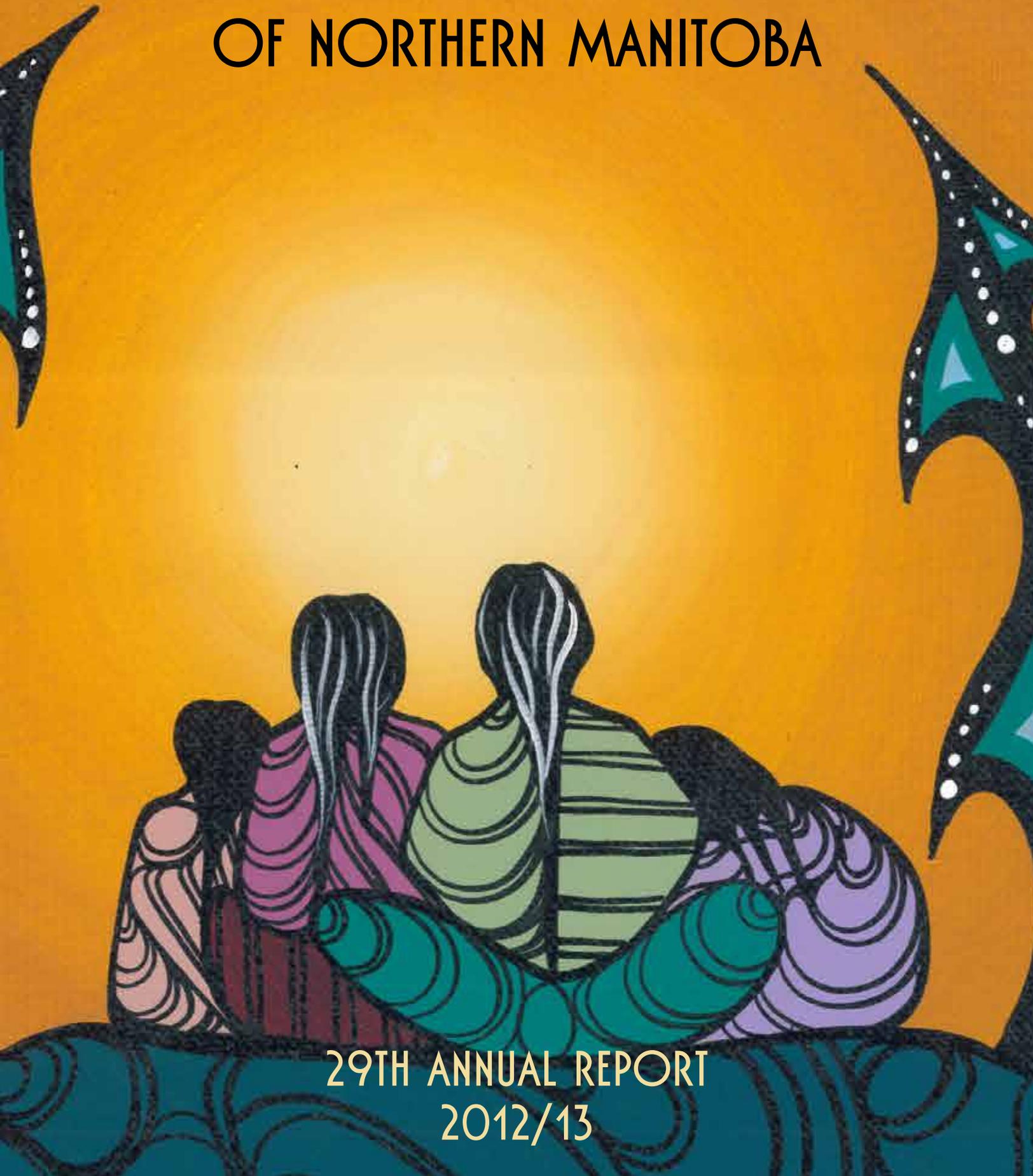


AWASIS AGENCY OF NORTHERN MANITOBA



29TH ANNUAL REPORT
2012/13



AWASIS AGENCY OF NORTHERN MANITOBA 2012/13 CHILD AND FAMILY SERVICES – FINAL REPORT

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MESSAGE FROM THE BOARD

Greetings, Chiefs, Councillors and Community Members, the following report represents the activities undertaken by the Awasis Agency for the 2012/13 fiscal year. We want to express our thanks to the leadership over this past year in electing our new members. Child welfare plays a significant role in our communities and we, as the Board, have worked diligently to guide and support the Agency in moving forward following the Administrative Review. The recommendations arising from the Section 4 Report and implementation of the 5 Year Business Plan provides a guide in which to measure the achievements and successes for the Agency.

Some of the key achievements for the Board and Agency included:

- Personnel & Finance and By-Law Review Committees established. The Agency's Personnel Policy was adopted "in Principle" on March 6, 2013 and formally adopted on May 31, 2013. (The Financial Policy Manual and revised By-laws are to be completed by September 2013).
- Implementation of the 5 Year Business Plan which resulted in pay equity for front line workers.
- Targeted capacity development and training initiatives to ensure effective and culturally relevant service delivery, including plans for a BSW co-hort program with the UM-School of Social Work Program in Thompson.
- Advocacy at the political level regarding funding and ensuring the northern perspective is captured in all areas. Northern resource development is a priority for all Agencies and there are plans and commitments through the Northern Authority to develop these resources in the North.
- Funding support for the Meenoostahtan Minisiwin "First Nation Family Justice/Mediation" Program as part of the Family Enhancement programming and initiatives.
- Ongoing support for the Children with Lifelong Complex Medical Needs project which is winding down with only two remaining children in the program.

Overall, this year has seen many changes however the Board is committed to provide ongoing support and leadership in meeting the mandate of the Agency. We hope that you review the entire report and continue to support us in working to keep our families and children safe, healthy and strong.

EXECUTIVE SUMMARY

The following report is the 2012/13 Year End Report in accordance with our Annual Funding Agreement First Nations Child & Family Services – Year 3 of the Business Plan for the Enhanced Prevention Focused Approach (EPFA).

Core Management:

The Agency's Board of Directors approved the Five Year Business Plan in 2011/12 which was developed to transition from child protection to prevention (focusing on families and intervention). The Awasis Agency, having the Administrative Order lifted in November 2011, worked diligently to stabilize the Agency's operations and focus on staff development to implement the new programming in Year 2. Since the funding for 2011/12 was received late in the fiscal year it created a surplus and the Agency needed to finalize a Surplus Expenditure Plan (this was adopted on March 6, 2013).

The New Funding Model also included revised reporting requirements. The Agency implemented new reporting templates to capture the required information for year-end reporting.

Staffing continues to be a challenge for the Agency given the nature of the job and responsibilities; this has resulted in a directive from the membership in terms of improving recruitment and retention initiatives.

As part of the new funding model - all job descriptions were to be updated in accordance with the new classification systems / salary grid (MGEU). The Agency's internal process took into consideration the job title, classification - and the employees' qualifications, education and years of experience. This also included a requirement to have their annual evaluations completed. The salary scale was then determined in accordance with the MGEU classifications for each employee.

The Board approved the application of the Year 3 salary scales retroactive to April 1, 2012. (Motion passed on March 6/13).

The Agency strives for ongoing improvements in the area of internal and external communications. The Agency holds weekly conference calls; monthly unit meetings, quarterly senior management and bi-monthly Board meetings. External meetings with the Agency's funders, stakeholders, and service providers are ongoing. To address the Information Technology concerns raised by the northern agencies, the Northern Authority has initiated an IT Needs Assessment in order to assess current systems (gaps) and what type of enhancements are required to meet general standards. The outcome of the assessment is an overall 'Regional IT Strategic Plan.'

The Board approved the 2011/12 Audit and Annual Report and presented the reports to the Annual General Meeting. The Audit received an unqualified opinion. The Agency's General Assessment scored a "Low Risk" and the 2013/14 Funding Agreement (AANDC) has been signed and submitted.

The challenge for the Agency is ensuring funding matches the requirements of the policies, programs and supports for the delivery of services and that they are culturally appropriate.

Governance:

The Agency's Board had some changes this year with three new Board Members appointed in January 2013.

The Northern Authority Board of Directors met with the Agency's Board of Directors in December to discuss the Section 4 Review and Financial Reviews. A Governance Summit has been planned in 2013/14 to discuss a number of issues including Northern Resource Development.

Service Delivery:

The 5 Year Operational Plan identified specific outcomes and the Agency has worked to ensure the activities as set out have been completed. A complete list of the Agency's accomplishments is identified in the report; this includes the Unit Reports from the Agency's service delivery offices.

There have been a number of child deaths over the last year that has impacted the Agency workers and communities. One of the most troubling concerns for the agency has been child deaths (in care and not in care) as a result of suicide and/or medical conditions. The Agency works very hard to support the Workers and the communities to address the grief and loss as well as assist them in working with the youth to minimize further risk. Foster parents are notified to be vigilant and report any suicide ideations, workers increase supports and monitoring. The Agency also works with local resources to provide information and programs within the community, including Mental Health Workers and Health Teams.

There is still a lot of work to be done and this requires ongoing support and communications between all resources within the community.

The Agency finalized responses to recommendations from six Special Investigation Reports related to Child Deaths from 2007-2012. The Agency Responses have been submitted by the Northern Authority to the Office of the Children's Advocate and the Manitoba Ombudsman. The Manitoba Ombudsman has responded to three of the six reports submitted. The common goal is working towards improving systems and preventing future deaths of children in similar circumstances.

Alternate Care

Foster Homes and Places of Safety is an ongoing priority for the Agency and the focus continues to be increasing First Nation supports available to our children in care, increasing the capacities of the care providers within the communities so that children do not have to leave their homes.

Discussions with the Northern Authority are ongoing regarding the Standardized Rate Structure that is in development. Indications are that these changes will be implemented and the Northern Authority, in collaboration with the northern Agencies, presented a position paper to provide the northern 'context'. However, it is still unknown if these factors will be incorporated into the final rate structure. In preparation for the new standards the Agency has been reformatting the templates and training the workers on the new forms to ensure there are no disruptions in services.

Prevention / Enhancement:

The Agency has identified specific training for the Family Enhancement Workers (to support the Enhanced Prevention Approach). The Units as part of the former Services to Families program had already worked on promoting prevention activities within the communities including:

- In-home supports

- Counselling
- Respite
- Parent aides
- Awareness activities
- Community / Youth events promoting family activities and events

Although these activities were prevention focused, they were not strategically coordinated and the focus for this year by the Family Enhancement Coordinator is working with the Director of Skills Development to ensure training is targeted, planned, and specific in accordance with the principles of prevention and intervention. Activities will include but not limited to the following:

- 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.
- 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.
- Mediation services;
- Elders, Youth, Women, Men Wellness initiatives.

The Agency's updated Business Plan includes a number of the Family Enhancement activities for the 2013/14 Fiscal Year.

AWASIS AGENCY PROFILE

Objective

To provide a continuum of preventive, support, maintenance and protection services to children and families within its territorial jurisdiction, according to the provisions of *The Child and Family Services Act* and its Regulations.

Services Provided:

The agency is mandated to provide a range of services under *The Child and Family Services Authorities Act* and *The Child and Family Services Act*.

Funding is provided as follows:

Central Support/Program - in support of administrative and services costs related to:

Services to Children In Care - Children in care refers to the provision of all case management and service coordination in support of children who are in agency care regardless of the child legal status (Voluntary Placement Agreement, Voluntary Surrender of Guardianship, Temporary Guardianship, or Permanent Guardianship).

Protective Family Services – Refers to providing additional staff to work with the families of "children in care" who have been deemed to be a "provincial responsibility."

Foster Care - cost of Basic Maintenance, Special Rate/Needs of children in foster care:

Primary funding is from Canada (*On-Reserve Services*). Funding from the Province of Manitoba, Child Protection and Support Services for child maintenance is limited to children who are deemed to be the responsibility of Manitoba. A child is deemed to be a provincial responsibility at the time of apprehension or when the child enters into care and the parent or guardian does not reside on-reserve.

Governance Structure:

The Awasis Agency is managed by a Board of not less than six (6) Directors constituted as follows:

- i. Two Chiefs elected from the membership of Barren Lands First Nation, Northlands Denesuline First Nation and Sayisi Dene First Nation;
- ii. Two Chiefs elected from the membership of God's Lake First Nation, Manto Sipi Cree Nation and Bunibonibee Cree Nation; and
- iii. Two Chiefs elected from the membership of Fox Lake First Nation, Tataskweyak Cree Nation, Shamattawa First Nation, War Lake First Nation and York Factory First Nation.

Fifty-one (51%) percent of the above Directors in office at any time constitutes a quorum.

The Current Board of Directors:

Directors	Appointed
Chief Joe Antstanen, Northlands	<i>Aug. 22, 2011 (ceased: Apr 2013)</i>
Chief Jimmy Thorassie, Sayisi Dene	<i>Aug. 22, 2011 (ceased: June 2013)</i>
Chief Michael Yellowback, Manto Sipi	Jan. 15, 2013 (Reappointed)
Chief Timothy Muskego, Bunibonibee	Jan. 15, 2013
Chief Walter Spence, Fox Lake	Jan. 15, 2013
Chief William Miles, Shamattawa	Jan. 15, 2013

The Awasis Agency through the Board continues to engage in lobbying efforts to ensure the voices of Northern communities are heard in both federal and provincial governments. The Awasis Agency has advocated for equitable levels of funding for child welfare services. The Board has also been actively advocating for resource development in the North. The goal is to stop the exodus of children leaving their homes to travel down South in order to access specialized services when these services can be provided in their communities or in the North.

Mandating Authority: First Nations of Northern Manitoba Child and Family Services Authority
The Northern Authority oversees the delivery of services to families by agencies however the majority of services are delivered directly by the mandated agencies.

Current Organizational Structure: The main office is situated in Thompson, Manitoba and provides advisory and financial management to 11 First Nation communities in Northern Manitoba as well as in Winnipeg and Thompson.

The Awasis Agency of Northern Manitoba has a combined total of 120 staff positions within the organization, with a breakdown for each sub-office as follows:

- Thompson Head Office - 23 Staff
- Thompson Service Delivery Office – 6 Staff
- Caring 4 You Office – 2 Staff (2 Awasis / 2 NCN)
- Winnipeg Liaison Office – 5 Staff
- Winnipeg Service Delivery Office (McGee) – 24 Staff
- Barren Lands (Brochet) First Nation – 3 Staff
- Fox Lake First Nation – 4 Staff
- God’s Lake Narrows First Nation – 10 Staff
- Manto Sipi (God’s River) Cree Nation – 4 Staff
- Northlands Denesuline First Nation – 4 Staff
- Bunibonibee (Oxford House) Cree Nation – 7 Staff
- Sayisi Dene First Nation – 1 Staff
- Shamattawa First Nation – 9 Staff (3 local, 6 regional)
- Split Lake First Nation – 5 Staff
- War Lake First Nation – 2 Staff
- York Landing First Nation – 3 Staff

The above staffing complement includes the Children with Lifelong Complex Medical Needs Project staff (.3 FTE) and the First Nation Family Justice Project (5 Staff).

The Agency's focus for the first quarter was on implementing the changes that came with the New Funding Model including the new salary scales, revised job descriptions and Family Enhancement positions. The Board of Directors approved the Salary Scales to fall in line with the Manitoba Government Employees Union (MGEU). Within the Agency's Units, Services to Families Workers' positions and roles were changed to "Family Enhancement Workers" and a Family Enhancement Coordinator was hired to implement the prevention initiatives.

Caseload Overview

The following is the 2012/2013 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.

Chart #1

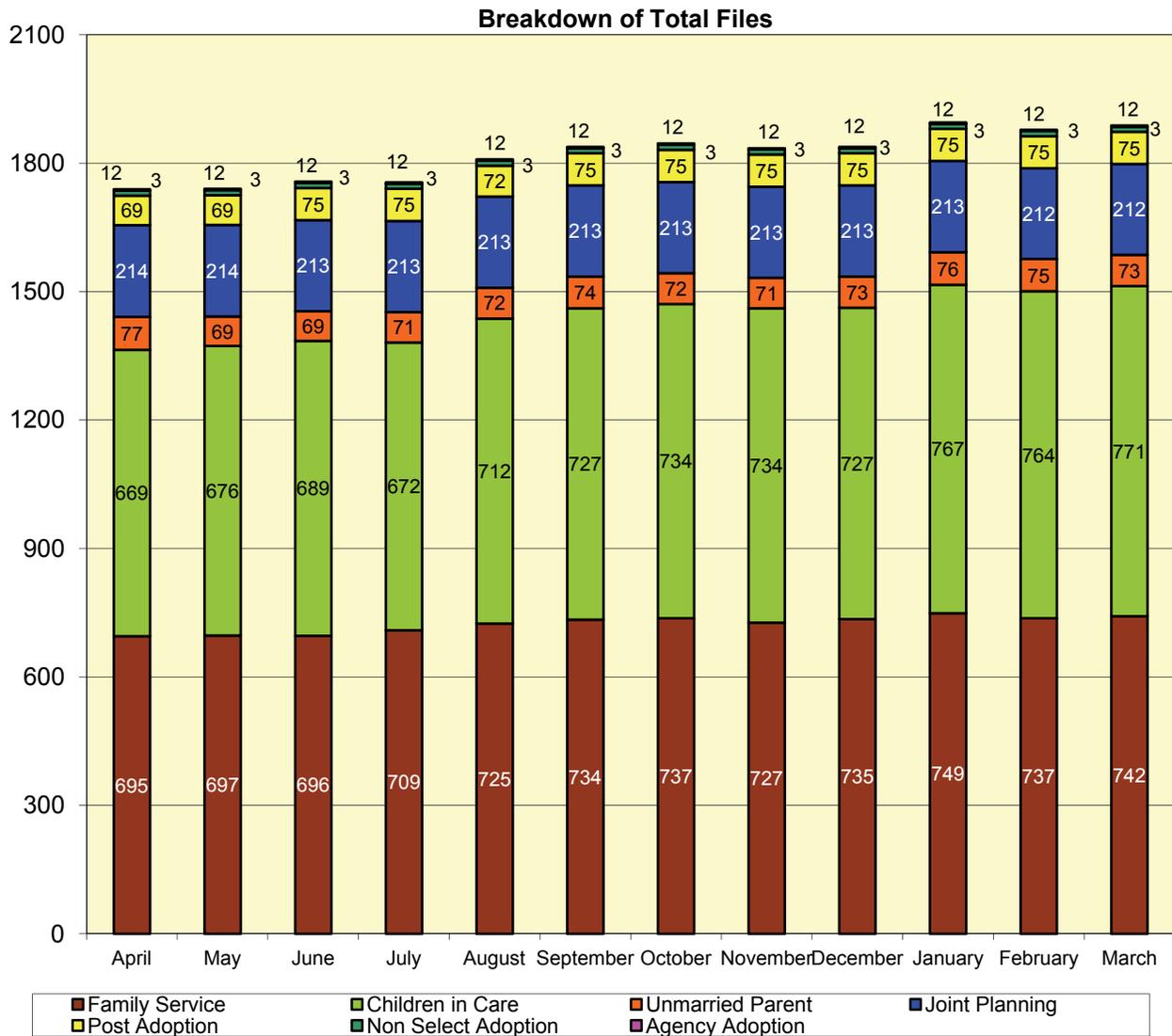


Chart # 1
Breakdown of Total Files

Chart one shows the total number of files worked on each month during the 2012/2013 fiscal year. There was an average of seven hundred and twenty four open Family Service files each month throughout the agency. These figures are also coupled with an average of seven hundred and twenty Children in Care files. In addition, there was an average of seventy three Unmarried Parent files worked on. Along with an average of two hundred and thirteen Joint Planning files, these files are opened when another agency has children in their care that are affiliated with communities that come under the auspices of Awasis. This arrangement allows both agencies work collaboratively and jointly plan for the children. The final three areas identified are Post Adoption, Non-Select Adoption and Agency Adoption with an average of seventy four, twelve and three respectively.

Chart #2

Case File Comparison

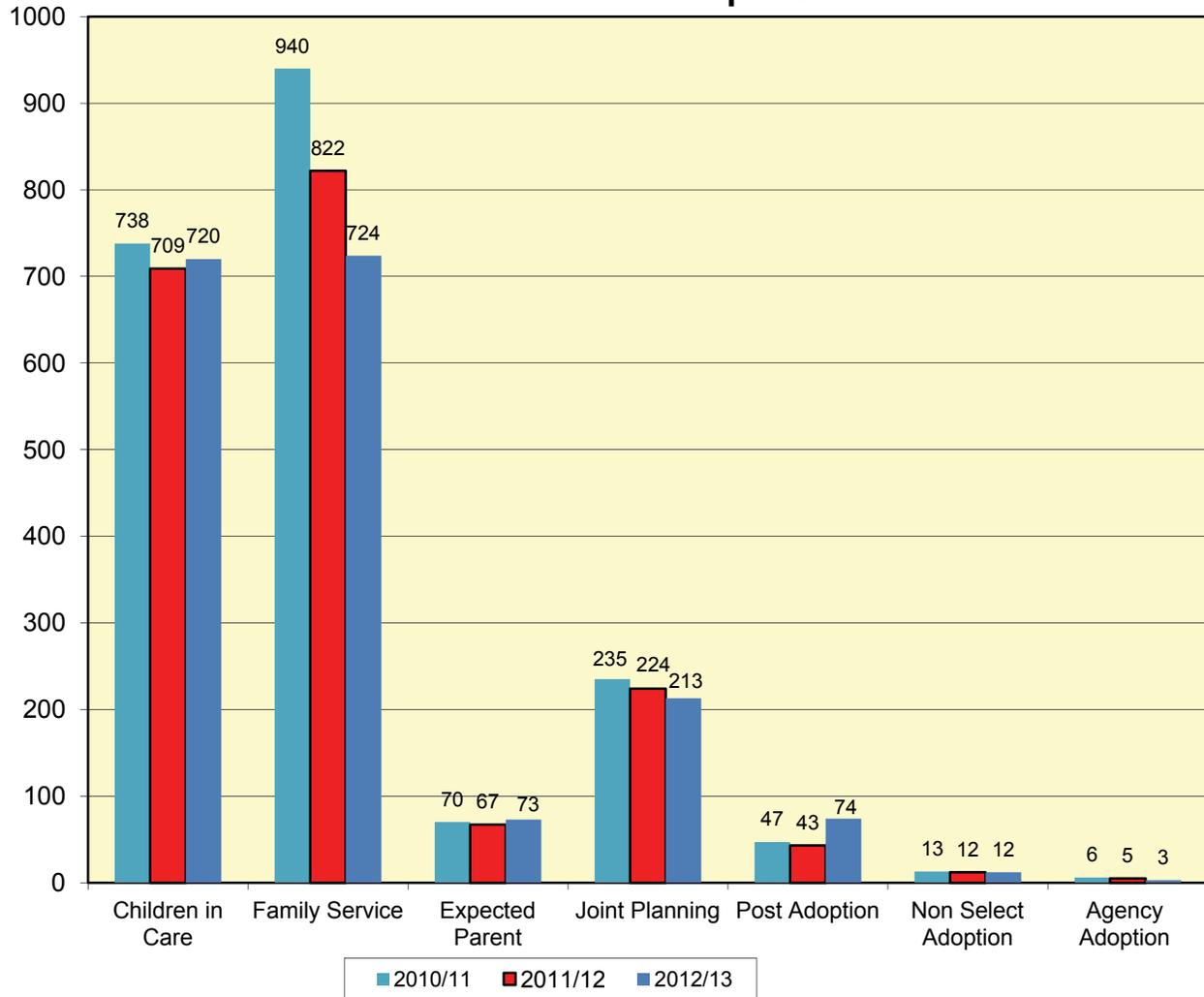


Chart # 2
Case File Comparison

Chart two depicts a Case File Comparison over a three fiscal year timeframe. At first glance it appears the figures have remained fairly consistent, however it's important to note that during the first eighteen of the thirty six months captured, Cross Lake's statistics were also calculated and presented. With that in mind it would appear that in general the overall figures for the agency have increased marginally. As indicated on the previous chart the average figures are as follows: seven hundred twenty Children in Care files, seven hundred and twenty four Family Service files, seventy three Unmarried/expectant Parent files, two hundred and thirteen Joint Planning files. Seventy four Post Adoption files which increased significantly from previous years, twelve Non Select Adoption files and three Agency Adoptions.

Chart #3

Children in Care Comparison

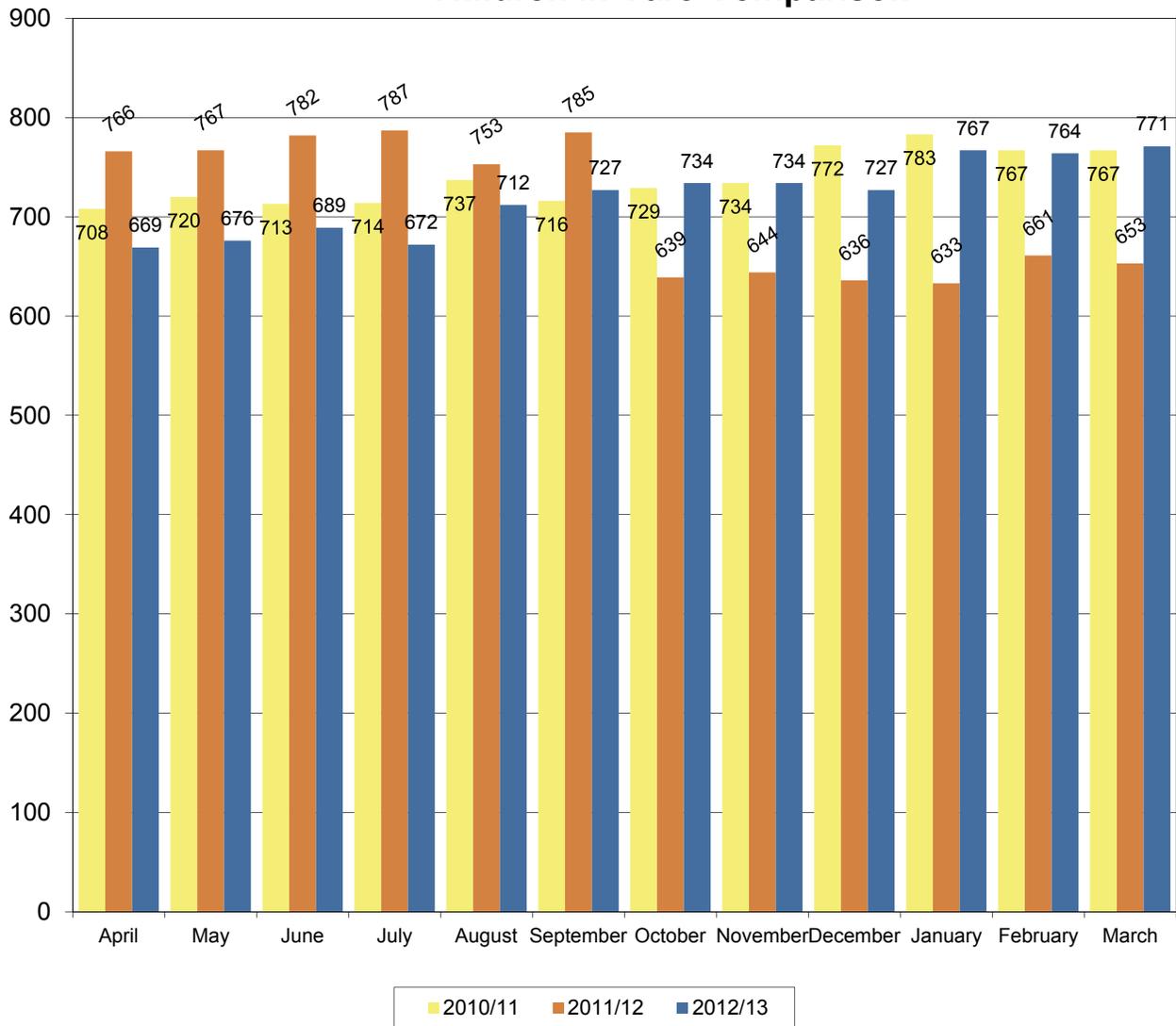
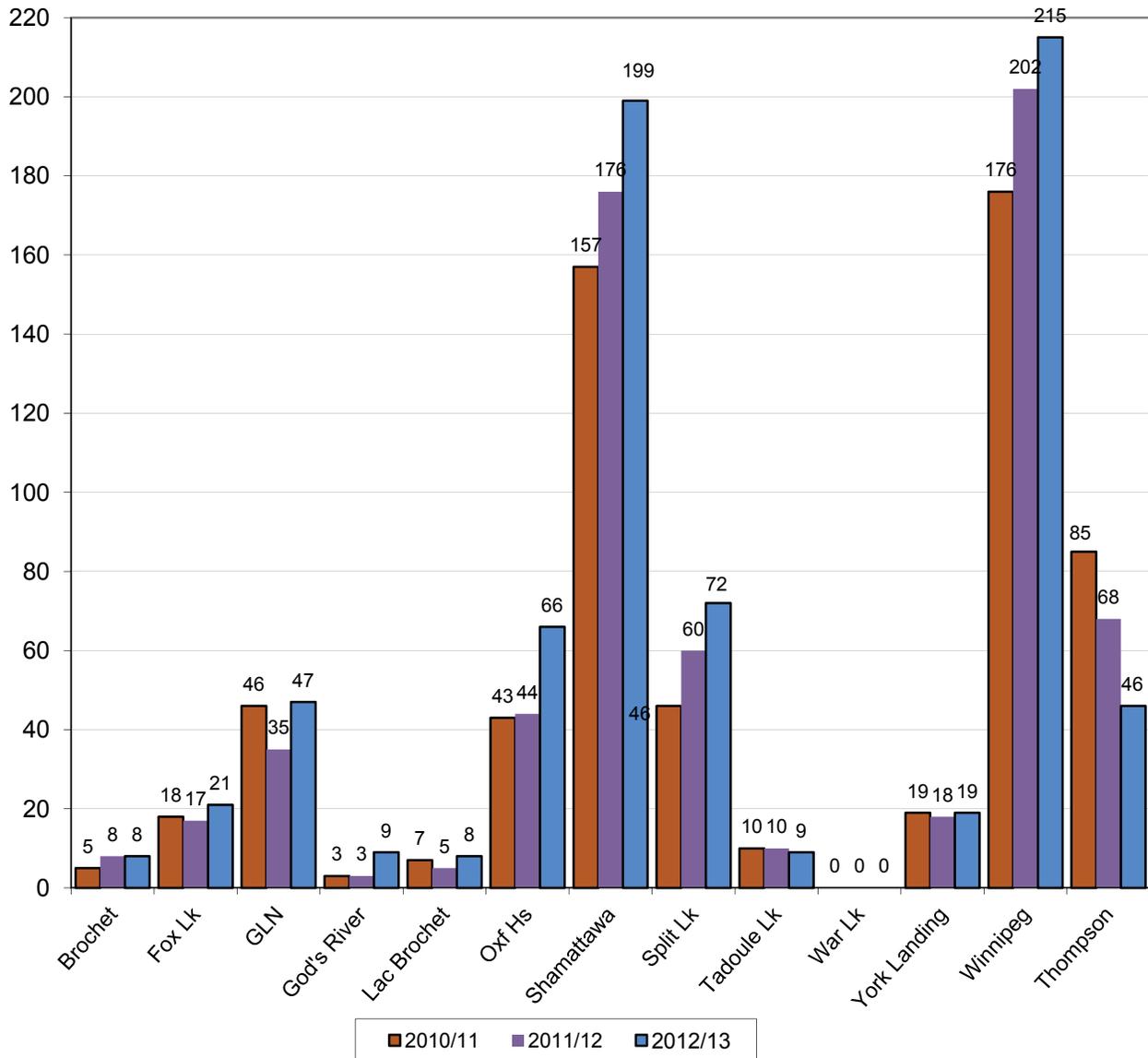


Chart # 3

Children in Care Comparison

Chart three illustrates the numbers of Children in Care each month as compared to the two previous fiscal years. The figures in the blue column which represents 2012/2013 begin to increase in August and continue to rise for the remainder of the last fiscal year. It's important to note that when these figures are averaged out throughout the entire year they add up to seven hundred and twenty Children in Care each month. Not including calculations from one community for part of the 2011/2012 also appear to skew the figures presented in the chart.

**Chart #4
Children in Care by Community**



**Chart # 4
Children in Care by Community**

Chart four shows the total number of Children in Care by Community during the last fiscal year. Six of the communities with relatively low numbers of Children in Care that include: Brochet, Fox Lake, Lac Brochet, Tadoule Lake, War Lake and York Landing have remained static or the same. Six of the other communities shown all report noticeable increases, these include: God’s Lake Narrows, God’s River, Oxford House, Shamattawa, Split Lake and Winnipeg. Thompson reported a remarkable decrease in their final figures of Children in Care.

Chart #5

Legal Status Comparison

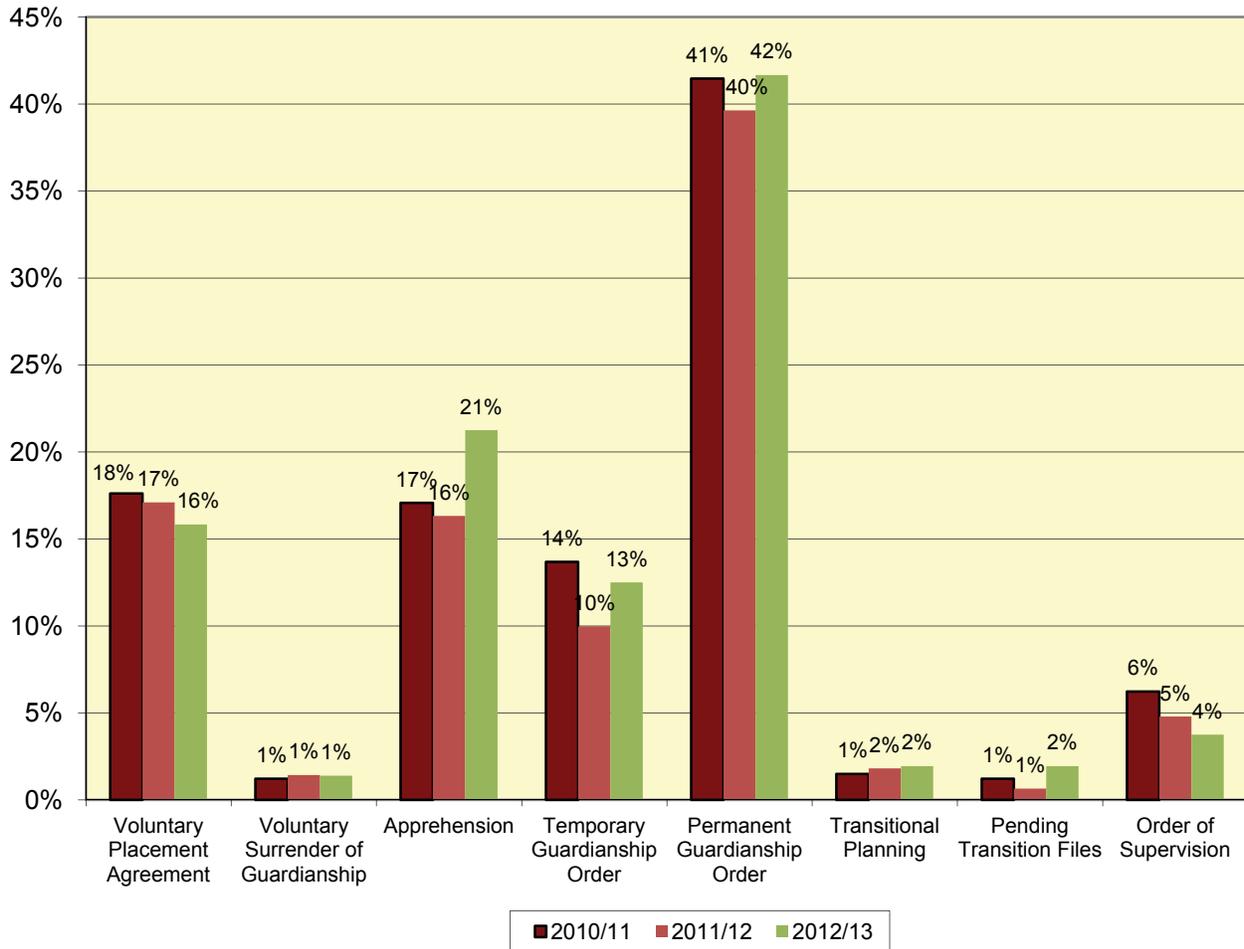


Chart # 5
Legal Status Comparison

Chart five exhibits a Legal Status Comparison for the last three fiscal years. The numbers of Voluntary Placement Agreements and Orders of Supervision are both down slightly from the two years prior. Voluntary Surrenders of Guardianship and Transitional Planning remained static to the previous fiscal year. The percentages of Apprehensions, Temporary Guardianship Orders, Permanent Guardianship Orders and Pending Transition files have all increased marginally. Even though the percentage of Apprehensions has the most noticeable increase, the two percent increase in the numbers of Permanent Orders held by the Agency has the potential for the greatest impact. Forty two percent of seven hundred and twenty children in care would be converted to three hundred and two children in care on a long term basis.

Chart #6

Family Service Files by Community

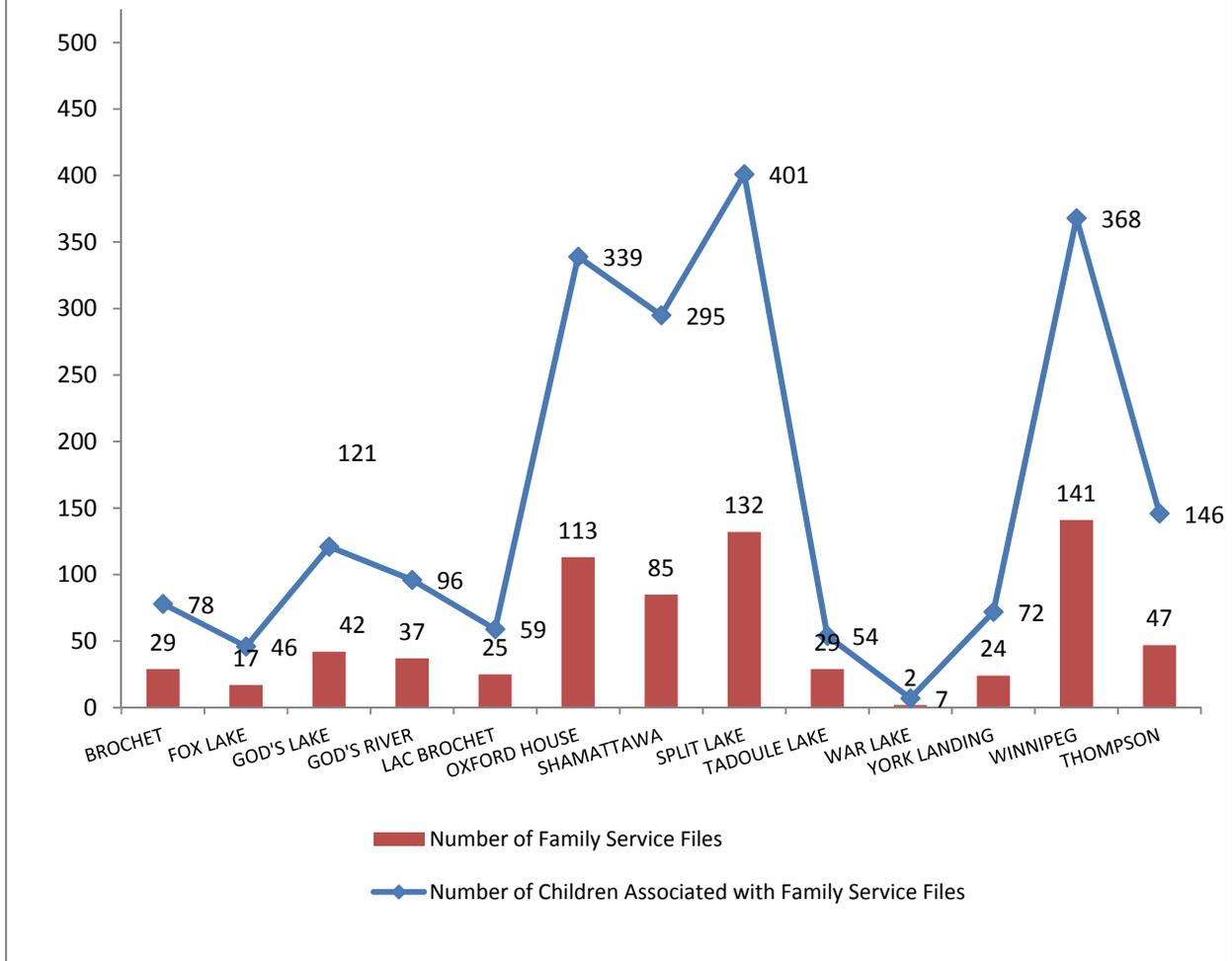


Chart # 6
Family Service Files by Community

The brick (red) columns represent the number of family files that the agency works with in each of the respective communities. The diamond shaped blue boxes that are connected with a line above each of those columns represent the number of children that are associated with each of those files. Family Service Files are opened for a couple of primary reasons; for voluntary purposes, when families require support services that may include: home maker services, parent aid, or one time emergency support. In addition, family service files are also open under protective circumstances. When children are brought into care, the agency opens a ward file, along with a corresponding family file in order to commence working with the family.

AGENCY ACHIEVEMENTS & CHALLENGES:

Late approval of funding in 2011/12 Fiscal year created additional pressure for the Agency in terms of coordinating the overall planning of work plan activities.

Staff turnover, particularly in the Director of Finance position created an additional workload for the finance department. The impact also created a delay in the submission of the Agency's Surplus Expenditure Plan. Local staffing continues to be an issue however it is anticipated that the new Family Enhancement programs and updated salary grids will increase interest for employment at the local level. The implementation of the new salary grids and classifications system required some time to finalize and incorporate into the Human Resources plan.

The Board of Directors has had a turnover in membership with three new members appointed in January 2013 and another one in April 2013. There are still two of the original six members that were appointed in August 2011 which maintains the continuity and history for the new members. The new Board members have been very supportive and provide the necessary advocacy and leadership at all levels.

Information Technology is a challenge that most of the Northern Agencies face, particularly with the move towards having all cases on the Child & Family Services Information System (CFSIS). The Northern Authority had initiated an IT Needs Assessment in January 2013. All Agencies participated through surveys, focus groups and one-on-one interviews. The final report will be completed in 2013/14.

Specialized resources in the North – the leadership continues to express frustration with the lack of services within their communities and having children leave their home and travel south to meet their service needs. The Agency Board and staff continue to advocate at the Northern Authority and government levels for the focused training and supports to develop the services in the North.

The provincial government implemented a province-wide review of the Child Maintenance Special Rates system. The objective was to develop and implement a standardized rate structure to ensure consistency in application across the Agencies in Manitoba. The goal was 'to improve the ability of the Agencies and Authorities to operate within the approved child maintenance budget while ensuring the needs of the children in care continue to be met'. On June 1, 2012 the Individual Rate Adjustment Protocol was implemented to control maintenance spending while the review was being conducted. The protocol essentially took away the 'self-management' of the Agency and all special rates may only be increased under exceptional circumstances, and with prior approval of the CFS Authority or the Department of Family services and Labor. The Northern Authority had implemented a working group to review the standardized rate structure to ensure the northern context was included in the review.

The Agency strives for ongoing staff development and capacity building including providing opportunities for Workers to upgrade their skills through internal agency training sessions or external programs offered through the Northern Authority or the Province. However there continues to be service issues at various levels despite the Agency's efforts. This resulted in an overall review of the issues by the Director of Skills Development. In follow up to the review a training plan was developed that will train the Supervisors and Workers. The plan also builds in an evaluation and monitoring tool to ensure the training has been successful in terms of knowledge transfer and effective implementation of the skills learned.

Another issue that has a profound impact on the Agency Workers and the community is a child death whether the child is in care or not in care of an Agency. The most troubling is suicide and the alarming concern is that it is happening at younger ages. It is understood that we must work collectively towards improving the lives of all children to prevent these tragedies from occurring. The Agency works very hard to support the Workers and the communities to address the grief and loss as well as assist them in working with the youth to minimize further risk. The Agency ensures crisis support is provided to the families. The key is prevention, ongoing programs and awareness activities continue to be developed. The Agency's suicide prevention initiatives include future plans on hosting a Youth Conference early in 2013/14.

As noted in the Unit reports, there are a number of gatherings that have been held in the communities providing education and awareness, particularly within the schools. The new Family Enhancement Approach is seen as a positive step in the overall Agency's operations and will build on these community events. The need to keep children safe and families strengthened is the focus for all programs.

Inquests:

The Agency was involved with two Inquests into the deaths of children this fiscal year. The focus of first Inquest pertained to the correctional facility where she was residing at the time of death, and therefore our involvement was contained specifically to the testimony of our community supervisor with respect to services the agency provided to the youth. Although our involvement was minimal, the agency did have to secure legal counsel to attend all of the hearing days.

The Agency has been the focus of the second Inquest as the child had been returned to her mother's care, albeit while in a facility designed with supervision and supports for parents. A total of 25 days were originally set aside for the Inquest which began in December 2012. Based on the information disclosed by parties and length of questioning of witnesses, an additional 15 days have already been added, with the anticipated last week of testimony occurring in July 2013. A great deal of human and financial resources have been expended, costs of which are not recoverable by funders, rather must come from the Agency's Operational funds.



ENHANCED PREVENTION FOCUSED APPROACH WORK PLAN **REPORT ON OUTCOMES AND ACCOMPLISHMENTS IN 2012/13**

In accordance with the Agency's 5 Year Business Plan the following report provides an overview of the objectives, outcomes and accomplishments for this fiscal year.

CORE MANAGEMENT - Objective: [Develop a communication strategy for the organization](#)

Given the size and geographical area that the Agency oversees, communications is an integral part of the Agency operations.

The Senior Management team implemented a number of activities to improve communications within the Agency including weekly conference calls and regular unit meetings. The conference calls are scheduled between the Senior Management Team, Operations Managers, Child Abuse Coordinator and Human Resources Coordinator. The Unit Supervisors provide updates to the Operations Managers who then report the activities during the conference calls (such as schedules, case management issues, service delivery matters, as well as upcoming meetings, events and training). The Unit Supervisors are required to hold regular unit meetings with their staff to review case loads and service delivery issues. The Director of Skills Development initiated a Skills Assessment process as the first phase of the Agency's training and development plans. A number of Staff Meetings were held and based on the initial assessment a training plan was developed that focuses on Supervisory Skills as the first priority.

The Senior Management Team (which includes the Executive Director, Assistant Executive Director, Legal Counsel, Directors of Finance, Operations, Special Projects, and Skills Development) met regularly to discuss overall agency objectives, restructuring, funding, governance, policies/procedures, operations (service delivery) and capacity development. Senior Management Team Meetings were held on May 15 & 16; August 2 & 3; November 13 & 14, 2012; February 5 & 6, 2013; February 12, 2013 and March 1, 2013.

Regular Board of Directors meetings were also held to provide updates on the Agency's progress in relation to the Business Plan, Budgets and overall Agency initiatives.

The Annual General Meeting was first called for November 2012, however due to a lack of quorum the meeting was rescheduled to January 15 & 16, 2013. A number of presentations were made to the members in attendance on November 20, 2012 including a presentation by the Northern Authority, Sexual Exploitation Unit and the Bunibonabee Community Initiative (Youth Building). On November 21, 2012, the Board members in attendance stayed and met with the Agency staff.

Agency Accomplishments:

- Improved communications between all Units on training, meetings and Board directives
- Increased monitoring and support via weekly conference calls
- Increased transparency on Agency strategies and plans
- Improved accountability in reporting on activities and issues relating to case management and service delivery

CORE MANAGEMENT - Objective: Improve communications and accountability with corporate members and the communities, including external resources

The Agency is committed to moving the agency forward with quality prevention programming with the goal to substantially reduce the number of protection cases. Essential to this is effective communication amongst all levels to ensure ideas, successes, and improvements are shared.

As part of the Agency's four key activities – Promotion, Prevention, Protection and Partnerships, these activities included engaging community resources in joint initiatives (meetings, workshops, community events, etc.). The Agency has partnered with a number of other resources in the communities such as Education, Health and Leadership to promote community events. The Agency also partnered with the University of Manitoba (U of M) on a FASD Study which included two of the Agency's service offices. Meetings have also been held with the U of M regarding the BSW 'cohort' program for Awasis Agency employees.

In October 2012, the Agency hired a Child Abuse Coordinator. The Executive Director and Child Abuse Coordinator have initiated meetings with the NCN DIA regarding a Joint Child Abuse Committee. Meetings with other collaterals will continue to determine how best to support our Agency workers in this area including training and support network.

The Executive Director and/or Assistant Executive Director attend regularly scheduled Agency Relations Meetings that are coordinated by the Northern Authority. The issues include overall governance and service delivery, special rates/foster care, IT needs and Northern resource development.

The Agency also attended the Assembly of Manitoba Chiefs "Families and Children First" Conference which discussed having access to services on reserve and the national "Report Card on Jordan's Principle". Presenters included Jean Crowder, MP for Nanaimo-Cowichan; Johanna Jiminez-Pardo, AFN; Gladys Rowe, MSW; Kyle Prettyshield, FSIN; Stuart Gilby, New Brunswick; Betty Patrick, First Nations Child & Family Wellness Council, BC; Philippa Pictou, Pictou Landing First Nation, Nova Scotia. Agency Board Member, Chief Walter Spence of Fox Lake, was also invited to this forum by AMC.

The Agency had its annual review meeting with NCNFWC regarding the Joint Caring 4 You (foster care) and Wecihitowin (family enhancement) Projects.

In terms of Agency communications tools, the Awasis Agency's website is currently monitored via in-house staff and the website is primarily used to provide historical information and job postings. An initial work plan has been developed which has identified using the Agency's website to improve internal communications; however ongoing development and funding considerations for staffing is still under review.

In January/February 2013 the Northern Authority approved funding to support IT needs and priorities. This was due, in part, to support the Northern Authority's IT Needs Assessment of the northern agencies to assess current systems and determine what type of enhancements are required in order to ensure Agencies can meet general standards (such as CFSIS data entry). The outcome of the assessment will be an overall 'Regional IT Strategic Plan.'

In accordance with the Agency's corporate procedures and accountability to Members, the Annual Report and Audit for 2011/12 was presented at the AGM on January 15 & 16, 2013.

Agency Accomplishments:

- Annual Report and Audit presented to all Members
- Improved communications between the Agency and Leadership
- Increased participation and collaboration with collaterals
- Increased development of communications tools
- Increased networking opportunities
- Improvements include scheduling regular meetings with Leadership on local Agency activities

CORE MANAGEMENT - Objective: Enhance Board accountability through effective governance, planning and evaluation

The Board of Directors approved the Agency's Five Year Business Plan in 2011/12 which provided the mandate to implement the activities as set out in the Plan. The Executive Director provides regular reports on progress to the Board of Directors.

The Board provides overall direction and support on key activities for the Agency, including the approval of the annual Agency budgets. Due to the late approval and receipt of funds for 2011/12, the Agency had a significant surplus. The Surplus Plan was developed and approved by the Board of Directors to support community prevention initiatives, training, infrastructure and IT improvements.

Meetings of the Board were held on April 19, May 25, August 17, September 10 & 24, November 5, and December 14, 2012 and February 6, and March 6, 2013. The Board established two sub-committees (Personnel & Finance). The Board is also looking to enhance accountability through a review of its governing documents. A sub-committee has been established to review & update the Agency's corporate by-laws with the target of presenting amendments at this year's AGM.

The Board has been actively involved in the Section 4 Review Report and Outcomes. The Section 4 Report, completed in June 2011, has not been released publicly; however it has been shared with the Office of the Children's Advocate and Manitoba Ombudsman office. The report recommendations were taken into consideration in the development of Agency training plans. The majority of the recommendations have been completed and/or ongoing. The outstanding items were the updated Personnel Policy Manual and the Financial Administration Policy & Procedures Manual. The Personnel Policy was approved in principle by the Board on March 6, 2013. The Agency will be conducting consultation sessions with employees at each of the offices on the changes to the policy. The update to the Financial Administration Policy & Procedures Manual has been extended due to staff changeover.

The Awasis Agency Board met with the Northern Authority Board (December 1, 2012) to discuss a number of issues related to the Section 4 Report including the forensic reports, governance, quality assurance and northern resource development.

The Agency Chairman and Executive Director also attended the Northern Authority's Annual General Meeting held at Opaskwayak Cree Nation.

The Northern Authority representatives provided an update at the Agency's Annual General Meeting.

Due to the changes in Board Members a Board Training Session is being planned for 2013.

The Board of Directors and Senior Management Team are looking into possible dates for a Strategic Planning session for 2013/14-2017/18.

Agency Accomplishments:

- Enhanced leadership and direction through planning and regular communications;
- Enhanced service delivery as a result of informed leadership decision-making and support;
- Enhanced Board training and strategic planning;
- Increased communications between the Awasis Agency Board and Northern Authority Board;

CORE MANAGEMENT - Objective: Improve accountability and efficiency of the finance department

The Agency experienced a turnover in the Finance Department however this has not affected the efficiency and effectiveness of the Agency. The Agency has long term employees in finance as well as a finance consultant who have assisted to maintain continuity and stability within the finance department.

The Awasis Agency received an unqualified opinion for the 2011/12 Audit. The Audited financial statements were approved by the Board on November 5, 2012 presented to the Awasis membership on January 15 & 16, 2013.

The 2012/13 Annual Budget was presented and approved on September 11, 2012 by Resolution of the Board. The amended budget was approved on March 6, 2013. The Finance Department reviews the annual operational plan and budget to ensure alignment with program objectives, service delivery and reporting requirements. Any changes in the budget or operational plan are brought forward to the Board for approval prior to implementation.

The Surplus Expenditure Plan for 2011/12 was approved by the Board on March 6, 2013 and approved in principle by AANDC on March 18, 2013. The surplus in 2011/12 was a result of the late approval and transition into the Enhanced Prevention Focused Approach.

For the 2012/13 Audit, the Agency was directed by Resolution to seek another auditing firm. A Request for Proposals was sent out to several Audit Firms and the Board approved the bid from HMA Chartered Accountants. The Engagement Letter with HMA has been signed and Notice to AANDC regarding the Auditor has been completed.

The AANDC's General Assessment of Awasis Agency for 2012/13 was completed and resulted in an overall rating of 16.00 (considered "Low Risk").

As part of the ongoing Financial Review conducted by Deloitte, there were a number of recommendations identified for improvements in the finance area which have already been implemented or to be incorporated as part of the revised Finance Policy Manual. Joint Meetings were held with the Northern Authority, Child Protection Branch, and Aboriginal Affairs & Northern Development Canada (AANDC) to review the status of the recommendations. Most activities have been completed and/or were scheduled to be implemented by March 31, 2013. Due to the changes in

Finance, the revisions have been delayed; however, the Board has established a Finance Policy Review Committee to expedite the process and are working to have this completed prior to the AGM.

Agency's Accomplishments:

- Unqualified Opinion for the 2011/12 Audit
- Improved financial systems and reporting
- Increased accountability as a result of improved financial reporting and procedures
- Improved communications between Agency and its Members
- Improved communications between Agency and Funding Agencies

CORE MANAGEMENT - Objective: Ensure that reporting and services continue to reflect the unique needs of each of the communities that Awasis Agency serves

The Awasis Agency has implemented a number of initiatives to improve communications systems including conference calls, unit assessments and training to ensure the specific needs of each community are addressed. Some of the issues the Agency has worked on with the communities included advocating for specialized resources; programs to address drug/alcohol abuse; suicide prevention and intervention; and family mediation services. Each Unit has specific priority issues that they are faced with and the Workers are involved as part of the community resource teams.

The Agency also participates in overall CFS issues impacting the northern communities by attending the Agency Relations meetings hosted by Northern Authority. The Senior Management Team and Operations Managers also participate on joint committees with collaterals on a number of common issues (i.e. special rates protocol, funding shortfalls & joint training initiatives).

There were a number of child deaths (both in care and not in care) this past year which has impacted the Agency workers and communities profoundly. The Agency works very hard to support the workers, the communities as well as monitor all high risk youth. Foster parents and guardians are reminded to be vigilant and monitor behaviours, particularly those related to or close to the child or youth that died, in order to prevent further incidents. The Agency's training plans include working with local resources to provide information and programs within the community in the area of safety awareness and suicide prevention. The Agency has also implemented and encourages workers to use the Employee Assistance Program as a support mechanism for dealing with grief and loss. This program is meant to help Workers get through these tragic events so that they can continue to provide support to the families and their community in dealing with grief and loss.

A crucial part of prevention programming is early intervention and this requires more involvement with the families, schools, health teams and the community. The Agency has been developing and implementing plans to increase staff capacity and training in order to eliminate any service gaps. A number of activities have already been initiated including the staff development conference, unit assessments and increased monitoring/oversight at the service delivery offices. The Agency, through its Family Enhancement Coordinator and Workers, seeks to work with collaterals and leadership to identify ways to improve and enhance programs that ensures the safety and well-being of children and families.

The Agency also assigned senior staff to assist in the "Planning for Success" Case Management Conference being hosted by Northern Authority.

Agency Accomplishments:

- Improved service delivery and program development;
- Increased community participation;
- Improved relationships and partnerships with the community;
- Improved employee/community support systems;
- Increased response and coordination of Child Death Reports and recommendations;
- Enhanced understanding by Supervisors for documentation in relation to an Inquest, child death reporting mechanisms.

CORE MANAGEMENT- Objective: Ensure Human Resource department is developed to meet the needs of Awasis Agency staffing needs

The Agency continues to struggle with recruitment and retention and has been working to fill all vacancies in all areas, particularly at the community level. It is anticipated that the new salary scales will improve the Agency's ability to attract and maintain new workers. Additional training and supports have also been identified and implemented to ensure new employees have the skills and expertise to carry out their job responsibilities in accordance with Agency standards and regulations.

As directed by Resolution #2013-01-03 the Agency is looking into employee incentive programs to address the recruitment and retention issues, particularly at the community level. This has been initiated and will be brought to the Personnel Committee for review prior to the AGM.

Since January 2012 - there have been approximately 30 new employees hired. New Employees are oriented on the Agency's policies & procedures, their roles & responsibilities and reporting requirements once they start; and a 3 day comprehensive Orientation Session was also held March 12-14, 2013 in Thompson (30 participants).

Foster Parent and Frontline Worker Surveys were distributed, compiled and analysed for review as part of the preparation for the Agency's Staff Development Conference in October.

At last year's conference we identified 7 Key Strategies as a way of 'Renewing our Path'. In building on those Strategies, we wanted to focus on planning for our children as it relates to our service delivery. Therefore, we chose two of the seven key strategies: Our Children's Right to Quality Care and Our Children's Right to Culture. The Agency's Staff Development Conference theme was "Strengthening Our Path - Our Children First". Work plans were developed by each of the Units focusing on those two strategies to build upon at the local level.

As part of the Agency's strategy "Children's Right to Quality Care", senior staff attended meetings in a majority of the communities serviced by the Agency. The meetings were related, but not limited to, Unit Assessments (reviewing files/documentation, case management and supervisory skills), Employee / Family Support (child death), Leadership meetings, and community events (workshops/etc). The communities attended this year are as follows:

Shamattawa - April 16 and November 26 - 27, and December 16, 2012
God's Lake Narrows - August 15, 2012; January 10-11, and 17-18, 2013;
Bunibonibee – June 13, August 13; December 4-7, 2012; and February 13-14, 2013.
Manto Sipi – August 21; September 5; and November 1, 2012

Fox Lake – September 6, 2012; February 7-8, 2013
Tataskwayak – December 12 & 13, 2012
WSDO – October 24-26; and December 20, 2012

The Agency has various employee appraisal forms; the HR Department has been working to streamline this process to reduce the number of forms to improve the efficiency of the annual evaluation processes.

The Agency's Director of Skill Development & Executive Director have held meetings with the School of Social Work to look at opportunities for recruitment of employees (recent graduates) as well as possible training opportunities to upgrade the skills of the Agency's current employees.

As part of the Provincial Labour Codes a Work Place Health & Safety Committee has been established. Meetings with the province have been held on the policies and procedures for this committee.

Supervisory Skills Training modules are in development specific to the Awasis Agency units. This training will be specific to Awasis and can be held at the community level. This training is over and above the courses offered through the Northern Authority.

Nearly 100% of the employees have been evaluated. Employee files are updated with the most recent training and appraisals.

To capture Human Resources gaps, the Agency has begun implementing Exit Interviews to gather feedback on systems and procedures. The input will assist the Agency in determining where the Agency does well for employees and where things can be improved for staff retention.

Agency Accomplishments:

- Staffing aligns with service delivery and budget
- Improved human resources systems
- Targeted training and staff development initiatives
- Revised Human Resources Policy Manual
- Workplace Safety and Health Committee formally established
- Salary scales aligned with Manitoba Government Employees Union

INTAKE SERVICES DEVELOPMENT - Objectives: Implementation and support to families through family enhancement programs and services; and increase the number of families to family enhancement programs

The Awasis Agency uses the ACM Model - the ACM Model provides a consistent and comprehensive case management planning framework. The framework ensures services are accountable and based on best practice standards; facilitates prompt involvement of family, extended family and relevant community services and members in the planning and development of quality services. The Intake is the beginning of the agency's involvement with the child and family; sets the tone for the way families and children interpret the worker's intentions and how they will respond to the worker and subsequent agency workers; and positive engagement with the family is essential if the agency is going to be successful at exploring the realities of relevant family members and in assisting the family in determining their needs and goals.

In terms of the Family Enhancement Workers – the Agency was already doing prevention activities through their Services to Families workers; as such, in the implementation of the New Funding Model, a change of title and revised job description was all that was required to implement the Family Enhancement positions. However, it has been identified that specific training is required for the Family Enhancement programs. The Agency continues to work on stabilizing some Units so that the focus can move from protection to prevention. A Family Enhancement Coordinator was hired to develop work plans, provide/identify specific training, oversee activities and work towards full implementation of the Enhanced Prevention Approach (EPFA). The Family Enhancement Coordinator has already begun reviewing prevention programs and initiatives to support the EPFA.

The goal is to effectively promote prevention activities in the communities including: 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.

This year, the Agency partnered with the Aboriginal School of Dance, their Mission/Philosophy is *“creating opportunities for providing schools, low income families and communities with high-quality education of aboriginal dance, music and more on a multicultural level. In partnering with the community Neemu-Egwah seeks to serve as a positive example to our youth, bringing passion and a hands-on approach to our programs, projects and services.”* The Aboriginal School of Dance performed in God’s Lake Narrows at their Youth Conference; and although their performance had to be postponed due to a death in Shamattawa, the program manager brought together their youth with the youth in Shamattawa to participate in a number of activities, including hoop dancing, drumming and other performances. Both events received very positive feedback and the Agency is looking to expand the partnership with the Aboriginal School of Dance for programs on-reserve including training community members to support ongoing initiatives. The specific prevention activities held in each of the Unit offices are set out in their reports.

In Thompson, families are referred to the Wecihitowin Project which is a joint Family Enhancement project with NCN. In 2012/13 there were 668 individuals who signed in for various support services (Breakdown is as follows: Apr-Jun: 121; Jul-Sept: 197; Oct-Dec: 306; and Jan-Mar: 44)

For individual programs, the participants are as follows:

- 7 Week Parenting classes – Apr 30-Jun 14, 2012 (17 participants)
- Individual Programs Jul 2-Sep 28, 2012 (197 participants)
- 4 Week Child Development Oct 1-Dec 24, 2012 (33 participants)
- 7 Week parenting – Oct 29-Dec 13, 2012 (18 participants)
- Individual programs – Dec 14/12– Mar 28/13 (44 participants)

The Agency’s Accomplishments include:

- Improved consistency in data collection
- Improved relationship between workers and clients
- Improved coordination of programs and services to families

- Increased parental responsibility, skills and empowerment
- Improved assessment of issues affecting family stability
- Improved understanding of children and adults at risk and intervention strategies
- Service delivery based on culturally proficient practices
- Increased partnerships with external agencies that promote culture and youth participation

PROTECTION AND INVESTIGATION – OBJECTIVES: Keeping children and youth safe and protected by providing a safety net for vulnerable children and youth in need; Increase competencies in case management, in accordance with legislation and standards; and Increase numbers of families referred to Family Enhancement Program

As noted above, the Awasis Agency uses the ACM Model –as part of the Intake Process the following steps are undertaken:

There are a number of Steps required for the Intake beginning with the initial Referral; Official Documentation; Investigations (including the Agency’s Safety Assessment and Provincial Probability of Future Harm). The Safety Assessment is a mandatory component of the assessment process in all Intake Investigations where protection, abuse and/or neglect concerns exist. It is an immediate evaluation of a child’s safety and need for protection.

Once the appropriate investigations are complete, action from the 48 hour intake investigation identifies if - Closed Intake File Created; Family Service File Opened or War & Family Service File Opened. The files are included in the monthly case lists for Workers and Supervisors for monthly monitoring. The Supervisors and Case Managers review the lists monthly to ensure accuracy of information.

In support of Assessments - the SDM / Probability of Future Harm Tool was reviewed by the Operations Managers on May 28 & 29, 2012 and another session held on June 18 & 19, 2012 with OMs and Unit Supervisors.

The Agency invited Workers and Senior Management staff to attend the Phoenix Sinclair Inquiry proceedings. The outcomes of the Inquiry have had and will continue to have impacts on CFS Agencies across Manitoba. Attendance has been sought to gain an understanding of the systems that failed Phoenix so that we can learn from this tragedy and prevent similar situations from occurring.

The Agency was also involved in the Inquest into the death of Jaylene Sanderson-Redhead. The Agency also used this as a learning opportunity for Unit Supervisors, Operations Managers and other senior staff who were invited to attend the Inquest proceedings.

As part of the training a comprehensive Orientation Session was held on March 12-14, 2013 for new employees and for those who wanted a refresher course. The Orientation Session materials are updated according to current policies and procedures, the most recent changes are the Special Support Funding Request process. The orientation also focused on the Intake and Assessment procedures and the ACM Model.

As identified in the Business Plan, CFSIS entries are being done at the Winnipeg and Thompson Service Delivery offices as required. Due to ongoing connectivity and training/technical issues, CFSIS has not been fully implemented at the community levels. In January 2013, the Northern Authority announced funding to support IT initiatives as part of their overall Needs Assessment and Regional IT Strategic Plan.

The Agency continues to work on issues related to CFSIS data in accordance with provincial systems. A number of staff attended CFSIS training in Winnipeg and Thompson.

The Agency is a part of the planning committee for the “Planning for Success” Case Management Conference hosted by the Northern Authority at Opaskwayak Cree Nation.

The Agency-wide priority is enhancing Supervisory Capacity and competence. The plans included, but not limited to, the following:

- Conducting Agency wide monthly random file audits to allow us to assess worker/supervisor competency on a regular basis. It would help to accurately identify problem areas for future training needs. It would help us to assess if we are making progress towards meeting Agency specific standards; Assist OMs in identifying problem areas for their respective communities and how to best address issues as they arise; It would also assist in placing accountability back to the supervisor and workers.
- Specific training developed for supervisors that would assist in bringing their capacity to a level of acceptable competence. This would incorporate addressing issues already identified.
- A training module to be developed. As part of the training, an assessment tool would be developed and incorporated to determine if the training/new learning is retained by the participants.
- That the training focuses on the roles and responsibilities specific to the expectations of supervision, the workers responsibilities and overall case management.
- A user-friendly supervisor manual to be developed that would outline general responsibilities along with problem solving tools for easy access. This could be used by supervisors for quick reference and act as a general guide.
- That newly hired supervisors shadow a supervisor (approximately a week) whom has demonstrated a satisfactory level of competence for mentoring purposes.

Once the capacity of the supervisor is strengthened, the Agency could then focus on addressing training needs of the workers. The key to ensuring workers utilize new learning and knowledge lies with the ability and capacity of supervisors to effectively monitor and support the workers on an on-going basis. Therefore the first step in supporting our workers is developing the capacity of the supervisors.

File transfers and file management - A notice was sent to all Unit Supervisors to ensure all open cases have a current worker assigned to them. If a staff person is on leave for any length of time, their cases must be assigned immediately to another worker until that person returns. As part of the quality assurance, the Director of Operations reviews all cases to ensure this direction is implemented.

The Agency’s accomplishments include:

- Improved quality assurance as a result of training and follow up Unit Assessments and file audits
- Improved communications between the Senior Management, Operations Managers, Unit Supervisors and Workers
- Enhanced assessment of children and families through use of SDM risk assessment tool and training
- Enhanced staff development and capacity
- Enhanced reporting and file maintenance
- Improved employee performance, outcomes, confidence and accountability
- Enhanced case management and supervision

PROTECTION AND INVESTIGATION – OBJECTIVES: Ensure case files are meeting the provincial standards

As part of the Section 4 Review follow up, the management accepted and recognized that there were service gaps that needed to be addressed. In response, the Agency identified not only the weaknesses but also the strengths and set about an agency-wide plan to respond to and improve Agency systems and procedures. The Agency, through its Orientation and targeted training efforts reinforced existing processes to bring about a more consistent and coordinated approach for all units. The processes that have been completed to date have been established with time lines for review and quality assurance.

As indicated in the Agency's strategies to ensure "the Right to Quality Care", the Agency initiated Unit Assessments which included random file audits, evaluation of Supervisory responsibilities and case contacts. The focus for the assessments was to determine if supervisors were conducting regular case reviews (quarterly); have regular supervisory sessions with workers; ensuring that workers maintain regular contact (monthly visits) with children in care and families; ensuring that ACM planning is consistent with the needs of children and families we are working with; and ensuring that documentation is making its way into the appropriate files on a consistent basis.

Another focus for the Agency in terms of case files is the upcoming 30th anniversary of the Agency's operations. The Agency will be reviewing the Retention and Disposal procedures for those files reaching the end of the 30 year period of retention (*in accordance with the Archives and Recordkeeping Act*). All closed files are stored at the Thompson Central Office and/or storage facility, the Director of Special Projects (Designated Records Officer) will establish a team to oversee and coordinate the process along with the stats department.

It has been noted that Workers experience delays due to the amount of paperwork required for each ward or family file. In an effort to support the Workers, additional administrative support has been identified for file management such as the McGee office. The Operations Managers are also working with the Unit Supervisors to set aside specific allotments of time to finalize paperwork each week. An Agency-wide Directive was sent to all staff regarding the Sign-in/out procedures for all ward/family files.

Monthly case lists are distributed to the Operations Managers and Unit Supervisors for monitoring their Workers' case lists/loads.

Agency Accomplishments:

- Improved consistency in files and case management procedures
- Increased accountability regarding file documentation
- Improved systems for file storage and archival mechanism
- Improved monitoring to ensure compliance with provincial standards and recommendations

PREVENTION – OBJECTIVES: Strengthening and supporting the family unit so as to facilitate the development of safe, healthy and nurturing environments for children and youth

In addressing the Awasis Agency's business plan that was developed in the spring of 2011, an Awasis Agency staff gathering "Renewing Our Path" provided an opportunity to include all Awasis staff in the development of a strategic plan to help us move towards meeting the business plan. Out of this staff gathering, seven (7) key strategies were identified that incorporated the Seven (7) Sacred Teachings which are as follows:

Truth – Our Children’s Right to Quality Care (Yr 2)
Wisdom – Our Children’s Right to Culture (Yr 2)
Humility – Organizational Leadership (Yr 3)
Honesty – Community Inclusion (Yr 3)
Courage – Organizational “Responsibility” Accountability (Yr 4)
Love – Family Centered Prevention (Yr 4)
Respect – Organizational Spirit (Yr 5)

This year, “Year Two” focused on the 1st two Strategies:

Truth – “Our Children’s Right to Quality Care” and
Wisdom – “Our Children’s Right to Culture”

By concentrating on the strategies as developed in November 2011 - it is our Agency’s plan to become better at ensuring that our children receive the best possible care while maintaining a strong sense of self.

As part of our Children’s Right to Culture, the local offices coordinated and/or supported cultural events at the community level. A full list of events are identified in the Unit reports, the following is a short list of some of these events:

- Bunibonabee – the youth built a youth centre for themselves by using recycled and donated materials, this project was coordinated by volunteers and Elders in the community. The community members also took the youth hunting, fishing and trapping.
- York Landing - Annual Goose Camp
- Northlands First Nation - Annual Traditional Youth Gathering
- God’s Lake Narrows - hosted the Aboriginal School of Dance troupe at their Youth Gathering in August. The Awasis Unit sponsored a hunting trip hosted by the health team and leadership.

The Agency continues to implement tools to track all relevant enhancement activities and data. Programs and initiatives continue to be in development and are in progress in most Units (see Unit Reports). The challenge in some of our units is limited staffing required to develop and support sustained programming at the community level. The issue of staffing at the community level is being addressed at the Senior Management and Board level to improve overall recruitment and retention strategies.

The Agency’s also continues to actively recruit Respite Workers at the community level by focusing on students and youth for training and job opportunities, particularly in the area of family support services. [First Aid, Babysitting, etc.]

Agency Accomplishments:

- Improved tracking of cases to support informed decision making and proactive program planning
- Improved coordination of programs and services to families through planning
- Increased cultural events and initiatives
- Increased family support systems

- Increased family stability and unity
- Improved understanding of the needs of individual children and families at risk and intervention programming available and required

ALTERNATE CARE – OBJECTIVES: Decrease the number of permanent wards and improve the effectiveness of permanency planning services and adoption practices for all children including those with special needs; and improve the effectiveness age of majority planning

One of the focuses of the Agency is to actively provide training to staff in the area of Legal Guardianship and permanent ward adoptions. Currently, the Director of Special Projects manages and oversees the adoption cases.

Over the past few years there has been an increase in the number of Permanent Wards and this has been having a very negative impact on families and the Agency. The Agencies are being referred to as another form of Residential Schools. The Agency's role is to support overall prevention and intervention programming in an effort to decrease the number of children becoming permanent wards by working with the families as well as developing resources within the communities to keep children close to their families.

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. The goal is to reduce the number of permanent wards through planning and placement in alternative settings (adoptions, legal guardianship, and custom adoption).

Initial progress this year was slow due to efforts spent on hiring and stabilizing the units, however, it is anticipated that with specific training and support systems the Agency's efforts to decrease the number of Permanent Wards will become more tangible.

The Agency also hired an Age of Majority Worker at the Winnipeg office (McGee) to support the youth in care to transition into independent living. The planning will be done collaboratively, will respect the child and family circumstances, and ensure the child has a stable environment that supports a positive and a lasting transition process.

Agency's Accomplishments:

- Enhanced prevention and intervention programs underway at all levels to decrease the number of permanent wards
- Increased staff training and program development to support prevention services
- Age of Majority Worker hired
- Improved planning and services for permanent wards to facilitate the transition to independence
- Increased understanding of permanent ward status children within the organization, gaps in service delivery and programming available
- Unit to Unit support and training

ALTERNATE CARE – OBJECTIVES: To promote the safety of children in care while in alternate placements

The Agency's foster care department sends out regular information to foster parents about safety issues and concerns. The Foster Care Workers attended a training session coordinated by the Northern Authority in April 2012.

The Agency also invited a representative from the Manitoba Government's Sexual Exploitation Unit to present to the members of the Agency. The focus of the presentation was on raising awareness of Child Sexual Exploitation. Resource materials were provided at the November 19 & 20, 2012 session and at the January 15 & 16, 2013 Annual General Meeting.

The message was (*As per pamphlets and see Manitoba's website*) – that, "The majority of children and youth who are victimized by sexual exploitation are female, however there is a growing awareness of the sexual exploitation of boys and transgender youth. Aboriginal children and youth are over represented." "Most of these children and youth have experienced family conflicts, addictions or childhood abuses such as neglect and physical and/or sexual abuse and are involved in the child welfare system." And that "The majority have also experienced homelessness for short or extended periods of time. Most homelessness is a result of youth on the run from home, child welfare placements or the justice system. It is during this time of homelessness that youth are most at risk of becoming sexually exploited, at times exchanging sexual favours for the basic necessities of life such as food and shelter."

Manitoba's strategy focuses on prevention & intervention - increasing awareness and "*preventative programming for at risk youth.*" Their research has shown that '*at risk or sexually exploited children and youth respond most favourably to programs that are age, developmentally and culturally appropriate, non-judgmental, child and youth-centered, creative, responsive to individual needs, non-coercive and staffed by individuals who are personally committed and who may have experienced similar life situations.*'

The Agency will be looking to invite the Sexual Exploitation Unit to do another presentation to the Foster Care Workers and Foster Parents. Materials including Tracia's Trust posters, pamphlets and the report entitled "Frontline Voices" were distributed to each of the Agency offices.

The Agency has also held meetings with several collaterals with respect to youth in care of provincial facilities.

Agency Accomplishments:

- Increased training and information on the safety of children in care
- Increased collaboration with collaterals for service delivery improvements and access
- Informed foster parents

ALTERNATE CARE – OBJECTIVES: To promote Aboriginal families in becoming foster parents and create awareness on foster care for foster children.

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. In some cases, over-crowding prevents placement of children with extended family within the community.

The foster care department and service delivery staff consistently work towards recruiting 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 was initiated this year with the assistance of all foster care workers in the agency. This is an ongoing process and other factors that need to be considered is how to support housing needs and developing specialized resources within homes in the communities. These issues are currently being discussed at the senior government levels.

Agency Accomplishments:

- Increased number of Aboriginal foster homes
- Increased involvement by leadership regarding foster home issues
- Senior level discussions regarding specialized resource development
- Number of foster homes applications: 50;
- Number of Place of Safety Homes who signed a foster home application: 29 (not included with the above foster home applications);
- Number of Foster Homes Licensed: 84
- Number of Existing Foster Homes Re-Licensed: 68

ALTERNATE CARE – OBJECTIVES: To ensure foster families receive regular training; and Ensure children are receiving quality services by enhancing resource worker skills.

Recruitment and training of foster families and foster care workers has been a priority for the Agency. The first training session attended by the foster care workers was held in April and hosted by the Northern Authority. The foster parents are also required to attend training sessions provided by the Agency as well as encouraged to attend other training programs offered by other service providers.

With the pending implementation of the new standardized rate structure for child maintenance, the Agency has revised the needs assessment form for the child and caregivers. To ensure that the Agency maintains their resource workers/care givers, the focus this past year has been reviewing and working to improve resource worker skills as required. Foster home files are being updated to include copies of all relevant training and skills.

The Foster Care Worker Training was held in April 2012 at the Marlborough Hotel – the training session was attended by the Foster Care Workers from Caring 4 You; Split Lake, Fox Lake/Gillam; York Landing; War Lake; God’s River; Lac Brochet, Oxford House, Shamattawa and Winnipeg.

Agency Accomplishments:

- Increase in the number of culturally appropriate foster home placements
- Increase the number of resources available to Northern agencies through partnership
- Improved quality of care offered by trained foster parents

- Improved capacity to deliver foster care services resulting in better morale and home placement stability
- Improved relationships between agency staff and foster parents
- Services to children and families are delivered by well trained and competent staff
- Foster Home Parent Orientations – March 21/12; June 6/12 and Nov/12
- Foster Care Worker training – April 16-18, 2012

ALTERNATE CARE – OBJECTIVES: Increase the effectiveness of working with children with special needs.

The Special Needs Committee includes the Operations Managers, Finance and Director of Operations.

The 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.

In April 2012, the Deputy Minister announced that a review of the Child Maintenance Special Rates was being undertaken with the Four Authorities. The objective *'is to establish a standardized rate structure that meets the needs of children in care, minimizes competition between agencies for resources, and improves the ability of agencies, Authorities and the Department to operate within the approved Child Maintenance budget'*.

The Northern Authority began a process to ensure that the northern First Nation CFS interests were considered and incorporated into the process. The Agency participated in the joint committee with Northern Authority and other Northern CFS Agencies to develop changes in the proposed Rate Structure that recognizes and ensures the costs associated with raising children in the northern communities is captured.

This was a collaborative process by the northern Agencies to ensure that the standardized structure meets the needs of the child and compensates foster parents fairly; as well working to build resources and capacity of the foster parents in the North in an effort to reduce the exodus of children to southern specialized placements.

Agency Accomplishments:

- Increased access to early intervention and support services to assist families caring for children and youth with special needs
- Accessible and quality child care/respite
- Increased family understanding of children's development needs and best interests
- Increased efforts to support northern resource development

Overall, the Agency in Year 2 made significant progress in initiating the New Funding Model and EPFA, including implementing the new salary grids in accordance with the MGEU; establishing Family Enhancement Coordinator and Workers in the communities; identified/targeted training for Supervisors and strategic development.

The surplus funding for Year 1 has been identified for increased prevention activity funds, facility upgrades, workload relief, IT upgrades and additional training initiatives.

The full implementation of the Family Enhancement Program has been initiated and the Funding Agreement for 2013/14 has been approved and signed by the Board of Directors to continue with the plans as set out in the business plan.

The following reports are activities as submitted from:

Operations Manager: Thelma Kirkness	Operations Manager – Verna Ironstar
Barren Lands (Brochet) Unit Supervisor: Charles Michel	Fox Lake Cree Nation/Gillam Unit Supervisor: Dana Ash-Avison
Bunibonibee (Oxford House) Cree Nation Unit Supervisor: Dulles Robinson	Tataskwayak (Split Lake) First Nation Unit Supervisor: Abbie Garson
Northlands (Lac Brochet) Denesuline First Nation Unit Supervisor: Theresa Tssessaze	War Lake First Nation Unit Supervisor: Mavis Garson
Sayisi Dene (Tadoule Lake) First Nation Unit Supervisor: Betty Bickell	York Factory (York Landing) First Nation Unit Supervisor: Clara Ouskan
Operations Manager: Beverly Bee	Operations Manager: Mabel Cook
God's Lake Narrows First Nation Unit Supervisor: Alice Captain	Shamattawa First Nation Unit Supervisor: Terrence Hill/Regan Sweeny
Manto Sipi (God's River) Cree Nation Unit Supervisor: Louise Ross Okemow	
Operations Manager: Shirley Allarie	
Winnipeg Service Delivery Office (McGee) Unit Supervisors: Henry Fiddler / Frances Swampy	Thompson Service Delivery Office Supervisor: Linda Picard

SERVICE DELIVERY UNIT REPORTS

See ATTACHED

**2012/13 BARREN LANDS (BROCHET)
YEAR END REPORT**

Thelma Kirkness, Operations Manager
Staffing (List): 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
Brochet is a remote community, no road access. The community has a North West Company store located off reserve, two convenience stores on reserve, Band office, water treatment plan, Brochet School (administered by Frontier School Division), Nursing Station (with extra building being built), Roman Catholic church, Trailer Hotel & Motel, Barren Lands Petroleum Gas Station, Day Care Centre and Youth Centre. Health Programs include: Community Health Representative Building Healthy Communities Brighter Futures Initiative Canada Prenatal Nutrition Program & Aboriginal Diabetes Initiative National Native Alcohol & Drug Abuse Program Three (3) Nurses from out of the community on a rotating basis (bi-weekly shifts) Physician comes in from Thompson once a week for one day only.
Key Issues & Challenges
The key issue is ensuring the protection and safety of all children in the community and to provide services to families as requested. Other issues include lack of parental skills, particularly young parents. The major challenge is neglect as a result of addictions. The Unit provides follow up via phone, letter or by home visits to discuss their responsibility regarding their children's safety.
Future Plans & Developments / How Will the Community Deal with the Trends in the next five years?
Future plans are to give full support to families that require assistance in dealing with stressful situations at their homes and to encourage them to live in a healthy environment. To develop a plan which will enhance the skills in parenting that is really needed by young mothers & families through counseling sessions and trainings. The Unit will develop and implement workshops with the resources in the community to support healthy family relationships.
Promotion: Promoting the development and well-being of children and youth. Educate the public; Educate families/parents; Educate the leadership; Educate collateral resources on family services and the agency.
<i>Activities by the Unit included:</i> <ul style="list-style-type: none"> • Preparation and involvement in the summer camping trip for children; • Winter Festival and Spring Break activities funded by the Awasis Agency Unit. • Involvement in the Annual Cultural Day Camp on May 9-11, 2012 to educate the community members with their families and children about traditions and cultural values. • Meetings with leadership to address issues 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); awareness activities, materials, or workshops).
There were a number of services the Agency coordinated in support of the families and community: Seventeen (17) Homemaker Family Services Twenty-four (24) Emergency Services Six Community Initiatives: (1) Edmonton trip

<p>(2) School Prom (graduation)</p> <p>(3) Badminton tournament – Saskatoon</p> <p>(4) Treaty Days, Youth Events</p> <p>(5) Addictions Awareness Week (various events)</p> <p>(6) Local Day Care Centre – snacks for children</p>
<p>Protection: Keeping children and youth safe and protected by providing a safety net for vulnerable children and youth in need.</p>
<p>Activities included Age of Majority Planning; Extension of Care granted; Regular Face to Face contacts with children in care completed and ongoing.</p>
<p>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.</p>
<p>The Awasis Unit and the Barren Lands First Nation jointly coordinated the summer games for children in June 2012 and the Children’s Carnival in March 2013 and Spring Break events for children (March 25-31, 2013). Meetings held with Barren Lands First Nation Chief and Council and staff July 31, 2012; September 12, 2012; October 1, 2012; November 23, 2012 and March 19, 2013.</p>
<p>Staff Development:</p>
<p><u>Charles Michel, Unit Supervisor:</u></p> <ul style="list-style-type: none"> • Probability of Future Harm Tool and Child Abuse Investigation – May 24 & 25, 2012 (Thompson) • Staff Development Conference “Strengthening our Path” – October 2-4, 2012 (Brokenhead) • Special Rate & Billings Training – October 26, 2012 (Thompson) • Education & Health Workshop – Aboriginal Suicide & Trauma: Prevention & Healing – March 21-22, 2013 <p><u>Loretta Linklater, Services to Families/Youth Development Worker:</u></p> <ul style="list-style-type: none"> • Probability of Future Harm Tool and Child Abuse Investigation – May 24 & 25, 2012 (Thompson) • Staff Development Conference “Strengthening our Path” – October 2-4, 2012 (Brokenhead)



**2012/13 BUNIBONIBEE (OXFORD HOUSE)
YEAR END REPORT**

Thelma Kirkness, Operations Manager
<p>Staffing (List) Dulles Robinson, Unit Supervisor Colleen Bradburn, CFS Worker Annie Rose Robinson , CFS Worker Mina Munroe, Child Protection Worker Neil Bradburn Jr, Family Enhancement Worker Vacant, Foster Care Worker Cheryl Weenusk, Intake/Stats Worker Daphne Wood, Receptionist/Clerk Typist* Kathleen Grieves, CPW Maternity Leave</p>
Brief Introduction to the Community/SDO
<p>Bunibonibee Cree Nation population is approx. 2830. It is a remote and isolated community located 160 km southeast of Thompson and 950 kilometers north of Winnipeg. The language spoken is both Cree and English. The community has two schools nursery to grade 6 and high school from grade 7 to 12. There are 2 daycare centers in the community; RCMP detachment with 6 members stationed in the community; the nursing station was just completed last summer; the old nursing station is now being used as the Band Office.</p> <p>There are two doctors that come in every two weeks and a First Nations Therapist (which is a major factor to the people who only speak in Cree). The community also has a new Northern Store in addition to Tim Horton’s which had a grand opening in October. A new training facility is scheduled to be completed this year. A new airline hanger was also constructed by the airport.</p> <p>Bunibonibee has an indoor rink which only has natural ice. This facility is in operation from late October to early March depending on weather/climate. The community has other various sporting facilities for sporting events such as baseball, volleyball, soccer, canoeing, rowing, track and field etc.: most community activities are coordinated by specific committees within the community.</p>
Key Issues & Challenges
<p>The key issues within the community is ongoing alcohol/drug abuse which results in other issues such as domestic violence, family separation, sexual abuse/sexual assault, bootlegging, drug trafficking, high number of teenage pregnancies, high number if children in care. Other issues include poverty, overcrowding, incarceration, and lack of employment.</p> <p>The challenge is working together as a community to try and address the above issues and it is understood that other First Nations face similar issues.</p>
Future Plans & Developments / How Will the Community Deal with the Trends in the next five years?
<ul style="list-style-type: none"> • Workers will continue to develop awareness workshops at the school during drug/alcohol awareness week. • Workers will gather information on parenting skills, suicide prevention. • Family Enhancement worker is planning sessions with young parents (proposed dates May-July 2013). • Awasis staff to continue to network with community resources to enhance programs.

<p>Promotion Activities: Educate the public; Educate families/parents; Educate the leadership; Educate collateral resources on family services and the agency.</p>
<p>The Awasis Unit partnered with all the other resources such as the recreation committee for hockey tournaments for the youth. Other events included Indian Days, winter carnival, and talent shows.</p> <p>Treaty Day usually takes place on the first week of July and the summer carnival in the middle of August. The Awasis Unit partners with the local Treaty Day Committee and cost share events.</p>
<p>Prevention: In-home supports; Counseling; Respite; Parent-aides and # of awareness activities, materials, or workshops shared on 'prevention'.</p>
<ul style="list-style-type: none"> Workers to continue to provide support services to people who come into the system due to alcohol/drug use or other issues that are impacting their ability to parent, and try to work with them to eliminate the problem or get it under control and manageable. The Family Enhancement Worker will continue to provide workshops and awareness about positive parenting to clients and young mothers.
<p>Protection: Intake and Investigation; Assessment; Plans; Implementation/Case Management; and Evaluation.</p>
<p>The Unit had 66 children in care which is an increase from 44 the previous year. There has been increased Staff Development in Case Management and Supervisory Supports.</p> <ul style="list-style-type: none"> Throughout the year the unit provides emergency assistance to families (i.e., groceries, milk and pampers). The unit provided day care services for young mothers that wanted to continue with their education. Homemaker services to families as required. The unit also provided assistance for mothers that went out for confinement.
<p>Partnerships: Engaging community resources in joint initiatives (i.e., Spring Break allocation, Christmas events, summer activities, joint workshops, meetings, committees, etc.)</p>
<p>The Unit is an ongoing partner with all other resources in providing activities for the youth i.e., hockey tournaments and annual community events.</p> <p>The Unit also partners with both schools in the community by assisting with Christmas gifts, graduations other events that the schools host.</p> <p>This year the Unit hosted a 'Family Fun Day' on April 5, 2013 and the following week we had the Snow Sculpturing Contest which most of the community participated.</p>
<p>Staff Development: (Activities for the year):</p>
<p><u>Dulles Robinson, Senior Supervisor:</u></p> <ul style="list-style-type: none"> Staff Development Conference - Brokenhead First Nation October 2012 Team investigation of Child Physical & Sexual Abuse Dec 10-14, 2012 Thompson, Man Brief Investigation Training Thompson Man, AFM Oct 16-18, 2012 Core training 8 modules April 3-5, 2013 (last module December 9-12, 2013) <p><u>Annie Rose Robinson, CFS Worker:</u></p> <ul style="list-style-type: none"> Staff Development Conference - Brokenhead First Nation October 2012 CFSIS Training in Winnipeg, MB Case Management in The Pas, April 17-18, 2013 <p><u>Colleen Bradburn, CFS Worker:</u></p> <ul style="list-style-type: none"> Strengthening & Empowering hosted by Family Violence Program here in Oxford House Awasis Orientation training (March 2013)

- Differential Response Workshop
- Intimate Partner Violence Workshop
- A.S.I.S.T Suicide Intervention
- Case Management in The Pas, April 17-18, 2013

Kathleen Bonnie Grieves, Child Protection Worker (on maternity leave):

- 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 Enhancement Worker:

- Family Violence “I am a Kind Man” Workshop
- Staff Development Conference - Brokenhead First Nation - October 2012
- Employee orientation Training March 12-14 in Thompson, Mb
- Traditional Parenting Program March 26-28, 2013 Brokenhead First Nation

Daphne Wood, Receptionist:

- Receptionist /Clerical Training
- Office Procedures and Etiquette
- How to create & maintain files
- Staff Development Conference - Brokenhead First Nation - October 2012
- Traditional Parenting Program March 26-28, 2013 Brokenhead First Nation

Cheryl Weenusk, Intake Stats Worker:

- Intake / Stats Orientation & Training provided by Thompson Stats

Mina Munroe, Child Protection Worker:

- Employee Orientation Training March 12-14 in Thompson, Mb
- Case Management Conference-The Pas, April 17-18, 2013

Unit Training:

- Staff Development Training – December 4-7, 2012 and February 13 & 14, 2013 provided by Wally Chartrand, Director of Skill Development and Robert Lafontaine, Director of Operations.



**2012/13 FOX LAKE / GILLAM
YEAR END REPORT**

Operations Manager: Verna Ironstar
<p>Staffing (List): Dana Ash-Avison, Unit Supervisor Alexa Wavey, Child and Family Services Worker Cindy Kirkness, Foster Care Worker Ashley Arthurson, Administrative Assistant</p>
Brief Introduction to the Community/SDO
<p>The Fox Lake Cree Nation currently consists of about 1100 members with about 500 residents in the home Reserves in Bird and Gillam Reserve and the Town of Gillam. The remaining members live mainly in Thompson, Churchill and Winnipeg. Fox Lake Cree Nation is signatory to 1910 Adhesion to Treaty 5 signed at York Factory. In 1947, Canada recognizes the Gillam Band as an independent Band and renamed the Fox Lake Band in 1949.</p> <p>The office servicing the communities of Fox Lake and Gillam continues to be located in Gillam with a satellite office being developed in Fox Lake. The two communities are 54 kilometers apart and we service both for protection, promotion and programming as we have Fox Lake members residing in both communities.</p>
Key Issues & Challenges
<p>As the local Designated Intake Agency we continue to respond to intakes involving families and children from the Northern, Southern and General Authorities. This of course allows us to provide differential response in our services and we are also now applying ADP standards to all our cases with hopes of entering into service agreements with the other authorities for all of our work in Fox Lake and Gillam.</p> <p>This past year we have responded to intakes involving families from Split Lake, Oxford House, Metis, General, Opaskwayak, York Factory, Barren Lands, and Nisichawayasihk, O-Pipon-Na-Piwin, Cross Lake, War Lake, Peguis, Grand Rapids, Waywayseecappo, Winnipeg, Brandon and The Pas. As we see the population increase and more people move into the area, we expect that we will be involved with more service agreements between the authorities and increased service provision.</p> <p>Key Issues and challenges include:</p> <ul style="list-style-type: none"> • Gillam and Fox Lake have seen an increase in drug and alcohol abuse. • Young parents and their children experiencing financial difficulties due to increased cost of food, high rental costs, and poor decision-making skills. • Transience – Gillam is a very transient population due to the hydro development, this coupled with a 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 / How Will the Community Deal with the Trends in the next five years?
<ul style="list-style-type: none"> • Traditional teachings and spiritual guidance is becoming more prominent with all service providers in the communities with a large focus being put on the Seven Sacred Teachings, traditional family roles, kinship and ceremonies. • Fox Lake Unit will continue to develop the Elder’s Guidance Group for support and care of our youth and families. • Fox Lake Awasis will continue to partner with collaterals focusing on prevention activities for families and children in communities.

- The Unit will recruit a Family Enhancement Worker to support the ongoing prevention initiatives and programming.
- Fox Lake Awasis will continue to work with Fox Lake Health team and Housing to address the issues around poverty and impacts it has on families and children.
- Fox Lake Awasis will continue to play a role in providing the necessary services that involve child protection in our communities.

Promotion Activities: Educate the public; Educate families/parents; Educate the leadership; Educate collateral resources on family services and the agency.

In April 2012 we once again refilled our Milk Coupon Program. Milk coupons are available to anyone who requests one and we offer both 2% and homogenized.

A donation of money was given to Fox Lake School for the students to take a trip to Winnipeg to attend a conference and go to the Museum of Man and Nature.

We renewed our advertising campaign on the community channel. This allowed our office to put out in the community information about the series our office offers as well as talks directly about our need for new foster homes and Places of Safety. This advertising is ongoing and remains on throughout the year. We also refilled our information pamphlets at the Gillam Mall and the Gillam Recreations Centre.

In May 2012, we joined forces with Gillam School and the PEER center to offer Alphabet Soup in Motion to young moms and their children. This program was offered once weekly and was facilitated by Alexa Wavey and Jolynne Gallant from Gillam School. This program is a parent and pre-school program that focuses on active play through the love of reading, rhyme and song with an emphasis on family eating.

This month we purchased a second pantry and began storing the items in the Fox Lake Band Office under the direct supervision of the Pre-Natal /Diabetes worker for the Fox Lake health team. Although most people travelled into Gillam or we would take items out to Fox Lake as needed, we thought we would see how this went having a second pantry available. We soon learned that the Pantry in Fox Lake was underused and that people prefer working out of the pantry we offered at the office in Gillam.

At the end of May and during the first weekend of June 2012, Fox Lake Awasis participated in Mile 33 Nelson House Cultural Camp. Fox Lake Awasis worker Cindy Kirkness attended with Foster Parent Nicole Miller and seven of our children in care.

In July of 2013 we gave money in support of Fox Lake Treaty Days.



In August of 2012 Fox Lake Awasis attended and had children in care participate in the “Four Nations Youth Gathering” in Fox Lake along with York Landing, War Lake and Split Lake youth. Fox Lake Awasis workers facilitated some of the activities.

During the long weekend of September, Fox Lake Awasis helped with and participated in the **“Welcome Back Weekend”** in conjunction with the Town of Gillam and Fox Lake Band. This weekend is when we have our fireworks celebration; there is a baseball tournament and fun and games for the children and families. We have students that we have that volunteer with us, or use our activities to work off their community service hours. This is a big help and Welcome Back Weekend was a big success.



On September 13th, 14th and 15th we held our **First Annual Women and Youth Gathering in Gillam**, facilitated by Diane Linklater and her husband Terry Linklater and her son Terrance Thomas. This three day gathering focused in on traditional teachings and all of our Children in Care in Gillam and Fox Lake participated in at least some portion of the teachings. This was also the first time the new Awasis Tipi was put up. It was a great weekend. Our office was very supported by Fox Lake and by the Town of Gillam and we intend to make this an annual event.

Included in the teachings were the Tee Pee teachings, the building of a Sweat and two Sweats took place, we had a Drum Birthing where a child, adult and elder all had their Drums awoken and celebrated.





On September 24th Fox Lake Awasis workers had a table at the Community registration night at the Gillam Recreation Center. On this night, the entire community comes out to register their families for the upcoming winter activities including hockey and skating and swimming. Fox Lake Awasis was able to mingle with the people and hand out information regarding our services and recruitment packages for Foster Parents. This was a successful evening for us as we were able to open three Places of Safety following this information night.



October 21st, 2012

We held our Foster Parent Appreciation dinner on the 21st of October 2012. This was a great night and we truly appreciated everyone who came out, the help we were offered and the support of Chief and Council.





In December of 2012 Fox Lake Awasis hosted the **MKO Santa celebrations**. This year, we had two parties' that were planned and happened at the same time in both communities. Unfortunately, MKO Santa was late and the party in Fox Lake did not start until after 1:00 pm and Santa was only able to stay for a short period of time, but the children and families all had a great time at the Fox Lake School. Especially watching Santa land in a helicopter! For the party in Gillam we had asked a community member to be Santa and the Gillam School brought all the kids to join us from Grade one to Four, so about two hundred students. We had crafts and games and bouncers and bowling and lots of food and snacks. We had a lot of fun and both Santa's were awesome!



In December 2012 Fox Lake Awasis also contributed to a celebration which took place at the St Andrew's church for family Christmas Eve celebrations.

In February 2013 Fox Lake Awasis team members were asked to participate in a cultural awareness day at the Gillam School with the Grade ones. This event focused on what it was like growing up in this area

many years ago and talked about the traditional parenting roles, games and toys, schooling and everyday life of the Cree people of this area two generations ago.

In March 2013 Fox Lake Awasis held our Spring Break activities. Over the course of this week Fox Lake Awasis hosted all of the children in both communities to a week of activities including crafts, skating, bowling, movies, and the week ended with an Easter Party and a visit from the Easter Bunny.

This week also saw the first Elder Teaching to the children which was done by Elder Elizabeth Beardy and translated by Sophie Lockhart. The teaching was around Easter and the children loved their time with Mrs. Beardy.

Prevention: In-home supports; Counseling; Respite; Parent-aides and # of awareness activities, materials, or workshops shared on 'prevention'.



April 2012

Fox Lake Awasis sponsored and helped with Red Cross Society Babysitter's course. 20 adolescents participated over the two day course which we held over spring break. This course focuses on first aid and CPR how to react in emergencies, how to care for young children. We were also able to develop a list of sitters available for community members.

In April of 2012 Fox Lake Awasis started a young women's teaching group with other community members including Band Counselor Lena Spence Hanson which met once a week at the office. This group focused on traditional teachings especially on the Drum. Our group was open to all young girls in community but we ensured that our adolescent CIC's were participating. The meetings were somewhat well received although we had difficulties maintaining the older women to act as facilitators or group leaders. There was also time allotted for a sharing circle at the end of each meeting.

In July of 2012 Fox Lake Awasis attended Fox Lake Treaty Days and ran a child Identification program where parents could finger print their children and keep records on hand in their home in case of future emergency.

In October 2012 Fox Lake Awasis offered Fire Prevention Training to Our Foster Parents and other community members during our Foster Parent Appreciation night.

On the 13th of October, "1, 2, 3, 4 Parent", a parenting education course was started in both Fox Lake and Gillam. This program was intended to be for Parents to understand better techniques for dealing with issues presented by young children aged 1 to 4 and new parenting skills for the different "Jobs" the children have. This program also worked with parents regarding self-care and different ideas for keeping their home safe and healthy for all members of the family.

The Program was running in Fox Lake on Saturdays and in Gillam on Monday evenings. Unfortunately, we did not have anyone come out. We had hand delivered invitations to families in both communities and

will do so again with some sort of incentive attached in hopes of boosting attendance.

In December of 2012, Fox Lake Awasis used our Christmas allocation money to purchase and distribute Christmas Hampers to 36 families in Fox Lake and Gillam. This year, we used the Fox Lake School bus to transport the staff and our hampers and handed them out all within two days.

In January 2013 Fox Lake Awasis had numerous requests for emergency services and we signed a Family Support Service Agreement. We have seen the number of requests for emergency services increase dramatically over the past year. We believe that this is happening because the cost of living in Gillam and Fox Lake is very high, unfortunately, as in other northern communities the use of alcohol and drugs has taken priority over buying food, particularly with young families.

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.

Family Support Service Agreements – Fox Lake Awasis wrote nine Family Support Service Agreements throughout the year. These agreements worked for the families as we did not have any follow up child protection involvement.

Emergency Services – besides the daily use of our emergency pantry's and through our donation program, Fox Lake Awasis also provided further emergency assistance during the 2012-2013 fiscal year including transport out of community, emergency placements and groceries.

Milk Coupon Program - Fox Lake Awasis Milk Coupon Program in the communities of Fox Lake and Gillam continued and was very popular this year having to be renewed on three different occasions.

In February of 2013 we started to take the first steps in the creation of our Elder's Guidance Group which we had laid plans for at the staff gathering in October. The Elders who will be participating in our upcoming teachings and events have been identified, we have the commitment of two community members to act as translators for us and we are planning the first events where our Elder's will have a chance to start interacting with our youth around the topics of Kinship Care and the traditional teachings of Easter.

March 2013 – Babysitter's course we again offered the Red Cross Babysitters course to youth 12 and over in Fox Lake And Gillam. We had mostly boys this time around which was a completely different set of kids from last time.

Protection: Intake and Investigation; Assessment; Plans; Implementation/Case Management; and Evaluation.

Fox Lake Awasis has been very busy with intakes over the past year. As per our stats for 2012-2013 Fox Lake Awasis had 138 intakes with 23 occurring in Fox Lake and 115 occurring in Gillam. One of the major trends we have noticed this year is that people are having a much harder time making ends meet. More than 60% of the above intakes were for emergency services or milk. Fox Lake Awasis had 12 apprehensions during the year and we transferred one case to Winnipeg in August. Of the 12 new apprehensions, only three cases are ongoing with the other 9 having completed all aspects of case planning and continuing to do well today.

Fox Lake Unit has 19 children in care with the Agency; 15 are permanent wards, three are temporary wards and one voluntary placement agreement. The protection services occur both in Fox Lake and in Gillam, placements for our children in care are both on and off reserve as well.

Partnerships: Engaging community resources in joint initiatives (i.e., Spring Break allocation, Christmas events, summer activities, joint workshops, meetings, committees, etc.)

Safe House Committee: In conjunction with Fox Lake Band, Manitoba Hydro, Gillam RCMP and Gillam Hospital as well as the Town of Gillam, Fox Lake Awasis is the administrator of the Gillam Safe House which has been given to us to use by MB Hydro. The key is located at a central location and we can place anyone in need of safety and protection into the home for up to 7 days.

Bullying Committee: In conjunction with Fox Lake Band, Town of Gillam Recreation and Council, Manitoba Hydro and the Gillam and Fox Lake Schools.

Gillam Fire and Ambulance offered trainings to us and to our Foster Parents throughout the year.

PEER Center (Parents as Early Education Resources): which is funded through Frontier School division we partnered on different initiatives around literacy and bonding focused at young parents and their preschool children.

Fox Lake Housing and Health Team: many partnerships throughout the winter including our women's gathering.

Town of Gillam: through Mayor and Counsel, we have been able to request donations such as use of the entire recreations center for MKO Santa, at no cost to the Agency and the town has complied.

Various partnership activities with the Fox Lake School, Gillam School and the Fox Lake Negotiations Office.

Staff Development: Activities for the year): List trainings and workshops staff attended, including any attended at the community level

From October 1-5, 2012 the staff participated in the Awasis Agency Staff Conference in Brokenhead, Manitoba. This week was focused on "Strengthening our Path". The conference philosophy from 2011 was about starting over, and how that would look. This year's conference was to focus in on what we believed we needed in our community to be stronger and to go forward in a positive manner.

It was determined by the Fox Lake staff that going forward we believed that the introduction of elder relationships and teachings was extremely important for our youth and families. Our current plan is to help create and facilitate an "Elder's Guidance Group". This group will be made up of ten elder's from Fox

Lake. We will have monthly teachings and stories from our Guidance Group focusing on parenting, empathy, positive relationships, and traditional teachings of love, discipline, honesty and respect.

Our goal was not to have this Guidance Group look like the Local Child Care Committee (LCCC), meaning it will not be case orientated, but rather focused on our entire community. Our belief is that with the input of these valuable resources, we can help develop a path to better parenting, stronger relationships and a healthy and strong future for everyone. We were able to start the group in February 2013 with a three day teaching and workshop focused on Kinship and the traditional roles of parents and extended family with children and youth.



Dana Ash Avison - Unit Supervisor

Fundamentals of Addictions	April 2012
Evidence-based school-based intervention with students affected by FASD	September 2012
Staff Conference	October 2012
FASD and Conduct Disorder- Treatment Considerations	November 2012
Developments in FASD Research	December 2012
Restorative Justice and its implications for Community	January 2013
Employee Orientation Training – Awasis	March 2013

Alexa Wavey – Child and Family Services Worker

Alexa is currently enrolled at University of Manitoba where she is taking her University 1, and has started to take her BSW pre requisite courses.

Evidence-based school-based intervention with students affected by FASD	September 2012
Staff Conference	October 2012
FASD and Conduct Disorder- Treatment Considerations	November 2012
Developments in FASD Research	December 2012
Restorative Justice and its implications for Community	January 2013
Engaging Professionals and Students in FASD Awareness and Prevention	March 2013
Employee Orientation Training – Awasis	March 2013

Cynthia Kirkness – Foster Care Worker-Programming

Foster Care Worker Training	April 2012
Traditional Teaching Education Program	May 2012
Foster Care Attachment Training Northern Authority	July 2012
Foster Care Summit	September 2012
Evidence-based school based intervention with students affected by FASD	September 2012

Staff Conference
FASD and Conduct Disorder- Treatment Considerations
Developments in FASD Research
Restorative Justice and its implications for Community
ASSIST
Employee Orientation Training – Awasis
Traditional Parenting Roles

October 2012
November 2012
December 2012
January 2013
January 2013
March 2013
March 2013

Fox Lake Awasis would like to send out a special thanks to Verna Ironstar for her ongoing support and care of our team and our communities. We would like to thank the McGee office for everything they do for us, the calls they take, the advice that they offer and the papers they sign for us. A special thanks to Bev Robinson and her team, Denise and Debra for helping us with the homes we use and the people we need. We would also like to thank Marlene for her ongoing support and for pushing us and the finance team for helping with our crazy requests, dealing with our spelling mistakes and ensuring our children and families get what they need.

We would also like to thank Chief Walter Spence and his counselors, Lena Spence Hanson and George Neepin for their ongoing support throughout the year.



**2012/13 GOD'S LAKE NARROWS
YEAR END REPORT**

Operations Manager: Beverly Bee
<p>Staffing (List): Alice Captain, Unit Supervisor Melinda Trout, Child Protection Worker Effie Duck, Child and Family Services Worker Iona Okimow, Child and Family Services Worker Charlene Harper, Family Enhancement Worker Tina Spence, Family Enhancement Worker Roberta Bee, Foster Care Worker Olivia Snowbird, Intake and Stats Worker Kimberly Hill, Receptionist Night Security: Beverly James / Winston Andrews <i>Priscilla Watt, CFS Worker (on leave)</i></p>
Brief Introduction to the Community/SDO
<p>God's Lake Narrows is located 1037 kilometers 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).</p> <p>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).</p>
Key Issues & Challenges
<p>The key issue faced by the Unit is Voluntary Placement Agreements for families seeking assistance to deal with matters related to 'children out of parent's control'. 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/family issue is dealt with and the children can be returned.</p>
Future Plans & Developments / How Will the Community Deal with the Trends in the next five years?
<ul style="list-style-type: none"> • The Unit will continue to work closely with the Local leadership and seek their guidance to deal with the addiction issues in the community as a whole. • The Unit will continue to network with local resources including community events that bring families together to participate in healthy activities and that encourages 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 are available 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 who are experiencing problems whether it is due to addictions, medical issues, and/or abuse.

<p>Promotion Activities: Educate the public; Educate families/parents; Educate the leadership; Educate collateral resources on family services and the agency.</p>
<p>The Unit plays a big part of providing services that involve children in the community.</p> <p><i>Activities Included:</i></p> <p>April 2012- Soccer tournament for the youth; Donations to family (bereavement); and Easter egg hunt.</p> <p>May 2012- Mother's Day Brunch (it is always a good turnout).</p> <p>June 2012- Volley ball tournament and Floor hockey tournament.</p> <p>July 2012- Canada Day activities coordinated and sponsored; Donation to the Recreation committee for Youth activities and Community soft ball tournament.</p> <p>August 2012- Hosted the Aboriginal School of Dance for the youth conference (very well received); Community Family Fun Day (a lot of families participated); and participation in the youth conference.</p> <p>September 2012- Donation to the youth hunting trip and support to community members through the Community Pantry.</p> <p>October 2012- Cooking class for clients; Baby welcome wagon- gift bags for the newborn babies; Volleyball tournament; Dodgeball tournament; Floor hockey tournament; Halloween youth dance & parade.</p> <p>November 2012- Cooking/parenting class and Movie night/ Cooking class.</p> <p>December 2012- 'Mommy and Me' baking class and Family fun night.</p> <p>January 2013- Provided refreshments during community search (for our youth); Drop in for the youth; and Donation to the Brighter Futures fundraising for the school year end dance.</p> <p>February 2013- Igloo contest and Parenting/cooking class.</p> <p>March, 2013- Planning a fun day at the school, Broomball tournament, Volleyball tournament, Youth Hockey Tournament, Snow Sculpture contest, Parenting/Cooking Class and Donated to basketball team.</p>
<p>Prevention: In-home supports; Counseling; Respite; Parent-aides and # of awareness activities, materials, or workshops shared on 'prevention'.</p>
<p><i>Activities included:</i></p> <ul style="list-style-type: none"> • Community Pantry to assist low income families and single parents. • Cooking and parenting class for our clients. The cooking class was to help the young parents prepare healthy meals for their families as a lot of them just get fast foods to feed their children. The parenting class was for clients to teach them better parenting skills and to have better coping skills. These programs are to teach the young parents how to cook, discipline and budget. • Homemaker services and respite to families that needed the additional support. <p>From April 2012 to March 2013 the Unit provided emergency assistance to 30 families (including groceries and winter clothing).</p>
<p>Protection: Intake and Investigation; Assessment; Plans; Implementation/Case Management; and Evaluation.</p>
<p>April 2012 – March 2013: The Agency received 77 Intakes - the intakes included issues of neglect, child abandonment, allegation of sexual abuse, allegation of physical abuse, domestic (protection file), child beyond parents control, notice of maternity and suicide ideations.</p> <p>Referrals were made to the appropriate services by the Agency as well as ongoing case management and follow up.</p>
<p>Partnerships: Engaging community resources in joint initiatives (i.e., Spring Break allocation, Christmas events, summer activities, joint workshops, meetings, committees, etc.)</p>
<p>As noted above in the Promotions section, the Unit is actively involved with various community committees to support youth and community events.</p>

Partnerships included the Bereavement Committee, Health, Youth, Recreation Committees, Schools and Chief and Council.

The Unit also arranged for the Aboriginal School of Dance to perform at the Youth Conference and the youth really enjoyed this event.

Staff Development:

Alice Captain

- SC4 – Improving individual staff performance
- SC5 - Professional development
- SDM training

Charlene Harper

- Team investigation child physical abuse and sexual abuse
- SDM training

Priscilla Watt

- Team investigation child physical abuse and sexual abuse

Iona Okimow

- Core 101- Family centered approach to child welfare services
- CC 2- Engaging families in family centered child welfare services
- CC 4- Assessment in family centered child welfare services
- CC 5- Investigative Processes in family centered child welfare services
- Mental Health First Aid

Roberta Bee

- Foster Care Training

Staff Orientation Session:

- Effie Duck, Tina Spence, Roberta Bee and Kimberly Hill



**2012/13 MANTO SIPI (God's River)
YEAR END REPORT**

Operations Manager: Beverly Bee

Staffing (List)

Louise Ross Okemow, Unit Supervisor (returned to work on July 9, 2012)
Gloria Yellowback, Child and Family Services Worker
Florence James, Foster Care/ Intake/Stats Worker (returned to her position on July 9, 2012)
Anthony Wood, Family Enhancement 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 kilometres northeast of Winnipeg and 255 air kilometres 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 affiliations are with the Keewatin Tribal Council (KTC), Manitoba Keewatinowi Okimakanak (MKO), Assembly of Manitoba Chiefs (AMC) and with the Assembly of First Nations.

Manto Sipi Cree Nation resources in the community includes our Health Department - National Alcohol Drug Awareness Program, Brighter Futures Initiative Program, Building Healthy Communities program, Aboriginal Diabetes Initiatives, Canada Prenatal Nutrition Program, Home and Community Care program and also Community Health Representatives. The community has two churches for spiritual support which are Roman Catholic Church and God's River Apostolic International Church formerly God's River Bible Chapel. The community utilizes our local elders for support and guidance for our families and youth.

Manto Sipi Cree Nation has a school of 220 students and the school is governed by a school board which the community elects every two years.

Key Issues & Challenges

Our community is facing challenges in dealing with addictions to alcohol and drugs. The outcomes include serious health risks/impacts, increase in crimes and poverty due to the addictions. This has resulted in neglect and family breakdowns.

Adding to the issues is overcrowding and a back log in housing. As with most remote communities, alcohol abuse is more evident during the winter road season.

The leadership continues to work with internal and external resources to address the alcohol and drug abuse issues in the community in order to provide a safe and healthy environment for our members.

Future Plans & Developments / How Will the Community Deal with the Trends in the next five years?

The Unit will continue to work closely with the local leadership and collaterals for their guidance and support to deal with the addiction issues in the community that are impacting families and children.

The Unit will continue to network with the local resources to deliver workshops and provide awareness to the community about the social issues that are evident in our community.

The Unit will work with the Health Department and Education Authority in developing cultural and traditional programs to promote survival skills for the community.

Promotion Activities: Educate the public; Educate families/parents; Educate the leadership; Educate collateral resources on family services and the agency.

In April 2012 the Unit partnered with the Manto Sipi Cree Nation Health Staff in hosting our 9th Annual Youth Awareness Conference. There were a number of special guest speakers at the conference including Aboriginal actor, Adam Beach, Winnipeg Blue Bombers football player, Obi Khan etc. The entire school participated at this conference as well as the community members. The presentations by the guests focused on how they overcame obstacles to achieve their success and as such promoted alternatives to our young people.

In May 2012, the Unit partnered with the MSCN Health staff in sponsoring two youth to attend a Flag Football Camp in Thompson. This program motivates the youth in sports leadership and planning of sports activities.

In June 2012 the Unit held a Traditional Parenting workshop and the MSCN Health staff helped out in delivering this workshop. There were eleven participants and six families that showed interest in this workshop. The workshop utilized our local community elders in making the presentations about traditional and positive parenting skills.

In August 2012 the Unit contributed financially to MSCN's annual Indian Days and were involved in planning and delivering the games and competitions that were held. The whole community participated in these events from children to elders and was a very successful event.

In late August the Unit also contributed financially to the 3rd Annual Peter Mckay Talent Showcase where there were contestants from neighboring communities. There were fifty contestants that ranged from ten years old to adults and there were an audience of one hundred twenty that came out to listen to the contestants.

In September 2012 the Unit partnered with the Health staff in having our annual Traditional week where there were thirty to forty people daily that came out to our local Traditional grounds to take part in cookouts and the feasts. Our school is closed for this week so that our students can take part in the traditional cooking and preparing wild food. During traditional week they promote cultural activities that aim to preserve our traditions and values. A week before traditional week the local unit sponsored two fly out hunting trips to get the wild meat for the students to prepare the food. There were two chaperones with four students that went out to the fly out camps.

In November 2012 the Unit helped coordinate the War Against Drugs conference along with the Health Staff, Education Authority, Local Apostolic Church and Elders. The conference invited former community drug dealers and gang members to speak about how and why they changed their lives for the better. The speakers made presentations about being positive role models and about the importance of education. The Awasis Agency Unit and Health staff made presentations on our local radio about the effects of drug and alcohol abuse and how it disrupts the family units. There was a lot of positive feedback from the local listeners and staff were encouraged to continue with the presentations in the coming months.

In December 2012 the Unit contributed financially to Amos Okemow Memorial School for a Christmas coloring contest.

In January 2013 the Unit purchased groceries for a Community Pancake Breakfast where the school staff helped in cooking and serving the community members and students that came out to eat. 210 of Amos Okemow Memorial School students from Nursery to Grade eleven participated in the Pancake Breakfast. The Chief and Council also came to eat and sixty community members also came out for breakfast.

In January 2013 the Unit also purchased a snow-blower, shovels, ice scrapers and sleds for the community and school use. The youth would be seen helping the young children in clearing the snow in the skating rink and playing hockey with them. The Unit held a "sliding day" for the community and hotdogs, juice and tea were served as well. There was a big turnout in this activity and the parents came out with their children to watch them sliding.

The Unit also helped purchase groceries for a class in "Preparing Healthy Meals" which the health staff delivered. The health staff invited a couple of elders to teach the young mothers in making bannock and the participants said they had a lot of fun. There were ten young mothers that participated in the class. In March 2013 the Unit contributed to the Ice Fishing Derby held by the Radio Committee and there were forty eight participants in the event.

Prevention: In-home supports; Counseling; Respite; Parent-aides and # of awareness activities, materials, or workshops shared on 'prevention'.

In April 2012 the Unit partnered with the Manto Sipi Cree Nation Health Staff in hosting our 9th Annual Youth Awareness Conference. There were a number of guests that were invited to be speakers at the conference which were Aboriginal actor, Adam Beach, Winnipeg Blue Bombers football player, Obi Khan etc. The whole school participated at this conference as well as the whole community. Guests were invited to do presentations on how they overcame obstacles to achieve their success and as such promoted alternatives to our young people.

In April 2012 the Unit provided emergency assistance to one family with groceries, pampers, and baby formula.

In June 2012 the Unit held a Traditional Parenting workshop and the MSCN Health staff helped out in delivering this workshop. There were eleven participants and six families that showed interest in this workshop. The workshop utilized our local community elders in making the presentations about traditional and positive parenting skills.

In August 2012 the Unit provided emergency assistance to one family with groceries, pampers, and baby formula.

In September 2012 the Unit partnered with the Health staff in having our annual Traditional week where there were thirty to forty people daily that came out to our local Traditional grounds to take part in cookouts and the feasts. Our school is closed for this week so that our students can take part in the traditional cooking and preparing wild food. During traditional week they promote cultural activities that aim to preserve our traditions and values. A week before traditional week the local unit sponsored two fly out hunting trips to get the wild meat for the students to prepare the food. There were two chaperones with four students that went out to the fly out camps.

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In January – March 2013 the Unit provided emergency assistance to 7 families for groceries, pampers, and baby formula.

Protection: Intake and Investigation; Assessment; Plans; Implementation/Case Management; and Evaluation.

There were 24 Intakes from April 2012 to March 2013. The intakes involved neglect, groceries assistance, bullying, children out of parents control, family violence/conflict, drug and alcohol issues, sexual assault and suicide ideation.

Referrals were made to the appropriate services by the Agency as well as ongoing case management and follow up.

Partnerships: Engaging community resources in joint initiatives (i.e., Spring Break allocation, Christmas events, summer activities, joint workshops, meetings, committees, etc.)

In addition to the joint activities noted above, the Unit's Christmas allocation is used to purchase gifts every year for children ages 17 and under who are in school. This has been the preferred practice for many years in God's River and is appreciated by everybody especially the children as it brings joy and strengthens the family bond.

The Unit also partners with other local resources in the community for food hampers for the elders in the community.

The Unit held a Spring Carnival in March 2013 and the events were designed to bring families together and spend time with each other.

Staff Development:

Louise Ross Okemow, Unit Supervisor

- Awasis Agency Staff Conference October 2-4 @ South Beach in Brokenhead
- Awasis Agency Employee Orientation March 11-15 @ Northern Authority in Thompson
- Mental Health First Aid Workshop March 20 & 21 @ Southern Authority in Winnipeg

Florence James, Foster Care/ Stats/ Intake

- Staff Training on Awasis Case Plans and Particulars June 17-19 @ Awasis Agency in Thompson
- Awasis Agency Staff Conference October 2-4 @ South Beach in Brokenhead
- Foster Care Summit September 19 & 20 First Nations of Northern Manitoba Child and Family Services Authority in Broken Head
- Mental Health First Aid Workshop March 20 & 21 @ Southern Authority in Winnipeg

Gloria Yellowback, Child and Family Services Worker

- Staff Training on Awasis Case Plans and Particulars June 17-19 @ Awasis Agency in Thompson
- Awasis Agency Staff Conference October 2-4 @ South Beach in Brokenhead
- Mental Health First Aid Workshop March 20 & 21 @ Southern Authority in Winnipeg

Anthony Wood, Family Enhancement Worker

- Staff Training on Awasis Case Plans and Particulars June 17-19 @ Awasis Agency in Thompson
- Awasis Agency Staff Conference October 2-4 @ South Beach in Brokenhead
- Family Centered Approach to Child Welfare Services November 19-21 @ MB Family Services & Labour in Winnipeg
- Engaging Families in Family Centered Child Welfare Services December 10 & 11 @ MB Family Services & Labour in Winnipeg
- Assessment in Family Centered Child Welfare Services January 30,31 February 1 @ MB Family Services & Labour in Winnipeg



**2012/2013 NORTHLANDS (Lac Brochet)
YEAR END REPORT**

Thelma Kirkness, Operations Manager

Staffing (List)

Theresa R.M. Tsessaze, Unit Supervisor
Karen Antsanen, Regional Child and Family Services Worker
Laura Nambiennare, 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 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 kilometers 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 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 Program (welfare) also falls under the Band, this program is currently undergoing changes and still, as in the previous year, the agency often deals with the same clientele.

Key Issues & Challenges

High staff turnover in agency as well as in resource areas which can present challenges in ongoing programming and working towards a “common goal”. When programs do come together and develop planning around community events, the outcome is usually very well received and successful.

There are many who are long time employees and have the experiences in working as a team, the agency needs the local health program to partner with. Within this past month, we participated in a Case Management workshop facilitated by K.T.C and First Nations Health Association. This is the first time we have started a team building type of initiative and we have made the commitment to continue to work on implementing our goals at the community level.

The ongoing challenge is the isolation which results in a high cost of living. Despite the local policing and leadership attempts, there is still an ongoing issue of alcohol and drug abuse at the community level. The impacts include involvement by the local unit due to child protection concerns. The Agency provides intervention and educational services. Children are not apprehended until there is no other alternative. Most are young parents, who have a long term problems and do not know how to quit.

More collaborative work to create awareness and programming is needed with the local NNADAP worker.

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 2013) are due to the following contributing factors:

- Children with Special Needs
- Children are placed under apprehension due to addiction issues.
- Parents involved with the agency due to limited family support.

The Awasis Agency had exhausted all funds to assist families in emergency situations. There is more money used for this purpose due to the high cost of living in Lac Brochet. Emergency funds are used basically for purchasing food from the local Northern Store, including diapers and formula.

Future Plans & Developments / How Will the Community Deal with the Trends in the next five years?

- The Unit will work together to ensure effective teamwork for the community.
- The Unit will continue to network with local resources in planning community events throughout the year on a monthly basis. This planning consists of weekly, then monthly and quarterly. The progress is to be reported to the new leadership on a quarterly basis.
- The Unit will contribute their expertise by holding workshops, and provide information as needed.
- The Unit will partner with resources to promote prevention and education at the community level.
- The 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 Unit will continue their efforts in implementing a working partnership with the local leadership and local resources, to ensure community plans progress positively.
- The Unit will continue to fund through the family enhancement dollars where it is required in the community to promote youth activities, recreation, and prevention. In addition, community workshops and conferences are funded collectively by all funding sources.

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

The local Awasis office utilizes Family Enhancement funds as a means of developing and implementing services in the community to prevent children from being at risk by holding 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, since 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 attended well.

The last parenting get together was held in the office and ten (10) parents participated which is a fair number, as there were other events happening during the evening which prevented more people from attending. We were appreciative of the number of participants at the time. We are planning another parenting workshop with Brighter Futures Initiative program, in the month of May 2013 and we are anticipating a higher turnout.

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); awareness activities, materials, or workshops).

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. They do get to travel out for these events, but mainly to compete such as in hockey tournaments in neighboring Dene communities. There are currently at least 4 young men who are pursuing a career in hockey. They are attending school away from the community and have joined hockey leagues. The other program is the Canadian Junior Rangers, with 30 to 70 youth who are active members. They get to travel out of the community and they enjoy these trips as it teaches them discipline, outdoor skills and allows them to travel to other places. When requested, the agency will support these events, through contribution of funds.

The other main interests enjoyed by children and youth are 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. These fun filled activities are often held in the band hall and the turnout is high. There are usually 100 to 300 children participating, depending on the event. For example, during the summer months, when school is out, the games will be one weekend. During the 2011 and 2012 fiscal yearend Spring Break allocated funds went directly to these events.

The 2013 Spring Break/Family Enhancement allocation funds were given to the Northlands Health for the Annual Youth Conference. The conference was successful and attended by the local Awasis Agency staff. During the Children's Carnival the participation was 200 to 300 children and youth each day. The initiative requires a team effort from all programs who work at the local level as it is a huge task and we have limited resources and need to hire additional helpers to run these events. Depending on the above

identified events, there are volunteers each day, from 5 to 10 people. If it is a carnival, there are at least 30 volunteers. The paid helpers are those who have to do manual labor such as cleaning and hauling items. The other paid helpers are security who maintain order within the band hall, there are many children requiring supervision. The positive outcome is that the children and youth enjoy themselves, and they are involved in healthy activities. The arena was open all winter season, being utilized by the local hockey teams and community members for public skating. One person works under the band to coordinate this. During the spring and summer it is closed.

Planning for a Women's Wellness Retreat Camp is underway. This retreat was designed to allow women to have time to themselves to work on personal health and wellness. It has proven to be very successful and this initiative has been solely done by the Awasis Agency staff with the last gathering held two years ago.

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 Family Enhancement funds. The local office utilizes from 200 to 300 each month to purchase pampers, formula and nonperishable items for the community food pantry. It services at least 4 to 8 families per month. This system has been beneficial as it helps more children and families, from being in need of items, as opposed to providing a 100 dollar purchase order for one family, which does not last and uses up the allocated funds within a short period. The cost of living is high and this is one reason why community members are often in need of assistance.

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. The Northlands Band and Health program did create a Suicide Prevention program and one position was created to work specifically on this area. All health and Awasis Agency staff are required to network on an ongoing basis, to do prevention work and promote health and wellness. The topic of suicide is always included in any conference where youth are included, there are presentations done. It continues to be important to educate youth on a continual basis.

This year, Northlands had 8 children in care which is a slight increase from previous years (5 in 2011/12 and 7 in 2010/11). With the youth, there are no major problem areas which require intervention from the agency case workers and are living with extended family members. Home visits are conducted by the assigned workers on a monthly basis.

The agency deals with a multitude of socio-economic and health problems on a daily basis. The biggest challenge has been insufficient staffing capacity. The community suffers from an array of issues from addictions, family violence, parental neglect, unemployment, depression, youth behavior problems, etc. The existing staff are qualified but overwhelmed by the demands of the community, caseloads and administration of case management. However, the new regional worker will be assigned some of the more active cases which will allow the local staff to be more active in doing community prevention and education work. Further, with the collaborative work and partnership with the local resources, we are minimizing our workload as referrals are directed to the local resources.

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 workshops, conferences, retreat camps, culture camps, sponsoring special occasion events such as Mother's Day, Halloween and Culture Days. In terms of celebrations for holidays, there is an attendance level of approximately 200 to 300 people, except for

Halloween which draws all children and youth. There are approximately 400 children and youth living in the community. Within the past year, the Health Program has implemented many community events, which the local Awasis Agency staff has participated in. It continues to be the practice that all programs are contacted and invited to participate in events. The majority of these events have been cost-shared through financial contribution, 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 held events such as trips, culture activities and sponsoring students for various extracurricular. The event which we participated in was the Girls Awareness Weekend to do a presentation and the Culture Camp, to donate funds for food and gas. It is our practice that all staff members have to agree to support an initiative before it is processed. If other organizations such as the Band or Health request for an amount of funds exceeding 500.00, a proposal has to be submitted. It is evident that when we work together in planning community events we can our goals.

Staff Development

Theresa Tssassaze:

- Supervisor's Guide To Team Investigation of Child Physical and Sexual Abuse Workshop
- Staff Development Conference – October 2-4, 2012

Adele St. Pierre:

- Mental Health First Aid, Foster Care Training

Sharon Nambiennare (Term-covering for Laura Nambiennare):

- Brief Intervention Training
- Core Training (in progress)

Marie Tssessaze (former worker):

- Employee Orientation Training
- Core Training
- Case Management
- Child Abuse Training

Jeanette Sha'oullie (former worker):

- Employee Orientation Training
- Brief Intervention Training
- Case Management
- Core 101 and 102



**2012/2013 SAYISI DENE (Tadoule Lake)
YEAR END REPORT**

Thelma Kirkness, Operations Manager

Staffing (List):

Betty Bickell, Unit Supervisor
Vacant, Child and Family Services Worker / Family Enhancement Worker
Vacant, Intake/ Stats 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 affiliations are with Keewatin Tribal Council (KTC), Manitoba Keewatinowi Okimakanak (MKO), and the Assembly of Manitoba Chiefs (AMC). While some Chipewyan Bands evolved into fur trader/hunters, the existence of Duck Lake Dene continued to be centered on hunting caribou whose migratory populations varied between decades. In 1956 the Canadian and Manitoba governments decided to relocate the Duck Lake Dene away from caribou lands to Churchill, Manitoba where other Chipewyan Dene was located. The sudden move to an urban setting contributed to unforeseen social and cultural problems. Dene lived in tents and shanties on the outskirts of town in Churchill.

In 1967, the Canadian government developed a housing project for them called "Dene Village". The transition from a traditional nomadic caribou hunting economy to a non-migratory urban life was unsuccessful; as much as a third of the "Churchill Chipewyan" population died from violence, poverty and racism as a direct result of the relocation to Churchill.

In addition to the socio-economic breakdown experienced by the Dene from the re-location; the Dene has also faced the impacts of the residential school system. It is fair to say that the severity of the consequences, from both the re-location and residential school aftermath, faced by the Tadoule Lake Dene has contributed to a spiritually damaged (but not irreparable) community. Awasis notes that the people in the community are in a "state" of perpetual internal victimization and must find the means to progress and reconcile the past "wrongdoings" forced upon them. The issues of victimization and spiritual damage must be addressed in a healthy and meaningful way and joint manner by networking with internal and external partners (including government, other social/health and economic institutions) to assist in laying a foundation for appropriate healing. Awasis Agency in Tadoule Lake is attempting to provide this assistance, despite the socio-economic and psychosocial challenges in this community.

In 1969, the Duck Lake Dene began discussions of becoming self-reliant and returning to the ancestral

life-style. In 1973, the Duck Lake Dene moved north and returned to their traditional lands and set up a new community at Tadoule Lake. The settlement is located by the underdeveloped, wild and rugged Seal River, about 80 km. south of the tree line, and centered within the winter range of the Qaminuriak Caribou Herd. The Sayisi have found it difficult, but not impossible, to return to ancestrally traditional hunting and trapping ways. The Dene of Tadoule Lake is a strong people and has, thus far, proceeded to rectify the damage inflicted upon them and survive the atrocities they have faced.

Key Issues & Challenges

Sayisi Dene unit has been experiencing issues with staff recruitment and retention. As a result, service delivery has been a challenge in terms of meeting the needs of children in care and Sayisi Dene families in the community. For the last year it has been exceptionally challenging as the only worker taking on the role and responsibilities for all three positions. The majority of focus has been on client’s case management with children in care and families in the community. As such, promotional activities have been limited.

The following information speaks to the reasons for the children coming into care:

- Children are placed in care on a voluntary basis due to parents not ready to parent their child and/or limited parental skills for the young parents.
- Children are placed under apprehension due to addiction issues.
- Children are placed under care due to allegations of abuse.

Future Plans & Developments / How Will the Community Deal with the Trends in the next five years?

- The Unit will work with local leadership to address the addiction issues by holding community workshops.
- The Unit will address staff recruitment & retention issues.
- The Unit will partner with local resources to promote prevention with families and children in the community.
- The 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 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.
- 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 who are experiencing problems whether it is due to addictions, medical issues, and/or abuse.
- The Unit will continue to provide the necessary services that involve any child welfare issues in the community.

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

Sayisi Dene Unit sponsored with other community resource workers to promote building healthy relationships between parents and children by having physical activities and events for families and children. There were various events such as: a sliding party, weiner & marshmallow roast, bonfire with parents’ involvement. Everyone including parents with their children and youth enjoyed the activities.

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); awareness activities, materials, or workshops).

Sayisi Dene unit worker provides one-on-one counseling sessions with single parent; promote positive lifestyle and well-being for families/parents that are having difficulty with family and/or personal issues.

The Unit provided 25 hours of Respite services.

March 2012 – **Traditional Teachings - Understanding Our Family Workshop** (*not reported last year*).

- The Unit hosted **Culturally-based Parenting workshop** with involvement of Sayisi Dene Elders, adults and young parents to gather, begin to build a positive relationship with each other. Traditional teachings to build positive parenting skills using cultural components to learn and gain spiritual tools to provide good ways to deal with themselves and family members. To have better relationship with others upon understanding the “Seven Teachings” for the well-being of parents and their family emotionally, physically, mentally and their spiritual state of well-being.
- To prevent young parents from feeling left out or disconnected within the community around family members and others who could give or provide guidance towards a positive lifestyle. To get together to talk about parental role utilizing cultural base teaching that will provide a better lifestyle and well-being.

May 2012 – Mother’s Day event

- The Unit provided refreshments for the Mother’s Day event - a Traditional Dinner for all mothers, Elders, adult and young parents who gathered to enjoy their special day.

August 2012 – Summer Activities for Children and Youth, implemented by Church group of two families who visit the community. They coordinated and provided fun fill activities for Children and Youth. Events such as Sunday School for small children and bible class sessions for youth. Other activities such as fishing, swimming, bonfire with wiener roast, baseball and crafts for all ages were provided all week in the community for children and youth as they enjoy the teachings of spirituality of God and storytelling of the bible.

October 2012 – **Halloween Costume Competition – Children and Youth**

- The Unit sponsored the annual event for youth and children to experience the meaning and the traditions of Halloween. To encourage the younger generation learn to understand the meaning of competition while they enjoy an evening of most creative costume contest. The event prevents children and youth participants from feeling left out which creates interaction for all in a social gathering; to learn in a positive way to compete and to feel part of the annual special event within the community. Cash prize to winners in the children’s and youth in the different categories of funniest, original and scariest. All enjoyed young and old had fun during this fun-fill event on Halloween evening.

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

The Unit had 12 intakes this fiscal year, the issues ranged from reminding young mothers of appointments; addictions, depression; youth behavioral matters; and two breakdowns of foster homes. On a positive note, there were two children reconciled with parent back into community.

The Unit worker collaborates with Nursing Station staff in keeping children and youth safe and protected by providing a safety net for vulnerable children and youth in need of medical attention. The Unit worker provides assistance in dealing with problems as soon as they arise which creates a positive working relationship with parents and medical staff in the community of Tadoule Lake.

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

As noted above under Promotion & Prevention activities, there were a number of events hosted and supported by the Unit.

In addition, the Unit supported the Health Team by making a contribution to cover the Cash Prize payouts for the Community Santa Parade during the Christmas holidays.

Staff Development

Betty Bickell

- August 2012 – CFSIS Training sponsored by Child Protection Branch
- September 2012 - SDM Assessment sponsored by Awasis Agency
- October 2012 Staff Development Conference held at Brokenhead



**2012/13 SHAMATTAWA
YEAR END REPORT**

Operations Manager: Mabel Cook

Staffing (List)

THOMPSON STAFF:

Terrence Hill, Regional Unit Supervisor
Amelia Robertson, Regional CFS Worker
Catherine Mercredi, Regional CFS (will be moving to Regional Family Enhancement Worker)
Shirley Prieston, Regional CFS Worker
Norah Keeper, Regional CFS Worker (Term)
Nora Frank, Stats/Intake
Corinna Frank, File Clerk (Term)

WINNIPEG STAFF:

Ranjodh (Roni) Dhaliwal – Regional CFS Worker (started April 1st, 2013)
Brenda Apetagon – Regional CFS Worker (Term-started April 15th, 2013)

SHAMATTAWA STAFF:

Mary Ann Miles, Local Unit Supervisor
Margaret Halcrow, Local CFS Worker
Evelyn Redhead, Secretary/Receptionist

Positions currently being advertised:

Regional Foster Care
Local CFS
Regional CFS Family Enhancement Worker (Thompson)

We wish the following staff the best of luck in their future endeavors:

Carla Taylor, Local CFS – 1 year Education Leave
Delia Redhead
Margaret Koostachin
Josephine Redhead
Jason Ross
Alison Beardy
Regan Sweeny – Regional Unit Supervisor – moved to Family Enhancement Coordinator position
Karen Antsanen - Moved to service Lac Brochet & Tadoule Lake as Regional Child & Family Service
Jimmy Wavey- Regional CFS

Brief Introduction to the Community/SDO

Shamattawa First Nation is a remote isolated community located in north eastern Manitoba and is approximately 365 air kms east of Thompson. Shamattawa is inaccessible by road, however a winter road is usually constructed which lasts for about 6 weeks. 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.

There had been changes in structure and leadership in the community. Our mission continues to better serve our members and contribute to youth development as they will be our future leaders.

Key Issues & Challenges

Recruitment and retention of staff continues to be an issue specifically in Shamattawa for local positions. Those workers who continue to remain in their jobs are to be commended for their dedication and strength in their on-going commitment to the children, youth, families and elders of the community.

The key issues & challenges continue to be the same in Shamattawa as in the previous year:

- Suicide and suicide attempts has had an adverse effect on the community despite Agency and local resource efforts. Suicide ideation by children and youth are due to a multitude of issues impacting the younger generation and it is not restricted to the youth. The RCMP reported that they had 163 reported calls under the *Mental Health Act*. This number includes both children and adults – the Agency has no record on the unreported incidents under the *Mental Health Act*. At the beginning of this year we had tragically lost two youth to suicide, this past year we had also lost a number of community members, so the Agency continues to provide support to families going through bereavement. The Unit has focused on family circles and individual counseling regarding grief/loss process. Suicide has an adverse effect on staff and resources including depression, anxiety, and stress resulting in health issues – which further leads to staff retention issues.
- The newest trend is the abuse of prescription drugs as well as other illegal drugs coming into the community. Alcohol & solvent abuse continues to be an issue resulting in neglect, child care, suicide ideations, etc. is impacting the families. Parents attend treatment programs with the intent of getting children back however do not successfully address their issues which often results in continued involvement by the Agency.
- Health concerns (children not taking their medications regularly); Education concerns (attendance in school is poor resulting in low academics and the dropout rate is increasing); Housing (fires, overcrowding and poor housing conditions). However seven families have moved into their new homes and ten more houses are being built.
- A new school is in the process of being built and will include Nursery to Grade 12 as well as a daycare connected to the school. The school will be ready in 2015. The two Agency trailers will be set up in 2013/14 for staff and programming.

Future Plans & Developments / How Will the Community Deal with the Trends in the next five years?

The Agency will continue to participate in resource meetings to develop and network with collaterals in identifying joint services for the members of the community. All resources to work together in sharing ideas and looking at alternate ways to bring programs into the community.

The Agency is in the process of hiring Family Enhancement Workers to work with the community members as well as local resources in providing education and awareness workshops, such as: parenting skills, relationship building, positive communications, budgeting, hygiene, positive boundaries, effects & impacts of addictions, etc. The focus is to have workers who are fluent in Cree and English for programs

to be simplified and user friendly for community members.

The Agency will continue to work with Mental Health Therapists and school units in creating programs and workshops for the youth. This will include Mental Health Workers who have an understanding of the Cree language as there are many people who have a limited understanding of the language. Further, working with the Education staff to start programming in the school on positive boundaries, respect, sex education, substance abuse, attachment issues, etc.

The Agency and leadership continue to explore the options of an emergency shelter in the community for children and youth. The Agency has identified Elders in the community to be elder advisors for the Unit.

The Agency will continue to utilize the resources which are available in the community such as Youth Justice, First Nations Family Justice, NNADAP, and the Crisis Centre, etc. Tele-a-health will be made available for A.A. Meetings, Mental Health consultations, etc. As part of the Resource Committee discussions - looking at the impacts/effects of Residential School and promoting parents to seek support for healing.

The Agency to continue empowering the workers (self-care) and working to bring everyone on board to work towards the common goals for the best interests of our children.

Promotion Activities: Educate the public; Educate families/parents; Educate the leadership; Educate collateral resources on family services and the agency.

The Operations Manager and Unit Supervisor continue to work with local leadership and having regular meetings in the office to inform and educate them on the Agency's activities. Regular meetings/contact with the RCMP. Regular meetings/contact with Mental Health Therapist, Chrissy Balness. Regular contact with Vice Principal, Rebecca McCaffery.

Working with Keewatin Tribal Council debriefing team to meet the needs of community members during time of crisis. Workers and collaterals such as Victim Services/Probation work together to plan and meet the needs of our children/families.

There have been three resource meetings held in Shamattawa attended by various organizations including Awasis Agency, local/regional RCMP, ABM School, Nursing Station, Local Resources, Health Team, Chief & Council and Elders. The focus has been on identifying various ways on how to work together to deal with the issues impacting the community.

A Family Enhancement Coordinator (Regan Sweeny) has been hired to implement the prevention activities in the North. The Shamattawa Unit is in the process of hiring two Family Enhancement Workers to commence programming in the community. These workers will work with the collaterals in coordinating the outcomes of the Resource Meetings.

Mental Health First Aid and Suicide prevention training was facilitated by Diane Linklater which were presented in both Cree & English, certificates were presented to the participants.

Mabel Cook, Operations Manager hosted a Positive Coping Skills Workshop as well as facilitated workshops on Grief & Loss in the community. (The workshops were done in an effort to assist the youth who were struggling with the loss).

When the community experiences a loss in the community, the regional workers prepare food for the feast and take it over to the wake services as a form of support. The agency also has an open door policy when there is a loss of life for children/youth/adults/elders to come in and talk to staff. Workers will patrol the streets by driving around in the event anyone needs support services.

Prevention: In-home supports; Counseling; Respite; Parent-aides and # of awareness activities, materials, or workshops shared on 'prevention'.

The Agency coordinated three Resource Meetings with local resources/collaterals to discuss and build on activities for the families and children in the community.

The Office of the Children's Advocate, KTC programs, John Turner all participated in team building and networking to enhance programs to meet the needs of the community.

The Workers continue their efforts to improve service delivery by attending various training sessions, including training provided by the Agency and Northern Authority Training Institute.

The Agency participated with the local Christian Club that came into Shamattawa during Spring Break (with two adults and ten youth). The Agency participated in providing activities for the children.

The Agency hosted a Movie Night at the daycare, snacks were provided. We had two parents volunteer and they assisted in making snacks for the children. There were approximately thirty five children between the ages of 4-12 years old.

The Agency hosted a dance at the school gym and one parent volunteer. There were approximately 150 children participate from the ages of 2-18 years old. There were dance off contests and prizes to be won.

The Agency supported and assisted families in attending the RCMP's Christmas 'donations giveaway' and workers transported families. Clothing was donated and delivered to the school for the children.

Awasis Agency donated cash prizes and items for Fishing Derbies; they continue to be a fun activity that the membership enjoys. The Agency also donates items for local school dances which are held on a monthly basis.

Staff involved with activities related to grief process for children and youth due to loss in community. Debriefing with families with loss of family members. Also Agency staff participated in candlelight vigil organized by local resources.

The Unit office is open for youth to come and visit at the office - hang out/drop by to talk and share what they are doing. Young couples or previous wards of the agency do stop by office to visit.

Due to the high cost of living and groceries the agency continues to have the food pantry and baby supplies available to all community members.

March 25-29, 2013 – Spring Break activities in the community included two youth rap stars from Thompson who performed at Abraham Memorial School.

Aboriginal School of Dance performers were invited to Shamattawa during Spring Break and performed for children/youth/adults/elders.

Protection: Intake and Investigation; Assessment; Plans; Implementation/Case Management; and Evaluation.

The number of children in care in our Unit is 200 and as a result case managers have a very high case load. We have a local on-call calendar in the community, however when regional staff are in the community - they will respond to the calls after hours. The Unit receives intakes from various sources that have to be investigated.

Shamattawa deals with very complex social and economic conditions requiring effective team work and open communications. The community has been working in a 'crisis' mode for a number of years and the focus is trying to stabilize the Unit and staff so that we can move beyond crisis into prevention and intervention. The Agency strives to provide ongoing training and support required in order to assist the children and families to stabilize their family unit. Recruitment and Retention efforts have been increased but there continues to be a high turnover (due to high case loads, high service needs and required travel). The Unit has Workers in Shamattawa, Thompson and Winnipeg with the Regional Supervisor and Operations Manager located in Thompson.

The Agency works to address safety issues and concerns by talking to the youth and working with the school on prevention/intervention initiatives. Workers also make referrals to local resources such as NADAP and Mental Health Services for children and families as needed.

Meeting with Office of the Children's Advocate – Mabel Cook, Regan Sweeny, and Maryann Miles attended to review the Special Investigation Report and Recommendations regarding the Suicide Aggregate Report. The goal is to gain an understanding of the suicides-learn from them and implement programs and services to prevent them.

Partnerships: Engaging community resources in joint initiatives (i.e., Spring Break allocation, Christmas events, summer activities, joint workshops, meetings, committees, etc.)

- Community resource meetings (February, April and November 2012);
- Christian Club attended Shamattawa during spring break with two adults and ten youth. The Agency jointly participated in providing activities for the children.
- Movie Nights - at the daycare; snacks were provided; we had approximately thirty five children between the ages of 4 - 12. We had two parents volunteer and they assisted in making snacks for the children.
- School & Unit had a dance at the gym - we had approximately 150 children participate from the ages of 2 - 18. We had one parent volunteer. We had dance-off contests for prizes to be won.
- The Agency assisted families in attending the RCMP's Christmas donations giveaway to all community members. The workers transported families.
- The Agency assisted the families at Christmas time - Maryann Miles (local supervisor) continues to be Mrs. Claus and hampers and gifts are delivered by the Unit to families in need.
- Fishing derbies continue to be a fun activity that the membership enjoys. Awasis Agency donates cash prizes and items for fundraisers.
- The Agency also donates items for local school dances which happen on a monthly basis.

Staff Development:

Maryann Miles:

- Staff Development Conference "Strengthening our Path" (Oct. 2-4) – Brokenhead
- Mental Health First Aid/ ASSIST (Nov. 19-21) – Shamattawa
- Staff Development and Staff meeting – "Team Building and Medicine Wheel Teaching facilitated by Wally Chartrand and Rose McKay (Nov. 27) - Shamattawa

- Staff Development - focus was on team building (Dec. 16) – Shamattawa

Regan Sweeny:

- Trauma Training (Nov. 14) Northern Authority - Thompson
- Staff Development Conference - Strengthening our Path” (Oct 2-4) – Brokenhead
- Mental Health First Aid/ ASSIST (Nov. 19-21) – Shamattawa
- Staff Development Day “Seven Teachings” (August 15, 2013) – Thompson
- Staff Development and Staff meeting – “Team Building and Medicine Wheel Teaching facilitated by Wally Chartrand and Rose McKay (Nov. 27) - Shamattawa
- Staff Development – “Team Building” (Dec. 16) – Shamattawa

Delia Redhead:

- Core Training (April 23-27/12) – Northern Authority -Thompson
- Mental Health First Aid/ ASSIST (Nov. 19-21) – Shamattawa
- Staff Development and Staff meeting – “Team Building and Medicine Wheel Teaching” facilitated by Wally Chartrand and Rose McKay (Nov. 27) - Shamattawa
- FASD Training (Dec. 3-7) – Thompson
- Child Abuse Training (Dec. 10-14) – Thompson
- Staff Development – “Team Building” (Dec. 16) – Shamattawa

Trina Miles:

- Foster Care Worker Training - Winnipeg
- Staff Development Day – “Seven Teachings” (Aug. 15) - Thompson Office
- Staff Development and Staff meeting – “Team Building and Medicine Wheel Teaching” facilitated by Wally Chartrand and Rose McKay (Nov. 27) - Shamattawa
- Staff Development – “Team Building” (Dec. 16) – Shamattawa

Catherine Mercredi:

- Staff Development Day – “Seven Teachings” (Aug. 15) - Thompson Office
- CFSIS Training (August 20) - Thompson
- Staff Development Conference - Strengthening our Path” (Oct 2-4) – Brokenhead
- Staff Development and Staff meeting – “Team Building and Medicine Wheel Teaching” facilitated by Wally Chartrand and Rose McKay (Nov. 27) - Shamattawa
- Staff Development – “Team Building” (Dec. 16) – Shamattawa

Norah Keeper:

- Staff Development Day – “Seven Teachings” (Aug. 15) - Thompson Office
- CFSIS Training (Aug. 20) - Thompson
- Staff Development Conference - Strengthening our Path” (Oct 2-4) – Brokenhead
- Staff Development – “Team Building” (Dec. 16) – Shamattawa

Margaret Halcrow:

- Staff Development Day – “Seven Teachings” (Aug. 15) - Thompson Office
- Staff Development Conference - Strengthening our Path” (Oct 2-4) – Brokenhead
- Mental Health First Aid/ ASSIST (Nov. 19-21) – Shamattawa
- FASD Training (Dec. 3-7) – Thompson
- Child Abuse Training (Dec. 10-14) – Thompson
- Staff Development – “Team Building” (Dec. 16) – Shamattawa

Margaret Koostachin:

- Staff Development Conference - Strengthening our Path” (Oct 2-4) – Brokenhead
- Mental Health First Aid/ ASSIST (Nov. 19-21) – Shamattawa
- Staff Development and Staff meeting – “Team Building and Medicine Wheel Teaching”

facilitated by Wally Chartrand and Rose McKay (Nov. 27) - Shamattawa

- Staff Development – “Team Building” (Dec. 16) – Shamattawa

Terrence Hill:

- Staff Development Day – “Seven Teachings” (Aug. 15) - Thompson Office
- Staff Development Conference - Strengthening our Path” (Oct 2-4) – Brokenhead
- Staff Development and Staff meeting – “Team Building and Medicine Wheel Teaching” facilitated by Wally Chartrand and Rose McKay (Nov. 27) - Shamattawa
- Attending Part-time Social Work degree program

Evelyn Redhead:

- Mental Health First Aid/ ASSIST (Nov. 19-21) – Shamattawa
- Staff Development and Staff meeting – “Team Building and Medicine Wheel Teaching” facilitated by Wally Chartrand and Rose McKay (Nov. 27) - Shamattawa
- Staff Development – “Team Building” (Dec. 16) – Shamattawa



**2012/13 TATASKWEYAK (Split Lake)
YEAR END REPORT**

Operations Manager: Verna Ironstar

Staffing (List)

Abbie Garson, Unit Supervisor
Leona Spence, Child & Family Services Worker
Nancy Spence, Family Enhancement Worker
Leah Keeper, Receptionist (Leave)
Sheila Kitchekeesik, Foster Care (Leave)
Nicole Budinikas, Intake Stats – Support Worker
Rynelle Brightnose, Receptionist – Support Worker

Brief Introduction to the Community/SDO

Tataskweyak Cree Nation is located 132 kilometers northeast of Thompson, Mb. The Band is signatory to the 1908 adhesion to Treaty 5 our native language is Cree. Tataskweyak Cree Nation has a population of approximately 2289 people living on reserve and we have 1500 band members living off reserve.

Tataskweyak Cree Nation has all year road access and we have a ferry which goes to the community of York Landing from Spring right up to the fall season. Winter road access to York Landing, Mb and Ilford, Mb.

On October 2012 a new Chief & Council were elected to our community. Newly elected Chief Michael D. Garson along with six (6) councilors. Chief and Council continues to work with the Awasis Agency when issues arise and need to be addressed. The Awasis Agency staff continues to network with our local resources to support our children and families in the community.

Our Local Health Resources offer services to our community such as Building Healthy Communities, Brighter Futures, Canada Prenatal and Nutrition program, Community Health Representatives, Diabetes Program, Suicide Prevention, Home Care program, Water Quality Program, Day care and Aboriginal Head Start Program. There are two Mental Health therapists that come into our community on a monthly basis to offer counseling services.

The community is serviced by the Thompson, Mb RCMP Detachment who is scheduled on a weekly patrol visits. We have four (4) band constables and two Sergeants. Community Justice Committee plays an important role to the community in helping maintaining peace working with the community resources and Awasis Agency child protection reasons and family mediations.

Our office continues to utilize the Local Child Care Committee in our unit who has been an excellent support to our unit by helping and supporting our clients through counseling who may be at risk with their families.

Key Issues & Challenges

Split Lake Unit has been experiencing issues with staff turnovers over the past two years due to medical and/or personal matters. Retention by local workers can be difficult due to the overwhelming responsibilities in the area of CFS, along with the work load and demands from families.

Our Unit continues to strive to work positively in meeting the needs of the children in care and families in the community. There are numerous concerns that are brought forward and we are committed to fulfill the requirements to meet and work out a safety plan that benefits our families in the community.

The Community of Split Lake has a bylaw prohibiting alcohol/drugs from coming into the reserve; however, the community continues to face challenges and concerns related to the effects of serious alcohol and drugs issues.

Children/Youth are out of control due to a number of reasons-children left without proper supervision; children get into trouble with the law from school or using alcohol / drugs. Family breakdowns - parents failing to make proper child care arrangements for their children; parent addiction issues and breakdowns in communication.

Other issues of concern include teen/youth pregnancy is rising; poor attendance at school resulting in low academics and increase of dropouts; parents failing to take their babies in for their immunizations and medical check- ups.

Future Plans & Developments / How Will the Community Deal with the Trends in the next five years?

The Unit will:

- Meet and work with the Chief & Council to address the concerns and issues impacting families and children.
- Address staff recruitment and retention issues.
- Network with the local resources to plan fun positive events and awareness for our community.
- Deliver programs for the youth and young parents through workshops and conferences through the Family Enhancement Worker.
- Work with the School for programming/supports with donations.
- Attend training/workshops to gain more knowledge to help support our people and children in our community.
- Work with the families with the help of our local Family Justice Mediation Committee and Local Child Care members to help mediate and address concerns for families who are at risk.
- Continue to provide the support and necessary services that involves child protection issues in the community.

Promotion Activities: Educate the public; Educate families/parents; Educate the leadership; Educate collateral resources on family services and the agency.

The Unit sponsored resource workers in events promoting healthy relationship between parents and children.

The Foster Care Program sponsored 8 eight foster parents to attend a National Foster Parent Conference in Thompson, Mb.

The Unit sponsored 6 six students to attend the Flag Football training camp in Thompson, Mb for the weekend field trip.

The Unit sponsored the Diabetes Conference 2013 to bring awareness to the community with the overall objective as prevention and education to empower those who are at risk of developing diabetes.

The Unit supported the Chief Sam Cook School Elementary students by providing to the nutritional healthy snacks program.

The Unit donated funds to the Chief Sam Cook Graduation Fundraising Committee to purchase items for their merchandise bingo and prizes to won.

The Unit sponsored the NADAP program “Just Say No to Drugs & Alcohol” conference & Much Music video Dance with big screens for the students of the Chief Sam Cook School November 2012.

In December 2012 Awasis Agency selected 60 families from our open family files for the Christmas allocations and each family received a food Hamper and gifts for each children. It was a blessing to witness children with happy smiling face when they received their gifts.

During the Christmas Season the Awasis Agency also donated cheques to the Daycare program and the Headstart Program to help purchase food for their Christmas dinner and gifts.

The Unit also sponsored two families to travel to Winnipeg, Mb to attend a conference to help the families learn and to receive the support of how to deal with unexpected illness of a child in the family.

The Unit, through the Spring Break allocations sponsored the Winter Festival 2013 with a fun-filled week of activities along with sponsoring the Youth Dog Mushing Races.

Prevention: In-home supports; Counseling; Respite; Parent-aides and # of awareness activities, materials, or workshops shared on ‘prevention’.

Awasis Agency has been supporting the people in the community by providing emergency respite and parent aids in the home. We have had an increase of applicants who are applying to provide the services for the Agency.

Workers continue to provide support to their clientele at the office or through home visits regarding parenting, hygiene, budgeting, addictions, coping and communication skills.

Workers are also a support to the community in times of events, meetings as well as providing the support and counseling during grief, loss or crisis.

Our unit continues to organize a community pantry; the Agency stocks up on frozen food, dry foods, canned foods, baby food, infant formula and pampers to help families in emergency after hours or weekends.

Protection: Intake and Investigation; Assessment; Plans; Implementation/Case Management; and Evaluation.

The Unit had an increased number of children in care (total of 86 children) this year. There are 44 Protection files open and 138 children listed on family files. Open Voluntary Family files - 88 families and 266 children are listed.

Awasis Agency will continue to provide on-going services with all incoming calls/reports in respect to protection issues and investigations in accordance with the standards and legislation.

Partnerships: Engaging community resources in joint initiatives (i.e., Spring Break allocation, Christmas events, summer activities, joint workshops, meetings, committees, etc.)

As noted above in Promotions and Prevention, the Unit partnered with a number of community resources including the health team, schools and leadership. The Unit also met with the Social Assistance Program to create plans for parents regarding budgeting and positive roles/parenting skills. We are going to be holding two days meeting per month a year.

Awasis Agency will continue networking with the local resources such as Family Justice Mediation Program, Family Justice Criminal Program, Local Child Care Committee and Chief and Council. The unit will also continue to advertise for respite workers, Home support workers and foster homes needed on monthly basis and to offer training for our community members.

Staff Development:

Leona Spence: Orientation Sept. 2012 Thompson, Mb
Special Rate Training Nov. 2012 Thompson, Mb
Mental Health First Aid Feb 2012 Thompson, Mb
Case Working Supervision April 2013 Thompson, Mb

Abbie Garson: Special Rate Training - Nov. 2012 Thompson, Mb
Addiction Awareness Jan. 2012 Thompson, Mb
CFSIS Training – June 2012 Winnipeg, Mb

Sheila Kitchkeesik: Foster Care Summit Sept. 2012
Mental Health Training Feb 2012

Leah Keeper: Intake Skills Training- Dec 2012



**2012/13 WAR LAKE/Ilford
YEAR END REPORT**

Operations Manager: Verna Ironstar
Staffing (List) Mavis Garson – Unit Supervisor Dwayne Flett – Foster Care/ Child Family Service Worker
Brief Introduction to the Community/SDO
<p>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.</p> <p>The way of travelling in/out of the community during the summer is by train or plane and during the winter we have access to a winter road.</p> <p>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).</p> <p>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.</p> <p>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.</p> <p>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.</p>
Key Issues & Challenges
<ul style="list-style-type: none"> • Lack of recreational activities for the youth of Ilford due to low budget issues on behalf of the Health team and Awasis. • Drugs and Alcohol as well as gambling are main reasons for negative child behavior in the community. Children are not being properly supervised by their parents. • There are currently no active community members to show our youth traditional ways of living (language, fishing, hunting, etc). • Communication barriers between us (staff) and parents due to personal issues whether it’s addiction problems or trust issues.
Future Plans & Developments / How Will the Community Deal with the Trends in the next five years?
<ul style="list-style-type: none"> • The Unit will continue to work with local/rural leaderships to address concerns and issues that arise in the community. Also continue to plan events through the whole year on a monthly basis. • The Unit in partnership with surrounding resources will continue to fund through the community initiatives dollars as required to promote youth activities, recreation and prevention. • The Unit will attend trainings, workshops, conferences, and cooperate with the community as well with our members.
Promotion Activities: Educate the public; Educate families/parents; Educate the leadership; Educate collateral resources on family services and the agency.
The Unit sponsored with other community resource workers to promote building healthy relationships between parents and children and having physical fun with various events for War Lake families and children. Parents enjoyed and had fun with their children as they were involved within the community.

Prevention: In-home supports; Counseling; Respite; Parent-aides and # of awareness activities, materials, or workshops shared on 'prevention'.

April 2012 – We helped sponsor and organize the school trip to Winnipeg for all the grade 1 to 8 students. We also chaperoned the children as they needed 8 chaperones. The trip was a great success, the children really enjoyed themselves. This trip provided the students with hands on educational experience as well as broadening their skills and giving them an experience outside their own community.

July 1st – There was a Canada Day Celebration with activities; we partnered with the Health staff in this event. There were a lot of community members that participated in the activities, they took home plates of food, and prizes there were given away.

August 7th to 10th – We sponsored 3 young girls to attend the Midway Bible Camp, but 2 girls changed their mind to go and 1 girl went alone. The young girl enjoyed the teachings about the word of God and the activities that were held out there.

August 2012 – Our Local Awasis Unit is a proud sponsor of the War Lake Indian Days which many events are held for the whole community of all ages.

October 2012 – The Awasis & Health Team came together and we held a Halloween Dance & Party for the whole community, which was a great turn out and will be looking forward to another year.

December 2012 – Our Awasis Unit handed out Christmas hampers, gifts for all War Lake children and pictures were taken with Dwayne and me wearing our Santa Clause & Elf outfits. We were then invited to help at the school to hand out the children's gifts and candy bags, the children loved our costumes which was cute, and the school staff enjoyed and appreciated our help.

February 2012 – The War Lake Recreation held a 15th 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, parent, 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 friendship.

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

Protection: Intake and Investigation; Assessment; Plans; Implementation/Case Management; and Evaluation.

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 needed 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 calls or visitation from time to time.

Partnerships: Engaging community resources in joint initiatives (i.e., Spring Break allocation, Christmas events, summer activities, joint workshops, meetings, committees, etc.)

Our community resources that we partner with are as followed:

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

We have a Mental Health worker, Dietitian, and a foot doctor that come into the community once a month, as well as a Public Health Nurse.

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

Staff Development:

Dwayne Flett

Foster Care Orientation in Winnipeg (April 2012)

Staff Development Conference in October 2-4, 2012 at Brokenhead

Mavis Garson

Staff Development Conference in October 2-4, 2012 at Brokenhead



**2012/13 YORK FACTORY (York Landing)
YEAR END REPORT**

Operations Manager: Verna Ironstar
Clara Ouskan, Unit Supervisor Louise Ouskan, Child & Family Services Worker Connie, Ouskan, Intake/Stats/Foster Care Worker Family Enhancement Worker (Vacant)
Brief Introduction to the Community/SDO
<p>York Landing is a community situated on the Aitken River and we are partially isolated in the spring and in the fall. We have access to Perimeter Aviation throughout the year except when we have access to the winter road and the ferry service. Our community is home to York Factory First Nation people. Our population is approximately 450-480.</p> <p>We have all the necessities such as a Northern store, nursing station, school, etc. Our school only goes up to Grade 8 and our students attend High School outside of the community. Our leadership consists of a Chief and four councilors, the leadership each have specific program portfolios and community meetings are held each month.</p> <p>Traditional and cultural awareness takes precedence in our community and we flourish on the resources that surround our community. Other resources in the community include the health programs, recreation director, community health representatives, band constables, and mental health therapist.</p>
Key Issues & Challenges
<p>Our community still faces issues such as alcohol abuse; many of those cases involve residential school survivors who continue to struggle from the abuse they received. Although, they brought up their families as best as they could, the 20 – 30 year old generation is experiencing the impacts. The lack of parental skills and alcohol abuse is still very prevalent in the community.</p> <p>There are also significant differences in parenting today which is very different from the older generation of families. Today the younger generations are starting their families at a very young age with limited to no parental skills. As a result, the frequency of Agency involvement increases due to concerns of ‘parent conduct and/or neglect’ as well ‘minor parents’.</p> <p>The Agency continues to build on working relationships with families despite some unwillingness to work with the Agency. The Agency gets a great deal of support from other resources in the community, such as mental health.</p> <p>There continues to be a very low rate of foster homes in the community and this has caused problems since the goals are to try and keep the children in the community and close to their family. The workers generally end up taking them in - family and/or extended relatives are still the priority.</p> <p>In most situations, parents usually stop working with us for ongoing supports once they feel that they can manage on their own, particularly young families and single parents but we continue to monitor them on a regular basis.</p> <p>Youth having access to drugs continues to be a concern for the community and sadly we have people in our community who take advantage of this. Most of the time, parents are not even aware that their children go home under the influence of marijuana.</p>

Domestic violence has also become a serious issue in many young relationships, especially from the blended family settings. Extended families usually get involved and take care of the children and it is typically their grandchildren.

Methods of parenting, lack of parental support, grief, and abandonment or separation issues related to loss of parental support, or death as well as their inability to process or express these losses, have impacted children and youth. Many of our adults attempted to stop using alcohol and/or drugs but unfortunately many of them ended up using again. A lack of trust (confidentiality) and community support services and their unwillingness to seek out supports are major contributing factors.

Future Plans & Developments / How Will the Community Deal with the Trends in the next five years?

In the absence of a 'Family Enhancement Worker', the CFS worker has continued to go out into the community and speak with families who are having difficulties in an effort to help and support them. The Agency will continue to seek individuals to apply for the Family Enhancement Worker position.

The Agency will continue to work closely with other resources such as the Health Programs at the Nursing Station and the Mental Health Therapists who come to our community twice a month.

We will also continue to have close contact with our leadership to help us support families, youth and children, especially to promote cultural and traditional ways. Our leaders have recently hired a 'Recreation Director' and we will also work closely with him to promote children and youth healthy programs.

We have land and resources that we can use to develop plans that promote healthier lifestyles and show youth and families that we don't need drugs and/or alcohol to be a part of our lives. With the support of our networking group together again we can start dealing with the issues that cause our community members to abuse alcohol and drugs. We need all our resource workers to support our leadership and promote healthier lifestyles.

Plans have already begun for our 2nd Annual Family Conference and we need to start contacting people to do presentations.

Promotion Activities: Educate the public; Educate families/parents; Educate the leadership; Educate collateral resources on family services and the agency.

Educational Workshops/Programs:

- 1st Annual Family Conference (August 2012): This 3 day conference was held in the school gym. We invited different people in and out of the community to present on various issues i.e., parental skills, knowledge, and lessons. We had 20 – 25 people who attended this conference from the community and 10-12 people who came from out of the community to do presentations. Our leadership was also involved in this 3 day conference.
- Youth Development Camp 2012: This is still in the works and we will continue to work with Tina Keeper Productions this summer on the programs. Program still needs some equipment.

Other Activities included:

- Midway Bible Camp approximately 30 children went last summer.
- Christmas Festivities were well attended by families.
- Annual Goose Camp with traditional teaching is a community event and the whole community attends.

- Youth Development Camp will continue to plan this summer (2013).
- Ed Yerxa (Community Consultant) still comes to our community to give support to our health programs with intense counseling to our people; and we continue to work with Suzanne Gette (Mental Health Therapist) with community workshops and gatherings (for example: dealing with grief circles-12 people attended).
- Annual Spring Break activities - our events are all family oriented (60-80 youth and families).

Prevention: In-home supports; Counseling; Respite; Parent-aides and # of awareness activities, materials, or workshops shared on 'prevention'.

These are some of the programs that we continue to accomplish each year with other resources to support the outcome such as (positive parenting, positive self-esteem, positive self-awareness, skill development, healthy living, chronic disease management, strengthening family units, promoting fitness/wellness, promote spirituality, education and awareness, dealing with grief, and promoting family togetherness).

- Youth Hug In (10 youth)
- Extended Mental Health Therapist (twice a month and/or when needed)
- Exercise program/equipment at the local nursing station
- Gospel meetings/fellowships (12 Adults) & Gospel Services (baptisms; communion; 30 people)
- Square Dancing - 1 Intermediate Team (13- 17 yrs.) & 2 Junior Teams (6 – 10 yrs.)
- Addictions Awareness Week in November (50 people)
- Christmas Cheer in December (60 - 80 people)
- Bible Camp (June, July, August) & SALT (Serving & Leadership Training) geared to the older youth
- 'Treatment After-Care Support' with weekly AA meetings
- Cultural programming with sweats accessible in community area
- Services to Families:
 - Referrals and direction to NADAP
 - Referrals and direction to the Mental Health Therapist for adults and youth
 - Homemakers and respite workers who need help in this area
 - Foster Parents trainings
 - Referrals to Building Healthier Communities worker for 'Focusing on Individual Therapy'
 - Referrals to Ed Yerxa (Community Health Consultant)

Protection: Intake and Investigation; Assessment; Plans; Implementation/Case Management; and Evaluation.

We had 20 intakes. The number of intakes escalate in the winter months as access is available by winter road and the main reason for intake are 'child neglect' due to alcohol abuse by parent(s). The other reason is 'domestic violence' in young families. This year we helped 5 families with emergency groceries and one family with homemaker services. All families that were involved with the 2012 disclosures have all been referred and continue to work with Victims Services.

We continue to work with the local social services programs to help and direct families on how to live healthier lifestyles and maintain their sobriety. Again, our stats indicate that there is a higher intake and children coming into care in the winter months.

Partnerships: Engaging community resources in joint initiatives (i.e., Spring Break allocation, Christmas events, summer activities, joint workshops, meetings, committees, etc.)

- 1st Annual Family Conference: we had our local social services do presentations on parenting; youth drug prevention such as our nurse in charge, our mental health therapist, BHC Worker (Building Healthier Communities), NADAP, Community Health Representative; and our local agency staff.
- Dealing With Grief: our Mental Health Therapist had a service with local people who lost loved ones

during this year. This was a tough year for our community as we lost 14 loved ones this year.

- The Agency put on a 'Blue Christmas Service' just before Christmas Day for those who were celebrating Christmas without a loved one for the first time, 35 people attended the service.
- We did not have a joint Christmas Cheer Board this year, but the Agency worked together with the Children's Christmas party and provided the meal with pizza and KFC on December 27 & 28, 2012. Santa Express was here and all activities had a great turn-out (60 – 80 people at each event).
- KTC came to our community and held a meeting regarding the social issues. Frontline workers were asked to attend and prepare a small report on these issues and the impact it has on our families, our youth and children and the community as a whole. There were approx. 40 people in attendance. We have to develop strategies to help our people deal with their issues that make them turn to alcohol and drugs.
- On Aboriginal Solidarity Day we helped a group of young square dancers attend the KTC events as they were invited to perform during the festivities. This group of talented dancers continues to excel in what they do. The community is very proud of them.
- Ed Yerxa (Community Health Consultant) continues to counsel our people, including some families who are involved with the Agency. The health programs at the nursing station bring him in to our community every 6-8 weeks and he's here for a week at a time so there are opportunities for some of our parents to see him.

Staff Development:

Clara Ouskan: (Unit Supervisor):

- CFSIS Training/September 17-20, 2012/Thompson
- Strengthening Our Path/October 2-4, 2012/South Beach
- SSFR/March 20, 2013/Thompson Office

Louise Ouskun (Child & Family Services Worker):

- Foster Care Training/April 16-18, 2012/Winnipeg, MB
- CFSIS Training/September 17-20, 2012/Thompson
- Strengthening Our Path/October 2-4, 2012/South Beach
- Employee Orientation Training/March 12-14, 2013/Thompson
- SSFR/March 20, 2013/Thompson Office

Connie Ouskun (Stats/Intake/Foster Care Worker):

- Strengthening Our Path/October 2-4, 2012/South Beach
- Stats Training/November 5-7, 2012/York Landing – Sophie Spence
- Employee Orientation Training/March 12-14, 2012/Thompson



**2012/13 THOMPSON SERVICE DELIVERY OFFICE
YEAR END REPORT**

Linda Picard, Supervisor

Staffing (List)

Linda Picard, Supervisor
Catherine Grieves, Child & Family Services Worker
Peter Sinclair, Child & Family Services Worker
Verla Umpherville, Child & Family Services Worker
Child & Family Services Worker , Vacant
Charlene Barron, Receptionist –January, 2013
Vivian Munroe, Intake/ Stats Worker, December,2012
Foster Care Worker, Caring 4 You - Vacant
Leon Frost, Foster Care Worker, Caring 4 You
Barb Daniels, Family Enhancement Worker, WeCiHiToWin
Family Enhancement Worker, WeCiHiToWin, Vacant

Brief Introduction to the Community/Service Delivery Office

The Awasis Service Delivery Office located in Thompson is responsible for and legislated to provide a multitude 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.

The Thompson Service Delivery 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 Family Enhancement staff at the WeCiHiToWin Office.

During New Year’s holidays in 2012, the Service Delivery Office had a water pipe break that caused the building to flood. As a result, the office was under construction for the next nine months. The walls were painted, new carpets laid, new windows and heating system installed. The office now includes 3 new worker offices, boardroom, family room, interview room and a storage room. During the same period, the WeCiHiToWin and Caring 4 You offices switched space with each. This provided a large area for the WeCiHiToWin program to hold their ceremonies and training.

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 as 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. In 2012, the staffing increased to include another administration and case manager position. 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 in 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.

According to the annual federal statistics released July 2012, Thompson is Manitoba's fifth- largest city with a population of 12,829, which, again for the second year in a row, was Canada's most violent crime city.

Key Issues & Challenges

Thompson has its full share of socio-economic ills prevalent and very visible in the city. The number of 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 / How Will the Community Deal with the Trends in the next five years?

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 (ie: 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. Educate the public; Educate families/parents; Educate the leadership; Educate 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 & Elder Jack Robinson organized a walk in the community to bring awareness of the serious crimes to youth at risk.

Wapanohk Community School hosted their 12th Annual Makosewi Kisikaw Community Feast on December 12, 2012. This event is the largest celebration of the year where the community as a whole comes together to start their holiday Festivities. All community members are encouraged to be a part and enjoy the successes of the students and staff. This year, Awasis Agency was asked for and approved giving a donation to the event. TSDO staff assisted the school in setting up for the Feast.

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 meet quarterly.

Staff from TSDO, WeCiHiToWin or Caring 4 You has been asked to be members of a variety of committees for a number of service providers in the city. Some of these are Youth at Risk North (Y.A.R.N.), Babies Best Start (BBS), Thompson Anti Gang Committee, Northern Grandmother's Council, Sexual Exploitation Awareness and Families and Schools Together Canada.

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); 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) One hundred foster parents and children received Christmas cards and chocolates as a gesture to show our appreciation.
- b) The Thompson Service Delivery office, WeCiHiToWin and Caring 4 You offices held an open house Christmas celebration followed by a Christmas dance at the WeCiHiToWin. Community resource providers attended the open house. This was an opportunity for them to meet the staff, ask questions about services provided by the agency and see our new renovated office. The dance was a huge success with over 50 children, foster parents and biological parents attending. A DJ played the music and all children received prizes. All enjoyed the feast that followed.
- c) Fourteen families who had open Family Service Files with the Thompson Service Delivery office received Christmas hampers. These families have 59 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.
- d) During the spring break, a number of activities were held, thanks to the allocations provided by the "Prevention Focused Program".
Activities were: 1) The Family Cultural Day was held at the Thompson Community Centre from 10:00 AM until 4:00 PM. The day offered the following events, Opening Prayer, feast, special guests – three Elders, two drummers, singer and youth Grass Dancer. One Elder told stories and taught about the 7 Scared Values and the Passage of Rights. Another Elder provided tipi teaching and the third Elder show the children how to do crafts. A bouncy house carnival was set up with ice cones and popcorn for the children. Children had access to the Jungle Gym. The day closed with a Round Dance, presentations of honorariums and gifts to the children. There were 30 families and 40 children that attended the day's festivities. 2) Easter hampers were delivered to 12 families with 44 children living in the homes. Hampers consisted of a ham and all the goodies for an Easter Sunday dinner. Each child received an Easter bunny chocolate basket. 3) Over the year, large donations of clothing and toys were donated to the TSDO office. An invitation was sent to all foster parents and families to come to the office, have a snack, a drink, and take whatever clothing their children might / could use. 4) The remaining budget went toward purchase of theater tickets for the show. Older children and youth received the tickets to attend the show on Easter Monday.
- e) 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 some of the main activities under this section:

- a) Family conferences
- b) Referrals to First Nation Family Justice Program , 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 second Friday morning to discuss programs, policies, upcoming activities for families and children, updated changes to policy, directives and travel to communities.
- f) Family Court meetings once per month
- g) Monthly meetings to review Intakes on open cases
- h) Review of case files every 3 months
- i) Monthly face to face contact with foster parents
- j) Monthly face to face visits with children in care
- k) Contact with all Protection families every 3 months
- l) Pictures taken of children in care every 3 months
- m) Staff assist families get access to DIA , EIA , Salvation Army, and other resources
- n) Office has an '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
- o) Wherever possible, the office pursues Guardianship Orders instead of pursuing Permanent Orders for children in care.

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, service of court documents, and completing Guardianship Reports.

The TSDO are involved with 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 TSDO continues to have the Northern Authority contact the office requesting service delivery be provided to a number of Family Service Protection Families and Children in Care that are not from any community served by Awasis Agency.

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 WeCiHiToWin 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.

April, 2012- March 2013 Wecihitowin Report – STATS

Wecihitowin ran a 7-week family program from that started on **April 30, 2012 with graduation on June**

14, 2012. The following agencies/offices sent the following number of referrals: NCN 1; Cree Nation 2; Nekan Awasisak 4; Awasis Agency Thompson Service Delivery Office 3; and Awasis Agency Split Lake Office sent 2. There were 4 self-referrals, and 1 ongoing participant from Winnipeg. The total number of referrals was 17.

There were 14 children living in the homes of the participating families that attended and there were 13 children were in care. In total, there were 27 children within the families serviced at Wecihitowin.

For the rest of **June, up to September 28, 2012**, WeCiHiToWin provided individual program services. WeCiHiToWin did not run a regular seven-week program in the summer due to summer holidays for school children. There were 31 people on the Summer Referral List from June to September 2012. On the sign in sheet from June 16 to June 27, 2012 fifteen (15) people signed in. For the month of July, eighty three (83) people signed in: 57 adults, 16 children, and 10 youth. Of the 57 adults, fourteen were here to use the premises for a debriefing meeting on grief and loss of a community member. During this month Wecihitowin switched office spaces with Caring 4 you, the move was completed on June 19th. The rest of the month was devoted to organizing our new work areas.

Ten (10) participants consistently accessed services for the month of August. Wecihitowin had 91 people signed in for the month of August. There were 24 counselling sessions, 6 visitations with case managers supervising. 16 participants came in for support services, either to update, have support letters written, use the telephone to call case managers or other resources such as housing. The Wecihitowin Staff attended the **National Cree Gathering** in Split Lake on August 14 and 15th, 2012.

New brochures were made indicating the new address and phone numbers as well as new job titles for the Wecihitowin Project. The job titles of Family Enhancement worker was approved by supervisors. Both Nisichawayasihk Cree Nation CFS-Northern Amalgamated Office *Intervention Workers* and the Awasis Agency of Northern Manitoba *Services to Families Workers* are now using the job title **Family Enhancement Workers**.

Wecihitowin staff participated in a sweat lodge for youth from the MKO summer culture camp. For the past two years, MKO has asked for cultural teachings and one staff has been available to provide that service to the youth.

During the summer Wecihitowin devised a new child development program to ran three times a week for four weeks, prior to the seven (7) week program, the three days Monday to Wednesday incorporated “body, mind, and spirit” teachings. The regular 7-week program followed running Monday to Thursday afternoons, “body, mind, spirit and emotions” were incorporated as well as the usual seven sacred teachings taught each week. There were 26 referrals for the child development, 16 of the referrals attended, two of the participants received completion certificates as they only missed three classes. For phase two 18 were referred, 4 received participation certificates, three received completion certificates. The program had three guests participants attended with their friends or family members.

January to March/13

Was time to re-evaluate our program delivery, after meeting other Family Enhancement workers in Winnipeg and after having completed nine 7 week programs and two summer sessions Wecihitowin has had the time and experience of knowing the kind of program delivery families need to ensure individual wellness and parenting strategies are being learned at Wecihitowin. The 7-week programs that ran in

the afternoons were set so that individual counselling would be utilized in the mornings. However, not many participants were using the mornings to enhance their learning about their individual and parenting issues. Wecihitowin has therefore restructured the learning time to longer sessions of the most relevant topics and issues facing our participants, the **new programs will be:** Family/Domestic Violence; Parents with Children in Care; Teen & Parent Communication; Relapse Prevention and Anger Control within the Child Welfare System; Traditional Parenting and Culture Learning; Family and Arts nights to include parent support time in the form of crafts and sharing circles, drumming and sewing. Spring Ceremonies and other community events will continue to be part of our programs and Wiggles, Giggles and Munch will be added in the fall of 2013. These programs will run for an average of eight weeks, mornings, afternoons and evenings.

Programs - The 7-week Wecihitowin program ran from 1:30 to 3:30 Monday to Thursday. The mornings were open to the participants to come in for individual counselling from 10:00- 12:00. During each of the 7 weeks the participants learned the 7 Sacred Teachings and how the teachings related to individual and being a parent.

The following were the topics presented from **April 30 – June 14, 2012:**

Change & Boundaries; Family Collage/Vision Boards; Understanding Child Welfare; Genograms/Ecomaps; Historical Impacts; Culture 101; Medicine Teachings/Native Herbology; Healing/Addictions; Healthy Relationship/Boundaries; Anger Control: Parents get Angry too; Tipi Pole Teachings; Human Development: Infant to Elderhood; Rites of Passage; Creating Safety Plans/What to look for in a babysitter; Communication/Family Structure; Exercising Mind, Body and Soul/ Food and Nutrition; Positive Parenting: A Survival Guide for Indigenous Families; Parenting through Loss; Healing through Humour; Mile 20 Spring Gathering; Respecting your Partner (CFS Act, Missing and Murdered Women, Domestic Violence, What Relationships look like); Triple P Tip Sheets; Emotional Bank Account; Healthy Habits; Film: 8th Fire-One Earth One Whole Circle Again a message of hope, for the future, for the Earth, for the children; Preparing for Family Reunification; Recap of 7 Weeks & Guided Presentations; Completion Celebration.

The following were the topics presented from **October 1 – December 13, 2012:**

Topics: Phase one- (4) Week Child Development, Monday - Wednesday: Orientation; Me and My Family Collage; Vision Boards; Intro To child Welfare; Prenatal; 0-12 months; 18-36 months; 3-5 years; 6-12 years; Teens; Recap and complete Boards. For Phase two- (7) week program, Monday - Thursday: Orientation; Understanding child Welfare; Sharing Circle; Historical impacts; Medicine wheel Teachings; Tipi Pole teachings; Family Systems; Life Span; Genograms; Movie: Once Were Warriors; Response to movie (Domestic Violence); Communication & Conflict Resolution; Anger control; Triple P: A Survival Guide for Indigenous Families; Triple P Tip Sheets; Traditional Parenting/Rites of Passage; Grief and Loss; Sharing Circle; Self Care & Safety Planning; Open House; Healing Humour; Eco Maps; Recap Program: Guided Presentations; Certificate Celebration.

New Programs: New programs to be delivered starting in April 2013 are: Family/Domestic Violence; Parents with Children in Care; Teen & Parent Communication; Relapse Prevention and Anger Control within the Child Welfare System; Traditional Parenting and Culture Learning; Family Night once a month for karaoke, coffee house, and land based activities such as bannock making on an open fire; and Arts nights to include parent support time in the form of crafts and sharing circles, drumming and sewing. Spring Ceremonies and other community events will continue to be part of our programs and Wiggles, Giggles and Munch will be added in the fall of 2013. These programs will run for an average of eight weeks, mornings, afternoons and evenings.

Referral Process – The Wecihitowin Project had a one-page referral sheet that was filled out by a Case Manager (CM) and signed by a supervisor. The Referral Form was then dropped off, faxed, or emailed to Wecihitowin. The Case Manager was to bring the participant to meet the Wecihitowin staff and go through the program description, review the case plan, which will be provided by the Case Manager, and to determine what kind of services were required to help the participant and their family. Once the participant was at Wecihitowin the Wecihitowin staff and the participant were to complete the Wecihitowin Assessment package. If the Probability of Harm (PFH)/**Risk Assessment** sheet was not included with the referral form the Wecihitowin staff would complete the PFH)/**Risk Assessment**.

During the end of this physical year of 12/13 a new three page referral form was developed. A completed referral package must include the following: a referral form properly filled and signed by both the CM and the supervisor, an updated case plan, a reunification plan, the PFH, and the Risk Assessment. Once the Referral Package is completed and has passed a screening committee involving the Wecihitowin staff, the new NCN Family Enhancement Case Manager and if possible, Awasis Family Enhancement Coordinator, the Wecihitowin staff will have a Case Conference with the family, the Case Manager and any other collaterals involved with the family.

What is new in Family Enhancement:

Wecihitowin has switched places with the Caring 4 You space. This new space is able to accommodate more participants in the larger meeting area. We will be asking for a stove to teach basic cooking skills and offer fresh bannock for drop in time scheduled for Monday mornings. The only minor problem we currently have with the space is providing emergency childcare for participants while in-group; the parent is not able to fully participate in the group. The other side (old site) had a closed area for participants learning time. Of course, this current set up provides teachable moments to the parent. The other option we may need to turn to regarding childcare is utilizing the family room at TSDO.

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 24 licensed foster homes, 9 foster homes that are in the relicense phase, 29 new foster home applications, and 10 Places of Safety. For 72 placement homes. 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.

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 year, the TSDO has a 4th year student from January to April 2013 and a 3rd year student placement at WeCiHiToWin from January to April 2013.

Staff Development

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>
Deep Roots, Strong Wings; Raising Resilient Children	June 2012	1
Support of staff to attend Social Work Degree Program	September /12-June /13	1
Agency Staff Development Conference	October 2-4, 2012	9
Triple P Training	November 19, 2012	2
Triple P Training	November 23,2012	2
CFSIS Training	November 5,6,7,8, 2012	1
Manitoba Competency –Based In-Service Training	January 9,10,11, 2013	1
Foster Care Program/Transmittals Training	January 30,2013	1
Annual Parent Conference	February 27,2013	1
Awasis Agency Orientation Training	March 12,13,14,2013	2
Social Workers Mobilizing for Social Justice	March 21, 2013	2

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.

All Awasis staff from the three offices attended the Awasis Staff Development Conference, held at South Beach Conference Centre on October 2-4, 2012. This is our once a year opportunity to come together as staff to renew our relationships with one another, plan, and commit to our ongoing journey as an organization. This year we built on two strategies a) “The Children’s Right to Quality Care” and b) “The Children’s Right to Culture”.



**2012/13 WINNIPEG SERVICE DELIVERY OFFICE
YEAR END REPORT**

George Muswaggon, Assistant Executive Director
Shirley Allarie, Operations Manager
<p>Staffing complement:</p> <ul style="list-style-type: none"> 1 - Operation Manager 2 – Unit Supervisors 1 - Special Programs Supervisor (Foster Care) 1 – Office Manager/Admin Support 10 - CFS Workers 2 – Regional CFS Workers (Shamattawa) 2- Foster Care Workers 1- Senior Support Worker 2 - Maintenance Clerks 1 - Legal Secretary 2 - Intake / Stats Workers 1 - Office Clerk 1 - Receptionist 1 – Age of Majority Worker 1 – First Nations Family Justice Worker 1 – Child Abuse Coordinator (Oct-Apr)
Brief Introduction to the Service Delivery Office
<p>The Winnipeg Service Delivery Office located on 315 McGee Street in the City of Winnipeg is the Unit responsible for the full delivery of statutory mandated child and family services to the members of the 11 First Nation communities who reside in Winnipeg and its surrounding area. The office is more commonly known as the Winnipeg Service Delivery Office ('McGee office').</p> <p>The Winnipeg Service Delivery Office (McGee) is not a designated Intake Office. The McGee 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.</p> <p>The case transfers and application of service delivery for mandated cases under Awasis occurs once the initial intake and investigation are completed by the ANCR and it is deemed that a child or family are from one of the Awasis affiliated First Nation communities. Once a case is accepted through this process, the McGee 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).</p> <p>It should be noted that once a case has the status of "pending transitional" the McGee 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.</p> <p>The ANCR is responsible to respond to McGee open files from 4:30 p.m. until 8:30 a.m. (Monday to Friday as well as weekends and holidays).</p>
Key Issues & Challenges
<p>There are many services available to families and children in the city of Winnipeg, however, there is an even greater number of risk factors the plague the streets of the city. In addition to the key issues and</p>

challenges itemized in this report, a steady flow of children continue to be displaced in the communities up North and placed in the city with the hope that the available services will “BETTER” address the challenges they face. Time and again, this theory has been disproven, and remains only a myth. Conversely, the effort to facilitate the return of children to their communities has been equally challenging. Although, in principle, it is widely agreed that all efforts should be made to keep children within family, extended family, or community it has continued to be the experience of the Agency that the necessary “authorities and approvals” to make such decisions have been difficult. The recent changes in foster care will make placement of children in their respective communities increasingly more difficult.

The expectation of the Unit varies from community to community. In most instances collaboration with other units has worked relatively well. On occasion we have had situations where, issues have arisen on children that have been placed in the city or surrounding area without the Service delivery office’s knowledge. The resources providing services to all children from the Agency appear to have very little appreciation to the vastness of the region being served, thus when requesting for information it has often resulted in frustration and misunderstanding. Generally speaking, the Unit makes every effort to support any and all requests that come from the local units and other resources. At times, this does not happen at the desired speed.

There are a number of significant issues/challenges that impact the services that are provided from the Winnipeg service Delivery office.

- Teenage pregnancies.
- Number of teen girls, suspected teen boys and trans-gendered teens being sexually exploited.
- 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 (“street” & prescription drugs and alcohol).
- Number of youth affected with mental health issues, resulting in multiple suicide attempts especially among the female demographic.
- Gang-related activity especially among the teen boys but is also increasing with respect to female involvement.
- Severity of crimes committed by teens especially the male demographic ranging from serious sexual assaults, assaults with weapons to manslaughter.
- 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.
- Number of children using therapeutic services to deal with traumatic events they have experienced.
- Number of extension in care for youth past the age of majority as a result of education, transition planning and medical needs.
- Change in Special Rate approval process.
- Staff turn-over has been an issue for the McGee office this year, however it is hoped that the efforts to stabilize the Unit will assist in addressing this matter.
- Challenge in recruiting workers with the required language/cultural knowledge to best serve the clientele.
- Difficulty in recruiting/retaining culturally appropriate foster home placements
- Lack of specialized foster placements

- Awasis struggles with the problem of finding appropriate resources for adolescents referred for an intervention.
- This includes finding supports for youth experiencing addictions and mental health issues
- There is a lack of specialized foster or groups in the communities and in northern Manitoba
- There are no short-term facilities and/or long term institutional placements
- There are waiting lists for up to a year for placements in southern Manitoba which can be utilized to protect children to ensure that they are not a danger to themselves
- Awasis Northern First Nations communities have reported that the lack of services for children and families in the North has meant that the front line workers are often in the position of providing crisis services for youth with mental health problems without the support of medical professionals, secure crisis facilities and/or follow-up services.

Future Plans & Developments / How Will the Community Deal with the Trends in the next five years?

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 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 and long term effects 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. Educate the public; Educate families/parents; Educate the leadership; Educate 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.
- Ongoing Foster Parent / Places of Safety recruitment efforts.
- Donations of clothing provided to Oxford House, Shamattawa and God's River (Sept/12).
- Donations of clothing to foster families and other Agencies within the City (Dec/12).
- MKO/AMC donation of mitts and hats (Nov/12).

December 2012

- Awasis Agency hosted a Christmas party for children in care and foster parents at the Indian & Metis Friendship Centre. There was a significant turnout from the foster parents within the City and from surrounding areas.
- Awasis Agency provided 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); 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;
- Parent-aides

The McGee office strives to provide culturally appropriate services as much as it can to its clientele accessing child and family services in the urban Winnipeg catchment area. As the clients in Winnipeg derive from all of the 11 First Nation communities Awasis serves, the McGee office faces challenges to adapt to the unique features and cultural attributes and needs of its families, children and the communities. It is the intention and goal of the McGee office to provide essential culturally-based services and develop formal partnerships with Winnipeg-based social/ health/ justice/ employment/ and education programs. However, in planning for the Annual Spring Break Activities, the geographical size of Winnipeg and outlying areas creates a logistical problem in hosting such events for the McGee office.

The following are activities identified for the Spring Break Family Enhancement allocation:

- Super Spring Break Circus – MTS Centre (March 26, 2013 7 PM and March 27, 2013 (300 Tickets)
- Movie Passes 400 x 10.00
- Bowling – Billy Mosienko Lanes – Thursday, March 28, 2013 (including luncheon)
- U-Puttz Black Light Mini Golf (300 x 5.75)
- Manitoba Children’s Museum (150 x 10.00)
- Kid City (150 x 10.00)

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

There were approximately 215 children in care this year, which was a slight increase from last year. There were 141 family service files, representing 368 children in those family files. Protection services constitute the majority of services that the unit provides. These services include but is 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
- Foster parent training and development
- Referrals to ANCR Abuse Unit

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.

Awasis Management staff met with Health Sciences Centre staff to begin the process of relationship building on key issues of communication and protocols.

Staff Development (Activities for the year):

Some of the key training events for the McGee Office included:

- All staff attended the Staff Development conference “Strengthening Our Path- October 2012
- In-house review by Management of Human Resource roles and responsibilities October 2012
- In-house review by Management on Policy and procedures October 2012
- Three staff attended child sexual abuse investigation training in 2012
- One staff attended “Pathway to Hope: Healing Child Sexual Abuse February 2013
- In-house ACM training by Management Staff on relationship Building December 2012
- One staff attended Workplace Health and Safety Training February 2013
- Two staff attended four day CFSIS training in March 2013
- Five new staff attended Awasis Agency Orientation March 2013
- In-house Special Needs training with Supervisor and Case Managers March 2013
- In-house Legal Counsel training sessions to the CFS Workers and Supervisors
- Health and Safety Committee (established and training)-Feb 2013
- Two staff attended the Foster Care Summit-September 2012

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.



Appendix A:



Children with Life Long Complex Medical Needs (CWLLCMN) – 2012 /13 Year End Report

The Children With Life Long Complex Medical Needs Program is a partnership program developed by the Agency in the early 1990's in an attempt to provide special needs children and their families with adequate services in their home communities without bringing them into care. Funding for the Program is provided by Aboriginal and Northern Affairs Canada (formerly known as INAC), the Province of Manitoba, and Awasis Agency. When one of the partners gave notice to withdraw from the Program, it was on the basis of developing and funding a more comprehensive program that provided for inclusion of children which the Program's parameters excluded. The Agency developed a more inclusive program, however, has been unsuccessful in securing funding from parties. With the removal of funding of the existing program, no additional children who once met the criteria were allowed to receive services from the Program however, there was a commitment to continue funding the existing children until they reached the age of majority.

There are two children remaining in the Program, both from the community of Norway House. Due to the low numbers, funding was secured only for a .3 position to oversee the Program. The position is a combined Program Manager/Case Manager position. We were fortunate to secure the services of a former Program Case Manager from Norway House who continues to advocate for Occupational, Physiotherapy, and Occupational Services for the two youth and their families. One child has severe physical limitations and the program continues to advocate for adequate home renovations to meet his needs. Both families are very stable and request minimal respite services from the Program.

One of the youth will turn eighteen years of age in 2014 and the other in early 2015 which will see the end of the Program. The Program Manager is working with the families, school, community resources, and various professionals to ensure the youth's needs will be met as they reach adulthood.

(Financial report to be included in the Audit).

Appendix B

Awasis Agency of Northern Manitoba

Meenoostahtan Minisiwin

Mediation Services



April 1, 2012 to March 31, 2013

Report

EXECUTIVE SUMMARY

Meenoostahtan Minisiwin is a program designed as an alternative approach for addressing child and family matters outside of the regular Child and Family Services and court systems. It is designed to bring together family, extended family, community members, elders, and community service providers to resolve child protection concerns through the use of Okweskimowewak (family mediators).

The Okweskimowewak utilizes a combination of traditional peacemaking and family mediation skills that are anchored in the language of each First Nation that is engaged. The program targets concerns regarding abandonment, neglect, children in need of protection and children deemed to be out of control of parental authority. The focus of interventions with families starts with providing clarity with the situation in the language and in a manner that is non-threatening, non-adversarial and solution and strength based. The program facilitates the care and healthy development of children; as well as restoring the health, harmony and balance within the family unit.

The emphasis of the program works on establishing strong care-giving environments through the assistance of community members and service providers and ensuring that the responsibility for addressing child and family matters remains with the family and community. This process does not assign blame; rather seeks to identify the supports and developmental opportunities needed to assist families in becoming strong and healthy care-givers.

Meenoostahtan Minisiwin has been providing Mediation Services to families of Awasis Agency since February 1999. It has been in operation for 13 years. Throughout this time the CFS system in Manitoba has been subjected to many changes. The most recent of changes that followed AJI-CWI has been the introduction of family enhancement funding which has now been made available to the Agency. The program has received 1370 referrals and has provided services for 3205 children from April 1, 1999 to February 6, 2013.

Justice Canada has recently indicated they will not be funding their portion to the Meenoostahtan Minisiwin Program for fiscal year April 1, 2013 – March 31, 2014. The Child Protection, Family Services and Labor Branch of Manitoba will continue to fund a portion on condition that Awasis Agency of Northern MB is willing to support on-going existence of Meenoostahtan Minisiwin with only the MB funding for the 2013/14 fiscal year. On March 6, 2013, the Awasis Agency Board of Directors adopted a motion supporting the funding for 2013/14 fiscal year.

The FNFJ Program currently employs a team of 5 staff members, who are:

- Program Coordinator, Brenda Watt..... God's Lake First Nation
- Administrative Assistant, Gina Spence...Cross Lake Band,
- Okweskimowew, Juda Keeper.....Tataskweyak Cree Nation,
- Okweskimowew, Robert Bee.....God's Lake First Nation
- Okweskimowew, Michael Spence.....Cross Lake Band

For the most part, the staff members are able to communicate in Cree when necessary and all are still very much involved within their own communities. This compliment of staff is reflective of the uniqueness of what the program was initially established to accomplish. All have been born and raised in their distinctive communities and have gone on to higher education and are now drawing on their experiences to help families and units in the communities strive for healthy relationships with oneself, the community, the land and most importantly the spirit and intent of knowing who you are, and your ancestry.

MEENOOSTAHTAN MINISIWIN PROGRAM MANDATE

VISION:

To help bridge relationships in First Nations communities to facilitate health and well-being and promote the best interests of children within the perspective of families, communities and traditional culture.

MISSION:

The mission of the Meenoostahtan Minisiwin Program is to bring to the circle the voices of the community who, together can plan for restoring the balance and harmony of First Nations children and families.



MEENOOSTAHTAN MINISIWIN PROGRAM NARRATIVE REPORT WORK PLAN ACTIVITIES:



Work Plan Activity: *“To address child and family matters outside regular child and family service and judicial systems, using a combination of traditional peacemaking, Family and Child Protection mediation skills.”*

The Okweskimowewak works as a support to the Awasis Agency in mediating between parents and Agency Workers, particularly when children are taken into care by the Agency. The Okweskimowewak are able to explain why-in their language-and how the CFS system works and the legal expectations.

In most cases they are able to defuse the anger. The Okweskimowewak clarify that they are the “middle” person between the parents and the Agency. The mediator’s goal is to get the children home if possible under the best possible plan.

When the Okweskimowewak are mediating/negotiating, the needs are expressed by Awasis and then the families, once completed ‘common needs’ are identified resulting in developing a mutual consensus on what items should be included in the agreement. A process of ‘give and take’ occurs where parents start to work along with the Agency to transition the child(ren) in care back to the parents.

The Conflict Resolution model (finding common ground) used in Mediation Resolution training has been an effective tool in the mediation between parents and the agency.

Achievements:

- All negotiations are made with case workers, the Unit Supervisor and the family.
- Local resources are identified to provide ongoing support and are included in the agreements, such as NADAP, BHC, BFI, MHT, NAYSPS, School staff, and Awasis.
- Working relationships are established with all local programs (as noted above).
- Training is relevant and effective in the delivery of services.

Work Plan Activity: “To bring together family, extended family, community members, Elders and community service providers in the resolution of child protection concerns through the use of properly training Okweskimowewak Family Mediators for 10 (13) of the MKO communities.”

As noted above, once the anger and frustration has been addressed, the Okweskimowewak are able to assist the families in working with the Agency through mediation. In some cases, the parents are in deep denial about their poor parenting skills that endanger their children’s well-being. The Okweskimowewak work with the families and explain that without taking ownership of their choices, they will not make any progress towards getting their children back.

The Okweskimowewak work with families, many of the cases involve substance abuse and at times the clients do not see the need for any type of intervention, however after establishing a relationship based on trust and dialogue is achieved, the clients are more agreeable to discuss the required planning and/or treatment.

The Okweskimowewak also deal with children who are experiencing suicide ideations, through sharing circles the parents were able to see how their behaviours were impacting their children and some parents have developed plans to try and become healthier (i.e. enrolling in drug treatment programs).

The Okweskimowewak often coordinate with local resources (health / mental health workers) to ensure assessments and plans are in place for families and/or individuals.

Achievements (similar to above):

- All planning and services are made with the case workers, the Unit Supervisor and the family.
- Utilizing traditional methods to assist in finding realistic and achievable resolutions for the families and the Agency that are in the best interests of the child(ren).
- Local resources are identified to provide ongoing support and are included in the agreements, such as NADAP, BHC, BFI, MHT, NAYSPS, School staff, and Awasis.
- Training is culturally relevant and effective in the delivery of services.
- Relationships established between the Okweskimowewak and the Awasis Agency with the goals to support family reunification.

Work Plan Activity: “To target concerns in all areas of mandated child welfare, including child abandonment, neglect, children deemed out of control of parents, children in need of protection and child abuse.”

The Okweskimowewak are provided a certain amount of time upon hiring to review the Awasis program policies and procedures to ensure familiarity with the CFS Act as part of their job function. Quarterly meetings and discussions are held regarding protocols, standards, practices, and work activities to ensure processes are followed. The Okweskimowewak discuss what works well and what doesn’t and plan / adjust strategies from that point forward.

Teamwork is an important element for the Okweskimowewak. The Program Manager coordinated the program and assigned cases based on specific skill levels / skill sets of the Okweskimowewak.

As noted above, the Okweskimowewak work to identify the needs of the Agency and the families to establish 'common needs' that will result in developing a mutual consensus on what needs to be done to transition the child(ren) back to the parents.

Achievements:

- Increased reporting mechanisms to improve communications between Agency Workers, Okweskimowewak, to support planning where/when required.
- New Referral Form developed in August 2012 (attached).
- Improved data tracking systems for analyzing trends and increased service needs.

Work Plan Activity: "To provide community education about the benefits of the Program."

The "Meenostahtan Minisiwin First Nations Family Justice/Family Mediation" pamphlet provides an overview of the programs and services offered. These pamphlets are distributed to all Agency offices and collateral offices in an effort to increase awareness about the program and how to access services.

The Administrative Assistant distributes the pamphlets, information packages including the referral forms to all Agency Workers and offices. The information is also shared with families and collaterals.

The Okweskimowewak participate in various community events, meetings and workshops where requested.

The goal for the next fiscal year is to create a greater awareness of the program and its services in support of Family Enhancement (Prevention and Intervention).

Achievements:

- Relationships established between the Okweskimowewak and families and leadership on the services provided.
- Awareness of culturally relevant resource for families, communities and Agencies.
- Increased services provided to those communities where needs are higher (i.e. Shamattawa).

Work Plan Activity: "To internally evaluate activities to monitor and inform the quality of services and produce accurate outcome statistics."

The Okweskimowewak and Program Manager held quarterly meetings to review activities and discuss cases on best practices (what works/doesn't work, etc) which left room for improvements and changes where required.

Once the referral has been received the Okweskimowewak begin the necessary contact and required follow up.

In August 2012, the program revised the referral forms to increase data tracking and monitoring of caseloads and services provided. There are some issues with respect to how much data is captured as the program is meant to provide services outside of the CFS and court systems (not to be used against the clients and/or families in legal proceedings) otherwise it would impact the trust relationship that the Okweskimowewak works hard to gain.



Work Plan Activity: “To maintain a project database for quality control purposes and to make the work of external evaluation less cumbersome.”

The referral form captures specific areas for services, they are: “Abuse, Conflict with the law, Family Violence, Family History-CFS, Child History-CFS, Young Offenders Act, Third Party Assault, Child Abandonment, Child Protection, Neglect and Other”. Although the Young Offenders Act and third party assault is listed as a possible area of involvement, the statistics show there were no reported cases in these areas for this fiscal year.

The referral form was revised in August 2012 to increase the data tracking and follow up for the cases/services provided. The referral form includes a Referral Status and Resolution Form as well as a Follow Up template to be utilized for all cases for monitoring and tracking purposes.

The referral form is also available electronically however external referral sources have not taken advantage of this e-form. Efforts to improve awareness of this method will be completed in the 2013/14 fiscal year.

The Administrative Assistant has developed a database and tracking system to record community visits and services provided utilizing the referral form. The quarterly reports identify the communities serviced and the database report identifies the types of services provided.

Copies of the quarterly and database reports are attached to this report.

Work Plan Activity: “To complete quarterly statistical workload reports and annual Program reports or evaluations.”

As noted above, quarterly reports are prepared that identifies the communities serviced and types of service. For the 2012-13 fiscal year the Program received a total of 58 referrals resulting in 200 children serviced. With 21 referrals carried forward from fiscal year 2011/12. [This included statistics from Norway House and Cross Lake].

For the Awasis Agency communities specifically, the number of referrals was 51 and with 175 children provided service – almost 90% of the referrals to the program. (The quarterly statistics are attached within the quarterly reports).

Breakdown in terms of numbers specific to the Awasis Agency communities is as follows:

1 st Quarter: <u>April to June 2012</u> Number of Referrals: 18 Number of Children Serviced: 68	2 nd Quarter: <u>July to September 2012</u> Number of Referrals: 17 Number of Children Serviced: 57
3 rd Quarter: <u>October to December 2012</u> Number of Referrals: 10 Number of Children Serviced: 19	4 th Quarter: <u>January to March 2013</u> Number of Referrals: 12 Number of Children Serviced: 46

Achievements:

- Database created that tracks the types of services and implementation of the new referral forms signed by the families or referral agency.
- Quarterly reports and statistics available for reporting and monitoring purposes.

Work Plan Activity: “To provide ongoing training of Provincial and CFS agency protocols, policies and standards regarding child safety, abuse, neglect and abandonment to staff of Meenoostahtan Minisiwin Program.”

The Okweskimowewak are aware of the Agency CFS standards and protocols and work closely with Agency Workers to ensure policies and procedures are followed in accordance with the CFS Act.

The Okweskimowewak have also attended Mental Health First Aid for adults who work with youth (training provided by the First Nations of Northern Manitoba CFS Authority).

The Okweskimowewak participated in the Awasis Agency Staff Development Conference “Strengthening our Path Forward” the theme was “Our Children First” – the focus for the staff development conference was on two strategies (related to the 7 teachings). The first teaching “Truth” – Our Children’s Right to Quality Care and “Wisdom” – Our Children’s Right to Culture. Based on these strategies, the teams developed community plans for the year.

The Okweskimowewak provide core mediation services that are culturally appropriate to the families and children.

Work Plan Activity: “To provide ongoing training to the Okweskimowewak on the Meenoostahtan philosophies, protocols, policies and standards.”

Training has been a critical aspect of the Meenoostahtan program and the Program Coordinator has ensured the training of the Okweskimowewak workers is ongoing and relevant to their roles and responsibilities.

All three Okweskimowewak received their Mediation Skills Certificate. The certificate offered by the “Resolutions Skills Centre” is a 22 day comprehensive certificate and the requirements are as follows:

- Introduction to Conflict Resolution;
- Culture & Conflict
- Dealing with Anger
- Coaching for Resolutions
- Introduction to Mediation
- Mediation Skills 1 & 2
- Mediation Practice
- High Stakes Conversations
- Transforming the Argument
- Dealing with Power
- Assertive Communications

Work Plan Activity: ***“To collaborate with the Association of Family Mediators of Canada to ensure that the quality of our mediation training meets their standards.”***

The training provided to the Mediators was through the Resolution Skills Centre which is known as a leader in conflict resolution training. Other capacity development opportunities are provided through the Awasis Agency and the First Nations of Northern Manitoba CFS Authority.

Work Plan Activity: ***“To provide training for the Okweskimowewak on health wellness and healthy teamwork.”***

Cultural teachings and ceremonies are an integral part of the First Nations wellness and healthy lifestyles. The Program Coordinator and staff attend cultural ceremonies whenever possible. (Cultural Teaching Ceremony at Mile 20 and Mile 35, Sweat lodges, Sundance ceremonies, sage picking, etc.).

Achievements:

- Services provided by First Nations for First Nations.
- Awareness of Mediation skills and methods to best support families and children.
- Relevant and specific training to meet the program objectives and mandate.

The following is a list of the training provided in each quarter. Training also included office procedures and systems to ensure the capacity and tools to meet the reporting requirements are met.

April to June 2012:

- All three Okweskimowewak (Mediators) received their Mediation Skills Certificate (see above list of courses).
- The Program Manager and Administrative Assistant attended Excel Training and the Fundamentals of Financial Management at Anokiiwin Training Institute.
- Some staff attended the Cultural Teaching Ceremony at Mile 20, north of Thompson.

July to September:

- One staff member took Mediation Training in Winnipeg (in order to complete the course requirements) and received his Certificate in Level 1. All Mediators have their Mediation Skills Certificates for Level 1.
- The Program Manager and Administrative Assistant attended Basic Budgeting as part of the Finance Management course with Anokiiwin Training Institute.
- All staff attended a three-day Fall Gathering Cultural Camp to partake in cultural training in September.

October to December:

- One Mediator attended a 25 day training program from the Haven Institute for Phase 1 Self-Awareness; and the other two attended Training at Resolution Skills for “Transforming the Argument”
- The Administrative Assistant attended Administrative Training with P.A. Douglas Inc.
- All staff attended the Awasis Agency’s Staff Development Conference “Strengthening our Path - Our Children First” in October.

January to March 2013:

- One Mediator took the “Victim Offender” training with Resolution Skills Centre.

Work Plan Activity: ***“To deliver Meenoostahtan Minisiwin: FNFJ services, a community-based model for conflict resolution in child and family matters.”***

The Okweskimowewak goal is to mediate and act as a resource for both the families and the Agency. In most cases where the Okweskimowewak are involved, they are able to work with the families and the Agency as the “middle” person to get the children home under the best possible plan.

The Okweskimowewak activities are in line with the program service goals which are:

- To foster the development of opportunities for community members and service providers to explore ways to better support children and families as team players working closely with and alongside the child, parents and social workers.
- Provide for the delivery of culturally specific mediation or peacemaking in all the communities that Awasis Agency provides services to, which are:
 - Tadoule Lake, Lac Brochet, Brochet, Shamattawa, God’s River, God’s Lake, Oxford House, Split Lake, York Landing, Fox Lake, War Lake, and for families receiving services in Thompson and Winnipeg Units.
- Utilize elders and traditional practices to promote healthy ways of healing.
- Respond to and assist communities, families and children in times of crisis as a support resource.
- Provide on-going promotion, awareness and education as to the role of Meenoostahtan Minisiwin Program to families, community members and Awasis Agency staff as a way to promote a common understanding.

Work Plan Activity: ***“To continuously refine a standardized intake system, to ensure a consistent framework for responding to request and referrals for service.”***

With the implementation of the new referral form there is a consistent framework for Intakes and types of responses required. The program will continue to work towards increasing awareness of the programs and services as well as reporting without jeopardizing the client's privacy. The focus is on identifying trends and where additional programs and services need to be established.

Work Plan Activity: ***"To continue to demonstrate effective governance."***

The Administration Order was lifted from the Awasis Agency in November 2011, the Program Coordinator had requested the Awasis Agency Board consider reinstating the 5 member FNFJ Committee however at the time of the presentation, the Coordinator was uncertain whether funding was going to be approved (due to the federal election and delay in the Minister's budget approvals). As a result, the discussion was deferred until further information and confirmation of funding was identified.

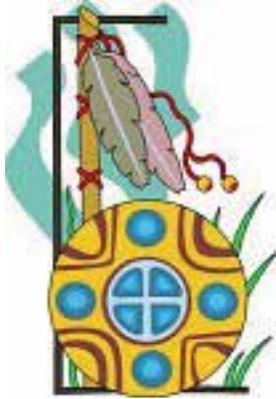
Since the Agency's implementation of the new Funding Model and Enhanced Prevention Focused Approach, the Board of Directors have not had the opportunity to revisit the issue of the FNFJ Committee. However, the Board understood that the Program Coordinator will continue to report to the Awasis Agency Executive Director to ensure compliance with the program's funding agreement. The Program Coordinator also had well-established working relationships with the funding agencies.

Achievements:

- Board of Directors supports the Meenoostahtan Program.
- Quarterly and Annual Reporting to the Funders/Agency.
- Ongoing working and reporting relationships with the Agency Executive Director and funders.

FINANCIAL REPORT

The 2012/13 quarterly activity reports and year-end financial statements provided to funders as required. The Meenostahtan funding agreement is administered through the Awasis Agency and as such the audited financial statements are included with the Awasis Agency's Annual Audit.



***If a child lives with criticism
He learns to condemn.***

***If a child lives with hostility
He learns to fight.***

***If a child lives with ridicule
He learns to be shy.***

***If a child lives with shame
He learns to feel guilty.***

***If a child lives with tolerance
He learns confidence.***

***If a child lives with praise
He learns to appreciate.***

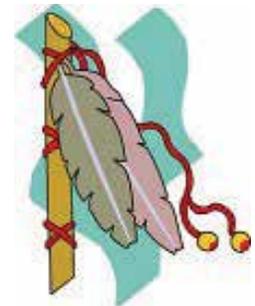
***If a child lives with fairness
He learns justice.***

***If a child lives with security
He learns to have faith.***

***If a child lives with approval
He learns to like himself.***

***If a child lives with acceptance and friendship
He learns to find love in the world.***

Author unknown





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