – 12 girls attended (Nellie & Mabel facilitated)
- The workers remain focused on empowering the parents and each other as they incorporate ways on how to work better as team players though sometimes under very challenging circumstances.
- Agency maintains regular contact with the local leadership in the community.

(See *Staff Development for additional workshops by Staff*)

Prevention: Strengthening and supporting the family unit so as to facilitate the development of safe, healthy and nurturing environments for children and youth. In-home supports (Counseling; Respite; Parent-aides); and Awareness (activities, materials, or workshops).

- There are two therapists who take turns going to Shamattawa and one of them speaks fluently in Cree from Nelson House. Both therapists are known for their compassion and genuine concern for wanting to help people make a difference in their way of life.
- Workers provide support by being visible in the community and will patrol the community at times to talk to youth. They also visit the elderly and sick in their homes. Home-visits are done to parents who are struggling but still have their children at home; having the moral support gives them extra incentive to continue on their road.
- Workers do individual workshops with their clientele at the office on parenting, hygiene, budgeting, addictions, coping skills, boundaries, and communication skills etc.
- Workers also work with the other local resources in the community where workshops are done together.



- Workers also support the community in times of grief by making monetary donations for the purchase of food, preparing sandwiches and cooking meals. The workers also attend the home and are readily available to provide counseling support when needed or just a shoulder to lean on when people need it. The workers also ride around in the community especially during the wake service because that's when teenagers are usually out and about with their raw emotions. They will stop and talk to youth and let them know they are available either to ride and talk or go to the office.
- First Nations Family Justice – Mediators have referrals from the agency with families who are struggling in maintaining family unity; the clientele are more open to making plans and usually will have better rapport with the mediation program. 15 referrals are active with the mediation program for support services to families with child protection and grief and loss issues.
- ABM School hold dances for youth every Friday night and prizes are donated by the agency including other resources.
- The local resources hold two one week long activities for the entire community once in the winter and once in the summer, the entire community participates.
- The emergency pantry is relied on by families for both groceries and baby supplies.
- Activities that staff participated in were Christmas hampers.
- Spring break activities with children and youth.

Protection: Keeping children and youth safe and protected by providing a safety net for vulnerable children and youth in need.

In the community of Shamattawa we currently have a total of 22 Places of Safety homes, 5 Emergency homes, 8 pending to be licensed homes (minor information still needed), 8 Places of Safety homes have been closed and we have 2 licensed foster homes. A total of 45 homes were visited by the regional foster care worker in this fiscal year.

When there is a death in the community the regional workers travel to Shamattawa and offer moral support to the community members. When a tragic death occurs the regional workers travel in to the community along with a crisis team to provide supports and do crisis intervention with the family, first responders intervention and offer counseling to those who may need it also the team sets up activities to occupy the youth.

There are two therapists who travel alternately to Shamattawa, one is fluent in Cree but both have compassion and a genuine concern for the people. Chief & Council also become actively involved with the supports and encourage team work with the local resources. The school also allows the crisis team and agency to go to the school to do presentations on various topics especially when a tragedy occurs.

The workers are visible within the community and continuously check with the youth on the streets, in their homes and also with the elders to let them know supports are available.

RCMP also maintains good rapport and notifies the agency if they have concerns of youth at risk or even families.

First Nations Family Justice has regional mediators working actively with struggling families which are referred by agency. The mediators are fluent in Cree and work with the clientele.



Activities are planned for Spring break, Christmas and during the summer months to occupy youth.

Partnerships: *Promoting the strategic alliances needed in communities to plan, deliver and assess services that promote positive outcomes for children and families; Engaging community resources in joint initiatives.*

- The agency's key partners as it pertains to service delivery are with the RCMP detachment, Band Constable, Nursing Station, NADAP, BFI, BHC, School, and therapists, First Nations Family Justice, Crisis Centre and the Psychiatric Unit at Children's Hospital in Winnipeg. The Agency also works with the local Chief and Council including the Elders Committee. Overall, the agency works well with everyone in the community.
- The agency had one Resource meeting in Shamattawa on February 14th and there is another one scheduled for April 16th starting at 10:30 a.m. and there will be representatives from Keewatin Tribal Council, Children's Advocate, Probations, Nursing Station, RCMP, Chief & Council, Elders and the Agency.
- The workers contribute financially or through sweat equity when there is a death in the community by purchasing food and cooking for the family/community members. They are present at the home of the bereaved for moral support and are available when people are in need to share their grief. They also do patrols in the community in the event children or youth are in need of support and being visible provides a sense of relief in the community. We lost three parents in the fall/tragic loss of a child (February 18/11 - not in care) / one youth to suicide (May 8/11 - not in care) /one adult to suicide.
- Keewatin Tribal Council will usually send workers to assist in crisis management such as when a tragedy occurs in the community, this alleviates some of the stress even within the agency workers.
- Local resources request donations for the purpose of having fishing derbies to get families to interact positively.
- Everyone gets involved, when the caribou arrive. The same holds for when the geese arrive and when they migrate back. The excitement is electrifying in the community because it's hunting season.
- Every year some of the community members paddle back to York Landing to visit the old site of where they lived prior to coming to Shamattawa. Entire families are known to go on this outing.

Staff Development/Training

- Training for the Shamattawa crew began on February 1st & 2nd in CPR & First Aid with facilitator, Steve Malloy from the Canadian Red Cross through Northern Authority Training with 8 workers. CPR & First Aid was again offered in Shamattawa on March 2nd & 3rd with 5 workers by facilitator Steve Malloy. Lana Franklin & Melanie Huntley also did training on ASIST through Northern Authority Training starting on March 7th & 8th with 7 workers in Shamattawa for foster parents, the Shamattawa Crew and other interested resources.
- Core 101 to 104 was fully completed by Catherine Mercredi and Norah Keeper. There are three workers who need to complete the training and those are: Delia Redhead, Evelyn Redhead and Amelia Robertson.
- Orientation training was attended by almost everyone with the exception of Trina Miles, Regan Sweeny, Margaret Koostachin, Nora Frank and Evelyn Redhead.



- Follow up training in Shamattawa – Special Rates, ACM's, Case Particulars, Intakes – All staff both regional & local attended this training as a follow up to the orientation training.
- Addictions Level 1 Training in Winnipeg was attended by Delia Redhead.
- Team Investigation of Child Physical & Sexual Abuse (5 days) was attended by Catherine Mercredi & Norah Keeper. Scheduled next are Delia Redhead, Amelia Robertson & Regan Sweeny.
- Supervisors Team Investigation (3 day) attended by Mabel Cook
- Risk Assessment – Carla Taylor, Regan Cook, Amelia Robertson
- Parenting skills – taking care of newborn babies – 6 parents with newborns attended the workshop
- Impact/Effects of solvent abuse – 16 youth attended the workshop
- STD's – 22 youth attended the workshop (Nellie Erickson (nurse) & Mabel Cook facilitated)
- Family Violence – 24 youth attended (Nellie & Mabel facilitated)
- Grief & Loss – 10 youth attended the workshop with Suzanne Getti, therapist.
- Personal Hygiene – 12 girls attended (Nellie & Mabel facilitated)
- 2 workers attended Women's Healing Camp hosted by Lac Brochet with focus on the seven teachings this past year. Delia Redhead & Maryann Miles

The Shamattawa Unit is sad but is also proud to bid farewell to Norah Keeper and Carla Taylor as they both return to further their education.

Additional Comments:

- We have encountered many mixed emotions for the staff and community members but we have once again completed another exhausting fiscal year all the more resilient for the provision of services in the best interest of our children.
- This success story was never mentioned but back in 2010, the Shamattawa unit got a permanent order rescinded by Judge Thompson on November 18, 2010 which was a first for the community. The family continues to maintain contact with the agency to keep us informed of their struggles and the positive strides they have made as a family. The family now has four boys and one girl. They live in a 2 bedroom unit which the agency advocated on their behalf and they were also assisted with household stuff by the agency when they first moved in.
- In June, 2011, we had high-school graduates from Shamattawa, and two of the youth are children in care, Myron Miles graduated grade 12 from R.D. Parker (though he is still taking some courses) in Thompson and Melinda Miles graduated grade 12 from College Lorette Collegiate in Lorette, Manitoba. Paul Miles graduated grade 12 at Children of the Earth School in Winnipeg though he was not a child in care. Shamattawa did not have graduates since June, 2006 and now we have had 3 graduates and more are expected for June, 2012.





Presentation to Damion McPherson of Shamattawa First Nation. Damion was recognized for his courage in saving the lives of two young people who were intent on committing suicide. Despite the threat to himself, he was able to prevent the youth from harming themselves until help arrived. The Ribbon Shirt was presented by: Mabel Cook, Operations Manager & Mary-Ann Miles, Services to Families/Youth Care Worker in Long Plains First Nation – November 2011.



Shamattawa Unit: Maryann Miles, Services to Families/Youth Care Worker; Catherine Mercredi, Regional CFS; Delia Redhead, Local CFS; Amelia Robertson, Regional CFS; Evelyn Redhead, Secretary/Receptionist and Elder Matilda Miles.



TATASKWEYAK CREE NATION

Operations Manager: Verna Ironstar

Staffing (List)

Eleanor Pronteau-Wavey, Unit Supervisor
Leah Keeper, Receptionist
Ruth Mayham, Intake/Stats Worker
Sheila Kitchekeesik, Foster Care Worker
Tamara Beardy, Services to Families Worker
Leona Spence, Child & Family Services Worker
Abbie Garson, Child & Family Services Worker
Abbie Ouskan, Legal Secretary (on leave)
Flora E. Beardy, Child Protection Worker (on leave)

Brief Introduction to the Community/SDO

Tataskweyak Cree Nation (Split Lake) has a population of approximately 2100 people living on reserve. TCN has all year road access. Tataskweyak is currently completing construction - there is a new church, John Wavey Health Centre, and six (6) units outside the Chief Sam Cook School for the students. Tataskweyak is currently underway with the development of the Keeyask Project at Gull Lake.

Chief and Council have continued to work with the Awasis Agency when issues arise and need to be addressed. The agency networks with other community resources to support the children and families in the community. The agency has three (3) LCCC members and they are a great tool as it's been a belief that a committee would form together to speak with families.

Community members are always welcome at our office for support and services. The agency provides an emergency placement to mothers with children in crisis situations for short term.

Key Issues & Challenges

Some of the concerns bought forth to the agency and the effects on the community as a whole.

- Disconnect between the grandparents, parents and children - communication is breaking down and the children are continuing to have ongoing negative behaviors.
- Lack of parenting skills in all ages of parents (issues impacting families include child care, gambling, staying out late, discipline, alcohol and drug abuse).
- Parents taking accountability and dealing with the consequences when there is blame amongst one another as each parent is responsible for their own child.
- Teenagers and younger adolescents taking on the responsibility of parenting their siblings (while parents are out socializing), this is creating stress for the kids.
- Parents need to be accountable and make possible treatment plans for children who are beyond their control; the kids and parents need to learn the importance of such behaviors and what could happen when a child doesn't follow authority, (trouble with the law and the seriousness of children placing themselves at risk).
- There is a lack of sex education as a result, teenage pregnancies and teenagers living in common law relationships.



- A lack of education on domestic violence and awareness, stopping the cycle of abuse and under reporting.
- A lack of education on children with disabilities and the supports services required by parents.

Future Plans & Developments

Awasis agency – Tataskweyak unit will:

- Continue supporting the families through support services and advocating.
- Continue having a working and communicative relationship with the Chief and Council to better meet the needs of the community.
- Network with the community resources by providing information, workshops, and making referrals for families and children; to come and form a full circle, protection shield to build a healthy community.
- Staff to continue to keep up to par with provincial standards and community values by attending training, workshops and personal development.
- Continue to support all the resources to prevent, promote and protect the best interest of children of Tataskweyak Cree Nation.
- Support the educational programs such as Chief Sam Cook School, daycare and Headstart to help support them in any way that will benefit their needs.
- Continue to support the children and families to better meet their needs to maintain healthy family functions.

Promotion: Promoting the development and well-being of children and youth. Educating the public; families/parents; leadership; and collateral resources on family services and the agency.

For Spring Break April 2011 allocation, the staff together decided to give out Easter egg goodie bags to all students at Chief Sam Cook School which had 705 students; Headstart program with 28 children, day care had about 15 children. It was a big surprise for all the students, the workers had the opportunity to speak to the students, sending out a positive message about safety, respect and violence. Students were also encouraged to respect one another, teaching staff and the school.

The agency supported the Nursery and Kindergarten students by providing snacks as the teaching staff encouraged all the parents to send their children to school with a snack. Staff had seen some of the children were unable to bring a snack and all children to sit together and enjoy a snack together. The agency provided healthy snacks to 120 students to ensure children were able to concentrate on their school work and activities.

The agency contributed funds to the Kindergarten, grade 6 and grade 12 graduation classes to help cover the costs of their gowns, jackets and decorations for the graduation ceremonies.

Each year there is an annual Shelley Flett Memorial Softball Tournament hosted by Johnny and Dinah Beardy. This event brings the community members together and attracts other communities to compete amongst each other and the turnout is always a success. The agency supports the tournament by donating funds to cover costs of trophies, equipment, supplies and obtaining certified umpires.

The Awasis agency sponsored the Tataskweyak High Rock KTC slow pitch tournament in Thompson which covered the costs of entry fee.



In June, the Brighter Futures Initiative (BFI) selected youth from the community to attend the MKO's Rising Up the Nation's Spirit Summit, youth were selected by the BFI's team as they participated in other workshops.

In November the Awasis donated funds to purchase gifts for their merchandise bingo. The funds are used to support programs for parents.

In December the Awasis agency selected 40 families from the community for the Christmas allocation and each family received a food hamper and gift for each child. The daycare received a cheque for a dinner and gift for the children attending. Chief Sam Cook School received a cheque for their Christmas concert.

In February Services to Families and Receptionist hosted a Tea & Bannock day for the community to gather at the Awasis Agency and with special thanks to the Fox Lake Awasis office who helped donate clothing for families of Split Lake. The community members really enjoyed themselves, families were surprised with the amount of clothing and that it was "free" and they also enjoyed the refreshments.

In March the agency donated funds to the Split Lake Minor Hockey Association as they were fundraising for their last tournament of the year and they hosted their last tournament in Split Lake. Minor Hockey purchased items to have a silent auction.

Prevention: Strengthening and supporting the family unit so as to facilitate the development of safe, healthy and nurturing environments for children and youth. In-home supports (Counseling; Respite; Parent-aides); and Awareness (activities, materials, or workshops).

With the success of having a community pantry; the agency continues to stock up on frozen food, baby food, dry goods, infant formula, pampers and canned goods to help families in emergency crisis after hours and weekends with providing the basic needs for their children.

It has been difficult getting respite workers as we are unable to get their criminal name checks completed which puts the agency in a bind when offering supports to families. We have to look at other options and seek support from other local programs to ensure support services are in place.

Awasis agency staff met with the local resources in September 2011 to discuss topics and come up with a plan to better meet the needs of the youth in the community as there needs to be more workshops and positive interactions amongst the youth and as we provide the supports to the community. All the resource staff involved was enthusiastic and came up with good ideas. It's been stressed that leadership network together and take the necessary measures to prevent children from coming into care, getting involved with criminal activity, to create awareness and youth to socialize in a positive living environment.



Protection: Keeping children and youth safe and protected by providing a safety net for vulnerable children and youth in need.

On average we have 45-50 children in care monthly this fiscal year. There are 42 protection files with 135 children and 89 voluntary files with 261 children.

Awasis still needs to partner with community resources to create more awareness with the community members and getting the community involved on the social impacts and its effect on families and children.

Partnerships: Promoting the strategic alliances needed in communities to plan, deliver and assess services that promote positive outcomes for children and families. Engaging community resources in joint initiatives.

The 2011 Indian Days, the agency cost shared with other resources to host a children and teen slow pitch baseball tournament. It is a great way to bring the youth and children together to participate and have positive interactions.

On Treaty and Canada Day; the agency made a donation to the Brighter Future Initiative for prizes for the tiny tots, youth and children events. It is a very successful event as the community gathers together outside the school for a full day of entertainment; music, bar-b-Q, children's events, baseball and ends off with fireworks.

In December each year the Awasis contributes funds to Tataskweyak Christmas Cheer Committee to cover the cost of gifts for children 12 and under, turkeys and hams for the whole community.

In January the Diabetes program manager requested supports from community resources for a breakfast program with the Chief Sam Cook School the agency contributed funds for healthy snack and refreshments.

In February the Awasis donated two fishing derby tickets to the Aboriginal Headstart program. The Headstart had a fishing derby for the community which was a great turn out.

Spring Break

Recreation committee members met with the Awasis Agency to request a contribution toward the Tataskweyak Cree Nation annual winter fest. Recreation committee had their winter fest during the spring break and the agency supported the recreation and sponsored the youth and children's events. It is always a fun time of the year when the community gathers together and mainly for all children and youth to enjoy time off from school and to have something to look forward too.



Staff Development/Training

- Ruth Mayham - attended the Mental Health First Aid and staff orientation training.
- Tamara Beardy – attended the Mental Health First Aid training and Nobody's Perfect.
- Leona Spence - attended the staff orientation training, Mental Health First Aid, Triple P and will get her accreditation May 2012.
- Abbie Garson - attended the staff orientation training, Mental Health First Aid, Tattered Teddies, Triple P and will get her accreditation in May 2012.
- Eleanor Wavey - attended the staff orientation training, Tattered Teddies, Triple P, accreditation to commence May 2012, Unit supervisor child sexual and physical abuse workshop and Mental Health First Aid.



WAR LAKE FIRST NATION

Operations Manager: Verna Ironstar

Staffing (List)

Mavis Garson, Unit Supervisor (July 2007)

Dwayne Flett, Foster Care/Child & Family Service Worker (October 2009)

Brief Introduction to the Community/SDO

War Lake is a small quiet beautiful community with a population of 150 people living on reserve. Our family oriented community can have its challenges as well, everyone knows each other well and change can be a challenge.

The First Nation is signatory to the 1908 adhesion to Treaty 5. Political and administrative affiliations are with Keewatin Tribal Council (KTC), Manitoba Keewatinowi Okimakanak (MKO), and the Assembly of Manitoba Chiefs (AMC).

The community is governed by one Chief and two Councillors. The non-reserve portion of the community (Ilford) is governed by one Mayor and two Councillors.

War Lake's first Chief was Adam Dick and our community became a First Nation in the year 1982. They also signed their Treaty Land Entitlement Agreement on July 19, 1999.

The majority of War Lake First Nation members were originally part of the Tataskweyak (Split Lake) Cree Nation while some were originally Fox Lake Cree Nation members.

Future Plans & Developments

The Awasis unit helps to fund community activities and invites other communities to participate.

The unit works with children and families and tries to involve them in everything they do. The local Awasis staff puts in their own time to chaperone the kids and take children to other communities to participate in their activities. There are field trips, wiener roasts, swimming and walks.

The War Lake Awasis unit has 4 offices – Foster Care, CFS, Unit Supervisor and Services to Families office.

Promotion: Promoting the development and well-being of children and youth. Educating the public; families/parents; leadership; and collateral resources on family services and the agency.

April 2011– The Awasis Unit organized a weekend field trip for the Nursery & Kindergarten students. Two community members volunteered their time to chaperone along with 1 staff worker. This trip gave the children their first experience away from home and their parents.

May 2011 – We sponsored 2 students and 1 chaperone to attend the Vision Quest conference that was held in Winnipeg. Both students said they had a good learning experience from the 2 workshops they attended and they had fun meeting new people from all over Manitoba.



August 8th – 12th – The Awasis Unit sponsored 3 youths to attend the Midway Bible camp where they enjoyed teachings about the word of God.

August 16th – Both our Awasis & Health Teams put together a workshop for the High School students which we invited 2 KTC Counselors. Our purpose was to give the students encouragement and support.

August 18th – 20th – Our local Awasis Unit is a proud sponsor of the War Lake Indian Days which many events are held for the community for all ages.

August 1st – 5th & August 22nd – 26th – Was asked to help Thompson office with Shamattawa's files. Helping other communities succeed in their work is a privilege as we are working together to meet goals and expectations.

Prevention: *Strengthening and supporting the family unit so as to facilitate the development of safe, healthy and nurturing environments for children and youth. In-home supports (Counseling; Respite; Parent-aides); and Awareness (activities, materials, or workshops).*

Our Awasis Unit has been busy for the fiscal year from April 2011 to March 2012. The Agency assists with community initiatives for the community of Ilford.

June 2011 - Awasis purchased some summer equipment for the community for recreational purposes. E.g.: Croquet set, bats, balls, gloves, volleyball set, etc.

July 2011 –The Awasis shared costs with the Health Team to sponsor the community feast for Canada Day. Along with this, we had a few events for the children & youth, plus we had an Annual baseball tournament which turned out to be a great day.

July & August 2011 – Dwayne & I helped the Community Council Recreation Director and the Summer Momentum Directors with the summer activities that were being held. Our Awasis Unit also had activities for the children such as: Weiner Roast, movie nights, baseball, and a Bar-B-Q at mile 4, etc.

October 2011 – The Awasis & Health Team came together and we held a Halloween Dance & Party for the whole community, which was a great success and will be looking forward to another year.

December 2011 – Our Unit handed out Christmas Hampers, gifts for all children and pictures were taken with Dwayne & me wearing our Santa and Elf costumes. I went to help at the school to hand out the kids' gifts wearing my Elf costume; the children loved our outfits which was cute. The school staff really enjoyed and appreciated our help.

February 2012 – We took the kids to York Landing throughout the month to skate because we do not have a rink here in our community. It is always a pleasure to see the children's smiles.

February 29th – March 3rd – The War Lake Recreation held the 14th Annual Winter Carnival which the Local Awasis Unit helped to sponsor the children's events. This event was a great turn out and everyone enjoyed their time.



The activities and events that are held in our community support families to come together and it gives families something to look forward to. The involvement from the children, parents and members are always a great way to show respect, love, kindness and strong community ties.

The children are always eager to attend and learn new experiences with all the activities and trips we have or take, which is fun and they love meeting children from other communities and establish friendships.

Our Local Child Care Committee is in place and we sure appreciate their involvement with the Agency in our community.

Protection: Keeping children and youth safe and protected by providing a safety net for vulnerable children and youth in need.

Children in Care

We do not have any children in care at the present time. Our foster care worker is looking for suitable homes to foster if need be in the future. 1 home is currently licensed and in use.

Family Service Files

The War Lake Agency has 2 Family Service Files open which is represented by 7 children. We monitor the homes by phone or visitations from time to time.

Partnerships: Promoting the strategic alliances needed in communities to plan, deliver and assess services that promote positive outcomes for children and families; Engaging community resources in joint initiatives.

Our community resources are as follows:

- War Lake Health Team – NNDAP, Health Director, BFI, Home Care Assistant, CPNP
- Band Constable
- Community Nursing Station
- Community School

We have a Mental Health worker come into the community once a month, as well as a Public Health Nurse.

In case of emergencies, the Gillam RCMP Detachment is contacted and they come into town by high rail when needed.

Staff Development/Training:

Dwayne Flett attended the "Renewing our Path" Conference in Portage La Prairie which included some training components; Foster Care Training 2012; and in 2010 he had A.S.S.I.S.T. (Suicide Intervention training)



Additional Comments:

I enjoy working with the local unit, Thompson Staff, and other Community Workers. There have been a few difficult times and decisions that had to be made especially when dealing with the immediate family, relatives, and close friends.

We will continue to strive for the children, parents and members on behalf of the Awasis Agency.

I also appreciate the continued support from the Awasis Agency, Chief & Councilors and most of all the Community Members. It has been a great year we are looking forward to the new fiscal year and to the challenges that will help us grow as individuals and as professionals.



YORK FACTORY FIRST NATION

Operations Manager: Verna Ironstar

Staffing (List)

Clara Ouskan, Unit Supervisor

Louise Ouskan, Foster Care/Stats/Intake

Vacant, Child & Family Services Worker

Vacant, Services to Families/Family Enhancement Worker

Previous staffing:

Child & Family Services: Wanda Beardy (April 2011-August 2011)

Services to Families: Wendy Saunders (April 2011-March 2012)

Brief Introduction to the Community/SDO

Our community of York Landing is located northeast of Thompson, Manitoba. It is accessible by air, land and water. Perimeter airlines provides daily scheduled flights year round, whereas in the winter we have access to a winter road and in the summer we have a ferry service which runs twice on a daily basis. Population is approximately 700 people on reserve. Our office shares a building with the local Day Care and Head Start program.

Key Issues & Challenges

The trend for the community for children coming into care shows that there are a high number of intakes (family service and ward files opened) due to parent conduct/neglect. The increase is noticed in the winter months. Many of our intakes involve a file opening. Most are under voluntary requests and protection of children. We continue to strive to build a working relationship with clients who are reluctant to have our involvement.

There is a low rate of homes that are open for foster care and places of safety; as a result there can be problems in placing the children within the community. Our foster care worker is persistent in recruiting new foster homes. Children who come into care under apprehension are placed in care of family members in the community until parents have dealt with their addiction and when it is safe to do so the children can be returned.

In most cases, parents are reluctant to continue to work with us for ongoing support as they feel that they are healed and can manage on their own. There are a few young families and single parents struggling in this area.

Youth Issues: Substance abuse - a high rate of drug use in their age group (13-20 years of age).

Youth Family Support Issues: Many come from blended family situations that result in them being cared for by extended family. Methods of parenting and lack of parental support; grief, abandonment and separation issues related to loss of parental support or death and their inability to process and/or express these losses have impacted children and youth.



Adult Issues: Substance abuse - adults identified having attempted to stop using alcohol and/or drugs but unfortunately many end up returning to their addictive lifestyle. Trust and the perceived lack of community support services and their unwillingness to seek out support are major contributing factors.

Adult Family Support Issues: Adults realize the impact of their abusing alcohol/drugs as well as the impact it has on their partners and children, however, with limited coping skills, shame and at times feeling inadequate as parents, prevents them from seeking assistance. Many of the adults are repeating the same inter-generational cycle of addiction that they themselves grew up with. There is also a concern about children not being able to be children due to role reversal and there is a genuine concern for children in these situations and the need to correct this behavior.

Future Plans & Developments

The Awasis Unit will work at getting more training to maintain a better administrative and management system. We are planning on getting a program structure in place as soon as we hire a Services to Families/Family Enhancement Worker (parenting groups, informational workshops with the agency's materials and videos, etc.)

We will continue to network with other resource programs in the community to bring families together and maintain a happier and healthier family unit.

We will continue to focus on delivering healthy programs to the community, developing a Local Child Care Committee again and will also involve partnering with other community resource groups. Some of the youth support services that were talked about are: crisis centralized area, increased recreational facility/programs, safe house program, emotional support, personal growth program, accessible sweat lodge, fishing camps/cabins, parental participation in school programs/events, stress management programs, structured family centered activities/programs, visual and performing arts, addictions prevention and support services, and a new youth facility.

The agency will continue to work closely with other resources and the leadership in the community to assist and support families, children and members to maintain healthier lifestyles and will continue to promote keeping our families together in our cultural and traditional ways. It's good to know your community and how the community functions. We had started a networking group which consists of a worker from NADAP, Community Health Reps, a nurse, band constable, Awasis agency, Brighter Futures Initiative, basically all resources and frontline workers. We have started working together to set up workshops, trainings, gatherings, etc. as there is still a high rate of health issues related to alcohol abuse and prescription drug abuse.

Promotion: *Promoting the development a well-being of children and youth. Educating the public; families/parents; leadership; and collateral resources on family services and the agency.*

Educational Workshops/Programs

- ASIST (Applied Suicide Intervention Skills) was brought to our community and there was approximately 25 adults that participated in this workshop.
- Community Alcohol/Drug Forum (May 2011) Ed Yerxa and Percy Bird facilitated forum (youth, elders, men, women) issues were heard from each age group and what they wanted to see in the community. This forum was well attended by youth, Elders and community members.



Other Activities:

- Midway Bible Camp: approximately 50 children and youth attended weekly camps during July and August.
- Christmas Festivities: Family oriented and various activities were organized during the holidays. The festivities were well attended by parents and their children.
- Annual Goose Camp where children/youth and elders have contact with one another and teach the traditional hunting and fishing lifestyle. This event always has a good turnout and it runs for one week. Each class from the school gets to go for a whole day and prepare the meals of moose, goose and fish. They also teach the children how to make bannock. We have an elder who shows the children their history and where they originated from by showing the children some pictures and doing a family tree.
- Mini Snowfest (Spring Break) played outdoor games (snowshoe races, sled pulling, ball hockey, etc.) We had a wide range of different age groups of boys and girls. Parents also showed up to cheer on their children and they also volunteered to help where ever they were needed.

Prevention: Strengthening and supporting the family unit so as to facilitate the development of safe, healthy and nurturing environments for children and youth. In-home supports (Counseling; Respite; Parent-aides); and Awareness (activities, materials, or workshops).

These are some of the services that were initiated to support the community (positive self-esteem, self-awareness, skill development, healthy living, chronic disease management, strengthening family units, promoting fitness/wellness, promote spirituality, promote positive self-image, education and awareness, promoting family togetherness, and temporary facility programming)

- Youth Hug-In;
- Extended Mental Health Therapist 2 times a month and/or when needed;
- Exercise classes - program is ongoing at the local Nursing Station;
- Gospel meetings/fellowship twice a month at different homes;
- Square dancing;
- Addictions Awareness Week in November;
- Christmas Cheer in December;
- Youth bible camp in June, July, August; and
- Youth programs all Summer/Fall at old nursing station facility;
- Substance abuse forum in May;
- Community support groups/circles for 'sexually abused children/families';
- 'Treatment After-care Support' with weekly support AA meetings; and
- Cultural programming with sweats accessible in community area.

Services to Families

- Referrals and direction to NADAP program.
- Referrals and direction to the Mental Health Therapist for parents and youth.
- Homemakers and respite workers for families who needed help in this area for example: a mother needed to take her young son out for surgery and we provided a homemaker to look after her other 3 children; we had a homemaker go into a home and show the parents how to keep a clean and child-proof home before their children were returned; and we have had respite for 3 young boys who were taught traditional hunting and fishing, canoeing and nature hikes.



- Baby Supplement Program: The agency supplies baby formula and diapers for distribution to young mothers who run out of these items before the end of the month. We always had some available for them. The local store didn't supply the formula and pampers are very costly.
- Welcoming Mothers & Babies Home Program: The Services to Families Worker ordered and put together baby packages (sleepers, blankets, socks, bottles, toys, toiletries, face cloths, and diapers, etc.) for mothers after they had their babies as a welcoming home gift. At the same time we provided and offered any supports that they required, especially to new mothers.

Protection: *Keeping children and youth safe and protected by providing a safety net for vulnerable children and youth in need.*

The main reasons for intakes are child neglect due to alcohol abuse by the parent(s). We try to keep children within the community, although, most times it's hard to place them due to shortage of homes. The other reason is domestic violence in young families where there is limited parenting skills (young people not ready to be parents or unplanned relationships).

We also receive calls from families requesting emergency groceries towards the end of each month. We helped 11 families requesting emergency groceries.

The above services also include participation of our local nursing station as alcoholism causing neglect is still overwhelming and continues to be an area of concern, especially with our young people and our young parents.

The Unit had to deal with a sexual abuse disclosure this past year and it has had a significant impact to the families and children involved. The Unit worked with the children and families, had meetings with leadership and all other resource workers from the community to ensure the families and children are receiving ongoing help to support them through this process.

We continue to work closely with the local social services programs to help and direct families on how to live healthier lifestyles and maintain their sobriety. Our stats indicated that there is a higher intake and children coming into care during the winter months. The winter road is open and access to alcohol is easier, and most of our intakes are alcohol related.



Partnerships: *Promoting the strategic alliances needed in communities to plan, delivery and assess services that promote positive outcomes for children and families; engaging community resources in joint initiatives.*

Community Initiatives

- Mother's Day Event: This was held at the school gym where we provided a turkey dinner with all the fixings. Each mother received a ticket and many tickets were drawn for various prizes. Prayer service and gospel singing followed the raffle, as mothers gone before us were remembered.
- George Saunders Memorial School Awards Day: The agency sponsored the 'Most Improved Student of the Year' award where 10 students received cameras and MP3 players.

The above activities also included the participation of other resource groups in the community. Celebrations and community activities are well attended however attendance in workshops continues to be a challenge – the Unit will need to look at ways to incorporate celebrations with awareness workshops.

The former 'Youth Programs' worker utilized the old nursing station building to hold events and activities for the youth in the evenings (games, art, exercise room for youth, clothing exchange program, outdoor activities such as wiener roasts, sliding, snowshoeing, etc.)

Staff Development/Training

- All staff attended the 'Orientation and Training' for new workers.
- Louise, Wendy, and Clara attended the "Renewing Our Path" Agency conference in Long Plain First Nation.
- Clara has attended 'Tattered Teddies Workshop' in Thompson; ASIST (Applied Suicide Intervention Skills) in York Landing.
- Louise attended the 3-day training in Foster Care/Homes.



THOMPSON SERVICE DELIVERY OFFICE

Linda Picard, Supervisor

Staffing (List)

Linda Picard, Supervisor
Catherine Grieves, Child & Family Services Worker
Peter Sinclair, Regional Child & Family Services Worker
Verla Umpherville, Child & Family Services Worker
Michael Spence, Child & Family Services Worker (April –Nov 2011)
Child and Family Services Worker Position - Vacant
Vivian Munroe, Receptionist – November 2011
Terrence Hill, Foster Care Worker, Caring 4 You
Leon Frost, Foster Care Worker, Caring 4 You
Barb Daniels, Intervention Worker, WeCiHiToWin
Rita Monias, Intervention Worker, WeCiHiToWin (on leave until February 2012)
Lisa Currier – WeCiHiToWin – 1 Yr. Temporary Position while Rita Monias on leave

Brief Introduction to the Community/Service Delivery Office

The Awasis Service Delivery Office located in Thompson is responsible for and legislated to provide a range of services for the First Nations peoples from the 11 First Nation communities of Awasis Agency. There are three operational offices (programs) in Thompson: the Thompson Service Delivery office (formerly known as KaWeCiHitToWak), Caring 4 You office (foster care services) and the WeCiHiToWin office which provides family enhancement programming and supports to families. The latter two programs are situated in a shared office space in a building adjacent to the Thompson Service Delivery Office.

This office provides child and family services to First Nations people from Awasis communities now living off reserve in the City of Thompson and the communities of Thicket Portage, Pikwitonei, Wabowden, Leaf Rapids, and Lynn Lake. The office is located in the downtown area of Thompson in a separate building from the main "administration" office (Central office). The Service Delivery office is not an Intake Office, receiving referrals from Nisichawayasihk Cree Nation Child and Family Services, the Designated Intake Agency for most of northern Manitoba.

This office is well known to the families it provides services to. It has always had an open-door policy and often finds families coming in to visit as relationships have been built over the years. The office is fortunate to have a long-term Supervisor and staff. They work very closely with the WeCiHiToWin program, referring as many families to the programming as possible. The Supervisor for the Thompson Service Delivery Office also supervises the Foster Care workers at the Caring 4 You office and the Awasis staff at the WeCiHiToWin Office.

City of Thompson Profile:

Thompson, known as the Hub of the North, is Manitoba's third-largest city. It is the service access point for the surrounding First Nations and other northern communities. It is surrounded by the lakes, rivers and the boreal forest. To provide some history on Thompson, the city was founded in 1956 when a large body of nickel ore was discovered and developed by Inco Limited. Since that time, Thompson has



evolved from a mining town into the commercial, health and education centre of northern Manitoba. Today the economy is flourishing, with major industry consisting of transportation, education, service industries, mining, health care, government and hydroelectric services. Thompson has a stable population of over 13,000 (2006 Census). It benefits from a well-diversified economy, and it serves a regional catchment area of approximately 65,000 people. Thompson is located in north central Manitoba, 750 km north of the province's capital city, Winnipeg. Several towns and First Nation communities located in northern Manitoba have established transportation links with Thompson; either by road, train, or air.

The population of Thompson is multicultural, with an ever growing population being self-identified as Aboriginal. Thompson has the highest employment rate in Manitoba, 7% higher than the provincial average. The economy is growing and diversifying. New businesses are being established, and employment opportunities are plentiful. While the historical economic growth of Thompson has been rooted in mining, Thompson is now considered the regional centre for health, education, government and retail services in northern Manitoba.

There have been several new construction, new businesses, and business expansions over the last five years that includes the GLACIER cold weather aviation testing facility, increased automobile industry cold weather testing, current construction of the new University College of the North Campus and housing alongside the Thompson Regional Community Centre, a number of hotels, and business subdivision.

Thompson is abundant in infrastructure and service. There is required emergency services, hospital, fire and emergency, RCMP. There is an excellent transportation system of scheduled daily air service, overnight truck delivery, daily bus service, paved roads, and railway service that connects Thompson with other communities throughout the province and beyond. There is a multitude of social services, support groups and aid services, religious organizations and places of worship, and a public library. Under the health system there is the Thompson General Hospital, Burntwood Community Health Resource Centre, Northern Spirit Manor (a personal care home). Under the education system: two preschool programs, 6 elementary schools, one High school, University College of the North, and the University of Manitoba Northern Faculty of Social Work.

Thompson has its full share of socio-economic ills prevalent and very visible in the city. Alcoholism, addictions and homelessness can be witnessed on a daily basis. Since the implementation of the AJI-CWI in May 2005, Awasis Agency staffing at the SD office in Thompson has remained unchanged while caseloads and workload has steadily increased. A number of factors have increased workloads; some of which were not anticipated, and none funded. The most obvious factor is the increase in the number of children represented in those families and the increase of intakes received from the DIA which the agency is responsible to investigate because they are open cases. Other factors include the increase in gang and drug activities, and the increase in population from Awasis' communities to Thompson. There continues to be a housing shortage and in particular, affordable and low income housing. A trend that has been occurring over the last five years has been owners evicting renters in order to renovate. They then increase the rental rates beyond what many families can afford, or convert them to condominiums. One of the scenarios that affected a number of families that the Thompson Service Delivery Office worked with was the closing of 120 townhouse units, and more recently, at least three apartment



buildings closed. The result has been a strained housing and living shortage with multiple families forced to live in overcrowded conditions.

Key Issues & Challenges

The key trends that are evident in this city include:

- Challenges with substance abuse (drugs and alcohol).
- Increased gang-related activity, especially among the teen boys but is also increasing with respect to female involvement.
- Increase in the severity of crimes committed by teens ranging from serious sexual assaults, assaults with weapons to manslaughter and first degree murder.
- The increase in population from Awasis' communities to Thompson.
- Increase in the number of homelessness can be witnessed on a daily basis.
- The ongoing closing of affordable housing which has strained the existing shortage.
- An increase in intakes received from the DIA which our office is responsible to investigate because they are open cases.
- An increase in the number of extensions of care for youth past the age of majority as a result of education, transition planning and medical needs.

Despite the challenges, there is still an overall feeling of hope within the community from the workers. There is an increase in high school graduates and although the numbers are slow in increasing, it is still an increase which is a positive step to developing the capacities within the community.

Future Plans & Developments

The Thompson Awasis Service Delivery Office plans to address these trends as follows:

- The TSDO will continue to develop and implement an "aging out" transition program, focusing on partnering with other community social and education support services to monitor each child's progress and respond to each child's specific needs and challenges.
- The TSDO will continue to develop and implement a curriculum based local foster parent training program; review and revise the foster home assessment process, as well as processes /activities in place to support foster families; and provide specialized training for staff to develop assessment skills.
- The TSDO will continue to work with community resources to create a safe and caring community; to share expertise, stretch resources, clarify roles, establish lines of communication and address service gaps. We will participate in Thompson community activities/celebrations. We will continue to work with schools to ensure students experience success.
- The TSDO will continue to support and promote community visits. This provides the opportunity for community elders to interact with children and families involved with CFS.
- The TSDO will work to ensure that parents have access to prenatal and postnatal care programs. We will work with community resources to offer families communication workshops, health promotion workshops and home safety workshops. Families will be offered family support services when in need.



- The WeCiHiToWin Program will continue to develop and provide workshops that empower families and teach traditional well-being. They will provide a comprehensive family support program to strengthen family capacity.
- The WeCiHiToWin Program will further enhance a culturally appropriate child development program that will provide accessible, skill building, and educational components (i.e. teen parenting, addiction awareness education) and activities.
- The WeCiHiToWin Program will continue to develop and support community based parenting and anger management programs.
- The Caring 4 You Program will continue to develop and implement a curriculum based local foster parent training program; review and revise as necessary the foster home assessment process, as well as the processes and activities in place to support foster families. Provide specialized training for all Caring 4 You staff.
- The Caring 4 You Program will develop specialized foster homes and emergency homes aimed at supporting high risk youth.

Promotion: *Promoting the development and well-being of children and youth. Educating the public; families/parents; leadership; and collateral resources on family services and the agency.*

Since implementation of the AJI-CWI in 2005, this office has been invited by several organizations in Thompson to be on Boards or an advisory member on different projects and programs. This office has regular, ongoing contact with organizations in the community and is very visible in the downtown area for families.

Wherever possible, the office supports other community organizations' initiatives. One such event was the Northern Circle of Youth and Elder Jack Robinson organized a walk in the community to bring awareness of the serious crimes to youth at risk.

In September 2011 an 18th birthday supper was held for an Awasis Agency youth in the Independent Living program. The evening included supper, gifts and sharing positive memories.

The joint projects of the Caring 4 You program and WeCiHiToWin program have been a result of partnerships with other agencies to coordinate programs that benefit families and children in the community and from First Nations communities in the North. Both of these programs have an Advisory Board that meets quarterly.



Prevention: Strengthening and supporting the family unit so as to facilitate the development of safe, healthy and nurturing environments for children and youth. In-home supports (Counseling; Respite; Parent-aides); and Awareness (activities, materials, or workshops).

The Thompson Service Delivery Office has undertaken a number of activities to help strengthen and support families and children in the community. Examples are:

- a) June 2011- TSDO staff attended the community of Wabowden to support the family and community after the death of a 14 year old.
- b) August 2011- A donation was made to the community of Thicket Portage who was having "Memorial Days" to honour five Elders who passed away that year.
- c) Chocolates and Christmas cards were given to all foster parents and children as a gesture to show our appreciation.
- d) Christmas Hampers were prepared and delivered to 12 families who had open Family Service Files with our office. These families had a total of 51 children in their homes. All families were single parent families except one. The families were selected following the criteria of mental health issues, on social assistance, a history of past/present family violence, the size of family, type of supports the family have, and alcohol/drug issues. Each hamper had gifts for all children and parents, turkey and all the trimmings for a Christmas dinner. There were also stockings from 'Santa' for all the children.

In addition to the above, the office refers families and children to the WeCiHiToWin program for programming, workshops, cultural events and activities. The case manager works closely with the WeCiHiToWin staff where a referral has been made in order to coordinate services.

Donations are collected from the community (furniture, clothing etc.) and given to our families. We also have an emergency supply of pampers, milk, and newborn clothes in the office.

Protection: Keeping children and youth safe and protected by providing a safety net for vulnerable children and youth in need.

Following is a brief description of the main activities under this section:

- a) Family conferences
- b) Referrals to FNFJ, Mental Health
- c) Open door policy to staff
- d) Formal supervision with supervisor – on personal and professional development. Review / discuss case plans.
- e) Team meetings every Friday morning to discuss programs, policies, upcoming activities for families and children, updated changes to policy, directives and travel to communities.
- f) Court meetings once per month
- g) Monthly meetings to review Intakes on open cases
- h) Review of case files every 3 months
- i) Pictures taken of children in care every 3 months



- j) Staff assist families get access to DIA , EIA , Salvation Army, and other resources. Office has a 'no appointment necessary' policy for our children and families and have a backup system for case managers so families can always see a worker if they come to the office.
- k) Wherever possible, the office pursues Guardianship Orders instead of pursuing Permanent Orders for children in care.

On October 1, 2011 the Cross Lake Office received its mandate to form the Nikan Awasisak Agency. Due to the short notice, they did not have office space secured in the City. In order to ensure no disruption of services to the children and families who were being transferred to that agency, staff from Nikan Awasisak Agency moved into the Thompson Service Delivery Office.

This office receives a large number of requests from the Awasis Agency community offices. The requests include attending Young Offenders Court, checking on children in placements in Thompson, serving court documents, and completing Guardianship Reports.

The TSDO are also involved and work closely with local community service providers such as the Thompson General Hospital, Schools, Employment and Immigration Assistance Office, Public Health, Designated Intake Office, Futures, YWCA, and Crisis Centre.

The Caring 4 You Program is a partnership between Awasis Agency and Nisichawayasihk Cree Nation (NCN) Child and Family Services Agency that operates the foster care services within the city of Thompson and the five off reserve communities. The office is co-staffed with 1 foster care worker from NCN, 2 foster care workers from Awasis, and a half-time administration assistant. All foster home placements are processed through this office. Awasis currently has 32 licensed foster homes, 7 application homes that are in the home-study phase, 12 new foster home applications, and 7 Places of Safety. In addition to the Awasis homes, NCN also has 63 foster homes/Places of Safety and a 4 bed emergency home in Thompson. NCN also has a 6 bed Receiving Home that is operated separately by NCN Designated Intake Office. All of these placement resources are shared amongst the two agencies.

Partnerships: *Promoting the strategic alliances needed in communities to plan, deliver and assess services that promote positive outcomes for children and families. Engaging community resources in joint initiatives.*

Awasis Agency has two formal partnership projects in Thompson with staff from the Thompson Service Delivery Office working full-time at the projects. The first is the WeCihToWin Program developed in partnership with Nisichawayasihk Cree Nation (NCN) Child and Family Services under the Differential Response Model. The project is designed to provide prevention, early intervention and education support and services to First Nations children and families who present a low to medium risk for involvement with child and family services. These services are designed to prevent family breakdown while ensuring the safety of children. The project works with families serviced by Awasis Agency and NCN.

The project uses collateral partnerships with community based agencies and organizations, Elders, traditional teachers to provide multiple and coordinated services to families. Services are based on the



needs of the family and may include but are not limited to: family conferencing, counseling, traditional ceremonies and parenting classes. The Centre believes that the use of this multi-system, empowerment approach to case management and service delivery will result in a significant reduction in the number of children coming into care on both a short and long term basis as well as the number of children placed outside of the Northern region in cases where specialized and/or intensive services are required.

Over the last year the WeCiHiToWin Program offered participant families a variety of support services. The primary service offered is a seven week group education and counseling program. The program runs in the afternoon, four days per week, for a total of 56 client contact hours. Clients are expected to attend at least 36 hours of this scheduled time. If more than 20 hours are missed then a completion certificate is not provided. The program keeps the mornings open for one-on-one counseling for the participants and for visits to the homes for support. The fifth day is set aside for outings for the families of participants.

The 7 week programs were offered in April, September, and November 2011 and January 2012. A total of forty-seven (47) parents from Awasis were referred to the programs, 25 from the Thompson Service Delivery Office, twenty (20) from the Split Lake Service Delivery Office, and two (2) from the Winnipeg Service Delivery Office. In 2011-2012 the WeCiHiToWin Team provided services to 124 adults and 274 children during the 7 week programming.

The program rents a campsite at McCreedy Park which is situated outside of the city limits. Programs and activities are organized all year-round. In addition, there were a number of workshops held over the last fiscal year as follows:

Summer Workshops

- "Full Moon Ceremony" - May 17, 2011
- "Eagle Ridge Spring Ceremony Mile 20" Family Retreat - June 3-5, 2011
- "I am a Kind Man" - July 11-14, 2011 (Anger Management/Family Violence)
- "Culture for Beginners" – August 2-5, 2011
- "I am a Kind Woman" - August 15-18, 2011 (Anger Management/Family Violence)
- "Traditional Parenting" "Walking Out Ceremony" - October 6, 2011

Winter /Spring Workshops/Outings

- " I am a Kind Man" held in Nelson House – January 23-27, 2012
- " I am a Kind Woman" held in Nelson House – March 26-30, 2012

The WeCiHiToWin provided services to 145 participants who attended the workshops, ceremonies and retreats. The program keeps a sign-in sheet to track the numbers of individuals and families who attend the office for services. A total of 885 people signed in from April, 2011 to April, 2012.

The Thompson Service Delivery Office also has a close working relationship with the Meenoostahton Minisiwin program (First Nation Family Justice) who regularly partner with the WeCiHiToWin program in offering workshops and training to staff and families.



The Agency has also formed a partnership with the University of Manitoba Northern Social Work Program in Thompson. Third and Fourth year students are placed at the Thompson Service Delivery Office every year. This last fiscal year, the office had a 4th year student from January to April 2012.

Staff Development/Training

The staff from the Thompson Service Delivery Office , WeCiHiToWin and Caring 4 You have attended the following training:

<u>WORKSHOP NAME</u>	<u>DATE</u>	<u># OF STAFF ATTENDED</u>
Walking the Prevention Circle	April 12-14/11	1
Non- Violent Crisis Training (one staff helped to do the training)		
First Aid Training (one staff helped to do the training)		
CPR Training (held on Saturday) (one staff helped to do training)		1
Awasis Orientation Training	June 7-9/11	1
CFSA Training	July 11-14/11	3
Tattered Teddies	August 10/11	3
Triple P Training	November 9/11	2
Addictions Level 1 Training	January 19&20/12	1

There are a number of staff from the three offices that are trainers for Triple P Parenting, CPR, First Aid, and Non-Violent crisis training.

The staff from the Service Delivery, WeCiHiToWin, and Caring 4 You offices participated in their yearly staff retreat day on July 26, 2011. This consists of program training in addition to personal development and team building. This year's activities included traditional mask making, BBQ, and tranquilly walk.

All Awasis staff from the three offices attended the Awasis Staff Gathering, "Renewing Our Path" in November 2011.



WINNIPEG SERVICE DELIVERY OFFICE

Service Manager: Ithan Bullard

Staffing complement:

The unit consist of 25 employees:

- 1- Service Manager
- 2- Unit Supervisors
- 11- Direct Service Worker or Social Workers
- 1- Special Programs Coordinator
- 2- Foster Care Workers
- 1- Senior Support Worker
- 2- Maintenance Clerks
- 1- Legal Assistant
- 2- Intake / Stats Workers
- 1- Office Clerk
- 1-Receptionist

There are currently two vacant Direct Service Workers positions in the unit (Age of Majority worker and front line Social Worker).

Brief Introduction to the Community/SDO

The Awasis offices located in the City of Winnipeg provide a "liaison and human resources management" function and is responsible for the full delivery of statutory mandated child and family services to the First Nation members of the 11 First Nation communities who reside in Winnipeg and its surrounding area. There are two operational offices located in two separate buildings in Winnipeg. The Winnipeg Service Delivery Office is known as the 'McGee office'.

The Winnipeg Service Delivery Office (WSD) is not an Intake Office. The Service Delivery office accepts CFS protection files and voluntary cases (transfers) from the Designated Intake Office (DIA) in Winnipeg, "All Nations Coordinated Response" (ANCR) office, as well as, from the 11 First Nation communities.

Under the new legislated regime as a result of the Aboriginal Justice Inquiry-Child Welfare Initiative (AJI-CWI), ANCR was established, mandated and is managed by the First Nations of Southern Manitoba Child and Family Services Authority office.

The case transfers and application of service delivery for mandated cases under Awasis occurs once the initial intake and investigation are completed by ANCR and it is deemed that a child or family are from one of the Awasis affiliated FN communities. Once a case is accepted through this process, the WSD office will open a 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 has the status of "pending transitional" the Awasis WSD office is responsible for case management, financial requirements and responding to all future open file intakes between 8:30 a.m. to 4:30 p.m. The ANCR is responsible to respond to Awasis open files from 4:30 p.m. until 8:30 a.m. (Monday to Friday as well as weekends and holidays).



Key Issues & Challenges

There are a number of significant trends that impact on CFS-related issues in each community. A number of key trends that are evident in most communities include:

- High frequency of teenage pregnancies.
- Increase in the number of teen girls being sexually exploited.
- Increase in the number of children born with medical needs and coming into agency care.
- Increase in the number of newborn children coming into the agency care and becoming permanent wards of the agency.
- Challenges with substance abuse (drugs and alcohol).
- Increase in number of youth affected with mental health issues, resulting in multiple suicide attempts especially among the female demographic.
- Increased gang-related activity especially among the teen boys but is also increasing with respect to female involvement.
- Increase in the severity of crimes committed by teens especially the male demographic ranging from serious sexual assaults, assaults with weapons, to manslaughter.
- Increase in the number of disclosed sexual abuse of children at the hands of family or other community members. Resulting in an increase in the number of sexual abuse investigations conducted by the unit.
- Increasing rate of protection family service files and CIC files for Winnipeg and Thompson regions.
- Increase in number of children using therapeutic services to deal with traumatic events they have experienced.
- Increase in the number of extension in care for youth past the age of majority as a result of education, transition planning and medical needs (adult services).

Future Plans & Developments

The Awasis Agency's plans to address these trends are as follows:

- Providing in-home and community parental education to parents and teens.
- Providing age appropriate sexual education information to youth and families.
- Educating the youth about personal respect, sexual exploitation and their human rights.
- Educating parents about the dangers of drugs and alcohol abuse during pregnancy, child development and promoting healthy lifestyles.
- Developing more resources in the communities to equip family and community members with the skills needed to care for the children.
- Access to a team of trained therapists/mental health professionals available to the agency to respond to these issues both in the community and in the urban settings.
- Educating the youth regarding gang involvement and developing alternative programs for the youth to participate in.
- Educating the families about health, inter-family relationships, sexual boundaries and the legal and emotional/mental consequences of sexual abuse of children.
- Employing two age-of-majority workers / transition planning workers to identify and assist the youth with early referrals and training before their 18th birthday.



Promotion: Promoting the development and well-being of children and youth. Educating the public; families/parents; leadership; and collateral resources on family services and the agency.

- Provide education to the public about Awasis Agency and its services.
- Provide educational services to parents and families about community resources.
- Provide feedback to Awasis leadership regarding programs and services the agency provides.
- The unit continues to participate in community workshops and job fairs hosted by the University of Manitoba.

December 10, 2011 Awasis Agency hosted a Christmas party for children in care and foster parents.

December 16, 2011 Awasis Agency provided 75 gift certificates @ \$50 each to the families we work with.

Prevention: Strengthening and supporting the family unit so as to facilitate the development of safe, healthy and nurturing environments for children and youth. In-home supports (Counseling; Respite; Parent-aides); and Awareness (activities, materials, or workshops).

The unit continues to provide the following prevention services to families, children and other community members as part of its ongoing commitment to preserve the family unit and maintain cultural identity.

- In-home supports; Counseling; Respite; Cultural awareness training and workshops; and Parent-aides

Protection: Keeping children and youth safe and protected by providing a safety net for vulnerable children and youth in need.

Protection services constitute the majority of services that the unit provides. These services include, but are not limited to the following:

- Intake and Investigation; Apprehensions; Providing safe placements; Referring families to safe placements; Individual and family Assessment; Developing case Plans and safety plans with families; Implementation/Case Management; Family case progress and evaluation; Assist children and families with therapy services.

Partnerships: Promoting the strategic alliances needed in communities to plan, deliver and assess services that promote positive outcomes for children and families. Engaging community resources in joint initiatives.

Awasis (McGee Office) is currently involved in a number of community partnerships. One is the legislated Child and Family All Nations Northern Authority Child Abuse Committee. Awasis (McGee office) has a formal seat on this committee.



Awasis (McGee office) works in partnership with the University of Manitoba to provide field placements and training for students enrolled in the Social work program.

Also, Awasis is a member on the Steering Committee of Snowbird Lodge. Snowbird Lodge is a cultural-based family support program in Winnipeg and operates under the auspices of the First Nations of Southern Manitoba Child and Family Services Authority office.

Staff Development/Training

- All staff attended a Cultural Awareness Training session in 2011.
- Two staff attended Child Sexual Abuse Investigation Training in 2011.
- All staff attended the Agency 'Renewing our Path' conference in 2011.
- Two staff attended training for Self-Injury Behaviour in 2011.
- Four staff attended Awasis Agency Orientation.
- One staff currently attending the Child Welfare Diploma program. Ongoing

It is anticipated with the introduction of funding for the "Family Enhancement Program" this unit would be in a better position hire more staff and implement a wider range of services to our children, families and community members.



Awasis Agency of Northern Manitoba Membership
Representing the Keewatin Tribal Council Region

Barren Lands First Nation
Brochet, MB
ROB 0B0

Bunibonibee Cree Nation
P.O. Box 235
Oxford House, MB
ROB 1C0

Fox Lake Cree Nation
P.O. Box 369
Gillam, MB
ROB 0L0

God's Lake First Nation
God's Lake Narrows, MB
ROB 0M0

Manto Sipi Cree Nation
P.O. Box 97
God's River, MB
ROB 0N0

Northlands Denesuline First Nation
Lac Brochet, MB
ROB 2E0

Sayisi Dene First Nation
Tadoule Lake, MB
ROB 2C0

Shamattawa First Nation
Shamattawa, MB
ROB 1K0

Tataskweyak Cree Nation
Split Lake, MB
ROB 1P0

War Lake First Nation
Ilford, MB
ROB 0S0

York Factory First Nation
York Landing, MB
ROB 2B0



The background of the entire image is a photograph of the Aurora Borealis (Northern Lights) in a dark, possibly night sky. The aurora is visible as bright green and yellow streaks and patches against a dark blue background.

OUR VISION
"HEALTHY COMMUNITIES,
HEALTHY FIRST NATIONS CHILDREN AND FAMILIES"