

AWASIS AGENCY  
of NORTHERN MANITOBA

32nd Annual Report  
2015/16

"Celebrating Organizational Spirit and Accountability"

### ***Cover art by Jackie Traverse***

Jackie Traverse is a graduate from the School of Fine Arts at the University of Manitoba. She is an Anishinabek from Lake St. Martin First Nation. Jackie is widely known in the art community across Canada and her paintings, drawings, documentaries and sculptures speak to the realities of being an Indigenous woman.

Through her art, she expresses and conveys her ideas and opinions while striving to address issues that impact Indigenous peoples both on and off reserve. Jackie's paintings truly convey where her heart lies. She feels the strongest spiritual connection to all that she creates.

# *Awasis Agency of Northern Manitoba Annual Report (2015-2016)*

<b>Board of Directors Message .....</b>	<b>4</b>
<b>Executive Summary .....</b>	<b>5</b>
<b>2015/16 Operational Report</b>	
Core Operations & Management .....	6
<b>Work Plan Updates.....</b>	<b>8</b>
Section A: Governance.....	8
Section B: Senior Management.....	9
Section C: Communications.....	10
Section D: Human Resources .....	10
Section E: Finance .....	11
Section F: Infrastructure & Technology.....	12
Section G: Quality Assurance .....	12
Section H: Designated Intake Services/After Hours .....	12
Section I: Protection and Investigation Services.....	12
Section J: Services to Children in Care .....	13
Section K: Alternate Care – Placement Resource .....	14
Section L: Prevention (Family Enhancement) .....	15
Section M: Adoption .....	16
<b>Customary Care/Kinship Care Legislation .....</b>	<b>17</b>
<b>Staff Training &amp; Capacity Development of Awasis Agency Staff .....</b>	<b>18</b>
<b>Key Issues &amp; Challenges.....</b>	<b>19</b>
<b>2015/16 Statistical Reports.....</b>	<b>20</b>
Chart 1: Breakdown of Total Files.....	21
Chart 2: Case File Comparison .....	22
Chart 3: Children in Care Comparison.....	23
Chart 4: Children in Care by Community.....	24
Chart 5: Legal Status Comparison .....	25
Chart 6: Family Service Files by Community.....	26
Chart 7: Placement Comparison .....	27
Chart 8: Federal / Provincial Children in Care by Community.....	28
<b>2015/16 First Nation Year End Reports.....</b>	<b>29</b>
Barren Lands First Nation (Brochet).....	30
Bunibonibee Cree Nation (Oxford House) .....	31
Fox Lake Cree Nation (Bird).....	33
God’s Lake First Nation (God’s Lake Narrows).....	35
Northlands Denesuline First Nation (Lac Brochet) .....	39
Manto Sipi Cree Nation (God’s River) .....	42
Sayisi Dene First Nation (Tadoule Lake).....	44
Shamattawa First Nation.....	48
Tataskweyak Cree Nation (Split Lake).....	53
Thompson Service Delivery Office .....	57
War Lake First Nation (Ilford) .....	61
Winnipeg Service Delivery Office.....	63
York Factory First Nation (York Landing).....	68

## Board of Directors' Message

It is an honour to present the Awasis Agency Annual Report for 2015/16. As you will see from the report, the Agency has been very busy with developing programs, training and capacity development, as well as infrastructure upgrades in order to improve overall service delivery for our children, families and staff.

The Board's priorities for this year continues to be advocating for adequate resources, to increasing prevention programming; building the required capacity in the communities; and creating a strong workforce. This requires ongoing strategic planning and meetings with funders and staff to ensure our Agency has the funds to meet the needs in a culturally appropriate way, while still meeting the provincial mandates. In this regard, we have been able to show clearly where the shortfalls are occurring and have been successful in obtaining additional resources. The recent Canadian Human Rights Tribunal decision respecting unfair funding practices for First Nations children will also result in increased services and resources for our children on-reserve.

We want to also take this time to recognize the contributions of our former Chairperson, Chief Michael Yellowback of the Manto Sipi Cree Nation, who served on our Board of Directors diligently from August 2011 until August 2015. He was a very strong advocate for the Agency and we want to wish him well in his future endeavours. We also want to recognize our previous Board members this past year: former Chiefs Michael Sewap, Irvin Sinclair and Leo Dettanikkeaze. We appreciate the insight and leadership provided to our Agency while on the Board and your services to our children and families were invaluable.

We want to acknowledge our staff and volunteers who work tirelessly on behalf of our First Nation children, youth and families. Your efforts and commitment to provide valuable support and services help to ensure strong and healthy children and families; we commend your hard work.

We encourage you to read the report on the Agency's initiatives this past year.

Ekosi



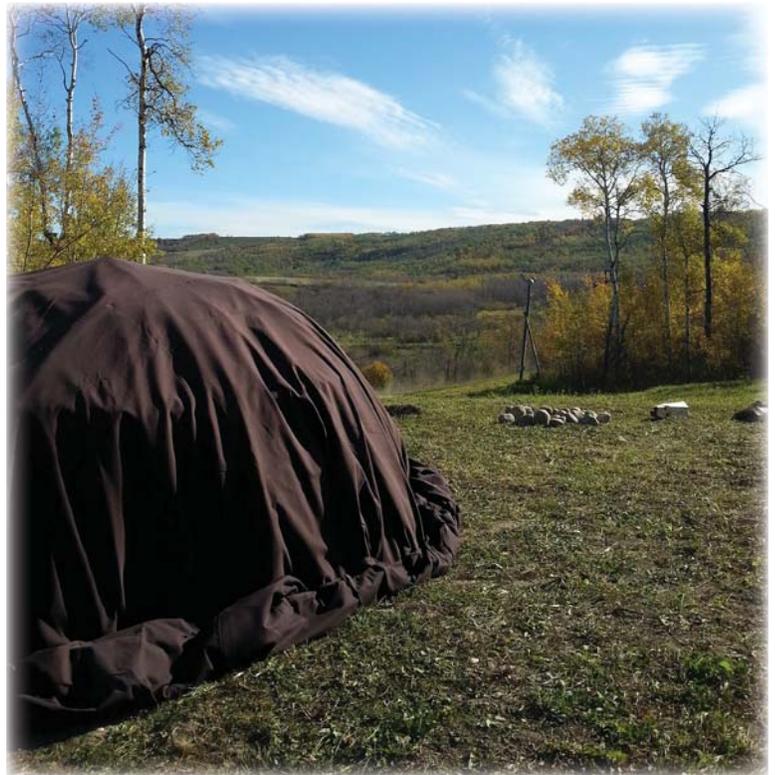
### Awasis Agency Of Northern Manitoba

**Vision:**

*Healthy communities,  
healthy First Nation children  
and families*

**Mission:**

*To provide culturally  
appropriate child and family  
services*



# Executive Summary

The Awasis Agency of Northern Manitoba's mandate comes from two sources. The first is a legislative mandate that is derived from the 'Child and Family Services Act'. Specifically, these duties are outlined in Section 7(1).

The second mandate is derived from the First Nation's Chiefs representing the 11 First Nation communities under Awasis Agency. This First Nations' mandate and focus is based on four types of services to be provided by the Awasis Agency. They are:

## Protection

*Intake/Investigation;  
Assessment/Planning; Case  
Management; & Evaluation.*

## Prevention

*In-home supports; Counselling;  
Respite Parent Aides; Education  
Awareness workshops;  
Programming*

## Promotion

*Educate the public, families,  
leadership, & collaterals.*

## Partnership

*Engage/Involve; Co-Host events;  
Coordinate; & Report.*

The **Operational Plan** provides the Agency's overall strategic goals and objectives in meeting the mandate for child welfare services. The Agency's **Work Plan** is the management tool that is used to monitor and evaluate the activities, timelines, outcomes and resources required for the year. The **Annual Report** is the opportunity to show progress and highlight the achievements against the overall goals and objectives. The following report outlines the activities for this past fiscal year in accordance with the "**Strategic Services Plan**" (formerly called the Business Plan):

## GOVERNANCE

The Awasis Agency is managed by a Board of five (5) Chiefs elected from the Membership. Fifty-one (51%) percent of the Directors in attendance at any time constitutes a quorum. The Current Board of Directors are:

- **Chief Walter Spence, Fox Lake Cree Nation**, Chairperson
- **Chief Betsy Kennedy, War Lake First Nation**, Vice-Chairperson
- **Chief Jeffrey Napaokesik, Shamattawa First Nation**, Director
- **Chief Timothy Muskego, Bunibonibee Cree Nation**, Interim Director
- **Vacancy** (former Chief Leo Dettanikkeaze)

As part of the governance responsibilities, the Board is very active in supporting the Agency and children and families at the local, regional, provincial and national level.

# Core Operations & Management

## Operations

In 2009/2010 all federally funded First Nation Child and Family Service Agencies moved to a caseload driven funding formula for the allocation of resources. This federal funding model categorizes Agencies and funds them based on one of these categories as Small, Medium or Large Agencies. Based on past and current caseload, Awasis Agency is an 'extra-large' agency, and only funded as a large agency and therefore the current funding model does not meet the agency's needs. The Board has been actively advocating for increased funding and has presented options to address the funding shortfalls in August 2014. These options continue to be under review.

One of the goals for leadership is to get back to the principles of the AJI-CWI process for an efficient and effective service delivery system that is based on culturally appropriate services including increased delegation of authority from the Province to the Northern Authority for Group II resources in the North.

This past year also marked two major events that will have a significant impact on First Nations and Child & Family Services. First, the release of the Truth and Reconciliation Report "A Call to Action" by Justice Murray Sinclair (June 2015). This report acknowledges cultural genocide created by the residential schools by the Government of Canada. The report recognizes the in an effort to establish a process of reconciling and healing of the relationships between First Nations and the Government of Canada. The second major event is the Canadian Human Rights Tribunal (CHRT) ruling in favour of the First Nation Child and Family Caring Society and Assembly of First Nations human rights complaint against the government, "alleging that Canada's failure to provide equitable and culturally based child welfare services to First Nations' children on reserve amounts to discrimination on the basis of race and ethnic origin." (Briefing Note-Caring Society, January 2016). As a result of this ruling the government is forced to review their funding policies and make immediate amends to address the funding shortfalls. The systemic underfunding is no longer acceptable and funders will need to work cooperatively with First Nations to ensure long term, effective and equitable programs are developed and enhanced for our children no matter where they reside. The federal government is now preparing to overhaul the way child welfare is delivered on reserves.

*To hear with your heart and not your ears.*

*To feel with your heart and not your hands.*

*To see with your heart and not your eyes.*

*To speak with your heart and not your mouth.*

*To think with your heart and not your mind.*

*To be as one with all in the heart!*

*—Author unknown*

## Organizational Structure

The central administrative office is situated in Thompson, Manitoba and provides advisory and financial management to 11 First Nation community offices in Northern Manitoba as well as 2 offices in Winnipeg. The Agency has moved its Thompson Service Delivery Office (previously located on Selkirk Dr.) into the Central office building in Thompson to reduce rental and administrative costs, and increase programming in their two off reserve service delivery offices in Winnipeg and Thompson.

Awasis Agency of Northern Manitoba has a combined total of 164 staff positions within the organization.

## Staff Development Conference – 2015/16

In keeping with the strategies identified in 2011 the theme for the 2015/2016 Staff Development Conference was based on Strategy #7: “RESPECT - Celebrating Organizational Spirit”.

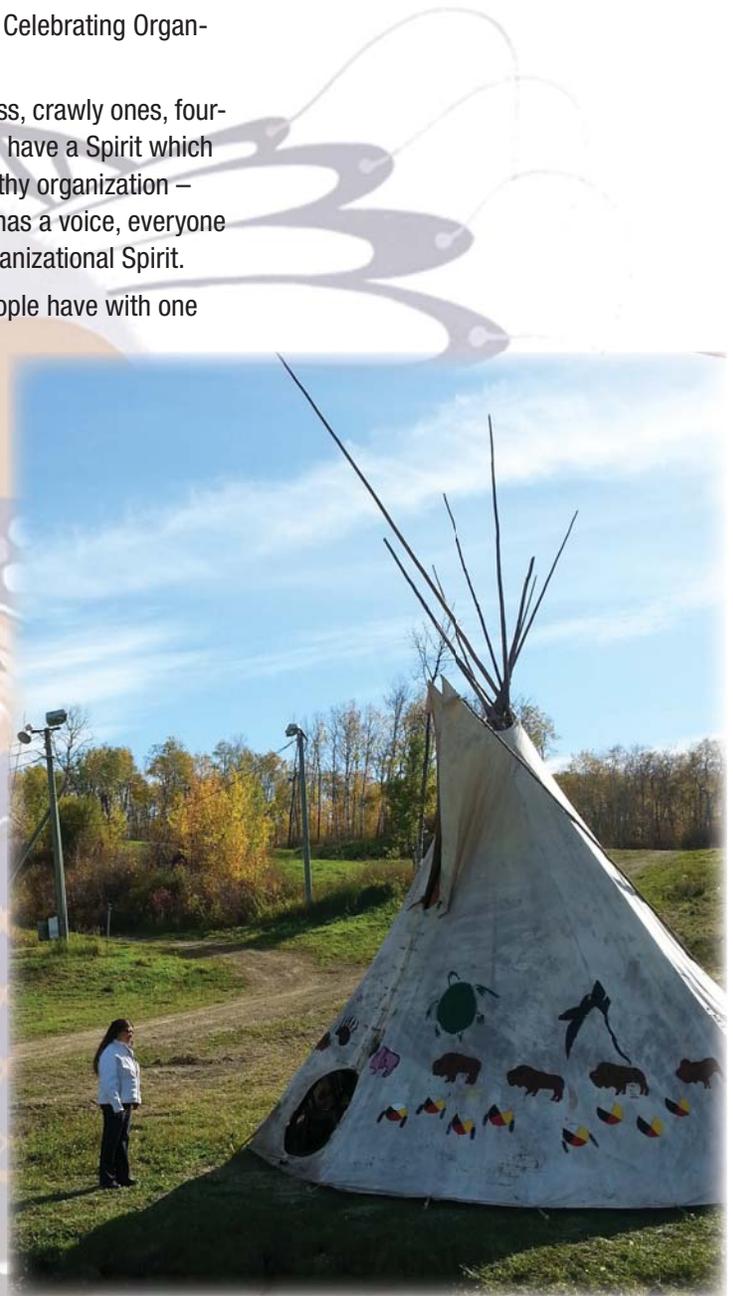
“The Elders tell us ‘Everything has a spirit’ – the trees, rocks, grass, crawly ones, four-legged ones, winged ones, and human beings. Organizations also have a Spirit which is represented by the values of that organization. Values of a healthy organization – that everyone’s input is important, everyone has a gift, everyone has a voice, everyone has a right to be treated respectfully – contribute to a healthy organizational Spirit.

The Spirit of an organization is rooted in the relationships that people have with one another. Healthy relationships are based on trust, honesty, and most importantly, mutual RESPECT.

When you have healthy relationships within your organization, you see people working together, freely sharing of ideas, working beyond their job descriptions, investing not only their time, but also openly sharing their gifts and talents.

The Awasis Agency of Northern Manitoba Staff Development Conference was held in Russell, Manitoba from September 29-October 1, 2015. The goals of this three-day conference were:

- Have participants become more aware of the importance of respect in the workplace and how they can demonstrate it every day.
- Participants to be introduced to cultural teachings and activities as a way to gain a better awareness, respect for, and appreciation of First Nation culture.
- Participants to celebrate, honour one another, imagine the possibilities, and to have fun.



2015 Awasis Staff Development Conference, Russell, MB

# Work Plan Updates

## Section A: Governance

This past fiscal year the Board met with Minister of Family Services Kerri Irvin-Ross, Deputy Minister Joy Cramer, Assistant Deputy Minister Diane Kelly, Indigenous & Northern Affairs (INAC), Provincial representatives and the Northern Authority Administrator to advocate for increased funding and resource development for child and family services in the North. The funders have recognized these shortfalls and have made some adjustments to address the agency shortfalls. However, the ongoing concern has been the Province's focus on building newer and larger resources in the South despite all efforts to bring our children home to the North, closer to their families.

- **Funding** - The number of children in care and the ever increasing 0-18 population requires Awasis Agency to look at its internal operations and develop options that will ensure the appropriate funds are in place for effective service delivery of mandated child and family services. The Agency must manage the funding shortfalls by not filling the appropriate positions and/or reducing programs. This is made even more difficult by the resurgence of provincial control over initiatives (special children's allowance funding/IRAP) and imposing provincial standards over those that are culturally appropriate and community based.
- **Travel** - for training, maintaining family visits and mandated monitoring is a challenge due to the fact that most of the communities the Agency services are isolated and do not have all weather roads, therefore costs for travel are extremely high (7 out of the 11 are

fly-in only; 1 is via train only; 3 are accessible by road, which are in poor condition. Vehicle damage and repairs are an ongoing issue).

- **Infrastructure** - many of the communities require major infrastructure upgrades in order to have stable IT systems that will support the required electronic reporting systems (i.e. CFSIS technology). As governments and agencies become more reliant on electronic based reporting and networking applications, funding is required to meet those needs, including training, IT support and equipment. The agency participated in the Northern Authority IT Needs Survey in 2014/15, however it is not yet clear what the outcomes and plans are regarding their findings.
- **Service Delivery**- There are a number of changes to policies, standards and legislation; however, most of the changes are implemented with little to no financial resources to effectively make the required changes. It is anticipated with the new funding commitments as a result of the Canadian Human Rights Tribunal decision and ruling, this will change.
- Culturally Appropriate Standards is a long-standing process in working towards changing the current system into one that is geared to First Nations values, beliefs, systems and most importantly, their realities. The Agency continues to support the Northern Authority's Culturally Appropriate Standards initiative. The goal is to make the required changes to policies for effective and relevant community services.
- **Specialized Resources** – There continues to be an exodus of children having to leave their homes to go to specialized placements in the South; this is yet another issue that the Board continues to

strongly advocate for changes. The recommendation is to devolve Group 2 resources to the Authorities so that they can build and support resource development on-reserve rather than continuing to build large residential facilities in the South.

- **Prevention** - The Agency continued developing 'Family Enhancement' programs and services in order to reduce the number of children coming into care as well as building positive relationships with community members. The program improves each year and this past year has had several positive programs and events. The ongoing challenge has been adequate funding for prevention/intervention programs. There needs to be a change in how we support families. It is well known that funding is immediately made available once the child has been removed, but very little resources to put services in place to keep the children at home.
- **Data Management** - CFSIS - During devolution, the use of CFSIS by First Nation agencies was a contentious issue at the negotiations tables. The Branch urged the use of this provincial system under the guise that the Minister needed to know where all children were placed. First Nation agencies generally did not use this system prior to AJI-CWI (2005). Within the New Funding Model in 2011/12- the use of CFSIS was a mandatory requirement in order to access the new Enhanced Prevention Focused Approach (EPFA) funding. In February 2014, to get First Nations to comply with CFSIS data entry, a Ministerial Directive was sent out stating all children both on- and off-reserve had to be on CFSIS by September 2014. The First Nations' continue to maintain their position from the AJI-CWI negotiations that the data obtained on children and

families on-reserve belongs to that community. However, it is also understood that the First Nations CFS agencies all fall under Provincial jurisdiction, therefore the agency must comply with the Ministerial Directive; and must continue to do so until this matter is resolved at the political level.

- **Children’s Special Allowance (CSA)** - The CSA is given to the child welfare agencies in Manitoba by the Canada Revenue Agency (CRA) for each child the agency has in care. The federal funder of the agency (INAC) allows the agencies to keep these dollars and use it to help provide services to children and families. The Province of Manitoba position is to take these funds from the agencies and put back into their funding. The Province of Manitoba starting in fiscal year 2013/2104 has begun to claw back the CSA funds from the agency’s operational funding and the child maintenance funding the agency receives. These dollars clawed back by the Province could be used by the Awasis Agency for the development of a holistic and culturally based continuum of primary, secondary and tertiary prevention services and would go a long way in ensuring that removal is a last resort for First Nations children.

**Highlights**

- Approved Strategic Services Plan for 2015/16-2016/17.
- Unqualified Audit for 2015/16.
- Board Training April 1-3/15.
- Regular Board meetings provided for oversight, direction and support on agency issues, including expenditures, funding shortfalls, resource development, human resources and service delivery.
- Section IV Financial Report Recommendations-responses

completed [Final report ‘Closed’-Jan 2016].

- Meeting with Minister Kerri Irvin-Ross (July 25, 2015) to discuss funding shortfalls.
- Meeting with Northern Authority/Administrator (July 30/15) to discuss funding shortfalls.
- Annual General Meeting – August 11 & 12, 2015.
- Staff Development Conference (Sept. 29, 30 & Oct. 1, 2015).
- Awasis presentation at the Annual Northern Authority Summit (November 2015).

**Section B: Senior Management**

**Highlights**

- The senior management team consists of the Executive Director, along with the Directors of Finance, Human Resources, Programs, Services, and the Service Delivery Managers and Coordinators. The team covers the day-to-day responsibilities of managing their specific areas to ensure the work plan is carried out as approved by the Board of Directors; as well as participating in overall strategic planning and program development. Annual Report and Audit presented at the Annual General Meeting (August 2015).
- Management attended community meetings with leadership and worked on partnership initiatives with resources in the communities, including Shamattawa & Oxford House.
  - Updates to the Board on Agency initiatives and programs.



- Foster Care Awareness Session and Posters - Shamattawa Dec 2015.
- Booth set up at Manito Ahbee PowWow in Wpg Sept 2015 showcasing Awasis programs and services.
- Distribution of Agency pamphlets to resources and organizations in Winnipeg Sept 2015.
- Directives on new policy changes are distributed to every office via email and hard copy. Managers and Supervisors review all changes with their staff at their unit meetings.
- Quarterly Senior Management Meetings (May 21 & 22/15, June 15 & 17/15, Oct 27/15, Feb 9 & 10/16).
- Senior Management Team members on Joint Northern Authority and Agencies Committees: CFSIS Compliance; Northern Alternative Care Network; Quality Assurance; Culturally Appropriate Standards; Human Resources; Resource Development; Joint Training Initiatives; Family Enhancement Working Group. Senior Managers also participate on numerous Inter-Agency Committees: EPR/Hotel Reduction Strategy, Thompson Regional Resource Steering Committee; ANCR Steering Committee.
- Child Abuse Coordinator attendance at Annual Provincial Child Abuse Coordinators' Conference with members of Northern Joint Committee members.
- FE Coordinator attended and presented at Northern Authority All Nations Nov 2015.

## Section C: Communications

Communications is an integral part of the agency in order to communicate notices around updates on policies, procedures & standards; as well externally, to provide ongoing updates on the Agency's initiatives, programs and services. The agency also has a website that provides information about the Agency as well as posts all job opportunities within the organization. The annual report is distributed to all of our members and offices and is available upon request.

### Highlights

- Communications/Writer contracted to support the Agency.
- Protocol document deferred to 2016/17 – process in development.
- Efforts to improve communications with all stakeholders is ongoing.
- Communications is integral in all areas of operations, all efforts to support and increase information sharing is utilized.
- Weekly management teleconference calls.
- Quarterly teleconference calls of Foster Care Coordinator and Workers.
- Bi-Weekly teleconference calls with FE Coordinator and Workers.
- Agency overview presentation developed for meetings.
- Meetings attended this fiscal year - Oxford House, Fox Lake, Manto Sipi, Shamattawa, Tadoule Lake, Split Lake, Northlands, Barren Lands, and God's Lake.
- Agency newsletter has been deleted as a goal for the agency due to staffing constraints. The agency utilizes the new intranet email system to share information.
- Meetings with external resources, funders and corporate members are held as required (ongoing).

## Section D: Human Resources

Due to the nature of this job, staff turnover continues to be an issue in all Units. The Agency manages these challenges by reallocating staff from other units to ensure the mandated services are being provided while the recruitment process is undertaken to fill the positions. The Workforce Qualifications requirement that all Supervisors and Social Workers have BSW's has created additional challenges for the Agency not only for recruitment and retention but for funding as no additional funding was provided to agencies to assist in meeting this requirement. The Agency's HR department is working on training plans to meet the qualification requirements along with opportunities that support confidence building, improved assessment skills, documentation and planning. It is hoped that this commitment to staff will assist the Agency to improve services for the children and families.

### Highlights

- A fifth service manager has been added. The communities assigned to each service manager has been adjusted to balance out the distribution of cases and increase mentorship/oversight to all units.
- Improved orientation check-lists and systems.
- Staff training in specific areas: 11 staff trained in CFSA; 2 Foster Care-CFSA training; 1 staff member attended Structured Decision Making training.
- 16 staff attended the Supervisor Training-Final Module 4 (Apr 29-May 1); Module 5 (May 27-29/15).
- Awasis Staff Orientation Training: Legal, Intake, Awasis Case Management Model, Child Abuse, Special Needs Funding Applications.
- 145 staff attended the Staff Development Conference held Sept 29, 30 & Oct 1/15: Conference

focused on HR 'Organizational Spirit', presentations included: Family Ties that Bind, Vicarious Trauma, Cultural Teachings, Overcoming Obstacles, Time Management, Respectful Work Place, Lateral Violence, and Power through Imagination-Corporate People Responsibility.

- There was a full complement of staff in Shamattawa and Winnipeg which allowed for case assignment to be closer to the twenty-five to one ratio used by the Province. In addition, a third supervisor position has been created at the McGee office in Winnipeg. The numbers of cases per community are tallied and then the communities are assigned to ensure an equitable workload distribution.
- A Cultural Specific Advisor was hired to support the incorporation of cultural practices and teaching into overall agency and case planning; the Advisor also provides one-on-one support to youth in crisis as well as mediation services for staff/families.
- The Family Enhancement Program coordinator position was created along with Family Enhancement workers in each of the communities under the auspices of Awasis. Their role is to focus on prevention with the ultimate goal of reducing the numbers of children in care.
- 3 HR staff attended HR Skill Builder Conference.

- All efforts are made to implement education plans in accordance with Workforce Qualifications standards.
- BSW Co-Hort program - 26 students - Year 1 completed; Year 2 near completion.
- The HR Team continues to review, evaluate and improve systems for effective recruitment, selection and retention.
- Mentors have been assigned to support BSW students; Family Enhancement Coordinator act as Liaison with the University and HR Dept.
- Training for protection workers on case management is in development – first module - April 12-14/16  
Suicide Prevention & Intervention training.

## Section E: Finance

The Director of Finance is responsible for all financial reporting, budgeting and analysis. The Agency's Finance department works diligently to manage the annual funding to ensure all programs, services and mandates are being met. The Agency's Finance Director works closely with the Board to manage the issues related to the funding shortfalls.

### Highlights

- Human Resources Information System (HRIS) - HR/Payroll System was implemented which has improved workflows and practices – December 2015.
- Unqualified Audit.
- INAC's 2015/16 General Assessment for Awasis Agency resulted in a rating of 10.67 considered 'Low' Risk.
- Ongoing reporting to the Board of Directors



## Section F: Infrastructure & Technology

Working within the Agency's limited resources, the IT department consisting of two staff managing 13 offices is daunting, however the two staff members have been able to maintain the system and upgrades as well as attend to specific IT issues. The challenge continues to be the remoteness and IT stability in some of the communities.

### Highlights

- Two fully functioning server sites set up with data replicated between sites.
- Oxford House Unit building (lost in a fire) was re-built and opened in March 2016.
- Building upgrades in God's Lake, Tadoule Lake, Shamattawa, Thompson and Split Lake.
- Amalgamation of the Thompson Service Delivery Office into the Thompson Central office to reduce rental and maintenance costs as well increase programming.
- One additional IT person hired for the Thompson location. Winnipeg staff person fully trained on the server operating system.

## Section G: Quality Assurance

The Agency strives for continuous improvement with respect to Agency service delivery and operations. Ongoing assessments and Quality Assurance checks continue for consistent implementation of directives and policies.

### Highlights:

- Reduction in crisis management.
- Service Delivery Managers are working cooperatively together to help address issues that arise in each of the respective communities.
- Increased number of trained staff committed to making change for the children and families.
- Service Managers review various components of service delivery during visits to each respective unit, document findings and required follow up.
- Director of Services and Service Managers meet on a quarterly basis to discuss unique and common issues, also to brainstorm possible methods to address these issues. Meetings: October 2015, November 2015, March 2016, June 2016. \*October, June meetings were with with senior management.
- Child in Care and Family Service File Review Forms created to reflect Agency Policies and Provincial Standards.
- Director of Services and Director of Programs are members of Northern Authority Quality Assurance Committee. This fiscal year the Family Service File Review and reporting format were completed. Scheduling of Agencies' reviews in place.
- Comprehensive statistical data collection of allegations, consultations, and referrals to Child Abuse Committee(s).
- CFSIS refresher training provided

one-on-one for Winnipeg Service Delivery foster care, CFS, and Supervisory staff; to Thompson Service Delivery Office and Shamattawa staff; and to Central Stats Dept in Thompson.

- CFSIS compliance in provincially funded offices above 80%.

## Section H: Designated Intake Services/After Hours

### Highlights

- Ongoing advocacy for adequate services and funding provided for DIA / After Hours services, particularly in Gillam; Staff continue to provide services. Formal letter sent to Northern Authority to review changed regulations pertaining to DIA services in Gillam.

## Section I: Protection & Investigation Services

Keeping children and youth safe and protected by providing a safety net for vulnerable children and youth in need is a key priority for Awasis. The Agency works closely with Supervisors to ensure standards are being met and services are provided. The challenge continues to be availability of specialized resources on-reserve to support children and youth, particularly those in crisis or experiencing mental health issues.

### Highlights

- Service Delivery Managers continue to review Policies/Procedures and standards with Supervisors.
- File reviews completed in the Winnipeg Service Delivery office, Shamattawa, Oxford House, Thompson Service Delivery Office, and God's River. Documentation in the files to reflect reviews are occurring.

- 90% Annual Director Reviews completed.
- Creation of resource materials for new staff and as references for others (Community Living DisAbilities/Adult Services).
- More engagement by both the community and staff.
- System developed and implemented by Child Abuse Coordinator for notification of Registrations of offenders on the Child Abuse Registry.
- Draft policy and procedures specific to child abuse investigations in process.
- Child Abuse Coordinator provides support and mentorship for all allegations and investigations of maltreatment with workers, supervisors, and Service Delivery Managers. All Intakes provided to Child Abuse Coordinator within 24 hours.
- Child Abuse Coordinator assists and coordinates with collaterals in all investigations.
- Child Abuse Coordinator was the Chair of the Northern Joint Child Abuse Committee and a member of the ANCR Child Abuse Committee which both meet monthly. All Awasis Agency abuse cases are referred to the appropriate Child Abuse Committee within the legislated timeframes.
- Continued education in investigations and empowerment of staff in making decisions has resulted in a decrease in active long-term child abuse investigations as we have been able to perform effective assessments and preliminary investigations at the onset of referrals.
- An increased focus on stability and reduction of ongoing trauma to our children when involved in abuse allegations through a team approach to allegations and investigations, strategies to determine risk, and removal of offending caregiver instead of disrupting the child while the investigation is conducted.
- As part of the connection to the Northern Child Abuse Committee, we have been able to develop strong and supportive relationships with collaterals from the medical field, justice, education and the RCMP. These relationships valuable for the ongoing care and the assurance our children are receiving the best possible services for their ongoing care, and for the support and education of our staff.
- Supports for victims and families developed on a case-by-case basis.
- Formal local resource development for services for offenders in process.
- Child Abuse Coordinator, Family Enhancement Coordinator, Winnipeg Support Services Supervisors, and member of Northern Child Abuse Committee attended training by Dr. Joe Sullivan - Understanding Offending Behaviour as it Relates to Child Protection that focused on Offending Behaviour, Child Pornography and Technology, and Risk Management (offenders in the community).
- Ongoing mentorship of CFS staff and Supervisors for Child Abuse Investigations and continuation of services for those affected.

## Section J: Services to Children in Care

The agency continues to work to improve systems and supports for children and youth. The goal is to reduce the number of children becoming permanent wards and improve permanency planning as well as transition planning. The focus has been on advocating for resources to build capacity within the communities for families and increasing support providers.

### Highlights

- Conference Calls weekly with Service Delivery Managers.
- Foster Parents are involved with the Agency.
- Joint Family Enhancement & Foster Care Workers Training Nov 18, 2015 - Presentation of Child Abuse Program and Investigation protocol as well as roles of foster parents and support workers from an abuse and trauma perspectives, and planning for children and families; new Critical Incident Reporting Provincial Standards and forms; Support Service Providers Regulations requirements, and contracts for services.
- Foster Care Coordinator and Workers' virtual meetings via teleconference calls provide opportunity to review initiatives, discuss any concerns, provide feedback, and provide updates.
- CFSIS Refresher provided by Northern Authority CFSIS Specialist.
- Awasis Agency restructured various positions throughout the organization in an effort to better meet the needs of the families and communities that we service. A fifth service manager has been added, the communities assigned to each service manager have been adjusted to balance out the distribution of cases.
- Unit meetings held regularly to discuss case management and permanency planning, reducing the number of Permanent Orders.

- Recruitment and training efforts on-reserve are on-going.
- Meetings with Northern Authority on resource development initiatives (Shamattawa-‘Community Based Children & Youth Centre/Group Home’ concept paper and Oxford House-‘Child at Centre of Care’ proposal).
- Explore training in transitional planning for children with cognitive difficulties – referrals being made earlier. Service Delivery Managers to review section 1.1.7 and 1.1.8 of the Provincial Program Standards with each of their respective supervisors to ensure that there is a common understanding of what’s required and should be included in the transition plan. Kinship care options can be built into a transition plan.
- Life Skills Training– Nov.-Dec. 2015-Shamattawa.
- Agency foster care forms being reviewed and updated.
- Community Based Children & Youth Centre/Group Home-Shamattawa Concept Paper (in development).
- Mentoring to improve services for Age of Majority/Transition planning – Proposal submitted to Northern Authority - Approved April 2016.
- Awasis Agency is presently connecting with an organization founded by Kevin Campbell in the United States called “Family Finding”. Family Finding is used to create and organize a Network for Life for adolescents in care who would benefit from permanent membership in an unconditional supporting community during and after their time in the child welfare system. Planning ongoing.
- Working with parents involved in Criminal Justice System for inappropriate discipline which results in assault charges to ensure parents are not automatically registered on the Provincial Child Abuse Registry.
- June 2015 Meeting with Supervisors from First Nation communities and

off-reserve offices regarding joint planning for children in care off-reserve, including mechanisms to ensure extended family placements in First Nations communities explored and prioritized.

- Increase of Legal Guardianship to alternate caregivers, usually extended family, under Section 38(1) (b) instead of permanent wards.

### **Section K: Alternate Care – Placement Resource**

The past year has focused on recruitment to increase foster homes on and off reserve, training for foster parents and staff. The goal was to increase the number of specialized placements available in the communities; as well as strengthen safety initiatives and monitoring of children in care while in alternate placements. The agency also worked towards increasing foster care resources in the communities.

#### **Highlights**

- Director of Programs and Foster Care Coordinator involved with meetings to discuss resource development initiatives: Northern EPR/Hotel Reduction Committee and Northern Regional Steering Committee.
- Meetings with Foster Parents on an individual basis as requested/needed.
- Notices of training, agency initiatives or policy changes are distributed to all Foster Parents.
- Regular conference calls between Foster Care Coordinator and Foster Care Workers; random file reviews to ensure all Foster Care files are up to date.
- Development of Emergency Foster Home beds.
- Attachment Training, Family Assessment Model Training for Family Enhancement and Foster Care

Workers- Feb. 20-26, 2016.

- Joint Foster Care and Family Enhancement Workers Training sessions (Nov/15 and Mar/16).
- Foster Care Worker meeting/training re Legislation, Regulations, Standards, agency forms and procedures Nov 2015 and Feb 2016.
- Reminder notices provided to Foster Parents about safety, including water and fire safety, CPR, and procedures regarding AWOL/missing children.
- Workshops and trainings for foster parents, support service providers, and community members provided in communities ie First Aid/CPR, Water Safety.
- Individual training for foster parents.
- Regular monitoring via monthly case lists, reporting and oversight provided by Service Delivery Managers to Supervisors.
- Reporting templates amended for more efficient reporting.
- Increased individual training and support to foster care workers by Coordinator.
- Mechanisms in place to review and monitor Place of Safety and Foster Homes.
- CFSIS training, monitoring, and data entry increased significantly.
- Updating of Foster Home and Place of Safety Homes on CFSIS and use of CFSIS as screening of potential placements.
- Increase of licensed and re-licensed homes.
- Cultural Specific Services Coordinator meeting with foster parents and children in care with CFS and foster care workers.
- 2 Joint Foster Care Worker and Family Enhancement meeting/training sessions (Nov/15 and Mar/16).

- Foster Care Workers Quarterly Meeting and Training Nov 19-20, 2015 - Review of CFS Act pertaining to foster care; review of Foster Home Licensing and Appeal Regulations & Standards; Awasis Policy; and review of new foster care forms.
- Community presentations, foster parent appreciation events, and recruitment events in communities.
- Foster Care and Support Service Provider Supervisors and 2 foster parents attended the 1 day Conference- Scattered Minds: Living With & Caring for Individuals Diagnosed with ADD/ADHD in May 2015.
- Recruitment through Foster Care Posters.
- Joint Awasis, FNIH & RCMP 'Building Positive Parenting' proposal developed but no response to date.
- 'Child at Centre of Care' proposal for integrated service delivery model in Bunibonabee - submitted to Northern Authority for resource development opportunity; Planning is ongoing.
- Family Circles (as an integral part of Family Enhancement programming).
- Ongoing recruitment of Support Service Providers jointly by Foster Care and Family Enhancement workers.
- Increased number of Support Service Providers.
- Ongoing recruitment of Support Service Providers jointly by Foster Care and Family Enhancement workers. Recruitment of Support Service Providers at Manito Ahbee PowWow in Wpg Sept 2015.
- Presentation at Urban Circle Training Centre's Family Support Program in June 2015. Five students from the program did their practicum with the Agency in Winnipeg. Four continue to work with the Agency.
- Ongoing Presentations on Annual Basis at the Urban Circle Training Centre.
- Ongoing Presentations on Annual Basis at the Urban Circle Training Centre. The Urban Circle Training Centre is affiliated with the Red River College in Wpg.
- Referred 2 Support Service Providers to the Urban Circle Family Support Worker Training Certification Program. They began the Program in Feb 2016 and continue to work with the Agency on a part-time basis. Urban Circle Family Support Worker Training program is excellent and meets the Agency's needs: Students trained in First Aid & CPR; Non-Violent Crisis Intervention; ASSIST; Vicarious Trauma, etc.
- Orientation Package provided to all Support Service Providers in Winnipeg Service Delivery Office.
- Program Manual has been started.
- 2-day Attachment Training provided to Support Service Providers in Wpg March 2016 - 22 Support Service Providers attended.
- Presentations in communities, to collaterals, and to agency staff on Family Enhancement services and programs.

## Section L: Prevention (Family Enhancement)

Prevention or 'Family Enhancement' has been one of the priority areas for the agency these past fiscal years. The goal is to implement programs and services to support families to stay together. This has included recruiting services providers to provide respite, parent aides, homemaker services, parenting programs, Elder/Cultural services, family camps, and referrals. The Family Enhancement programs continue to grow and improve each year with services available to families.

### Highlights

- The Board actively advocated for changes as the agency is an 'extra-large' agency but is funded as a 'large' agency and therefore experiences funding shortfalls annually. Options to address these shortfalls are under review.
- FE Coordinator attended Northern Authority/FE Coordinators' meetings on May 5 & 6, 2015; Sept 17 & 18, 2015; Dec 8 & 9, 2015.



- Family Enhancement workers networking with other resources in communities (Health, Recreation, leadership, etc).
- Grief and Loss Workshop and Letting Go Ceremony held in Shamattawa – Sept. 2015.
- Youth Conference – Northlands - March 28 - April 1, 2016.
- Community Healing Conference (Agency supported the Health Team) – Lac Brochet – May 2015.
- Wellness Camp – Lac Brochet - August 2015.
- 11th Youth Conference (Agency partnership with community resources) – God’s Lake - August 2015 Orientation to traditional ceremonies and practices – Mile 20 Ceremony, Spring Ceremony – Thompson Service Delivery Office - June 1-6, 2015.
- Medicine Gathering – OCN/ Swan River – August 5-7, 2015.
- Family Gathering – Guy Hill – August 1-3, 2015.
- FE – 2nd Annual Family Camp – War Lake – July 2015.
- Arts & Crafts Summer Camp – Split Lake (Troy Lake) – July 2015.
- Family Enhancement Workers 2-day Quarterly Meeting Nov 16-17, 2015: Review of family file requirements, assessments, forms; Updates on community initiatives and programming completed in the last quarter and for next quarter.
- More attention is being given to involving families in discussing ways they can actively participate in addressing their issues, with the intention to reduce the likelihood of having to pursue permanent guardianship.
- Youth supported to pursue Post-Secondary Education Opportunities.
- CPR/First Aid and Water Safety Training Session in Shamattawa (August); Split Lake (July); York Factory (April) water safety materials distributed to all Foster Parents (May). The Agency has identified May as “Water Safety Month” so that this is a regular and consistent event similar to October being “Fire Safety Month”.
- FE worker training to enhance service delivery to children and families and increased services to families.
- Ongoing development of FE Workers through planning, workshop development, and facilitation at Family Camp and Youth Conferences.
- 15 FE Training Module 6 (Apr 22-25);
- FE draft guide in development which outlines policies and procedures for FE program utilizing other models.
- Development of presentation of Family Enhancement Services for Agency offices.
- Program reporting, support, and networking at Quarterly Meetings.
- Stats collected monthly for FE program.
- Relationships between FE programs and community collaterals ongoing.

## Section M: Adoption

The Agency continues to provide awareness about programs, benefits and supports about Adoption options. The new legislation relating to the opening of the records for Adoptees has increased the number of requests coming to the Agency. The Agency continues to manage inquiries coming in. There has been no funding provided and the government also does not provide any funding support for family repatriation.

### Highlights

- Advocacy for distribution of funding for adoption and post adoption services – pending at both the provincial and federal levels – this requires intervention at the Authority level.
- Development of Legal Guardianship presentation 90% complete. Update of Awasis PW/Adoption Manual requires completion.
- Presentations to community offices re: Legal Guardianship and/or Adoption not completed.
- Meeting between Agency Supervisors stressed priority to pursue permanent placements, preferably with extended family, through Legal Guardianship or Adoption.
- Court of Queen’s Bench now allowing Legal Guardianship Applications through Section 38(1)(b) in Winnipeg.
- Training for Supervisors and Workers on Post Adoption and Repatriation - Not Complete - priority to ensure homes licensed and agency meets standards for families and children in care.
- Support and training for workers on a case-by-case basis.

# Customary Care/Kinship Care Legislation

On December 2, 2015, the Government of Manitoba announced the introduction of proposed amendments to the Child and Family Services Act that would support traditional methods of care for Indigenous children. This legislation was not passed. These proposed legislative changes purported to support a spectrum of prevention and protection services developed in consultation with communities and leadership. The proposed legislation was intended to unite biological parents, family members, customary care providers, community and leadership in collaborative planning towards healing and reunification. The concerns with this proposed legislation as with any new regulation-making power will still reside with the Province of Manitoba and standards created with regard to these legislative changes will still be provincial in scope and definition; and quite possibly will not be consistent with the reality of First Nation family and community life.

Manitoba's numbers already show disproportionate representation of Indigenous children in out-of-home care. Indigenous children make up about 26 percent of the provincial child population, yet in 2014, Manitoba Family Services reported that nearly 90 percent of 10,000 kids in care were either First Nation, Metis or Inuit. And a new report from Manitoba Centre for Health Policy demonstrates that over one out of every five First Nations children in Manitoba spends some time in care before their 15th birthday.

## ***Under the proposed legislation:***

- There would be an increased focus on prevention and supporting families to prevent children from coming into the care of CFS.
- Indigenous communities, in collaboration with CFS agencies, would be directly involved in developing care plans, in arranging and planning supports and services for children and families.
- Parents would maintain guardianship of their children in customary care arrangements.
- There would be an understanding that family healing takes time.
- There would be collaborative planning for healing, family reunification and permanency opportunities for CFS-involved families.

Amending the Child and Family Services Act that would support traditional methods of care would permit the government with little or no notice to define and redefine First Nation customary care once enshrined in legislation. Provincial definition of First Nation customary care will create standards and categories that do not make sense in terms of the reality of First Nation family and community life. Adding such amendments to the CFSA will give the Province an unlimited regulatory power to govern procedures, practices and standards for customary care.

*Update: The Bill was not passed and new government has been elected. The status of the proposed legislation is not known at the time of this report.*

***For decades, First Nation leadership and families have been saying that customary care is a fundamental component of the First Nation approach to child welfare and is not a 'program' to be delivered. It is an empowering way of life and only First Nations themselves can define and implement First Nation customary care.***

## *Staff Training and Capacity Development of Awasis Agency Staff*

The goal of the Awasis Agency continues to be to develop a skilled and experienced Indigenous work force and to ensure that all staff members have the same core values and principles that are consistent with the Agency's vision and mission for child and family services. To this end, Awasis has developed human resource policies related practices for things such as hiring, ongoing orientations and professional development that reflect this philosophy. Establishing a qualified First Nation workforce has remained a key focus of the Agency as we move forward.

With this in mind, the Agency offers a number of professional development opportunities for staff of the First Nation communities that fall under their umbrella. It is anticipated that training opportunities will not be limited to frontline agency staff, but that the training plan will also include support staff, foster families, boards, and others involved in providing services to our children and families.

The following are a number of training opportunities that were offered and staff participated in this fiscal year:

- Supervisor Training
- BSW Cohort Program
- Awasis Staff Development Conference
- Foster Care Training
- Orientation Training
- Differential Response Training
- Family Enhancement Training
- Attachment Training



## Key Issues And Challenges

The families that are referred to the various community based Awasis Agency have various levels of risk and needs and are dealing with a variety of worries ranging from poverty, addictions, parent/teen conflict, mental health and domestic violence to name a few.

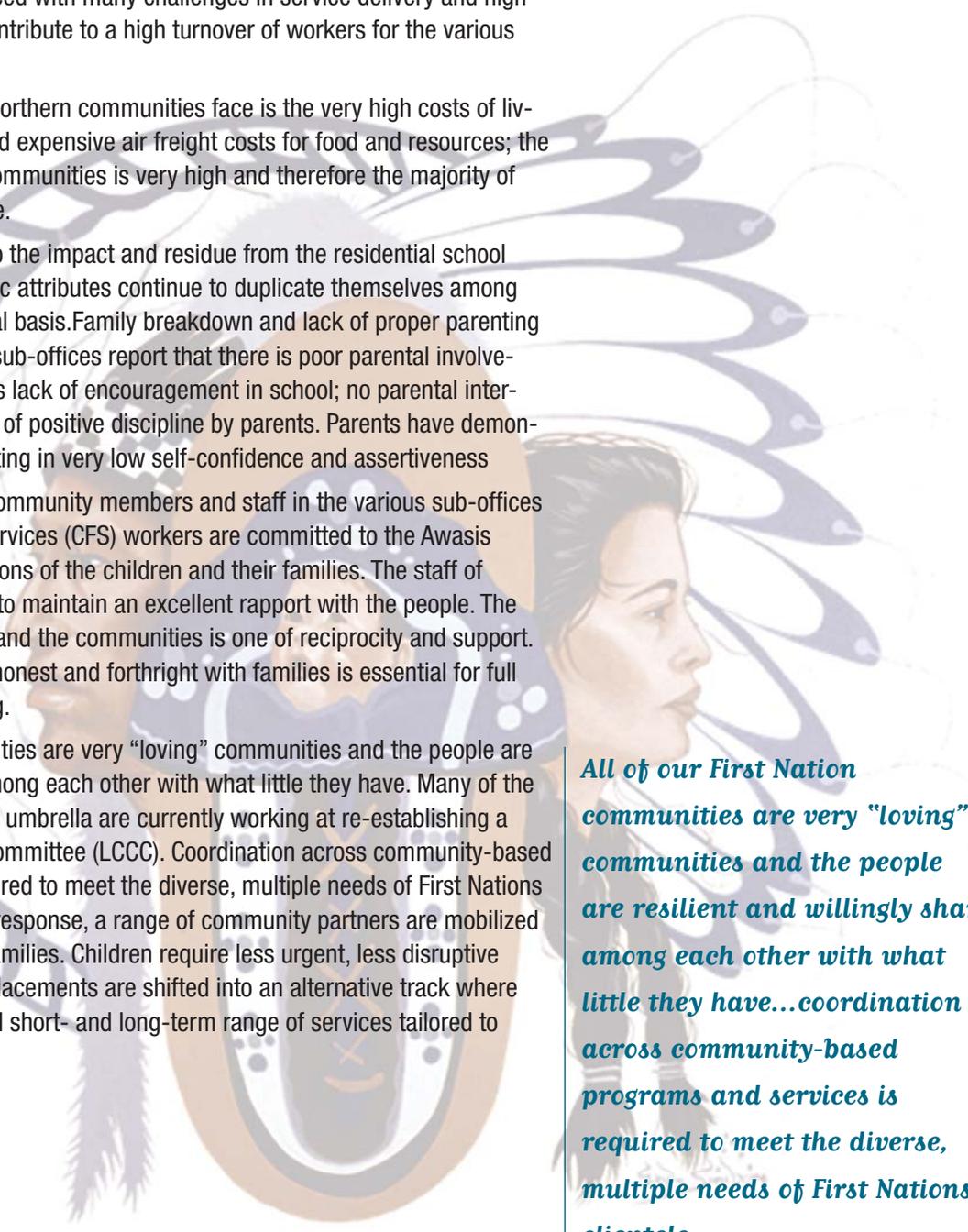
Each community has its fair share of challenges and tragedies due to a multitude of factors. The sad reality is the impacts of residential school on the community which has resulted in substantial use of alcohol, solvents and drug abuse coupled with a variety of social/health and economic ills resulting in problems leading to high numbers of children coming into care, with some communities having over 50% being placed outside the community. Alcohol and substance abuse is the main contributing factor of child neglect, mental health issues, maltreatment thus requiring agency intervention. The Awasis sub-offices are faced with many challenges in service delivery and high needs/high risk cases often contribute to a high turnover of workers for the various agencies.

Other socio-economic issues northern communities face is the very high costs of living due to their remoteness and expensive air freight costs for food and resources; the unemployment rate in these communities is very high and therefore the majority of people are on social assistance.

Poor parenting is largely due to the impact and residue from the residential school era. These poor socio-economic attributes continue to duplicate themselves among families on an intergenerational basis. Family breakdown and lack of proper parenting skills is a major problem. The sub-offices report that there is poor parental involvement in children's lives such as lack of encouragement in school; no parental interaction in school activities; lack of positive discipline by parents. Parents have demonstrated poor self-esteem resulting in very low self-confidence and assertiveness

Despite these hardships, the community members and staff in the various sub-offices persevere. The Child Family Services (CFS) workers are committed to the Awasis Agency's goals, needs, aspirations of the children and their families. The staff of these various offices continue to maintain an excellent rapport with the people. The relationship of Awasis agency and the communities is one of reciprocity and support. The Agency insists that being honest and forthright with families is essential for full cooperation with case planning.

All of our First Nation communities are very "loving" communities and the people are resilient and willingly share among each other with what little they have. Many of the communities under the Awasis umbrella are currently working at re-establishing a functioning Local Child Care Committee (LCCC). Coordination across community-based programs and services is required to meet the diverse, multiple needs of First Nations clientele. Through this type of response, a range of community partners are mobilized to support children and their families. Children require less urgent, less disruptive interventions, and protection placements are shifted into an alternative track where they access a well-coordinated short- and long-term range of services tailored to meet their specific needs.



*All of our First Nation communities are very "loving" communities and the people are resilient and willingly share among each other with what little they have...coordination across community-based programs and services is required to meet the diverse, multiple needs of First Nations clientele.*

## 2015/2016 Statistical Report

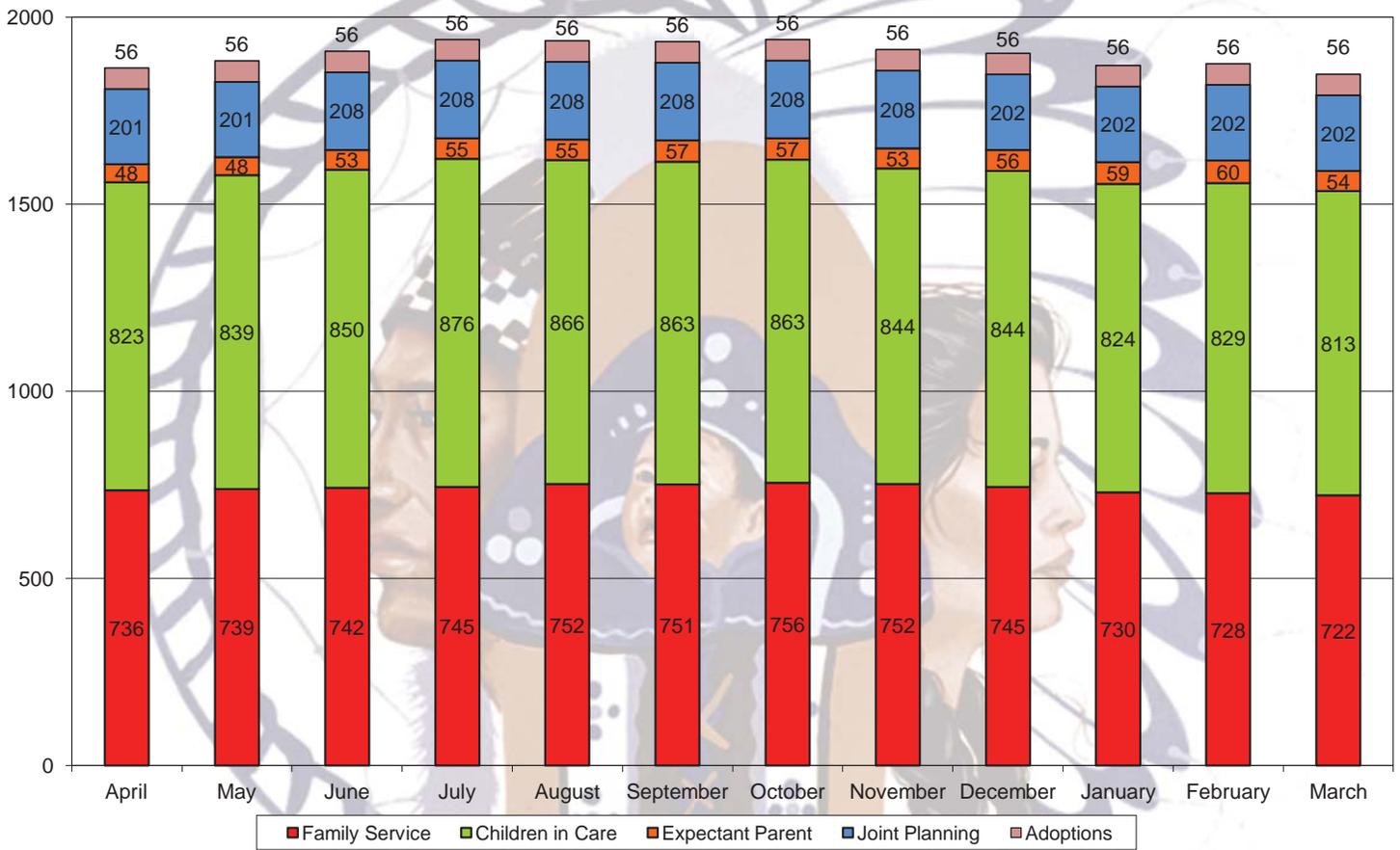
The 2015/2016 Statistical Report is comprised of statistics from eight primary areas of service delivery provided by Awasis Agency of Northern Manitoba. These eight areas include: Breakdown of Total Files, Case File Comparison, Children in Care Comparison, Children in Care by Community, Legal Status Comparison, Family Service Files by Community, Placement Comparison and Federal and Provincial Cases by Community.



**CHART #1**

# Breakdown of Total Files

Chart one shows the total number of files worked on by Awasis Agency during the last fiscal year. For the purposes of this report an average number of files worked on each month will be provided. Using the legend at the bottom of the chart and starting from the left; there was an average of seven hundred and forty two Family Service files during the last fiscal year. This was exceeded by an average of eight hundred and forty five Children in Care files over the same timeframe. There was an average of fifty five Expectant Parent files, the Agency engages with young expectant parents and works with them in a supportive capacity. Joint Planning files had an average of two hundred and five files which is up from an average of two hundred and one during the previous fiscal year. The final three areas which includes; Post Adoption, Non Select Adoption and Agency Adoption had a combined average of fifty six files.

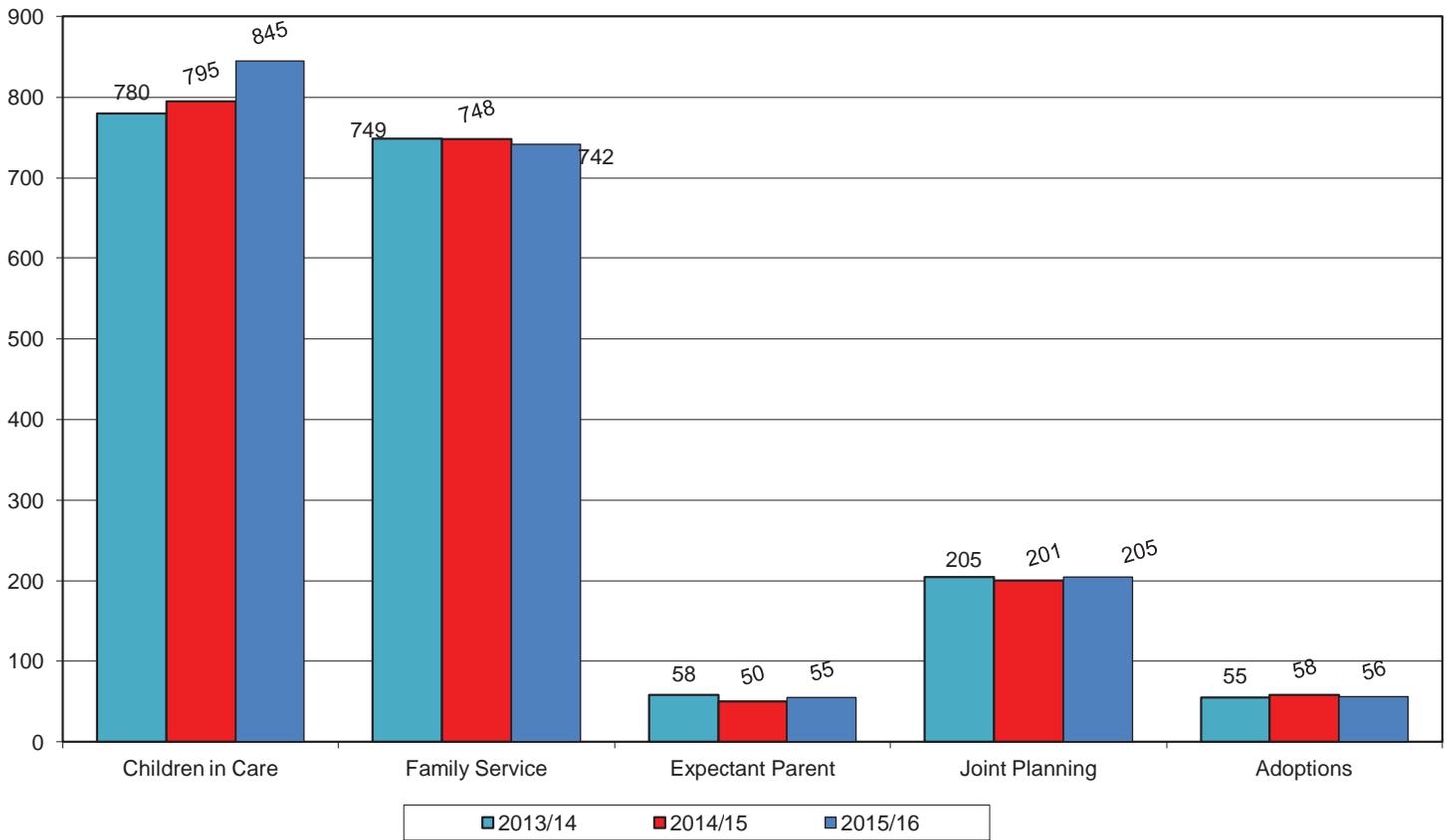


**CHART #2**

# Case File Comparison

Chart two depicts a Case File Comparison over the last three fiscal years, what is immediately apparent is that with the exception a marginal increase in the average number of children in care which was recorded at fifty, the remaining areas Family Service files, Expectant Parent files, Joint Planning files and Adoptions have remained fairly static or the same.

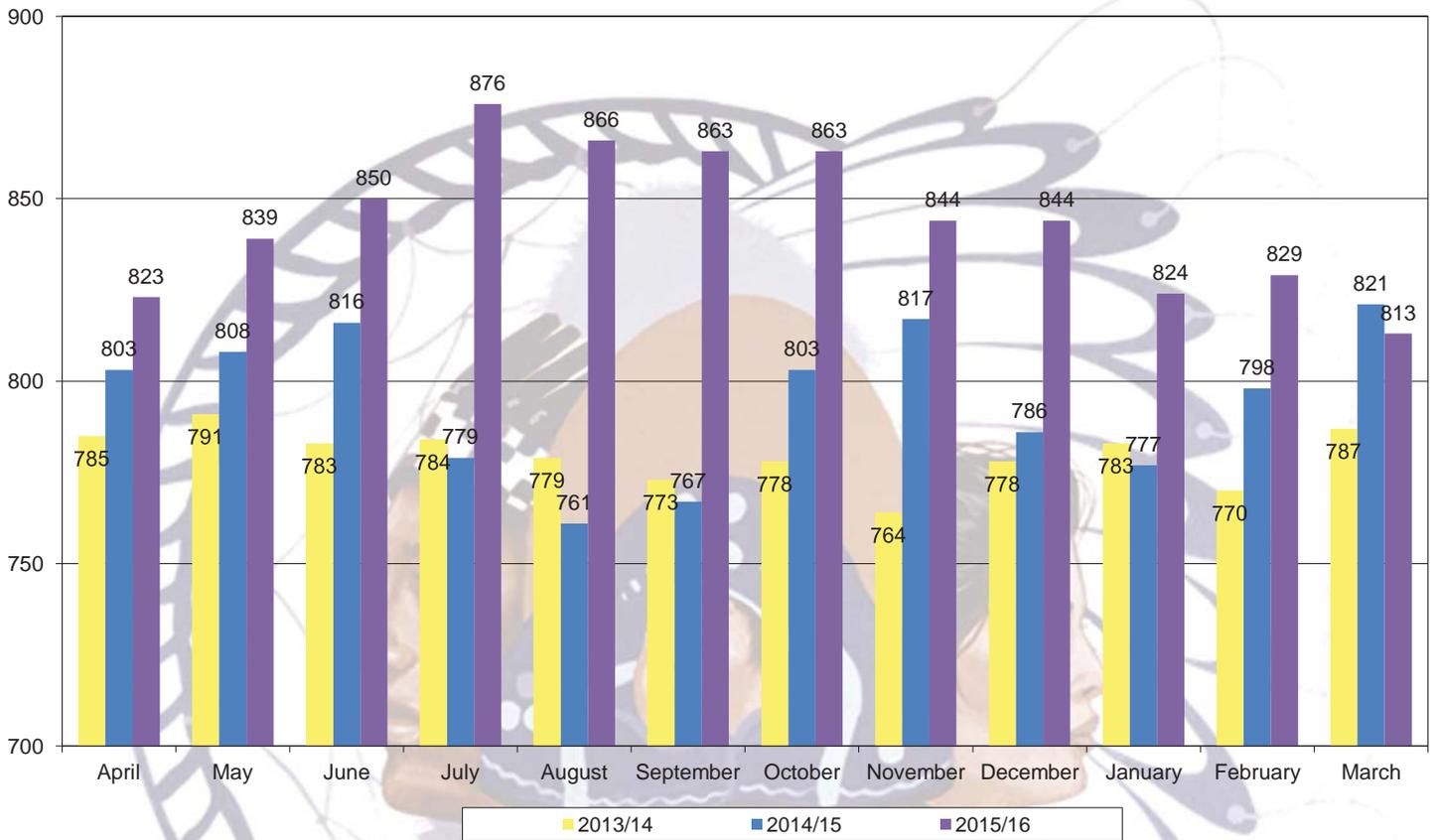
**Chart #2  
Case File Comparison**



**CHART #3**

## *Children in Care Comparison*

Chart three shows the numbers of Children in Care each month over the last three fiscal years. During the first part of the last fiscal years it appears that there were moderate increases in the average number of Children in Care, then there's a noticeable spike which starts in June and continues through to October. After which the numbers gradually decrease during the remaining five months until the end of the 2015/2016 fiscal year. As noted earlier there was a marginal increase of an average fifty Children in Care during the last fiscal year.

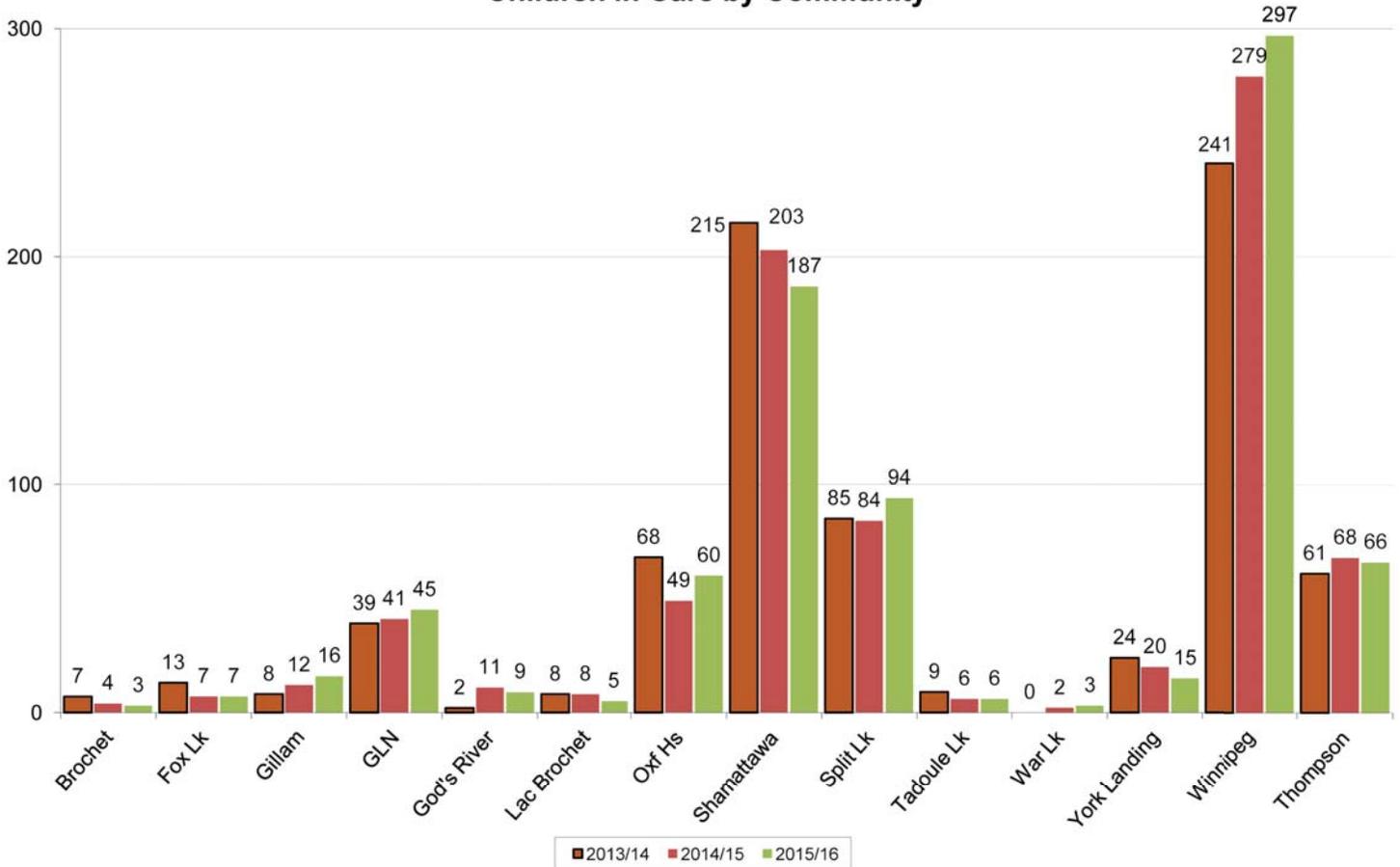


**CHART #4**

# Children in Care by Community

Chart number 4 illustrates the fluctuations of the numbers of Children in Care over a three year timeframe. Six communities had decreases in the average number of Children in Care, with the most significant decrease occurring in Shamattawa, there were an average of sixteen fewer children in care from the previous year and twenty eight from the year prior. Four communities had marginal increases in their numbers, this includes: Gillam, God's Lake Narrows and War Lake. Three other communities that had more significant increases; Split Lake at an average of ten, Oxford House at eleven and Winnipeg with an increase of an average of eighteen. Fox Lake and Tadoule Lake remained the same.

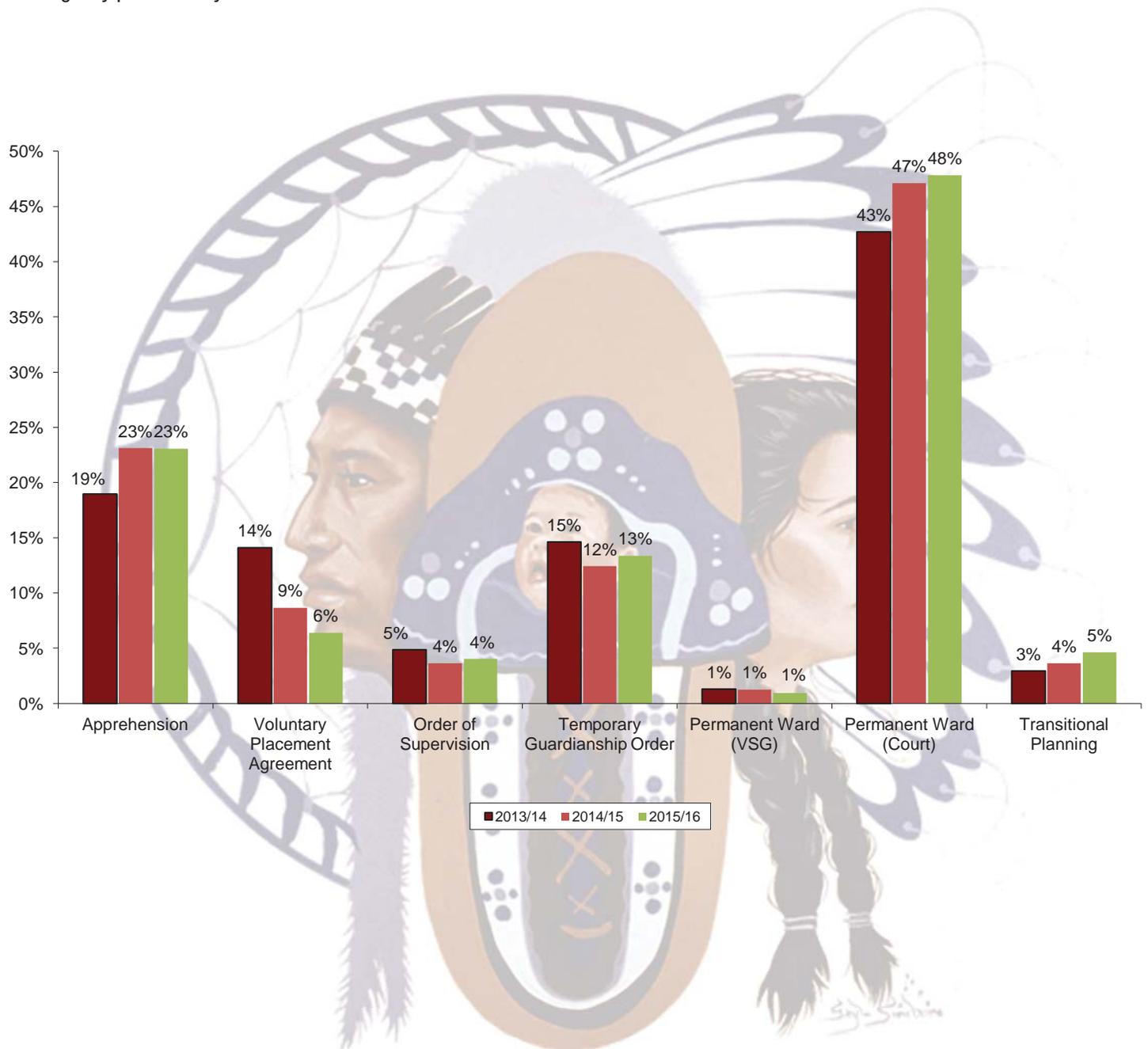
**Chart #4**  
**Children in Care by Community**



**CHART #5**

# Legal Status Comparison

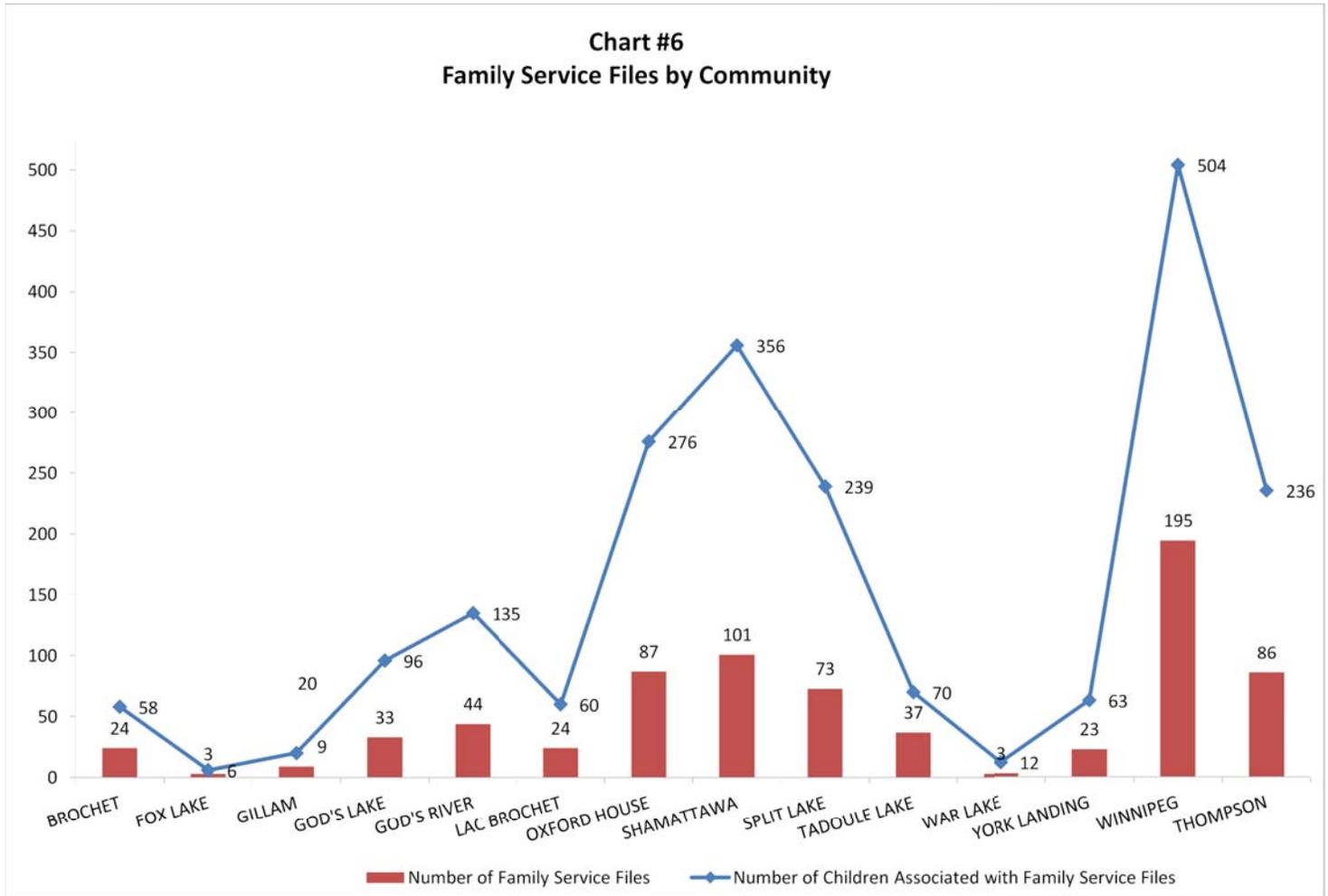
Chart number five gives a Legal Status Comparison which is depicted in percentages in each area over the last three fiscal years. Apprehensions has remained the same as the previous fiscal year, but with an increase compared to three years prior. It appears that there's a gradual decrease in the utilization of Voluntary Placement Agreements. The numbers of Orders of Supervision have remained quite consistent. This could also be said for Temporary Guardianship Orders, Permanent Ward (Voluntary Surrender of Guardianship), Permanent Wards (Court) and Transitional Planning. Once again, for the purposes of this report, although the increase in the percentage of Permanent Wards via (Court) is one percent, when this is factored in to the overall number of children in care of the Agency that translates to four hundred and six children that are in care of the Agency permanently.



**CHART #6**

# Family Service Files by Community

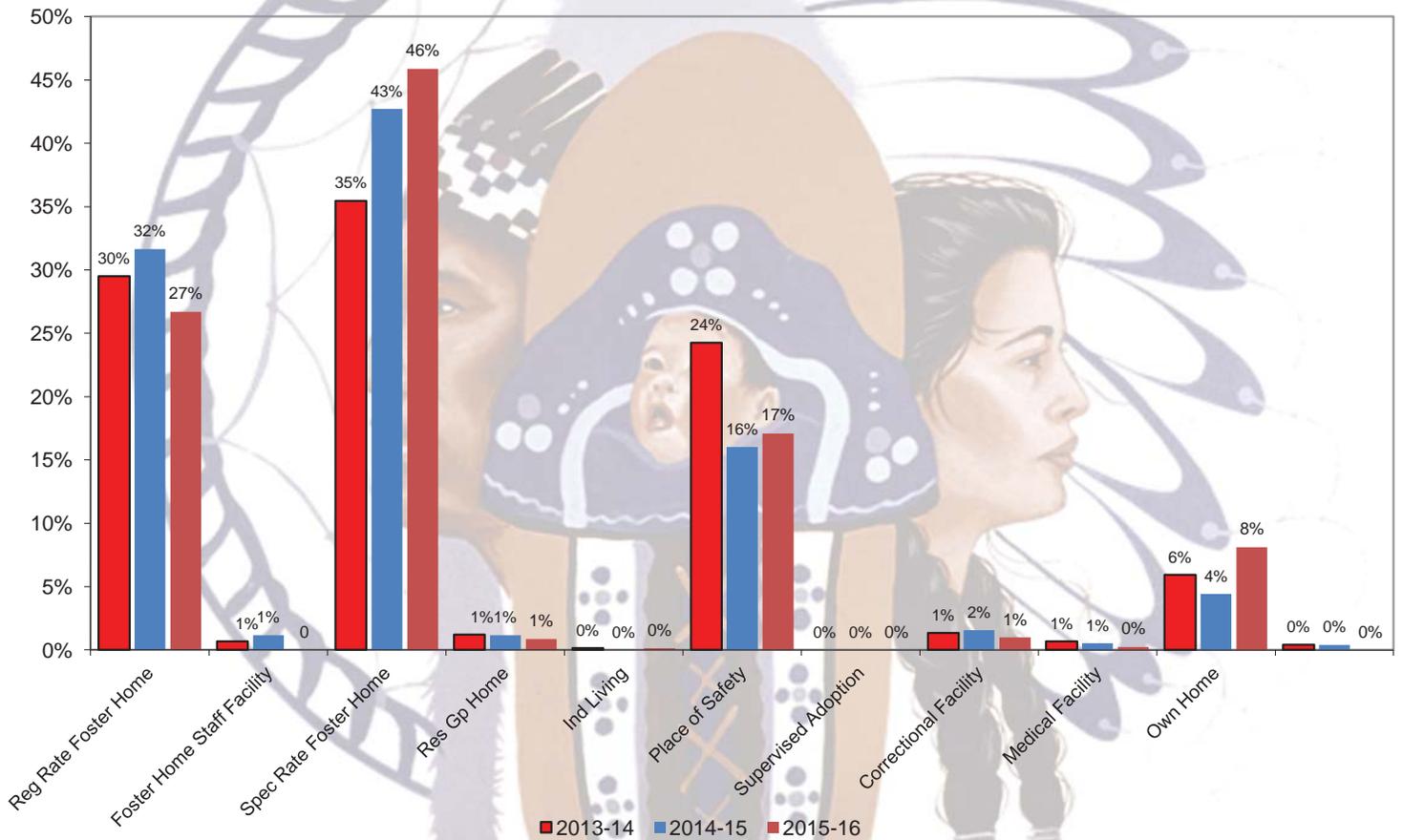
Chart six shows the number of Family Service Files in each community that is under the auspices of Awasis Agency, it also shows the number of children that are associated with each of these files. The orange colored columns represent the number of Family Files in each community. Whereas the connected blue boxes represent the number of children associated with the files in each of the respective communities. Historically and currently there are generally two to four times as many children connected to the files compared to the number of files per community.



**CHART #7**

# Placement Comparison

Chart seven gives an illustration of the types of placements that are utilized by Awasis Agency for the children in care. The numbers of children in Regular Rate Foster Homes has decreased from the two previous fiscal years shown. Conversely, the numbers of children in Special Rated Foster Homes has continued to increase during this same timeframe. There are various reasons for why this trend may occur, some of which include: needs of the children in care, limited resource availability, and unfortunately supply and demand in some instances. Two of the other areas where placements have the most significant figures include Place of Safety, or placements with families that are in the process of becoming licensed foster homes, some will become regular rated, whereas others may become Specialized. In addition, there is also a percentage of children that are in “Own Home”, this is generally when an Order of Supervision is in place, the Agency provides ongoing monitoring to ensure the safety of the children. With an Order of Supervision the Agency has the ability to enter the home unannounced at any time to check on the safety of the children residing in a particular home. Overall, Awasis Agency had ninety eight percent of the children in care in a “home setting” versus an institutional setting during the last fiscal year.



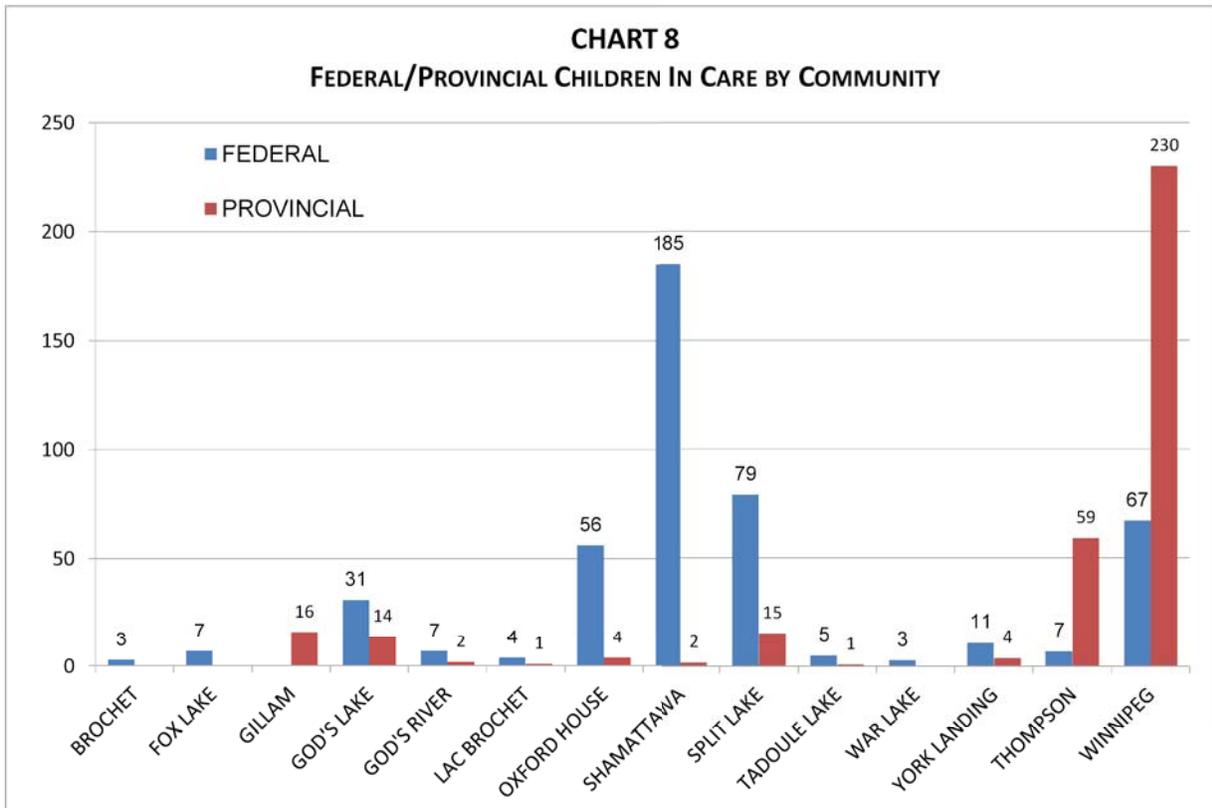
**CHART #8**

# Federal/Provincial Children in Care by Community

Chart number eight illustrates where the Federal and Provincial Children in Care are residing within each of the communities that an Awasis office is located. Throughout the last fiscal year there was an average of four hundred and sixty five Federal Children in Care, along with an average of three hundred and forty eight Provincial Children in Care, for an overall combined average of eight hundred and thirteen.

The five communities that have the highest average of Federal Children in Care shown in the blue columns include: Shamattawa with one hundred and eighty five, Split Lake with seventy nine, Winnipeg with sixty seven, Oxford House with fifty six and God's Lake having an average of thirty one. The remaining communities had an average of eleven or less Federal Children in Care. With respect the five communities that had the highest number of Provincial Children in Care shown in the orange columns include: Winnipeg had an average of two hundred and thirty, Thompson was at fifty nine, Gillam sixteen, Split Lake fifteen and God's Lake with fourteen. The other communities that reported having Provincial Children in Care had an average of four or less.

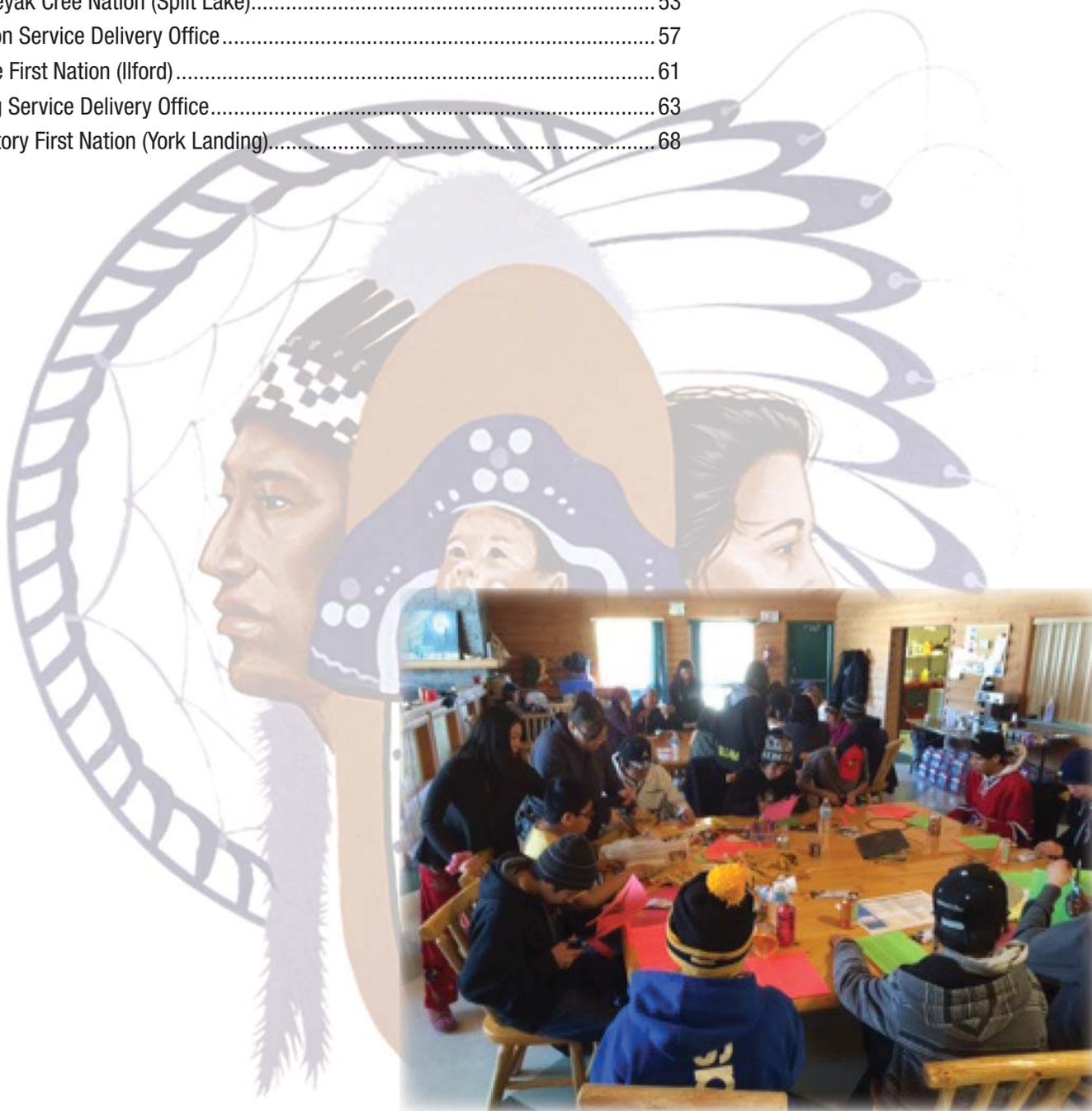
As part of the Aboriginal Justice Inquiry, Child Welfare Initiative process first nations agencies acquired many new cases and the ability to provide services throughout the Province of Manitoba. This also included acquiring a significant number of Provincial cases as well, these cases stem from first nation members from Awasis communities that are living off reserve and their children end up coming into care, they become classified as Provincial cases. There are also some cases that are transferred through the Authority Determination Process that are distributed to Agencies to provide services, but the majority would be affiliated with Awasis Communities. The Province reimburses the Agency dollar for dollar for services provided for these cases.



# First Nation Year End Reports

2015/16

Barren Lands First Nation (Brochet).....	30
Bunibonibee Cree Nation (Oxford House).....	31
Fox Lake Cree Nation (Bird).....	33
God's Lake First Nation (God's Lake Narrows).....	35
Northlands Denesuline First Nation (Lac Brochet).....	39
Manto Sipi Cree Nation (God's River).....	42
Sayisi Dene First Nation (Tadoule Lake).....	44
Shamattawa First Nation.....	48
Tataskweyak Cree Nation (Split Lake).....	53
Thompson Service Delivery Office.....	57
War Lake First Nation (Ilford).....	61
Winnipeg Service Delivery Office.....	63
York Factory First Nation (York Landing).....	68



## Barren Lands First Nation (Brochet)

### Promotion

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

- The Agency distributed Awasis promotional material to the Community members ex: Children's Books, Pamphlets, Posters etc.
- Staff attend meetings with leadership and inform them of what Awasis workers had planned for the families.
- Emergency Services are provided for families and as needed.

### Prevention (Family Enhancement - FE)

Strengthening and supporting the family unit so as to facilitate the development of safe, healthy and nurturing environments for children and youth through the use of various Family Enhancement activities, materials and workshops.

#### FE-Awareness Activities:

- October 4, 2015–Awareness info 1, & 2, Community Pantry, Halloween Candy
- November 2, 2015–Awareness Info 3 and Community Pantry
- December 9, 2015–Awareness Info 3 & 4 and Community Pantry, Christmas contest
- January 3, 2016–Community Pantry, Puzzle Challenge & Awareness Info 5
- February 2, 2016–Community Pantry & Awareness Info 6

### Protection

Keeping children and youth safe and protected by providing a safety net for vulnerable children and youth in need (Intake and Investigation; Assessment; Plans; Implementation/Case Management)

- This fiscal year there were ten In-takes and all have had follow-up.
- Supervisor attends yearly "Individual Planning meeting for child that has been placed at the St. Amant Centre in Winnipeg.
- The Agency Supervisor and Case Managers held a meeting to review Case Transfers on June 17 & 18/15 in Winnipeg.

### Partnerships

Engaging community resources in joint initiatives that promote positive outcomes for children and youth.

- April 1, 2015–Community Initiatives
- May 2, 2015–Children's Fish Derby
- June 2, 2015–Make over for girls & Prom Donations

### Staffing

- **Charles Michell**, Awasis Unit Supervisor
- **Loretta Linklater**, Family Enhancement worker
- **Stephanie Sewap**, Foster Care/Stats worker



## **Bunibonibee Cree Nation (Oxford House)**

### **Promotion**

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

- The agency and clients were invited to workshops promoted by other local community resources such as: anger management, family violence, suicide prevention, etc.
- There has been turnover in foster care, and the new Foster Care Worker has been working with the Foster Care Coordinator to update files and recruitment activities.
- The local Foster Care and Family Enhancement Worker hosted an appreciation session with the foster parents one evening with a Foster Care worker from the community of God's Lake came in to assist.
- The Unit organized a back to school BBQ with families and used meat packs for door prizes, provided transportation and child care. The Unit also assisted in the community Treaty Days events and co-hosted other workshops with KTC (Marilyn Linklater).
- The FE Worker purchased props and puppets to educate children and youth in the classroom about bullying and kindness which the children loved.
- The Supervisor Meetings with local leadership is ongoing; they work closely with the Awasis Portfolio Councilor to address what is required from the Agency at the local level, or at times in regard to cases that are out of community.

### **Prevention (Family Enhancement)**

Strengthening and supporting the family unit so as to facilitate the development of safe, healthy and nurturing environments for children and youth through the use of various Family Enhancement activities, materials and workshops.

- Agency provided support services to some families by providing home makers, as well as other financial support. Families that were in need home maker services were that of mothers going out for confinement. No report of young mothers requesting support while they attend school; family assisting with this as support.
- Since the new Family Enhancement (FE) Worker was hired, she has been active in the community with programming and meeting with families. The agency is advertising for another FE Worker to continue promoting prevention workshops and programming for the clients and community members.
- June 2015: The FE collaborated with other resources for the Father's Day Fishing Derby; This staff person also attended/participated at the graduation ceremonies and attended resource meetings. The Unit is working to develop a "Child at Centre of Care" proposal which involves all resources working together to support children and families.

### **Staffing**

- **Dulles Robinson**, Unit Supervisor
- **Annie Robinson**, CFS Worker
- **Kathleen Grieves**, CFS Worker
- **Neil Bradburn**, Interim CFS Worker
- **Jewel Bradburn**, Family Enhancement Worker
- **Jane Kilbourne**, Foster Care Worker
- **Cheryl Weenusk**, Intake/ Stats Worker
- **Daphne Wood**, Receptionist/ Clerk Typist
- **Doreen Crane**, Custodian

- July 2015: The FE attended the 2nd annual family camp in War Lake; attended resource meetings; participated in Treaty Day's activities and meets with Portfolio Councillor every Monday of each month.
- August 2015: The FE hosted a parenting skills workshop along with KTC members and BCN Health; attended resource meetings and meetings with Portfolio Councillor and hosted the Family/Staff BBQ.
- September 2015: The FE attended resource meetings, meeting with Portfolio Councillor; coordinated a 'take an Elder to school' day; participated in Indian Days and Early Childhood Development workshop.

## Protection

Keeping children and youth safe and protected by providing a safety net for vulnerable children and youth in need (Intake and Investigation; Assessment; Plans; Implementation/Case Management)

- The Unit has 61 children in care – this is a drop from last year's annual report. Unit meetings take place at minimum once a month. The Office has an open door policy and assists whenever a crisis occurs. Unit meetings are held to increase accountability for case managers and appropriate case management.
- Quarterly meetings were encouraged by senior staff; this practice has been implemented and is ongoing in accordance with the policy.
- Staff is always made aware when there are new directives or policies.
- Most intakes are because of alcohol related incidents, where children are being left alone at home or ongoing alcohol use in the home. Roughly there are 10 intakes a month due to alcohol and there is a noticeable increase in the winter months when the winter road is opened. However, this seems to be an ongoing issue within the community during all seasons.
- The other referrals for intake are that of out of community referrals; ex. hospitals, youth centers, probation, courts, crisis centers, other child and family services agencies on average of at least 6-7 referrals a month.

## Partnerships

Engaging community resources in joint initiatives that promote positive outcomes for children and youth

- Joint community events are cost shared with other committees and programs such as Treaty Days, winter carnivals, and talent shows. The agency sponsors the children and youth events; which are joint with the treaty day's committee, the recreation committee or with other community members that are holding event.
- The other events that are promoted are the parades, where people compete for best float. Another event during this past Christmas was best decorated Christmas tree. In all of these events the turnout is very good; families pitch in with their children in participating in these events.
- Another activity was snow sculptures; again turnout was good, family input was positive. That event was put on by the rec committee.

*Keeping children and youth safe and protected by providing a safety net for vulnerable children and youth in need (Intake and Investigation; Assessment; Plans; Implementation/Case Management)*

## Fox Lake Cree Nation (Bird)

### Promotion

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

- Promotional activities were limited this year however there were meetings with leadership to provide updates on CFS issues and the agency focused on Family Enhancement / Prevention activities listed below.

### Prevention (Family Enhancement)

- Strengthening and supporting the family unit so as to facilitate the development of safe, healthy and nurturing environments for children and youth through the use of various Family Enhancement activities, materials and workshops.

#### 1st Quarter (April 1-June 30/15)

- April 7-10, 2015–Skirt making, singing, drumming, pipe ceremonies, sweat and feast.
- May 11-15, 2015–Team circle, sweat lodge ceremonies, teaching circle at the Gillam school.
- June 22-25, 2015–Summer Teachings and Ceremonies
- 2nd Quarter (July 1-Sept 30/15)
- September 21-25, 2015–Fall Teachings and Ceremonies
- 3rd Quarter (Oct 1-Dec 31/15)
- October 19-22, 2016–Traditional Teachings and Ceremonies
- November 23-26, 2015–Drum Making and Ceremonies
- December 16-19, 2015–Family circles, sweat lodge ceremony, pipe ceremony
- 4th Quarter (Jan 1-Mar 31/16)
- March 24-26, 2016–Rattle making, traditional teachings, sweat lodge ceremony

### Protection

Keeping children and youth safe and protected by providing a safety net for vulnerable children and youth in need (Intake and Investigation; Assessment; Plans; Implementation/Case Management)

This year the agency saw a complete turnover in staff. In order to manage the staff shortage and ensure the agency continued to maintain mandated service delivery, the Agency reallocated staff from other Units including War Lake, Split Lake, Winnipeg and the Thompson office to provide coverage and services.

- As well, the Service Delivery Manager attended the office regularly to provide oversight and support.
- Fox Lake currently has 22 children in care, 4 family service files, 3 family enhancement files and 2 licensed foster homes, with 7 foster homes in the process of licensing.

### Staffing

- **Verna Ironstar**, Service Delivery Manager
- **Karen Foster**, Unit Supervisor (March 28, 2016 – Present)
- **Marcy Dick**, Foster Care/ Intake/Stats since October 13, 2015
- **Kaitlin McCullouch**, CFS Worker (April 2016)
- **Jessiena Lavallee**, Family Enhancement Worker (April 2016)
- **Cynthia Kirkness**, Unit Supervisor until March 14, 2016
- **Frances Gordon**, Foster Care/Intake/stats – April 14, 2015 to September 25, 2015
- **Marjorie Beardy**, CFS Worker until December 15, 2015
- **Corrina Frank**, FE Worker from September 21, 2015 to December 7, 2015

We would like to thank those staff who worked for the agency and wish them well in the new endeavours.

## Partnerships

Engaging community resources in joint initiatives that promote positive outcomes for children and youth.

Fox Lake Awasis Agency has well established partnerships with the Fox Lake School, Health Team, Band Staff, and various community committees; however, with the shortage of staff these past few months the focus was on meeting agency mandates, and as such partnership activities were limited. This year, the joint activities included:

- **June 9, 2015**– Meeting w/ Chief and Council–Relationship building. Updating the leadership of statistics, etc.
- **June 21, 2015**–Aboriginal Day–Fox Lake Monument and BBQ and Community Fish Fry
- **July 2-5, 2015**–Treaty Days–Fox Lake

With the full complement of staff in place, the Unit plans to reestablish connections and begin joint activities that support children and families.

## Fulfilling the Awasis Agency Mission Statement

The following significant achievements highlight the value of the work being done by the Fox Lake Unit

- Number of participants attending activities that Awasis hosts is increasing.
- Visibility of Awasis in a more positive light to the public and community.
- Relationships with family members of children in care have improved. They are now given the opportunity and chance to care for their own.
- More family conferencing and community involvement.



# God's Lake First Nation (God's Lake Narrows)

## Promotion

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

### 1st Quarter (April 1-June 30/15)

#### April 2015:

- Cooking class for the clients held twice a month.
- Parenting Class – twice a month
- Easter Egg-Hunt for different age categories and there was also a coloring contest for all ages.

#### May 2015:

- Cooking and parenting class by Family Enhancement twice a month.
- The unit held a 'Kids Day': this was a success as the children really enjoyed themselves.
- Mother's Day Brunch.
- Team Building workshop with the local resources.

### 2nd Quarter (July 1-Sept 30/15)

#### June 2015

- Cooking and parenting classes held by the Family Enhancement twice a month
- Father's Day Brunch for the first time was held.
- Family Fun Day
- Year-end dance for the students.
- Community feast.

#### July 2015

- Canada Day Fishing Derby, everyone looks forward to this event and they spend time with their families as this is a 'family' fishing derby.
- Two Bat 'n Ball tournaments.
- Cooking and parenting class by Family Enhancement held twice a month.
- Sponsorship of community member in the Running Marathon for the Indian Days which is an annual event most of the community looks forward to this event and participates.
- Co-ed floor hockey.
- Purchased tents for youth camping trips.
- Welcome baby wagon: the unit brought baby items for the new mothers and family enhancement did a home-visit with the mothers. This event was a success.

## Staffing

- **Catherine Swain-Vinci**, Service Delivery Manager
- **Alice Captain**, Unit Supervisor
- **Melinda Trout**, Child and Family Services Worker
- **Tanya Okemow**, Child & Family Services Worker
- **Tina Hill**, Child & Family Services Worker
- **Priscilla Watt**, Family Enhancement Worker
- **Myra Okemow**, Family Enhancement
- **Murray Captain**, I/ Foster Care Worker
- **Crystal White**, Intake & Stats Worker
- **Maxwell Bee**, I/Receptionist
- **Beverly James**, Night Security/ custodian
- **Shane Hastings**, Night Security
- **Olivia Snowbird**- Foster care worker – Maternity Leave

## August 2015

- Cooking and parenting classes held twice a month.
- Sponsored 11th annual youth conference.
- Back to school-fun day and feast, this event was a success quite a few people showed up and really enjoyed themselves. We had a few events for the youth and the unit presented laptops to the children in care to show them our support and success in their education.

## September 2015

- Community Pantry groceries were purchased.
- Cooking and parenting classes were held each week for this month.

## 3rd Quarter (Oct 1-Dec 31/15)

### October 2015

- A number of sporting events this month such as floor hockey, volleyball, basketball and family fun night, these events were a success.
- Haunted House at the Awasis Agency office sponsored by Awasis and Health staff and decorations were purchased for the event.
- Sponsored a Halloween volleyball tournament-overall the turnout was good.

### November 2015

- Scrabble tournament and the Chief and Council donated a return trip to Winnipeg.
- Crafts night for girls aged 10-13 was a good turnout.
- Activity night for all ages, a lot of families came out to enjoy themselves.
- Crafts night for boys aged 10-13 was a good turnout.
- Floor hockey tournament.
- Volleyball tournament.
- Cooking classes and Parenting classes with Family Enhancement.

### December 2015

- Volleyball tournament.
- Christmas activities such as trivia with a Christmas theme.
- Indoor Christmas decorating, indoor and outdoor Christmas tree decorating, winter wonderland scene.
- Nativity scene, best wrapped gift and homemade center piece. There were a lot of entries.
- The unit held a foster care/ children in care dinner. Gifts were given to foster parents and children in care presented by Santa. Foster parents were acknowledged for their dedication to the Agency.
- Salon night for all ages it was a good turnout with a lot of families attending.



## 4th Quarter (Jan 1/-Mar 31/16)

### January 2016

- Parenting classes.
- Cooking classes.

### February 2016

- Parenting class and cooking classes by Family Enhancement.
- Invitational volleyball tournament with surrounding communities.

### March 2016

- Annual Spring Break Carnival and Ice Fishing Derby.
- Invitational Broomball Tournament.

## Prevention (Family Enhancement)

Strengthening and supporting the family unit so as to facilitate the development of safe, healthy and nurturing environments for children and youth through the use of various Family Enhancement activities, materials and workshops.

- April to June, the Unit provided emergency assistance to 12 families/single parents with groceries, milk and pampers; the Unit also provided services to a single parent needing help due to medical issues.
- July to September the unit provided respite services for one family, homemaker services for one family, and assisted one family who needed emergency assistance; the Unit also helped four families with groceries and child care services provided to a single parent.
- October to December, the unit helped out four families with groceries. In December the Unit also assisted families with Christmas hampers. The unit provided homemaker services to families that were struggling and needed help
- January to March the unit continued to provide support to families with groceries.



## Protection

Keeping children and youth safe and protected by providing a safety net for vulnerable children and youth in need (Intake and Investigation; Assessment; Plans; Implementation/Case Management)

- In 2015-16, there were 66 intakes recorded with the highest numbers in July and October. The intakes involved allegations of physical abuse/suicide ideations (as a result of alcohol); child neglect, family violence, bullying, sexual abuse allegations, school attendance and parent/child conflict, families requesting for services. A majority of the cases were closed following the investigation and supports provided by the Unit and other resources. Files were opened on all protection issues as required by the Act or regulations as well as referrals to family enhancement where appropriate.
- The Agency works closely with the school, nursing station and RCMP when dealing with crisis or emergency matters. The Unit will continue to provide ongoing services regarding protection issues and investigations in accordance with standards and legislation.

## Partnerships

Engaging community resources in joint initiatives that promote positive outcomes for children and youth

- May 2015: The unit partnered with Health staff in the Mother's Day Brunch, this is an annual event and always gets a great turnout and the men do all the cooking.
- June 2015: The unit partnered with the Health staff in the Father's Day Brunch which is also an annual event and has a good turnout. The women do the cooking for this event.
- July 2015: The unit partnered with the Recreation committee on the Treaty Day events. The unit also partnered with the Chief and Council, RCMP, School, Northern Store and Recreation Committees and other committees in hosting Canada Day Fishing Derby.
- August 2015: The unit sponsored one of the events at the Treaty Days. The staff also participated in the youth conference that was held by the community resources. The unit was invited to do an introduction presentation at the school with the new school staff and teachers. We all took turns presenting our job roles and there were a lot of questions. The staff did an excellent job with this presentation.
- September 2015: The unit partnered with the Health team on the youth hunting trip.
- December 2015: The unit partnered with other resources in the community to hold numerous Christmas activities.
- January 2016: The unit partnered with Chief and Council, in organizing the Invitational Broomball Tournament; Perimeter Aviation donated plane tickets to fundraise for the event.



## Northlands Denesuline First Nation (Lac Brochet)

### Promotion

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

- The local Awasis office utilizes Community Initiatives as a means of developing and implementing services in the community to prevent children from being at risk. Community Initiatives is an Awasis internal program largely based on community proposal submissions to provide for support-based services in the community. The approved funding is released on a quarterly basis. The initiative is also used to fund and sponsor community held events and activities on a monthly basis, such as parenting sessions, workshops, conferences and youth recreational activities.
- The unit utilizes more resource material available through the internet, in doing presentations for workshops.
- The unit has done some collaborative work with some of the local health program resources to address social issues and provide culturally appropriate education to parents. Parenting workshops are not well attended in high numbers, therefore the ones we have held, including community workshops have been changed to get more people to attend. It has been successful when we include gospel singing; there is a higher level of participation from community members.

### Prevention (Family Enhancement)

Strengthening and supporting the family unit so as to facilitate the development of safe, healthy and nurturing environments for children and youth through the use of various Family Enhancement activities, materials and workshops.

- The community continues to be in need of a recreational facility or Youth Centre. There are limited recreational and youth programs, mainly because there are no facilities. The majority of band programs have funds available to have ongoing programs; still there is a lack of networking and interest for local programs to work together without funding intact, this being a main issue. The main interests for youth and children, is hockey during winter, baseball during summer and volleyball and taekwondo year round. These activities entertain and teach skills to children and youth. It allows them to be active and keep away from risky behaviors. The school provides the facility of usage of the gym, equipment and most teachers volunteer their time for after school activities. The local Awasis Agency office has sponsored some activities, such as Taekwondo and Outdoor Activities. The other program is the Canadian Junior Rangers, who have a number of 50 youth who are active members. They take trips out of the community and learn about discipline, teamwork, outdoor skills and being a ranger allows them to travel to other places which is a great opportunity for them. When requested for, the agency will support these events, through contribution of funds.

### Staffing

- **Theresa R.M. Tssessaze**, Unit Supervisor
- **Vacant**, Local Child and Family Services Worker
- **Laura Nambiennare**, Family Enhancement Worker
- **Vacant**, Intake/Stats, Foster Care Worker
- **George Allen Gazayou**, Custodian/Security



- As in the previous years, the main attraction with children and youth are holding indoor games at the community hall. We have prize and cash winnings for competitive races and games, talent shows, and skill activities. Many children turn out for these events. The Awasis Agency staff hosted spring break activities, sponsored Children's Events and Family Fish Derby at the beginning of this fiscal year. We still plan on hosting a Youth Conference/Gathering in April or May 2016 depending on which guest speakers are available. All requests for funds go through the local office before approval is made. The arena still operates under the band during the winter season, for hockey and public skating.
- The Lac Brochet staff has implemented a Youth Retreat Camp in June 2016, which was successful. There was a demand to have another one before the summer ended however the Health Staff held one as well. The Women's Retreat Camp is still being inquired about, from women in the community and from outside as well, we plan to have another one this summer.
- The local office has a food pantry which is available for families in need of food and necessary baby items. These items are purchased on a monthly basis, using community Initiatives. The local office now uses 500 to 600 dollars each month as the cost of food is higher. The number of families who use this service ranges from 5 to 8 per month. As stated previously, this service is required due to the high cost of living and since most families live on social assistance, making it difficult to meet the daily needs of their children.

## Protection

- Keeping children and youth safe and protected by providing a safety net for vulnerable children and youth in need (Intake and Investigation; Assessment; Plans; Implementation/Case Management)
- Awasis continues to work with the nursing station for child protection reasons and servicing people at the local community.
- The community has had no major crisis situations within the past fiscal year. This has changed from January 2016 to beginning of April 2016 when the community was impacted by three suicides; all of the victims were young men between the ages of 21 to 40. The community is still dealing with grief issues at the present time. There is a tremendous need for community action to address this issue. However, with the leadership being unstable and lack of networking between all local human resources, it is challenging. Yet, all health and Awasis Agency staff is required to network on an ongoing basis, to do prevention work and promote health and wellness. Years ago, we had a rash of suicides and attempts, the community did manage to work together and successfully addressed the issue. We are again facing the same crisis. There are many new workers who still require training and experience to work with youth. We often have to bring in outside collateral resources to assist.

- In terms of statistics there are 5 children between the ages of 1 year old to 16 years old, in care, 3 in the community and 2 off reserve. The plan for three of these children is to have family obtain legal guardianship since they have been living with family members. One child is in the process of being transferred to Thompson, since there are no plans to return him to the community; the child continues to live with his long term foster parent in Thompson. The plan for the 16 year old is to rescind the Permanent Order and reunify the child with his parent.
- The agency deals with a multitude of socio/health problems on a daily basis. The biggest challenge would appear to be insufficient staffing capacity. The community suffers from an array of issues from addictions, family violence, parental neglect, unemployment, depression, youth behavior problems, and suicide. These social problems coupled with minimal staff poses a huge deficit for both the community and the agency. There are currently two staff members who are qualified but overwhelmed by the demands of the community, caseloads and administration of case management. Currently, we are in need of collaborative work and partnership with the local resources and outside collaterals.

## Partnerships

Engaging community resources in joint initiatives that promote positive outcomes for children and youth

- The local Awasis Agency Office has worked in partnership with the Health Programs, to deliver services to the community as a whole, through conducting workshops, conferences, retreat camps, culture camps, sponsoring special occasion events such as Halloween and carnivals. In terms of celebrations for holidays, there is an attendance level of approximately 100 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, local Awasis Agency has not been very much involved with the Health Program who has held community events. We have only two staff members; hopefully we will hire two workers this month. With improved working relations, we hope this will change. It continues to be the practice that all programs are contacted and invited to participate in events. The local Awasis Agency has created partnership initiatives implemented with the local school, in terms of contributing funds towards school held events such as trips, culture activities and outdoor events.
- 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 to us and if agreed upon, we need to be involved and monitor how the funds are used. This way, other organizations are accountable for funds. It is our goal this year to have increased community initiatives this year, with the idea of educating the youth and community members. It is evident that the resources work together in planning community held events and accomplish their goals and develop a strong team. There has been change with leadership just recently and we have begun our communication in working alongside with them. We have requested for them to be supportive to us and to provide direction and guidance, as expected of leaders. We are looking forward to this year. It has started off positively so far.

*The local Awasis Agency has created partnership initiatives implemented with the local school, in terms of contributing funds towards school held events such as trips, culture activities and outdoor events.*

## *Manto Sipi Cree Nation (God's River)*

### Promotion

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

In May 2015 of each year, the Awasis Agency makes financial contribution each year towards the annual Mother's day gathering along with partnering with the Health Department. We had a good turnout of participants of parents coming together to celebrate mother's day with spouses/partners doing all the cooking for the dinner which the partners showed there appreciation for the Mothers of their children.

In May 2015, Awasis Agency in partnership with the Health Department worked on having an Elder's Forum to honor our Elder's with sharing of stories to our youth of MSCN. Followed by the Annual MSCN Youth conference each year the Health Department spearheads with the help of all resources available in Manto Sipi Cree Nation.

June 2015 was a busy month as the Awasis Agency in partnership with the Health Department and Education Authority we held a Father's day cook out that is part of togetherness to honor our father's for all their hard work and dedication to help build our children to have strong family ties.

In July 2015, Awasis worked with the Manto Sipi Health Department to have a Family Day Camp out on the nearby beach. This initiative was aimed at young couples with children that don't have access to boats and usually stay at home on a hot summer day. They had five families participate and lifejackets were provided along with experienced drivers that know how to navigate the lake. There were other families that participated in the camp and joined the other couples in a game of beach volleyball and had a wiener roast before they returned home. There were people asking if this was going to happen this summer and we plan to hold these family camps now that the community has a boat that can take twenty people at a time.

Also in July 2015, Awasis sponsored a Youth Weekend Camp that had twenty youth participate from ages eleven to fourteen years of age. There were six chaperones that volunteered their time to help out with looking after the youth. The youth helped prepared the three meals daily and cleaned up afterwards. The youth were very helpful during the camp and were eager to learn on preparing food. The youth had fun going for walks along the nearby beach and would look at the stars after dark. The youth would be all sleeping by ten thirty the latest. The camp supervisor had bible study sessions with the youth and having sing-along during the afternoon and after supper.

In August 2015 Awasis provided groceries towards a Family Day Camp where the community was invited to drop by for tea or supper. There were people that dropped by to have tea and a couple of elders came to have fish for supper. The people were sitting, visiting and laughing with one another while having tea. The people were talking about how it used to be in the old days and how things are different ever since technology came. The Awasis Agency in partnership with Cree Nation had their annual Indian and Treaty Days. This was a success with all ages participating by participating and watching the games.

In September 2015, the community had their traditional week. The whole community participates by teaching the students on how to clean and cook traditional food.

### Staffing

- **Irene Okemow**, Unit Supervisor
- **Amos Okemow**, Child and Family Services Worker
- **Lorraine Ross**, Foster Care/ Intake/ Stats Worker
- **Miriam Okemow**, Family Enhancement Worker

In October 2015 Halloween Community activities were done. Building Healthy Community donated youth games and activities.

In December 2015 a Traditional Parenting Workshop was held. As well this month, the Agency in partnership with the MSCN health staff and Education office purchased Christmas gifts for the children 17 and under, grocery hampers for the elders. They also did various activities like having snow sculptures, Christmas lights, and others.

In January 2016 the Unit held a New Year's party for the children and adults; a broom-ball tournament; a lateral violence workshop; a community pantry was started up again.

In February 2016 a Valentine's Dinner was held for couples and the Family Enhancement Worker (FEW) took the girls hockey team to God's Lake Narrows Hockey Tournament where the girls came in second place.

In March 2016 the FEW started a sewing club for the young girls and boys. Also in this month, the Agency contributed to an Ice Fishing Derby which had two separate prize categories for adults and children to promote adults to take their children along with them. There were lots of adult participants and children and it was kind of chilly for the children. The ice fishing derby was held on the ice in front of the community and was only walking distance. Awasis also held a Spring Carnival in partnership with MSCN Health Department.

### **Prevention (Family Enhancement)**

Strengthening and supporting the family unit so as to facilitate the development of safe, healthy and nurturing environments for children and youth through the use of various Family Enhancement activities, materials and workshops.

In October 2015 the Unit provided respite service for a client.

In February and March 2016 the Unit provided emergency assistance to families with groceries.

### **Protection**

Keeping children and youth safe and protected by providing a safety net for vulnerable children and youth in need (Intake and Investigation; Assessment; Plans; Implementation/Case Management)

There were approximately 90 Intakes from April 2015 to March 2016.

### **Partnerships**

Engaging community resources in joint initiatives that promote positive outcomes for children and youth

The Christmas Allocation was used to purchase Christmas presents for the community children ages seventeen years and under and the left over portion was used to have a Christmas and New Year's dinner for the whole community. The community hall was packed and extra tables and chairs had to be set up and there were people waiting for others to be done. The community hall was decorated and the tables had the Christmas theme colored table cloths and glitter on them which was very nice. It was nice to see our Chief in serving the people making them plates and people were helping out in cleaning up after the dinner. It was very good to see the community all work and come together for the two occasions.

The Spring Break allocation was used to have a Spring Break Carnival which the children had twenty nine events to participate in where the parents came out to watch their children. The carnival was delivered by our local recreation committee and it was a success. This event sure brought out the people to watch and participate after the long cold winter that was upon us.



# Sayisi Dene First Nation (Tadoule Lake)

## Promotion

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

In 2015 – 2016, the Sayisi Dene – Awasis Agency Unit encountered many challenges in Tadoule Lake. In spite of the many obstacles, the agency continued to provide service delivery and support services to Sayisi Dene families and children in terms of protection, prevention, promotion and partnership.

- The Awasis Agency Sub Office Unit provides on-going support services with Emergency Assistance; for families with children who are dependent on Social Assistance, they are often in need of assistance for baby needs and groceries. The families encounter many obstacles and struggles with cost of living making it difficult for them to meet the needs of their families.
- Awasis Agency Sub Office Unit hired a full-time Family Enhancement Worker, to take on the role and responsibilities with case management with clients (families with children) to deter children from coming into care within the community.
- Awasis Agency Sub Office provides service delivery and support services to foster parents & families with children in the community.
- Awasis Agency Sub Office Unit to network in partnership with local resources to promote prevention programs for families and children in the community.
- Awasis Agency Sub Office Unit to build relationships with the local health team in order to network in dealing with on-going issues facing the community as a whole.
- Awasis Agency Sub Office Unit to build open line of communication with Sayisi Dene Elders and Youth to start working together in addressing the effects of Relocation, Residential School and 60's Scoops victims and survivors that has caused a great deal of grief for the generation today.

## 1st Quarter (April -June 30 2015)

Traditional Caribou Hunting Trip—Awasis Agency hosted a Caribou Hunting trip for male teens and boys to provide a traditional and cultural component for hunting and survival skills out on the land, gun safety and storytelling, and basically being taught the Sayisi Dene traditional way of life.

Graduation—The Agency provided a special gift to show a Grade 12 student their appreciation for completing and reaching their goal to finish high school education from the Peter Yassie High School in Tadoule Lake.

## Staffing

- **Verna Ironstar**, Service Delivery Manager
- **Betty Bickell**, Unit Supervisor
- **Cynthia Clipping**, (no longer with agency as of January 26, 2016)

## **2nd Quarter (July -Sept 2015)**

Cultural Gathering & Teaching Our History—Awasis Agency hosted a two (2) day event to provide community members with an opportunity to learn traditional and cultural teachings by Elders. The teachings are to provide insight into our cultural and traditional way of life through storytelling and for our members to learn about the emotional, mental, spiritual and physical states of well-being for all children and young teen participants. Families camped away from the community for the two days to show the younger generation the traditional way of life by caring, sharing and learning new coping skills.

## **3rd Quarter (Oct1-Dec 2015)**

No promotional activities

## **4th Quarter (Jan --Mar 2016)**

Awasis Agency hosted a Cultural Appropriate Standards Workshop in the community of Tadoule Lake, facilitated by Wally Chartrand, Training and Development. The intent of this workshop was to have community members' involvement in the development of Cultural Appropriate programs for Sayisi Dene families, children and youth.

## **Prevention (Family Enhancement)**

Strengthening and supporting the family unit so as to facilitate the development of safe, healthy and nurturing environments for children and youth through the use of various Family Enhancement activities, materials and workshops.

### **1st Quarter (April -June 2015)**

Spring Break Activities—Awasis Agency hosted a Children and Youth Breakfast for youth and children with indoor and outdoor activities. Parental involvement and the young ones had fun together during the one day event for children and youth.

Sliding Party Activities—Awasis Agency hosted a Sliding party event for families and children, a bonfire with hot chocolate, marshmallow and wiener roast to keep warm while friends and family had a great time interacting with each other.

Mother's Day Activities—A Mother's Day event for all mothers, grandmothers and great-grandmother to acknowledge and honor each one of the mothers as life givers, caregivers and caretakers to their families. A special day of interaction with each other to enjoy a meal, play merchandize bingo to win items they may use or to enjoy in their home. An enjoyable gathering on this special day.

Father's Day Activities—Awasis Agency contributed funds to organizer Peter Duck to have Father's Day – Baseball game for a fathers and sons team, a gathering by all fathers interacting with sons and enjoying a bonfire to roast wieners or hamburgers on a hot Sunday afternoon. Prizes were presented to all community fathers to honor fathers as a protector, helper/provider for family and relatives. A large group of fathers enjoyed the company of one another and had a good time on this special day. Awasis Agency provided the refreshments and gifts for all participants.

### **2nd Quarter (July 1-Sept 30/15)**

Canada Day Activities/ Treaty Day Activities—Sayisi Dene First Nation and band members/ local resource staff networked together to plan and organize a three (3) day event for Canada Day and Treaty Day combined. The agency provided refreshments for a bonfire and BBQ for all children and families who participated in the events.

Merchandise items were provided for the children and youth who competed in races and contests. Children who participated thoroughly enjoyed interacting with each other and family and friends. You could hear the laughter throughout the day from the children as they competed against each other in races while parents cheered them.

*The Awasis Agency Sub Office Unit provides on-going support services with Emergency Assistance; for families with children who are dependent on Social Assistance, they are often in need of assistance for baby needs and groceries. The families encounter many obstacles and struggles with cost of living making it difficult for them to meet the needs of their families.*

### **3rd Quarter (Oct -Dec 2015)**

The Awasis Agency and health Team planned Halloween events and the Agency took care of the events for the children and youth. It was a wonderful spooky fun-filled night as children and youth all dressed up to participate in the scariest, funniest and original costume contest.

The Awasis Agency and Health team staff worked together to plan a festive week of holiday celebration during the Christmas season and hampers were provided to community families, Elders. Christmas Dinner was provided to all community members at the Community hall for all to gather to celebrate the meaning of Christmas spirit.

### **4th Quarter (Jan -Mar 2016)**

Awasis Agency staff set up a pantry for families in need of emergency assistance for baby needs and groceries which ten families utilized. These are the families who rely on Social assistance and are experiencing financial difficulties in making ends meet.

## **Protection**

Keeping children and youth safe and protected by providing a safety net for vulnerable children and youth in need (Intake and Investigation; Assessment; Plans; Implementation/Case Management)

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

- Awasis Agency only has one family with foster home placement open as a Place of Safety and willing to continue to complete the application towards licensing the home.
- Awasis Agency continues to collaborate with community resources such as the Nursing Station and Peter Yassie Memorial School, in order to work with those children and families who may need intervention with protection issues.

Foster home: Awasis Agency utilizes the following homes;

- 1 home in the community as Place of Safety for 1 (one) child
- 2 Licensed homes out of the community for 3 children
- 2 homes in the community as Non-pay (Own home/ Relatives) for 1 child.

Children in Care (Legal status);

- 6 children are under Permanent Ward
- Special Support Funding Request;
- 5 children are special rated for respite services, time-out for foster parents

### **1st Quarter (April -June 2015)**

During the summer months, Sayisi Dene families, children and youth have weekly swimming activities at the community beach with a wieners and marshmallow roast for all. Parents were able to spend the day with their children and family members/ friends.

### **2nd Quarter (July -Sept 2015)**

Awasis Agency hosted its 2nd Annual Family Camp Out event at War Lake First Nation in Ilford, Manitoba.

*Awasis Agency workers continue to provide on-going services with all incoming calls with respect to reports on protection issues with follow-up, investigation and complete intakes*

### 3rd Quarter (Oct 1-Dec 31/15)

No activities to report

### 4th Quarter (Jan 1/-Mar 31/16)

Awasis Agency entered into agreement for support service to be provided for family with twins and siblings. The Support worker provided respite support services for the mother in order to deter the children from coming into care. The Mother is doing quite well as she is able to function as she learned to organize a structured home for family.

## Partnerships

Engaging community resources in joint initiatives that promote positive outcomes for children and youth.

- Awasis Agency staff has not been able to have meetings with newly elected Chief and Council but staff do make efforts to attend Band meeting when they take place on monthly basis.
- Awasis Agency continues to collaborate with community resources such as the Nursing Station and Peter Yassie Memorial School when dealing with children and families who may need intervention on protection issues.
- Awasis Agency staff plan to take the lead role in conducting regular health team meetings in order to bring all the resources together to work toward helping the community deal with issues such as past and present Sayisi Dene history related to the relocation, the loss of children through Children's Aid in the early sixties and residential school.

### 1st Quarter (April -June 2015)

The workshop presentation facilitated by BFI Coordinator was provided so that staff could have an understanding of the true meaning of Post-Traumatic Stress Disorder amongst our community members and how it has an effect on each of the members which continue on into our children and youth today; the intergenerational effects on all members who underwent the relocation, residential school and sixty scoops members. A sharing circle was conducted at the end of each day identifying the real effects as stories are told by survivors of the Churchill era.

### 2nd Quarter (July -Sept 2015)

Children & Youth Community Clean up; Awasis Agency made a contribution to Brighter Future Initiative Program to partner with the Health team to conduct a one day event for children and youth; they had fun doing tasks to help clean up the community. This was under the supervision of Maryjane Clipping, BFI Coordinator.

### 3rd Quarter (Oct -Dec 2015)

Chief and Council, local resource staff and band members initiated a band meeting regarding a number of youth incidents that are occurring within the community. A BCR (Band Council Resolution) by-law was put in place to ban the youth out of the community if the same individuals are involved with any more incidents.

### 4th Quarter (Jan -Mar 2016)

Lori Abbott - Muladhara Healing and Support Services provided counselling services with clients and staff to deal with emotional and personal issues of grief and loss of loved ones.

Community Traditional Healing Workshop – Grief and Loss partnership with Sayisi Dene Health Team facilitated by Victor Tsessaze & Adam Nalge

Women's Gathering and Sharing Circle – Health Team – Cultural & Traditional teaching conducted by Keewatin Tribal Chief – Health Department with staff Victor Tsessaze

*The workshop presentation facilitated by BFI Coordinator was provided so that staff could have an understanding of the true meaning of Post-Traumatic Stress Disorder amongst our community members and how it has an effect on each of the members which continue on into our children and youth today; the intergenerational effects on all members who underwent the relocation, residential school and sixty scoops members. A sharing circle was conducted at the end of each day identifying the real effects as stories are told by survivors of the Churchill era.*

# Shamattawa First Nation

### Promotion

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

#### 1st Quarter (April 1-June 30/15)

- May 27, 2015–Staff Unit Meeting & Meeting with Child Advocate Gerald Krosney in Shamattawa.
- May 21, 2015–Meeting with Executive Director
- June 9-11, 2015–FNIHB–resource meeting

#### 2nd Quarter (July 1-Sept 30/15)

- July 12-15, 2015–FNIHB & Resources in Shamattawa to develop activity plans for community.
- August 17, 2015–Resource Meeting in Shamattawa with local leadership & community resources.
- August 19, 2015–Staff Unit Meeting – case Management
- August 24, 2015–Proposal development re: Group Home
- September 17th, 2015–Resource Meeting by Awasis in Shamattawa with local leadership & community Resources
- September 22, 2015–Proposal submitted to FNIHB and RCMP regarding Positive Parenting–no response

#### 3rd Quarter (Oct 1-Dec 31/15)

- October 20-23, 2015–Public Safety & Canadian Red Cross scheduled to fly to Shamattawa – flight cancelled due to weather conditions
- November 16 & 17, 2015–Dr. Martin Brokenleg – Healing Soul Wounds Conference in Winnipeg
- November 16-18, 2015–Family Enhancement Training

#### 4th Quarter (Jan 1-Mar 31/16)

Nothing to report this quarter.

### Prevention (Family Enhancement)

Strengthening and supporting the family unit so as to facilitate the development of safe, healthy and nurturing environments for children and youth through the use of various Family Enhancement activities, materials and workshops. Case managers travel to Shamattawa to ensure there is always someone in Shamattawa.

#### 1st Quarter (April 1-June 30/15)

- Charter to Shamattawa on May 3rd, 2015–Completed suicide in Shamattawa–staff going in to provide support services and be readily available for youth at risk.

### Staffing

- **Mabel Cook**, Service Delivery Manager

#### Thompson Staff:

- **Terrence Hill**, Regional Unit Supervisor – currently on sick leave
  - **Karen Antsanen**, Regional Unit Supervisor
  - **Martha Perch**, Regional CFS
  - **Corrinna Flett**, Regional CFS
  - **Norah Keeper**, Regional CFS
  - **Charlene Baker**, Regional CFS
  - **Greg Anderson**, Regional CFS
  - **Glenda Flett**, Regional CFS
  - **Farron Dumas**, Regional Family Enhancement Worker
  - **Brian Cook**, Regional Family Enhancement Worker
  - **Catherine Mercredi**, Regional Foster Care
  - **Jeanette Flett**, Regional Intake/ Special Needs Worker
  - **Tamara Beardy**, Stats/Intake (Term)
  - **Kaynina Monias**, File Clerk (Term)
- The following staff are currently on maternity leave**
- **Eleanor Wavey-Pronteau**, Stats/ Intake
  - **Beverly Cook-Mercredi**, File Clerk.

#### Shamattawa Local Staff:

- **Mary Ann Miles**, Elder/Advisor
- **Evelyn Redhead**, Secretary/ Receptionist

We wish the following staff the best in their future endeavors, Carla Taylor, Darlene Spence, Angel Lefebvre, Michael Spence, Belinda Veullot and

## 2nd Quarter (July 1-Sept 30/15)

- August 28, 2015 – MB Adolescent Treatment Centre (MATC) visit to Shamattawa. MATC provides mental health support via telehealth with FN communities, free of charge.

Present:

Lori Middendrop, MATC, Mental Health Services for Children, Youth and families

Dr. Mark Koltek, MATC, Psychiatrist

Lesley, MATC, Counsellor

Marlene Del Pino, FNIHB

A.M.–Presented to nursing staff (including mental health therapist).

P.M.–Presented to the community based workers.

- Bi-weekly teleconferences with Family Enhancements workers on training, sharing information or ideas of workshops etc.
- September 2 & 3, 2015–Healing Journey  
Public Safety Canada & the community planned this event in July (using the PAT success). The community wanted to plan an event that acknowledged existing grief and loss and would provide a starting point to healing. The community coordinated the event targeted toward the youth and set the agenda (Trina Miles, BFI Worker was the community lead for this organization). The community coordinated fund raising events to support supplies for the event and door prizes. Awasis supported a guest speaker from Thompson to attend and a drummer/singer to attend from Thompson. In addition Awasis also participated and helped deliver sessions on dealing with grief. Local RCMP attended and participated in the event. The event was well attended by the youth and community based workers. Learning events had between 30–50 participants. Healing Walk (6km) took place on the second day and went from one end of the community to the other, ending on the shores of the river (RCMP led the way with a marked car with lights on; A bonfire was held (hotdogs & marshmallows), children’s games and there was good community spirit. Lantern Ceremony–Wally Chartrand, Awasis Agency, shared a personal story of grief and loss. Encouraged recognition of loss and the need to let go to move forward. Lanterns were lit and released to signify those lost to suicide and the letting go. Youth gathered around the drum and joined in the singing as the last lantern went out in the night sky. This was a very moving, and emotional ceremony. As the ceremony ended the northern lights came out, one participant commented, “We have acknowledged the people we have lost and now our ancestors have come to share their spirit.”  
Dance–The night ended with a dance for the youth and that was well attended.



- September 4, 2015–Honoring our People. The core group (PSC & Awasis & Community based staff & FNIHB) to path the next process, entitled “Honoring our People. A community driver initiative that will clean up and restore the 3 local gravesites. The plan will start immediately and extend to next spring. The plan identifies local resources to help in the process and involves youth to assist with clean up and making of grave marker etc.

### 3rd Quarter (Oct 1-Dec 31/15)

- October 21-23, 2015–Asset Mapping Exercises with core group (PSC & Awasis & Community Based staff & RCMP & Education & Justice & FNIHB & representation from Chief & Council)

### Additional Activities

- Aboriginal Youth Mentorship Program (AYMP) will be setting a date in September or October for the start of the AYMP (works with grade 10 and grade 4 students to promote healthy living). Joint initiative with U of M (Dr. Jon McGavock). There will be a suicide prevention piece attached to this collaboration between Churchill & Shamattawa to support healthy teams/mental wellness.

### 4th Quarter (Jan 1-Mar 31/16)

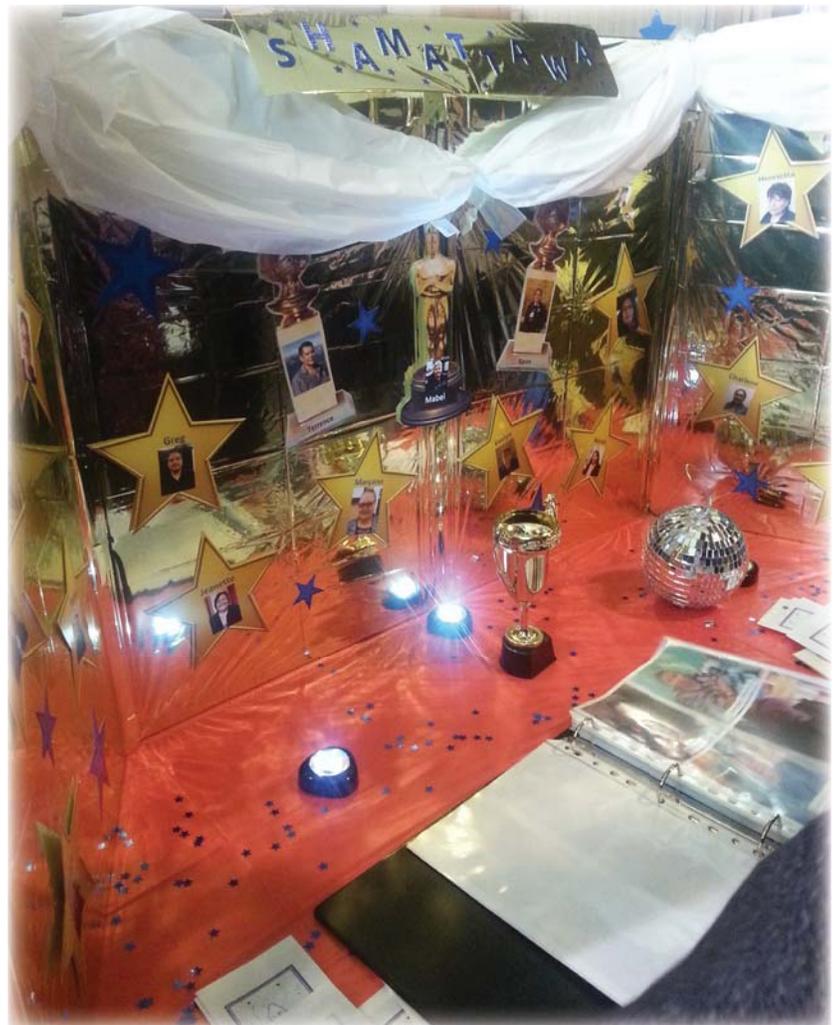
- Pantry – Parents who struggle continue to utilize the pantry on the availability of food which is usually kept very well stocked with dry goods, meat, flour, oil, baby supplies such as diapers and this is utilized to assist families to provide the basic needs. This is done right throughout the year to prevent children from coming into care. The pantry is replenished during the winter road when food is cheaper and can be bought in while our agency vehicles are getting serviced for the year.
- Bullying workshop–for children at the Family Enhancement Trailer
- Movie Nights for children & youth at the Family Enhancement trailer and provision of popcorn, juice and cookies.

### Protection

Keeping children and youth safe and protected by providing a safety net for vulnerable children and youth in need (Intake and Investigation; Assessment; Plans; Implementation/Case Management)

### 1st Quarter (April 1-June 30/15)

- April 7, 2015 – Staff Unit Meeting – case plans, Court Cases, Intakes June 29 & 30, 2015–CPR & First Aide Training held by Steve Molloy–Canadian Red Cross
- Intakes mostly come from either the RCMP or nursing stations via email to the service manager, follow up is done by the supervisor/worker.
- Staff Unit Meetings are held monthly to keep the case managers informed of any changes or



additions to standards, Intake information is relayed to staff, the investigated to get Intakes done in a timely fashion is reiterated, assessments to be referred as needed by CIC's, case plans are updated, and the case load is kept on par including ensuring the preparation of family court is fully understood by the case managers.

### **2nd Quarter (July 1-Sept 30/15)**

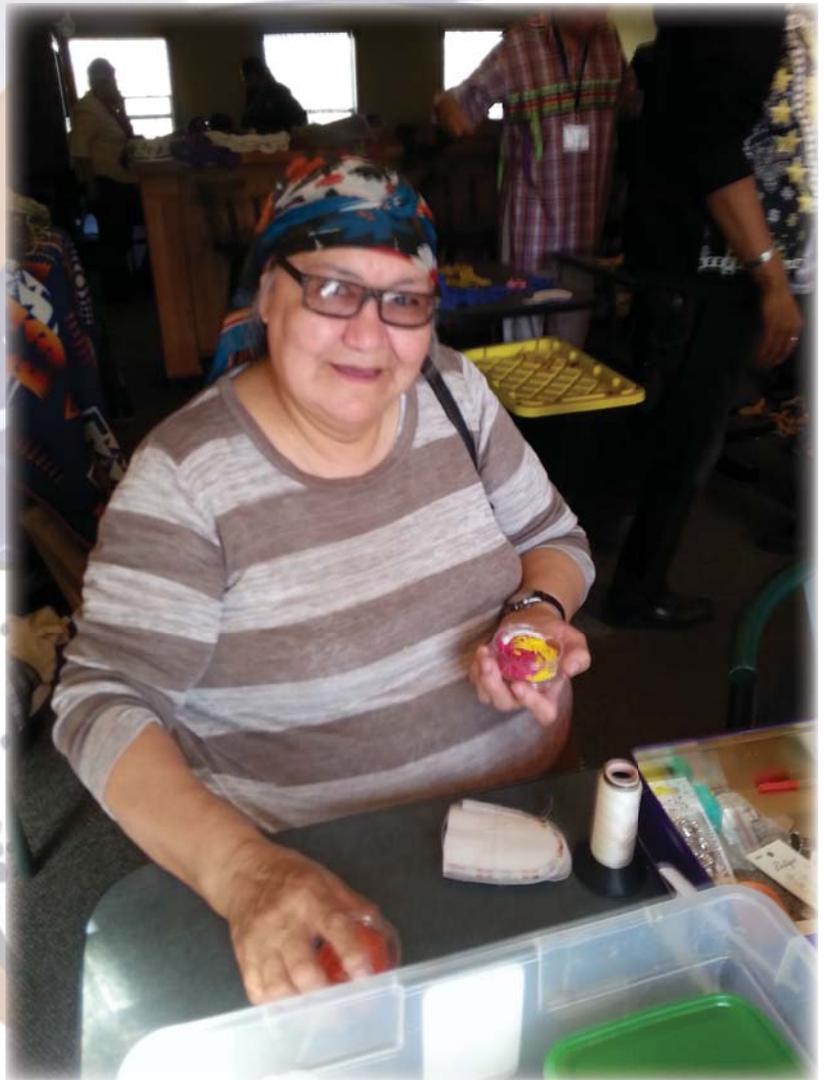
- August 6 & 7, 2015–CPR & First Aid Training by Steve Molloy – Canadian Red Cross
- September 16, 2015 – Staff Unit Meeting – Standards updates
- Weekly teleconference by managers to keep abreast of any new developments with CFS

### **3rd Quarter (Oct 1-Dec 31/15)**

- October 26, 2015 – Staff Unit Meetings – Agency directives, standards, case management
- Weekly teleconference by managers to keep abreast of any new developments with CFS
- November 23, 2015 – Staff Unit Meeting – Preparation of cic's going home for family visits – assessing at risk youth and making plans
- December 1, 14, 29, 2015 – Staff Unit Meeting – standards, new forms, Annual Director Reviews, Quarterly Reports, Face to face contacts, Christmas Family visits for cic's (Plans)

### **4th Quarter (Jan 1/-Mar 31/16)**

- Weekly teleconference by managers to keep abreast of any new developments with CFS
- January 18th, 2016 – Staff Unit Meeting – standards, policy & procedure manuals, etc.
- February 9, 2016 – Staff Unit Meeting – Family court stuff – case particulars, Intakes, assessments for referrals
- On a monthly basis the Shamattawa Unit have a staff meeting to go over the standards, Case Plans, Intakes, Dictations, face to face contacts, and ensuring CIC's services are in their best interest.



## Partnerships

Engaging community resources in joint initiatives that promote positive outcomes for children and youth.

- RCMP, Nursing Station, local Resources, Mental Health Workers, Awasis Agency and FNIHB have been working together to bring information, workshops, meetings, sharing, with the community and to bring awareness on parenting skills, mental health–suicides. The resources are starting to work together on projects with the community members such as doing sharing circles on grief, letting go ceremonies, the school is open to having resources go in the classrooms to share information on bullying, teamwork, awareness on addictions, sex education, harmful effects of smoking, drugs, alcohol and prescription abuse.
- The agency is currently working with the local leadership to get a Local Child Care Committee going so they can be instrumental in talking with parents who struggle.
- Home-visits are done with the elderly to get information on parenting, their vision on child care, traditional skills, education etc.
- November 16th-December 11th, 2015–Eric & Ariel Cook provided training on Life-skills for 20 days in the community. There were 8 graduates from this program and people are still inquiring about having them come back to Shamattawa.

## Fulfilling the Awasis Agency Mission Statement

The following significant achievements highlight the value of the work being done by the Unit

- The Annual Reviews were all completed by the workers.
- Workers are forming relationships with the parents of the children in care.
- Referrals for assessments are flowing with more efficiency so CIC's can acquire supports according to their need.
- Filing in the stats/intake office for Shamattawa has drastically improved with the paperwork going into the CIC files.
- Foster Care worker has the foster care files up to date and is getting local foster parents in Shamattawa to start applying for licensed foster homes as opposed to having places of safety.
- Case Managers are ensuring their Extension Of Care (EOC), request for Permanent Guardianships are done in a timely fashion.
- Family Enhancement workers are ensuring the trailer is being utilized by the community clientele for workshops, training, movie night for children/youth as well as planning individually with parents etc.



# Tataskweyak Cree Nation (Split Lake)

## Promotion

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

1st Quarter (April-June 2015)

- Awasis Agency Family Enhancement supported grade 6 students with merchandise prizes to help fundraise for yearly field trip.
- On May 20, 2015 Awasis Agency donated Shrine Circus tickets to special needs children at the Chief Sam Cook Resource class.
- Agency held a school dance for youth and played games and participants won merchandise prizes. The next day Awasis Agency had invited the Petting Zoo to come to the community for the elementary students.
- Enhancement requested essential needs for the community pantry.

2nd Quarter (July –Sept 2015)

- Agency held games/activities during the community BBQ on Canada Day. Family Enhancement gave merchandise prizes and all children that attended received goodie candy bags and flashing/glowing lights.
- Family Enhancement donated to Recreation committee by providing youth square dancing prizes for the Summer Fest.
- Family enhancement requested groceries for a pantry to continue helping and supporting families that are in need that are listed on Voluntary Placement files.
- The unit continues to support local resources in events promoting healthy relationships between parents and children.

3rd Quarter (Oct-Dec 2015)

- Family Enhancement set up fun fair activities at the school for all students and they all received candy bags/goodies.
- Awasis Agency also sponsored Graduating committee 2016 by hosting Halloween Events such as face painting/apples/games at the community band hall for all ages.
- The Unit continues to sponsored a little league hockey team called “Awasis Eagles” with new equipment and jerseys for the children who are less fortunate.
- The Unit sponsored Youth Dog Mushing with cash prizes.
- The Unit sponsored the Chief Sam Cook Graduation Fundraising Committee, Daycare and the Head start program to purchase items for their merchandise bingo and prizes to be won.

## Staffing

- **Abbie Garson**, Unit Supervisor
- **Leona Spence**, Foster Care Worker
- **Roba Gott**, Child & Family Service Worker
- **Brenda Flett**, Child & Family Service Worker
- **Melanie Spence**, Child & Family Service Worker
- **Martha Spence**, Child & Family Service Worker
- **Nicole Budinikas**, Intake Stats
- **Rynelle Flett**, Family Enhancement Worker
- **Amy Keeper**, Family Enhancement Worker
- **Germaine Spence**, I/Receptionist

- During the Christmas Season the Family Enhancement program held an activity day for the families/children in the community. They had ginger bread housing contest, coloring contest for the elders, family puzzle contest and entertainment Karaoke Christmas songs. Family Enhancement also provided food hampers for the families listed on files.
- During the Christmas Season the Awasis Agency also donated to the Daycare children and the Head Start Program to celebrate Christmas 2015.

#### 4th Quarter (Jan 1-Mar 31 2016)

- The Unit sponsored Chief Sam Cook School Elementary students by providing to the nutritional healthy snacks program/breakfast program.
- The unit holds an emergency pantry (groceries) for families that are less fortunate and for families that have open files.
- The unit sponsored the NADAP program “just say no Drugs & Alcohol” conference with Much Music video Dance with big screens for the students of the Chief Sam Cook School November 2015.
- The Family Enhancement and along with Recreations Committee sponsored the Winter festival 2015 with a fun filled week of activities.
- Family Enhancement Program through Spring Allocation 2016 is holding a one week Family Carnival for the community to partake events and games along with their children. The families get to win house hold items prizes that would help benefit their home.
- Family Enhancement held a Bon Fire with the youth held for students provided wiener roast and marshmallow

### **Prevention (Family Enhancement - FE)**

Strengthening and supporting the family unit so as to facilitate the development of safe, healthy and nurturing environments for children and youth through the use of various Family Enhancement activities, materials and workshops.

#### **1st Quarter (April -June 30 2015)**

- Awasis Agency has been supporting the people in the community by providing emergency respite and parent aides 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 communications skills.
- Workers are also 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 foods, infant formula, and pampers to help families in emergency after hours or weekends.

## 2nd Quarter (July -Sept 2015)

- Family Enhancement continues to support voluntary placement file families by providing counselling sessions. Local Child Care Committee and Elders provide counselling to families and provided refreshments.
- Family Enhancement provides respite workers to single parents when dealing with medical appointments or children educational purposes meetings.
- Family Enhancement provides emergency supports services by providing respite in their home with child care.
- Awasis Agency continues to provide supports to parents with groceries from pantry. Some parents do not receive the child tax benefits due and single parents struggle to provide for their families.

## 3rd Quarter (Oct – Dec 2015)

- Family Enhancement continues to offer counselling to clientele on monthly basis.
- Family Enhancement continue to support families who are in need of support.
- Family Enhancement team/CFS staff attend monthly resource meeting at the local community band hall to talk about concerns/issues.
- Awasis Agency utilize our local child care committee in talking with our families who are facing some difficulties in dealing with parenting skills/child care. Workers sets up meetings on monthly basis with clients and families.

## 4th Quarter (Jan-March 2016)

- Awasis Agency provided counselling to youth and families who experiencing grieve/loss sessions by inviting Jerome Harper (Spiritual Counsellor).
- Awasis Agency invited Attachment training to clients and they also provided counselling to youth who were going through a loss (suicide).
- Family Enhancement provides support to families who are needing help/support with respite and counselling.
- Awasis Agency continues to support the community on a daily basis by offering the support when needing guidance in dealing with emergency/urgent matters.



## Protection

Keeping children and youth safe and protected by providing a safety net for vulnerable children and youth in need (Intake and Investigation; Assessment; Plans; Implementation/Case Management)

### 1st Quarter (April-June 2015)

The Unit remains with a high number of children in care (total of 90 children) this year. There are 39 Protection files open with 149 children and 39 Voluntary files open with 150 children listed.

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

### 2nd Quarter (July –Sept 2015)

The unit has total of 82 children in care this year. There are 34 Protection Files with 104 children.

Voluntary Family files 36 open with 146 children.

Family Enhancement continues to support families by providing counselling, respite, helping with groceries and life skills/parenting skills.

### 3rd Quarter (Oct –Dec 2015)

The Unit has total of 84 children in care. There are 36 Protection Files open with 102 children. & 36 Voluntary Family Files with 158 children

Awasis Agency continues to work/support the community in dealing with concerns to ensure families are providing proper care and guidance to their families. Family Enhancement is a program that will offer and support families in the community to better care for their children. All protection issues and investigations in accordance with the standards and legislations.

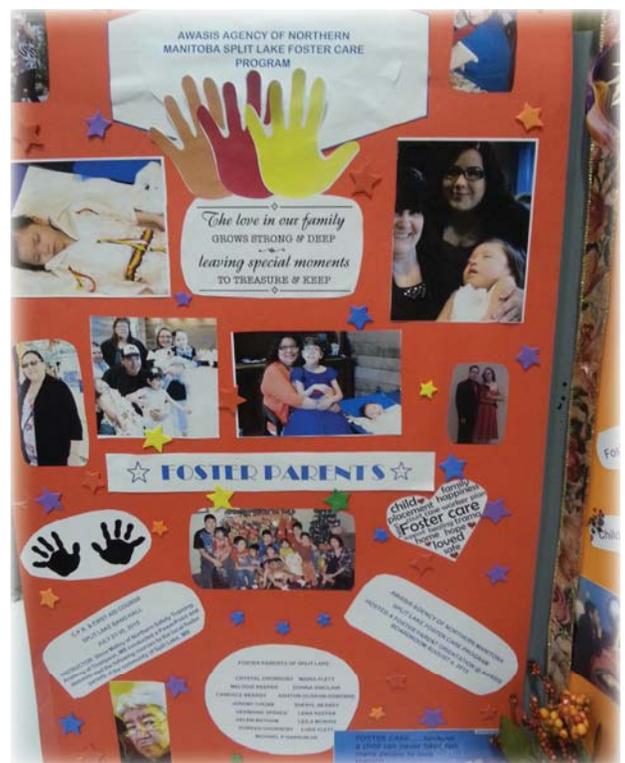
## Partnerships

Engaging community resources in joint initiatives that promote positive outcomes for children and youth.

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 continues to net work with local resources such as Family Justice Mediation Program, Family Justice Criminal Program, Local Child Care Committee and Chief & council.

The unit will continue to advertise for respite workers and Foster care Homes Home support workers needed on monthly basis and to offer training for our community members.



# Thompson Service Delivery Office - TSDO

## Promotion

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

- Wherever possible, the office supports other community organizations' initiatives. One such event was the Northern Circle of Youth with Elder Jack Robinson who organized a walk in the community to bring awareness of the serious crimes to youth at risk and missing and murdered aboriginal women.
- The joint project called "WeCiHiToWin" is a result of a partnership with the Nisichawayasihk Cree Nation (NCN) to coordinate programs that benefit families and children in the community as well as from First Nations communities in the North. This program has an Advisory Board that meets quarterly.

## Prevention (Family Enhancement)

- Strengthening and supporting the family unit so as to facilitate the development of safe, healthy and nurturing environments for children and youth through the use of various Family Enhancement activities, materials and workshops.
- Easter hampers and goodies were delivered to 15 families.
- A Spring Break party was held for the Children in Care and another party for the families/clients. Both parties were held in the afternoon and the 2 parties were held two different times. The feast consisted of a Pizza and Chicken dinner, games and contests and prizes were given out. Every child received a prize that attended the party. The afternoon was successful and enjoyed by all.
- Halloween was a fun time for staff, families and children. Staff dressed up and attended the party at the main office. Children were given coloring books and treats at the TSDO.
- Chocolates and Christmas cards were given to all foster parents as a gesture of the agency's appreciation.
- Christmas Hampers were prepared and delivered to 15 families who had open Family Service Files with our office. These families had a total of 63 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.
- Our office held a Christmas party for the families/clients. The dinner consists of a turkey dinner and desserts. The staff and the families enjoyed the party. Families played games and the children had a coloring contest. Santa Claus showed up for the party and every child was given a gift.
- Clothing give away week was held at Wechitowin in December 2015. Families and community members could attend the office and take all the clothing they wanted. Winter coats, boots, hoodies and children's skates were popular items. Remaining items were donated to the community. They also served refreshments during this day.

## Staffing

- **Catherine Swain-Vinci**, Service Delivery Manager
- **Catherine York**, Supervisor
- **Vivian Munroe**, Intake/Stats
- **Lydia Hill**, Case Manager
- **Kirsten McDonald**, Case Manager
- **Roxanne Brass**, (at WSDO now)
- **Vanessa Duke**, Foster Care
- **Peter Sinclair**, Family Enhancement
- **Joan Bodnar**, Family Enhancement
- **Ambra Fitzner**, Receptionist, (transferred to the front at the central office)
- **Sally Beardy**, Family Enhancement (no longer in our unit)
- **Corey Spence**, Foster Care (no longer with the agency)
- **Barbara Daniels**, Foster Care (no longer with the agency)
- **Charlene Barron**, Receptionist (no longer with the agency)

- Ongoing - In addition to the above, the office refers families and children to the WeCiHiToWin program for programming, workshops, cultural events and activities. The case managers work closely with the WeCiHiToWin team where a referral has been developed in order to coordinate services.
- The Warrior Within Project was held again to bring cultural awareness to our children in care and to bridge the gap between workers and children in order to create a bond. Several activities are held over a number of months.

## Protection

Keeping children and youth safe and protected by providing a safety net for vulnerable children and youth in need (Intake and Investigation; Assessment; Plans; Implementation/Case Management)

This office receives a large number of unit to unit service delivery requests from our Awasis Agency community offices. The requests include attending Young Offenders Court, checking on children in foster placements in Thompson, service of court documents, or escort services. 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.

- Referrals to Mental Health, Public Health, Counselling with Lori Abbott and WeCiHiToWin.
- Open door policy with supervisor for staff.
- Review / discuss case plans.
- Team meetings on Tuesday mornings to discuss programs, upcoming activities for families and children, announcements, training on policies, procedures, directives and staff travel to communities.
- Family Court meetings once per month.
- Monthly meetings to review new referrals and intakes on open cases.
- Review of case files every 3 months.
- Updating information on CFSIS.
- Work plan developed with service delivery goals and objectives to be achieved.
- Monthly face to face contact and pictures taken of children in care every 3 months.
- Staff assisting families to get access to DIA, EIA, Salvation Army, and other resources.
- TSDO has a 'no appointment necessary' policy for our children and families and have a backup system for case managers so families can always see a worker if they come to the office.
- Wherever possible, the office pursues Guardianship Orders instead of pursuing Permanent Orders for children in care.
- Age of majority planning.
- Extension of Care (support beyond 18) for children in care who are Permanent Wards.
- Director's Annual Review on all Permanent Wards.
- Dictation completed and signed by case manager and supervisor on all files.



- Submitting a weekly report to the Service Delivery Manager to report to the Management teleconference that they have every Monday at 10:00 AM. (Update on case activity, intake, referrals and activities)

## Partnerships

Engaging community resources in joint initiatives that promote positive outcomes for children and youth.

- Caring 4 You foster care partnership with Nisichawayasihk Cree Nation Child and Family Services was dissolved June 1, 2013. The Awasis foster care staffs were moved to the TSDO.

Awasis Agency has a formal partnership project in Thompson with two staff from the TSDO working full-time at the project. WeCiHiToWin Project was 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, NCN and community walk-ins.

The project uses collateral partnerships with community based agencies, organizations, Elders and 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 Project believes that the use of this multi-system, empowerment approach to case management and service delivery will result in a significant reduction in the number of children coming into care on both a short and long term basis as well as the number of children placed outside of the Northern region in cases where specialized and/or intensive services are required.

- Over the last year the WeCiHiToWin Project offered participant families a variety of support services.
- All programs are presented with a strong emphasis on the Seven Teachings of First Nation people.

## Fulfilling the Awasis Agency Mission Statement

The following significant achievements highlight the value of the work being done by the Thompson Service Delivery Office:

- TSDO Awasis Unit staff continued to provide excellent services to their families including, numerous fun events for the families they work with and their children.
- The continued joint planning with other resources, programs and services led to numerous events hosted for children and youth as well as caregivers and staff.



- Staff training and development remains a high priority for the TSDO Awasis Unit in order to maintain service levels.
- Relevant cultural and traditional workshops are being held that support families and children.
- The Unit along with WeCiHiToWin hosted a number of training sessions for their foster parents in a variety of areas.
- The WeCiHiToWin provided services to participants including workshops, ceremonies and retreats. A total of 1,023 people signed in from April 1, 2013 to March 31, 2014.
- TSDO has regular, ongoing contact with organizations in the community and is very visible in the downtown area for families.
- The TSDO will continue to develop and implement an “aging out” transition program, focusing on partnering with other community social and education support services to monitor each child’s progress and respond to each child’s specific needs and challenges.
- The TSDO will continue to develop and implement a curriculum based local foster parent training program; review and revise the foster home assessment process, as well as processes /activities in place to support foster families; and provide specialized training for staff to develop assessment skills.
- The TSDO will continue to work with community resources to create a safe and caring community; to share expertise, stretch resources, clarify roles, establish lines of communication and address service gaps. We will participate in Thompson community activities/celebrations. We will continue to work with schools to ensure students experience success.
- The TSDO will continue to support and promote community visits. This provides the opportunity for community elders to interact with children and families involved with CFS.
- The TSDO will work to ensure that parents have access to prenatal and postnatal care programs. We will work with community resources to offer families communication workshops, health promotion workshops and home safety workshops. Families will be offered family support services when in need.
- The WeCiHiToWin Program will continue to develop and provide workshops that empower families and teach traditional well-being. They will provide a comprehensive family support program to strengthen family capacity.
- The WeCiHiToWin Program will further enhance a culturally appropriate child development program that will provide accessible, skill building, and educational components (i.e. teen parenting, addiction awareness education) and activities.
- The WeCiHiToWin Program will continue to develop and support community based parenting and anger management programs.
- The TSDO Foster Care 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 Foster Care staff.
- The Foster Care Program will develop specialized foster homes and emergency homes aimed at supporting high risk youth.



## War Lake First Nation (Ilford)

### Promotion

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

War Lake is a small community and as such the Unit continues to work with other community resource workers in promoting building healthy relationships between parents, children and having physical fun with various events for War Lake families and children. The events held in War Lake are noted below.

### Prevention (Family Enhancement)

Strengthening and supporting the family unit so as to facilitate the development of safe, healthy and nurturing environments for children and youth through the use of various Family Enhancement activities, materials and workshops.

The Unit continues to organize annual events with other resources in the community. The goal is prevention and supports positive parenting, positive self-esteem, skill development, healthy living, strengthened family units, promoting spirituality and family togetherness. The annual events are listed below:

- War Lake Indian Days
- Halloween Costume Party/Dance
- Kids Valentine's Dance
- Mooseocoot Winter Carnival
- Christmas Hampers/ Gifts

#### Other events held throughout the year also include:

- Community Bar-B-Qs
- Kids Field Trips
- Community Camp Outings
- Community Hockey Tournaments
- Alcohol & Drug Abuse Workshops
- Easter Gathering
- Children's Breakfast Snack Program

### Staffing

- **Mavis Garson**, Unit Supervisor/  
Family Enhancement
- **Vacant**, Foster Care/Stats & Intake  
Worker



## Protection

Keeping children and youth safe and protected by providing a safety net for vulnerable children and youth in need (Intake and Investigation; Assessment; Plans; Implementation/Case Management)

The War Lake Unit has been successful in maintaining family unity and have not had children in care due to close family support networks. The Local Child Care Committee provides a great deal of support and guidance to the Unit Supervisor.

- The Unit has 3 children in care under Apprehension and are working with the families.
- The Unit is looking for more homes to foster if needed in the future for other surrounding communities with family ties. The community has 1 home in the process of licensing and one 1 home in the process of becoming a Place of Safety.
- The War Lake Agency has 3 family service files open which represents by 11 children.

## Partnerships

Engaging community resources in joint initiatives that promote positive outcomes for children and youth

Our Community resources that we partner with are as followed:

- War Lake Health (NNADAP, Health Director, BFI, Home Care, CPNP)
- Band Constable
- Community Nursing Station
- Community School
- Chief & Councilors
- LCC Members
- War Lake Band

## Fulfilling the Awasis Agency Mission Statement

The following significant achievements highlight the value of the work being done by the War Lake Awasis Unit:

The War Lake Awasis Unit has zero children in care and this is due to the hard work of staff to keep families together.

Unit staff continued to provide excellent services to their families and the continued joint planning with other community based programs and services have led to numerous community events hosted for children and youth and workshops where parents and caregivers are learning new skills.



# Winnipeg Service Delivery Office

## Promotion

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

This past year had been a growing year for Awasis. With the direction of our Service Delivery Manager, the agency has taken on a stronger holistic approach when addressing possible issues, family approach and resolution. The goal is to look at the bigger picture of the family structure. When working with families we are using a strength based mind set which in turn creates the environment for a strength based plan. We incorporate the strengths from the family, extended family, existing resources and the community. Agency involvement now involves a meeting with the family, extended family if available, any current resources currently involved if the family wants, the agency worker and the agency supervisor. The focus of the meeting is to establish the current situation of the family and to see how each member in the meeting can assist to resolve the reasons the agency became involved in the first place.

This change in approach has benefited and strengthened the working relationship between family and agency staff in such ways as trust, positive rapport, openness, less conflict and more family guided plans. We need to continue to engage the community and its members however we are well on our way. Some of the positive outcomes of this holistic approach can be seen in the lower number of apprehension, decrease in court orders and court involvement, increased family placements, increased number of family files being transferred out of protection and to Family Enhancement and an increase in parents successfully completing their case plan and being reunified with their children.

## Prevention (Family Enhancement - FE)

Strengthening and supporting the family unit so as to facilitate the development of safe, healthy and nurturing environments for children and youth through the use of various Family Enhancement activities, materials and workshops.

Family Enhancement Workers:

- Review and monitor all family files;
- Referral package (brochure, form, criteria letter, consent form)
- Connect with community resources to find out what services are available in the community to support families
- Advocate / liaison between families and community services (i.e., victim services, schools, EIA, housing)
- Complete the required Family Support Services Agreements
- Organize programs and events for children and families
- Intake system and follow up
- Attend conferences and training and utilize the knowledge in creating future programming and projects

## Staffing (as at March 31, 2016)

- **Wally Chartrand**, Training & Development
- **Dave Sanderson**, Cultural Special Services Coordinator

### Protection:

- **Deborah Kennedy**, Supervisor
- **Tammy Zielke**, CFS Worker (now Quality Assurance Assistant)
- **Russell Nielsen**, CFS Worker
- **Mary Mahler**, CFS Worker
- **Bonnie Hudson**, CFS Worker
- **Lisa Currier**, CFS Worker
- **Karen Swain**, Intake/Stats Clerk
- **Pamala Logan**, Supervisor
- **Lindsay Mainville**, CFS Worker
- **Samantha Tracey**, CFS Worker
- **Wendy Bruyere**, I/CFS Worker (Melanie Richard)
- **Stacy Duck**, I/Intake/Stats Clerk (Dawne Spence)
- **Jessie Thomas**, Supervisor
- **Patricia Spence**, CFS Worker
- **Jill Siemen**, CFS Worker
- **Amelia Robertson**, CFS Worker
- **Cara Altomare**, CFS Worker
- **Alexa Wavey**, Case Aide
- **Terri Owen**, Intake /Stats Clerk

### Alternate Care:

- **Debra Brooks**, Special Programs Supervisor
- **Darlene Spence**, Foster Care Worker
- **Jeannine Merasty**, Foster Care Worker
- **Autumn Merrill**, Foster Care Worker
- **Denise Missyabit**, Senior Support Worker
- **Ronald Spence**, Special Programs Assistant

### Prevention (relocated to 274 Smith St):

- **Susan Wong**, Family Enhancement Worker
- **Natalie Daniels**, Family Enhancement Worker

### Administrative Services:

- **Melanie Shea**, Supervisor
- **Sophie Spence**, Legal & Administrative Clerk
- **Elijah Garson**, Administrative Clerk
- **Myleen Spence**, Admin/Legal Clerk
- **Darlene Scott**, Receptionist

### IT Support:

- **Leonard Kirkness**, IT Systems Analyst

- Assisted in the 2nd Annual Youth Conference in Lac Brochet – March 28-April 1/16
- Organize and manage the Food Pantry
- Created a resource space in the McGee office for parents
- Assisted in the 2nd Annual Family Gathering in War Lake in July 2015
- Organize cooking classes

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.

We have had successes this past year in that two mothers completed one year in addiction treatment and have been reunited with all their children and doing wonderfully.

Permanent ward files are being reviewed to see if any family situation has changed so children can be reunited with family and hopefully their community. We currently have a father of two Permanent Orders (POs ) who now has his children at home and agency will rescind PO in September 2016 if all continues to go well.

In planning for the Annual Spring Break Activities and Christmas Hampers, the geographical size of Winnipeg and outlying areas creates logistical issues in hosting such events for the McGee office. The Foster Care Department has taken the lead every year with volunteers and the events are very well attended.

In identifying healthy extended family members there has been an increase in family visits and contact as extended family are able to assist in the areas of respite, visitation, and providing an expanded circle of “aunties, uncles, cousins, older siblings, and grandparents” that are stepping in for parents that may be struggling. Including seeking out extended families to visit from the communities to Winnipeg and/or the children travelling to their home communities to see relatives that they may not have met yet. The type of program provides our children an opportunity to reconnect with their roots, breaking out of the confines of the fast paced city and connecting to the outdoors, traditional food and ways, and hearing relatives speak their language. We have children that have returned to communities enjoying eating wild meat and fish for the first time; learning about hunting, fishing, trapping, learning their language, and their family history or what may have been lost to them had they remained in foster homes in the city.

We, as staff encourage the use of our language with our collaterals and families wherever possible; recognizing its importance sets a basis of trust, respect, and allows us to open our ears to listen when we have to discuss sometimes difficult topics with our families. It has been acknowledged by staff and our families that there is comfort in hearing our language, it awakens our spirit with a sense of pride and reverence of what has already been instilled in us; a connection to our grandmothers and grandfathers.

There has been an increase of acceptance and understanding of our two spirited families and recognizing and appreciating that “all families matter”.

While we have celebrated the successes of some our very high medical needs children being returned to our young parents we’ve also grieved, comforted and supported them as well. One of our young mother’s child was born with a severe, rare, genetic disorder and life expectancy was thought to be no more than a few weeks. The young mother was preparing to lose her infant son, however, her steadfast love and commitment in being with him daily soon saw her baby out of the hospital a couple months later. Although his prognosis was not good, she was able to successfully have her baby returned and in the warmth of his mother’s arms; the agency was able to support this young mom to attend all the appointments with specialists until he was 10 months old. The agency continued to extend comfort and support before and after she laid him to rest in October 2015. In January 2016, this same young mother gave birth to healthy triplets and drawing from the strength and knowledge she gained as a mother of a critically sick baby, she has been successfully raising them without agency intervention. This young mom has taught and reminded all of us that it is possible for our parents to rediscover their strength and that every moment of our children’s lives are so precious and each child deserves to and should be home.



## Protection

Keeping children and youth safe and protected by providing a safety net for vulnerable children and youth in need (Intake and Investigation; Assessment; Plans; Implementation/Case Management)

Over the past 12 months the Shamattawa and Non-Affiliate statistics have shown a greater approach to finding better ways to keep families together. We have had no apprehensions (other than sections 28 transfers from ANCR).

The Unit currently has 96 children in care (CICs). Of the CICs we have 55 permanent wards. The number of child in care cases and the number of ANCR intakes and section 28 transfers continue to increase.

Unfortunately, the increase of our youth using drugs (crystal meth) and alcohol and the ongoing AWOLs, we utilize the YASU and CSI for stabilizing and helping our youth detox. In addition, connecting our high risk youth with their families by visiting out in their home communities as well as having family visits set up for all our children in care.

We have reunited 15 children without further incident and have four teen moms parenting without court involvement through the provisions of agency support.

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

The Agency continues to deal with high needs, high risk youth; as well as families in crisis. Most times parents do not take responsibility for their actions and putting their children at risk; as a coping mechanism they blame the Agency or hold the workers accountable for their involvement in CFS. The Workers strive to provide a caring and helpful environment for all stakeholders unfortunately the high number of cases and amount of paperwork creates a stressful work environment for everyone. The workers are doing everything they can to meet the needs of the children.

The Foster Care Department assisted in coordinating the Foster Parent training sessions held in Thompson in November 2015 and February 2016.

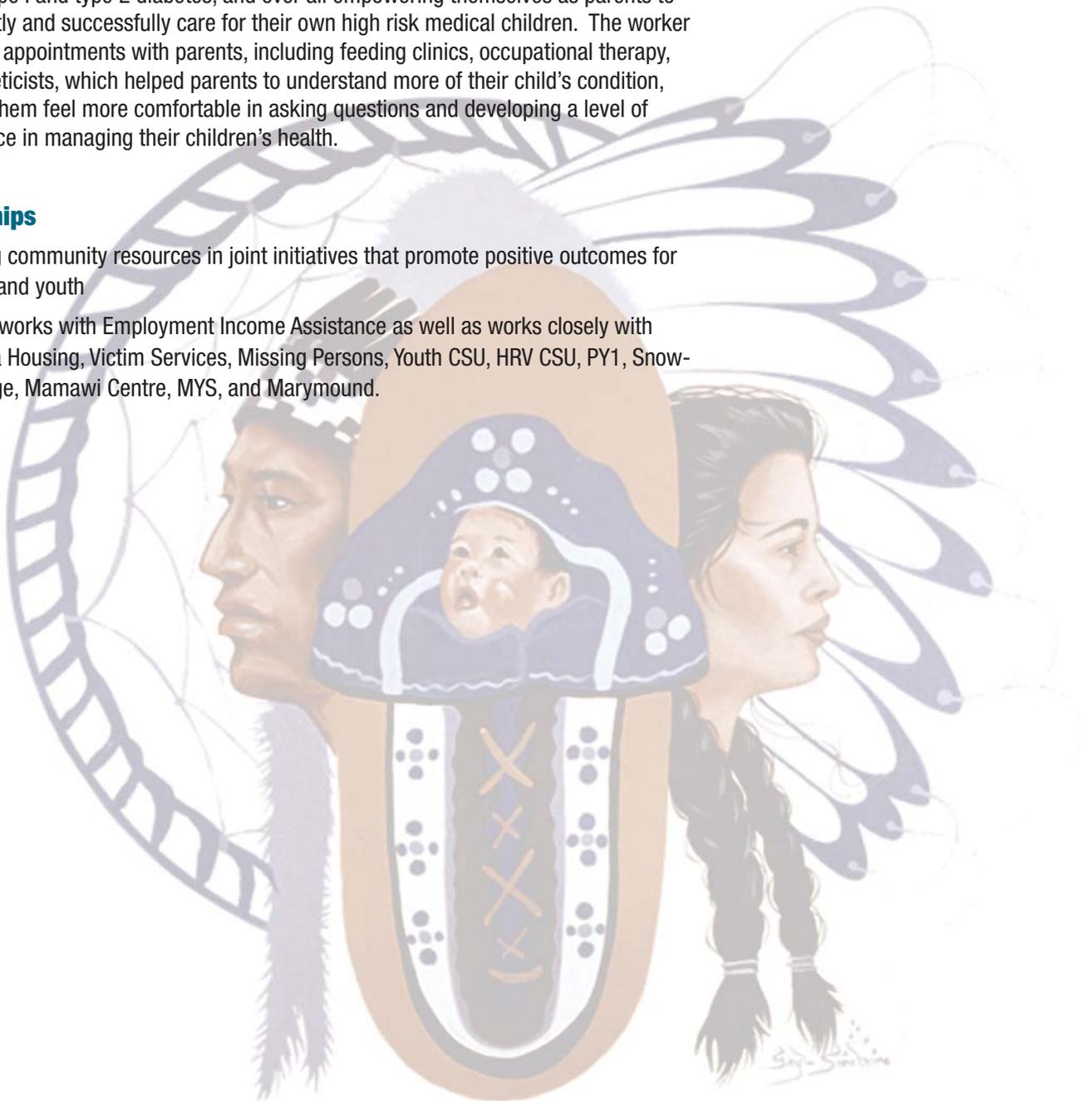
Winnipeg (and Thompson) Service Delivery Offices do not receive funding to provide foster care services off reserve. As a result, the Agency works with only three staff in Winnipeg managing over 200 foster homes in the city and surrounding areas. Recruitment and training of foster parents in the city is a challenge due to the workload required in meeting the legislative requirements for foster homes such as home visits, licensing/re-licensing standards, emergency placements, appeals and mediation services.

There has been an expansion in creatively and collaboratively finding ways in providing services for our children, youth and their families for the communities we service. For example, we have been able to successfully encourage and support our young parents to take on the challenges of caring for their high medical needs children with the collaboration of hospital staff in the areas of GT tube feeding, managing and monitoring type 1 and type 2 diabetes, and over all empowering themselves as parents to confidently and successfully care for their own high risk medical children. The worker attended appointments with parents, including feeding clinics, occupational therapy, and geneticists, which helped parents to understand more of their child's condition, it made them feel more comfortable in asking questions and developing a level of confidence in managing their children's health.

## Partnerships

Engaging community resources in joint initiatives that promote positive outcomes for children and youth

The Unit works with Employment Income Assistance as well as works closely with Manitoba Housing, Victim Services, Missing Persons, Youth CSU, HRV CSU, PY1, Snowbird Lodge, Mamawi Centre, MYS, and Marymount.



## *York Factory First Nation (York Landing)*

### Promotion Activities

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

We had a change of staff in our Family Enhancement program; our new worker is Louise Ouskun. Louise is very involved with the community events and our local resources. We recently held a youth workshop at the school with the Brighter Futures Initiative and our agency provided the door prizes. During the Spring Break, the agency held many family oriented events. Youth and adults together had lots of fun.

The unit continues to have a good relationship with the community members, leaders and other resources in the community. We work closely with our leadership to help benefit the families. We work closely with our Social Services staff when we need to support a family that requires emergency assistance. We also work closely with the nursing station and mental health therapist for referrals when required. This year, our unit cost shared with the NADAP program to hold an 'Anger Management' workshop for 2 days. Our agency would like to continue to host this event but in smaller group settings.

### Prevention

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

- Our Family Enhancement worker continues to set up various programs and a number of awareness activities, materials have been shared on 'Prevention'. She is focusing more on 'parenting' with our young mothers.
- The unit continues to provide services such as referrals (NADAP), emergency food, counseling, and home visits by the Child & Family Services worker and call other local resources for support when needed.
- Our Foster Care worker and four foster parents participated in a foster parent workshop in July 2015 in Thompson.
- Our Family Enhancement worker continues to counsel our youth and young mothers on an individual basis.
- Other activities that we will continue to work on are: self-esteem & crafts nights; friendship presentations; crafts and teachings; and gym nights.
- Three families were selected to attend the Annual Family Camp.
- The unit continues to work with the community and specify the unit's purpose in a positive way and to build on a networking relationship with other local resources.

### Staffing

- **Verna Ironstar**, Operations Manager
- **Clara Ouskan**, Unit Supervisor
- **Louise Ouskun**, Child and Family Services Worker
- **Freda Wastasecoot**, Family Enhancement
- **Vacant**, Intake/Stats/Foster Care

## Protection

Keeping children and youth safe and protected by providing a safety net for vulnerable children and youth in need (intake and investigations; Assessment; Plans; Implementation/Case Management).

Our intake numbers have decreased this past year as have our case management files. We believe this change is due to the fact that our community leadership is focused on helping families and addressing the negative influences and activities in the community.

We continue to work with the families that have open files (protection, voluntary, Expectant Parent (EP)). Our EP files have increased and Family Enhancement is preparing packages for young mothers and offering them parenting skills workshops. Referrals that were made to see the Mental Health Therapist are still on-going and we continue to encourage our clients to keep up with their appointments. Our staff conduct follow-up to see how these individuals are doing.

Staff are working hard to ensure that all files are updated; face to face contact with CICs are current and recorded into their files and we are making sure that on all home visits, staff meets with all the children; the foster home is reviewed and reports are completed. Although our staff can get very busy, we try to meet each Friday to review status of weekly plans.

The unit has six permanent wards (one child is special needs and is out of the community), four temporary wards and three others that are case managed in Winnipeg but are placed here in community based foster homes. We also have 17 family services (6 Voluntary & 11 Protection) and 3 Unmarried/Pregnant files open. The agency continues to work with these families who are eager to improve their family life and are seeking help for themselves.



The unit is still confronted with the lack of homes for fostering children in care. We still have the same homes open and unfortunately some have closed their homes for emergency placements. Our unit staff is working with younger parents who have come to expect their parents to support them in a number of ways but our staff is working with these young parents to teach them the responsibilities of being parents. We continue to make every effort to build a working relationship with our families in spite of their struggles.

## 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 (i.e.: spring break allocation, Christmas events, summer activities, joint workshops, meetings, committees, etc.)

- The unit held a big Christmas party for the children and every child was given a present and candy. The agency provided the pizza, chicken and refreshments. In total we had over 80 children and parents in attendance.
- The Unit Supervisor continues to work with the nursing station and mental health unit regarding high risk cases in the community. These meetings are also decreasing as people are starting to help themselves and dealing with their primary issues. The meetings are held at the nursing station.
- During Spring Break the unit held a mini Winterfest and games, traditional art contests with the 'seven sacred teachings' as the theme and a fish derby.
- The agency together with the Health and Recreation provided 92 gift bags for Mother's Day event. There was also a Mother's Day merchandise bingo and refreshments after the bingo.





Awasis Agency of Northern Manitoba  
201-274 Smith Street • Winnipeg, MB R3C 1K1