



Sagkeeng Child & Family Services Inc.
2014 - 2015 Annual Report



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After Hours

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In Winnipeg – ANCR – 1-888-945-ANCR (2627)



Sagkeeng Child & Family Services Inc.
2014 – 2015 Annual Report

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Corey L. Story of his life.

Organizational History

SAGKEENG CHILD & FAMILY SERVICES INC.

Is one of 10 agencies in the Southern First Nations Network of Care providing provincially mandated services? Sagkeeng First Nation established Sagkeeng Child and Family Services in 1976, and was one of the first Native Child and Family Service agencies in Manitoba. This Agency was founded on the beliefs, values and desires of the community with respect to the well-being of its children and families.

VISION

Sagkeeng Child and Family Services is to strengthen and enhance the family unit by responding to the changing needs that reflect our Culturally diverse community. Our goal is to provide quality services using a preventative approach to promote self-determination.

MISSION STATEMENT

To ensure children are safe and protected and given opportunities to reach their full potential.

To provide Child and Family Services that promotes family wellness.

To encourage community participation and responsibility by providing an integrative teamwork approach through collaborative delivery of service.

CORE VALUES

Children are our gifts as a community; it is our responsibility to guarantee their physical, social, emotional and spiritual needs are guaranteed.

To promote healthy working relationships based on the following principles of honesty, respect, kindness, trust, humility and courage.

Every child has the right to reach their potential within a family structure.

Supporting and strengthening the ability of families to meet the needs of their children.

Children and families are the foundation of our community and they have a right to respect, dignity and self-determination.

TRADITIONAL INDIAN CODE OF ETHICS

Each morning upon rising and each evening before sleeping, give thanks for the life within you and for all life, for the good things that Creator has given you and for the opportunity to grow a little more each day. Consider your thoughts and action of the past day and seek for the courage and strength to be a better person. Seek for the things that will benefit others.

Respect means to feel or show honour or esteem for someone or something; to consider the well-being of, or to treat someone or something with difference or courtesy. Showing respect is the basic law of life. Once a council has decided something in unity, respect demands that no one speak secretly against what has been decided. If the council has made an error, the error will become apparent to everyone in its own time.

Be truthful at all times and under the conditions.

Always treat your quests with honour and consideration. The hurt of one is the hurt of all; the honour of one is the honour of all.

Receive strangers and outsiders with a loving heart and as members of the human family.

All the races and tribes in the world are like the different coloured flowers of one meadow. All are beautiful.

As children of the Creator, they must be respected.

To serve others, to be of some use to family, community, nation, and the world is one of the main purposes for which human beings have been created. Do not fill yourself with your own affairs and forget your most important skills.

True happiness comes only to those who dedicated their lives to the service of others.

Observe moderation and balance in all things.

Know those things that lead to your well-being and those things that lead to your destruction.

Listen to and follow the guidance given to your heart. Expect guidance to come in many forms; in prayer, in dreams, in times of quiet solitude and in the words and deeds of wise Elders and friends.



BEAR SPIRIT / Soongatiziwin: *Courage*

It takes courage to face problems with integrity and a fearless heart. The Bear spirit teaches us that we must be brave to do the right thing.



BEAVER SPIRIT / Amik: *Wisdom*

The Beaver spirit teaches us that wisdom is when we embrace learning and understanding, and apply sacred knowledge into everything we do each day.



EAGLE SPIRIT / Zhawenjigewin: *Love*

The Eagle spirits tell us that love comes with peace and is unconditional. When people are at their lowest is when they need love the most.



BUFFALO SPIRIT / Kichi'inendamowin: *Respect*

The Buffalo spirit teaches us that all Creation should be treated with respect. When we learn to show respect we also then receive respect.



SASQUATCH SPIRIT / Tepwewin: *Honesty*

The Sasquatch spirit teaches us that honesty requires courage and when we are honest with ourselves it is easier to be honest with others.



TURTLE SPIRIT / Kawakaatiziwin: *Truth*

The Turtle spirit teaches us that to speak the truth is to not deceive ourselves or others.



WOLF SPIRIT / Tabasenimowin: *Humility*

The Wolf spirit teaches us that to be humble we need to be compassionate; understand that we are all equal; acknowledge we are just one part of Creation.

Interim Administrators Message

Boozho Anin, Welcome to Sagkeeng Annual General Meeting for the period 2014-2015. Sagkeeng CFS has been under Administration since May of 2014. During this time, there have been many changes within the office: the implementation of the VLAN connectivity which allows all Southern First Nations CFS agencies to be connected, the introduction of the Kinship Model which focuses on family placements, the banning of the hotels in June of 2015, the increase in family support dollars, and the introduction of the Customary Care Legislation that is currently waiting for its' third reading.

First of all, I would like to thank the staff of Sagkeeng CFS for all their hard work and dedication to the families and children they service. It's not easy working in an ever changing environment that is very challenging. However, Sagkeeng FN is a very strong and well educated community that has many strengths and values. They are a very spiritual community who work hard to preserve their teachings and language. Sagkeeng staff and community have the resilience to get through whatever challenges they are faced with.

I was first introduced to Sagkeeng CFS in November of 2014 when I was asked to work on the Circle of Care Pilot project; a program where child welfare, community resources, the courts, and chief and council work together to support the families. The project itself got off the ground in March of 2015 and is still in operation to this date. I would like to thank our partners who contributed their time and expertise to the project: Sagkeeng Chief and Council, Chief Judge Ken Champagne and Judge Carena Roller for their involvement with the planning, Sagkeeng Health and Wellness for providing the staff and resources to support the program, and Southern First Nations Network of Care. The Circle of Care project is a voluntary and parallel process to families involved in protection proceedings. They are provided the choice of working with a liaison that will assist them in their growth through their own identified support network until an acceptable outcome is achieved. Our next step is to propose ongoing funding as we all feel that this is a necessary program, as it can only benefit the community.

As we venture forward, there is still a lot of work ahead of us. Sagkeeng CFS currently has an advisory Board which we are working at meeting its capacity; we've recently posted the Executive Directors position and will be filling that role very shortly, and lastly training the Board and new ED so the Administration Order can be lifted.

I want to thank everyone for their patience, understanding, and support while we continue to move forward in a respectful way.

Meegwetch,

Sharon Desmarais
Interim Administrator

Human Resource Message

As the interim Human Resource Manager, I am pleased to provide this year's annual report in Human Resources. Over the course of the fiscal year the agency hired 3 new staff for our head office located in Sagkeeng First Nation. We also hired 5 new workers for our Winnipeg Sub Office. Out of the 8 new workers 5 of them were front line workers and 1 was a permanent ward supervisor.

The Agency's goal is to recruit and hire qualified employees and support their successful transition into the Child and Family Services profession. Those interested in applying for a position with our Agency can get more information on our job opportunities at our website www.sakgeengcfs.org.

With the assistance of the Southern First Nations Network of Care and the Province of MB facilitators' new and existing employees were able to attend the following training over the fiscal year:

- Red Road to Healing – Train the Trainer
- Agency Employee Management Training
- CFSA & Case Management Standards Training
- Case Worker Core Training
- Supervisor Core Training
- IM/CFSIS Training
- CFSA Foster Care Training
- Stepwise Approach to Interviewing Children
- Overview of the Criminal Justice System
- Foster Home Assessment
- SDM Training
- Structured Decision Making

Other training:

- Child Abuse Coordinator Conference – Facilitated by the Metis Authority
- Aboriginal Family Violence Training Program – Facilitated by Ki-Shay-Watsiwin Training & Consultation

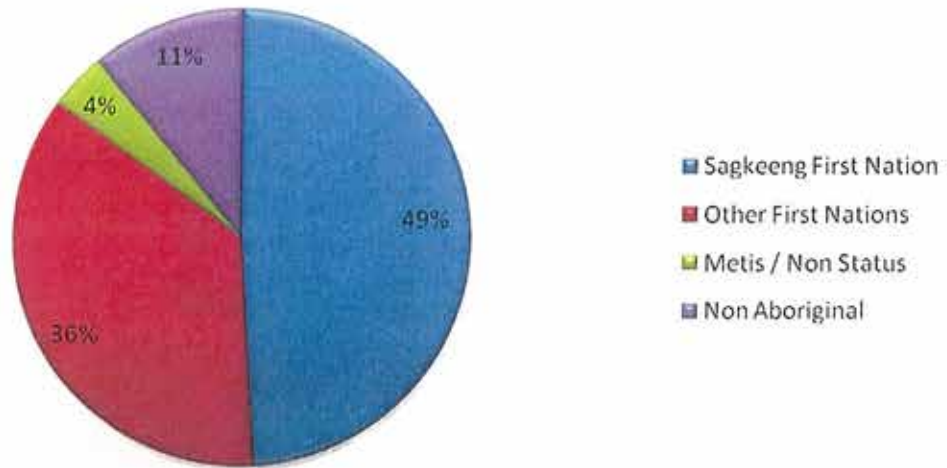
Working in a Child and Family Services setting can be very rewarding, but it is also very demanding and at times stressful. So, I'd like to take this opportunity to let each and every one of our workers know how much the Agency values their hard work and dedication.

Meegwetch,

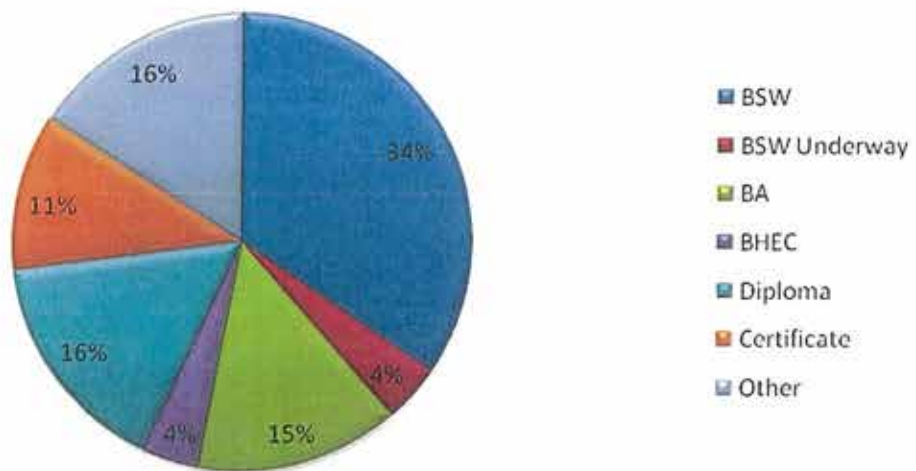
Trisha Sinclair, C.I.M
Human Resource Manager

Human Resource Message

Sagkeeng CFS Staff as of March 31, 2015



Staff Education as of March 31, 2015



Staff Christmas Party



Financial Report for the year ended March 31, 2015

Finance Department Staff:

Elaine Courchene	Finance Director
Debra Starr	Finance Assistant
Fran Burnard	Finance Assistant
Peggy Guimond	Child Maintenance Billings Clerk

Thank you to the finance staff for their hard work and commitment to the Agency.

Attached is the audited financial statement summary of Revenue & Expenditures of the Agency. Should anyone want a complete copy of the Audit for the year ended March 31, 2015, a copy will be provided upon request.

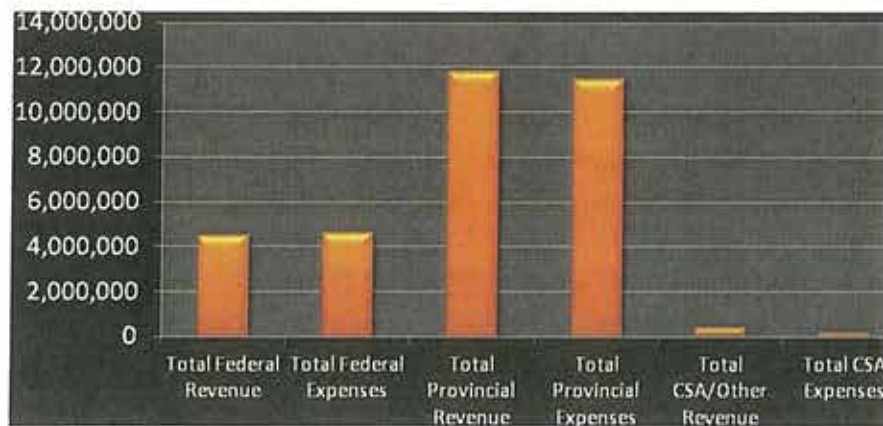
AUDITED FINANCIAL STATEMENTS AS AT MARCH 31, 2015

Federal: Revenue	Aboriginal Affairs & Northern Development:
Core	416,530
Prevention:	800,784
Protection:	1,355,367
Child Maintenance:	1,903,051
Total Revenue:	4,475,732
EXPENSES:	
Core:	648,209
Prevention:	1,086,635
Protection:	891,302
Federal Maintenance:	1,911,696
Total Expenses:	4,537,572
Excess (deficiency) or Revenue Over Expenses:	(62,111)

Financial Report for the year ended March 31, 2015

Federal: CSA Revenue	Children's Special Allowance/Other
Children's Special Allowance:	322,613
Other	16,980
Total Revenue:	339,593
Expenses:	122,209
Excess (deficiency) of Revenue Over Expenses:	217,384

PROVINCIAL: Revenue Care	Province of Manitoba/Southern First Nations Network of Care
Core:	639,129
Prevention:	209,472
Protection:	1,826,553
Provincial Maintenance:	9,087,775
Total Revenue:	11,762,929
Expenses:	
Core:	766,182
Prevention:	127,327
Protection:	1,632,895
Provincial Maintenance:	8,884,633
Total Expenses:	11,411,037
Excess (deficiency) or Revenue Over Expenses:	351,892



SCFS FOSTER CARE DEPARTMENT

2014-2015 ANNUAL REPORT

Good day! I would like to take this time to identify the roles and responsibilities of the foster care department within Sagkeeng Child & Family Services Inc.. Our department is primarily responsible for placements of our children in care, when required. Typically these placement issues arise when there are; new apprehensions, previous placement break downs, referrals for specialized/treatment foster home placements and/or parental relinquishment.

The foster care team of SCFS is comprised of 4 foster care workers; 2 situated within the Winnipeg Sub-Office (Janet Morin and Summer Struve) and the other 2 (Julie Fenner and Myrna Bruyere) situated within our Main Office in Sagkeeng. We also have 1 term position (Amber Prince) based out the Main office, however; divides her time between both main and our Winnipeg sub-office, along with myself; Frank Daniels, Foster Care Coordinator.

The foster care department is also responsible for the licensing of all foster homes both with extended family members (kinship care) along with general foster care homes. Delegated staff are also responsible for the completion of Places of Safety, as well as the completion of guardianship assessments; when supported by the agency. It is the responsibility of our department to also pre-screen any respite providers attached to any of our homes. At the same time, ensuring all of our homes are in compliance and adhering with the provincial foster care regulations and standards.

As identified within previous reports, as the Foster Care Coordinator for SCFS, I currently represent the agency at the Alternative Care Agency Committee table, which is a committee under the Southern First Nations Network of Care (SFFNNC) and is comprised of the Foster Care Coordinators from 9 of the 10 agencies governed by SFFNNC.

Over this last year, as highlighted in the past, a goal set out by this Committee was to continue to establish and introduce a kinship licensing model that would be new to the agencies under the SFFNC and would be specific for our kinship placements. This new licensing process was designed to be a less intrusive means for licensing than that of general foster care, but at that same time, continuing to fulfill the foster care standards and regulations.

Over this last year to achieve this goal, a working group had been identified which SCFS participated in and set out to complete new licensing form templates to go along with the kinship licensing model. At the time of this report, these templates were a continued work in progress.

SCFS FOSTER CARE DEPARTMENT

2014-2015 ANNUAL REPORT

Also mentioned last year, throughout this reporting year, the foster care department along with executive management, continued with its' negotiations with the Child Protection Branch (CPB) in establishing our own agency emergency care foster homes.

The goal of these negotiations is for Sagkeeng CFS's homes to be recognized on the CPB's provincially approved per diem list, thus, avoiding the IRAP process when a child is placed in the home. Again at the time of this report, these negotiations continued to be on-going.

Aside from these two specific objectives, the SCFS foster care department continues to focus on having all of our foster care management files up to date with current and valid licenses, at the same time, focusing a lot of attention on the CFSIS database system and ensuring compliance within this area of work.

With that said, as a team; we completely understand how important it is that children continue to maintain both a cultural connectedness, but also a connection to their community of origin. As a means to accomplish this goal, our priority as a team is always explore kinship ties while seeking placements.

We further recognize that all children need to be supported in a way that respects our unique culture, language and community. As a result, we are committed to providing the support services needed to help ensure these fundamental rights are respected within all our agency homes.

Finally, by ensuring that our children receive the quality care that they are entitled to, as a department we are always encouraging and seeking out training opportunities for our foster parents to attend. However because of budgeting restraints, many of these trainings opportunities are vetted through the Southern Network of Care and consist of topics such as; Understanding the Effects of FASD, Making Sense of Trauma, Aboriginal Family Violence, to name but a few.

In closing, on behalf of the entire foster care team we would like to extend our sincerest gratitude to all of our foster homes in opening your hearts and homes to our children in their time of need!

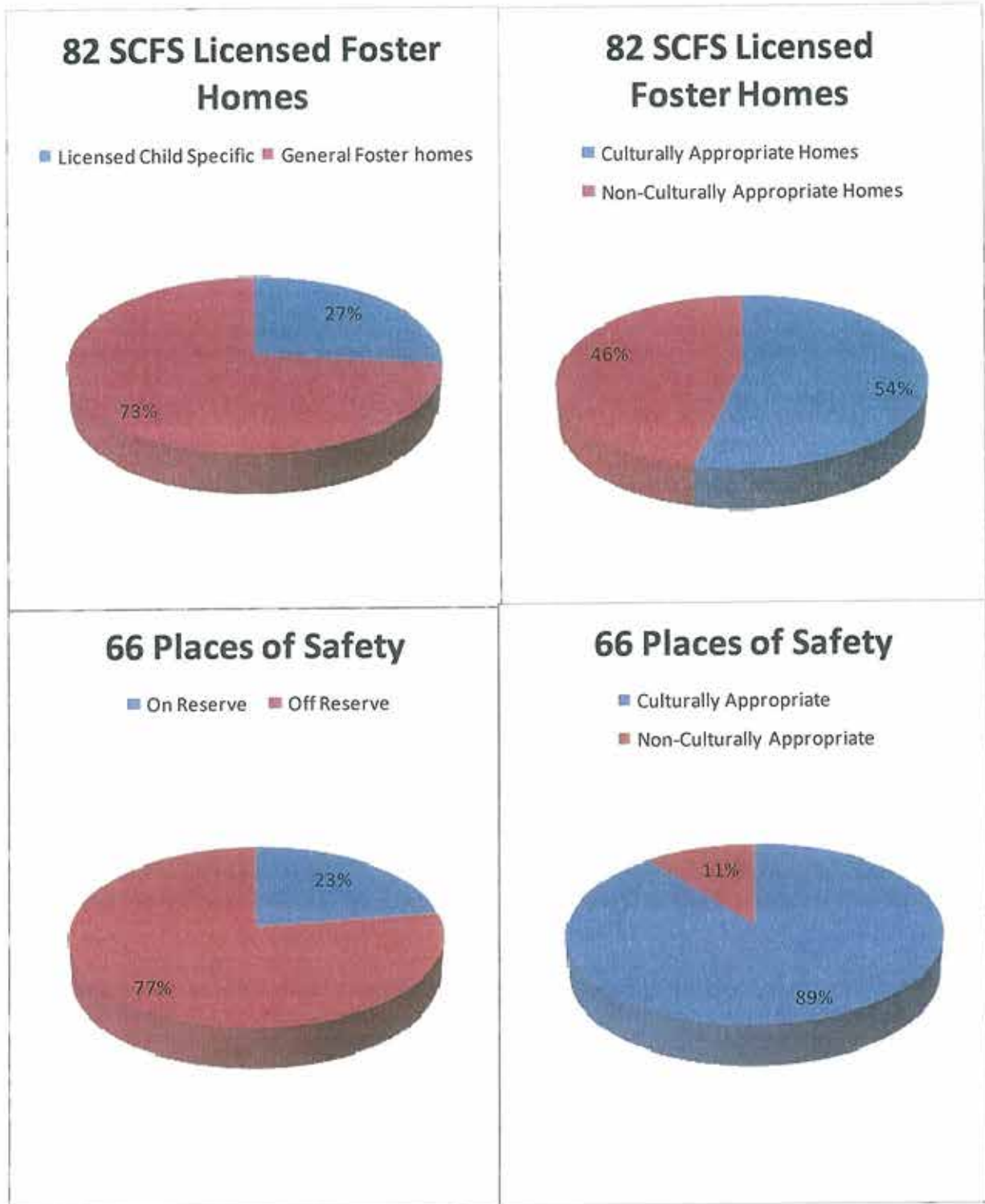
Thank-you,

Frank Daniels

Foster Care Coordinator-Sagkeeng Child & Family Services Inc.

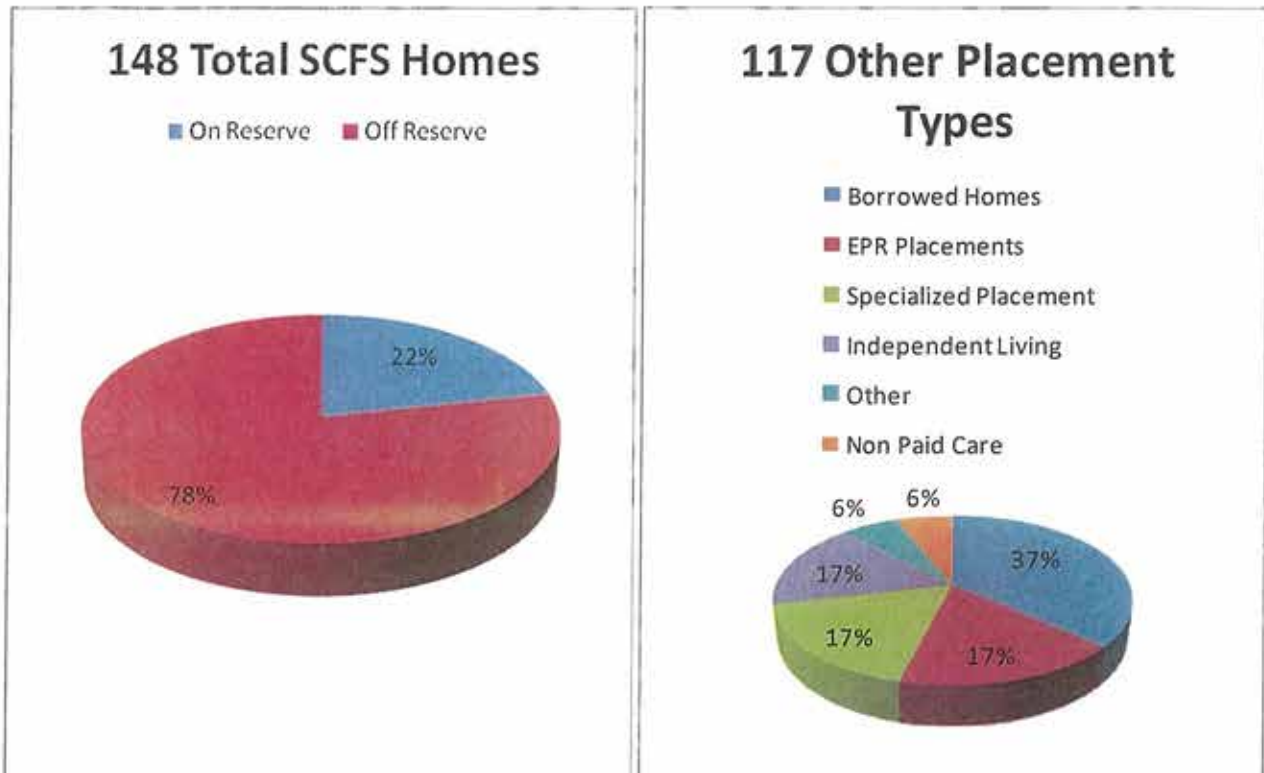
SCFS FOSTER CARE DEPARTMENT

2014-2015 ANNUAL REPORT



SCFS FOSTER CARE DEPARTMENT

2014-2015 ANNUAL REPORT



'Appreciation of Foster Parents'

The agency would like to take this opportunity to thank all of the Foster Parents of Sagkeeng Child & Family Services.

By opening their homes and hearts, our Foster Parents play a vital role in helping children and Families.

A big thank you goes out to all of our foster parents for sharing their family and home, as well as Giving love, encouragement and hope to children and families in need.



"The smallest act of kindness is worth more than the greatest intention."

Oscar Wilde

Permanent Ward/Transitional Unit - WSO

The Permanent Ward/Transitional Unit has the primary responsibility of ensuring preparations for age of majority planning beginning at the age of 15 years of age. The Permanent Ward/Transitional Unit's Goal is: "To successfully transition Permanent Ward Youth to adulthood with confidence and strength to pave their way in reaching their potential".

When a child reaches the age of 18, they are not always emotionally, mentally, educationally, or financially ready to go on their own. *Section 50(2) of the Child & Family Services Act* states, "The director, or an agency with the written approval of the director, may continue to provide care and maintenance for a former permanent ward for the purpose of assisting the ward to complete the transition to independence, but not beyond the date when the former permanent ward attains the age of 21 years". This is known as an "Extension of Care".

The Permanent Ward/Transition Unit consists of 4 workers who have a caseload on an average of 25 each.

Delores Roulette – PWT CFS Supervisor
Danielle Duncan – PWT CFS Worker
Karen Bruce – PWT CFS Worker
Tracy Desaulniers – PWT CFS Worker

Their main responsibility is to determine the youth's maturity level, educational level, life skills, any drug or alcohol usage, and other strengths and weaknesses.

The worker will then establish a plan that will help the youth in reaching their independent stage. Some youth take a bit longer to get to that stage in their lives due to unresolved issues they are still dealing with, mental health disabilities, physical disabilities and other issues requiring intervention from other resources. There are those who have had the opportunity of staying connected with their family which has given them a more understanding of their own history and identity. Others who refuse to have anything to do with their culture due to having no exposure during their childhood, lack of understanding or fear of the unknown. Evidently the worker will have different plans for each individual youth based on their needs. Examples of some of the important things for the worker to put in place are as follows:

- 1-1 support with the youth (possibly providing a support worker),

Permanent Ward/Transitional Unit – WSO

- 1-1 support with the youth (possibly providing a support worker),
- Provide an Elder who can provide guidance, reassurance and knowledge of cultural background,
- Utilizing cultural specific ways to interact or educate the youth,
- Working collaboratively with the urban community to provide services to the youth,
- Referral to Community Disability Services for the Youth who will require assistance throughout their lives, (this process usually starts by the time the youth turns 15/16 as it takes approximately 2 years to have all this in place)
- When able, to reconnect the youth to their cultural home community and/or family, (When Aboriginal children need to be away from their own families, it is important for them to be with another family willing to keep them connected).

These are just examples of what the worker does, however reality is each youth requires specialized help in reaching their independence. There is no clear cut format to follow. The Permanent Ward/Transitional Unit believe the more the youth know about their family history and culture the stronger their sense of control over their own lives, the higher their self-esteem and the more successful they will be. The youth will have the choice on what type of involvement she/he wants to be with her/his own family. This gives them a sense of acceptance and thus control over the situation. Getting them immediately involved with family may not always be the best idea due to unresolved conflicting issues. Gradually engaging them in their cultural background is the place the unit starts.

Challenges Facing the Youth (2014-15):

2014-15 has been a challenging year for the Permanent Ward/Transitional Unit. There are more youth needing extensions of care as they are not ready to go on their own. The female youth have turned to self-destruction, drug and alcohol dependency, distorted self-image, sex trade (sexual exploitation) and loss of identity. The unit explored options in dealing with this great concern. A facilitator was contracted to deliver a women's healing program that would teach the responsibilities of an aboriginal women and the role women play within the community.

Permanent Ward/Transitional Unit - WSO

There were 12 young women who attended the program. Although some enjoyed the program and some were disinterested resulting in leaving the program, it was a learning curve for the unit. By the end of the program there were 5 young women who finished.

The experience and knowledge gained from the program was the female enjoyed getting together and forming relationships with each other and their workers. The strong traditional and cultural teachings needed to be toned down where it was a gradual process. The workers took some time to go out with the youth after the program to spend some time together and this turned out to be very positive. It provided the youth a stronger sense of belonging. The young women who completed the program have requested that more programs should be delivered. The young women who participated in the program indicated that the “making of the traditional dresses” was most enjoyable for them.

Plans for the next year 2015-16:

- More development of group work during the summer months, ie: “Who Am I”
- Explore cultural events in the summer and workers will attend at least two events with the youth in the summer,
- Case planning to include at least one cultural activity/teaching per month for the youth,
- The unit will explore the possibility of creating Sharing Circles for the young women.

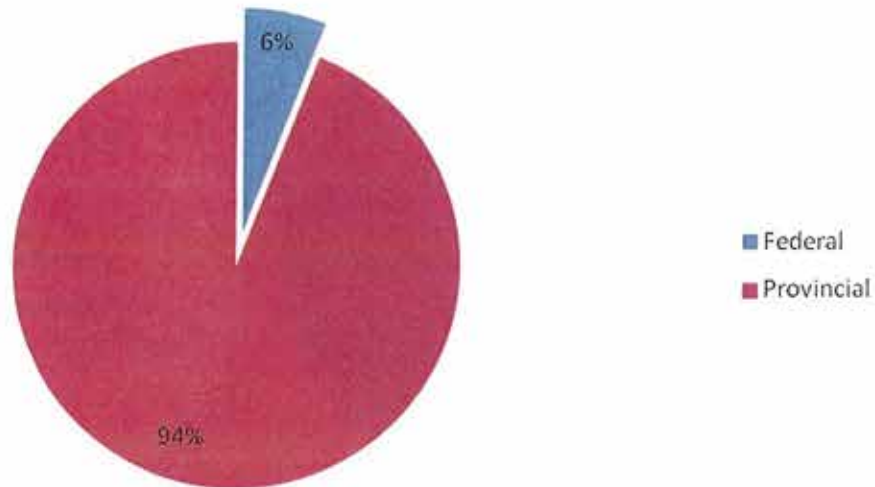
“There are two things we should give our children,
One is roots, the other is our wings.”

Hodding Carter

Permanent Ward/Transitional Unit - WSO

Federal and Provincial Children in Care

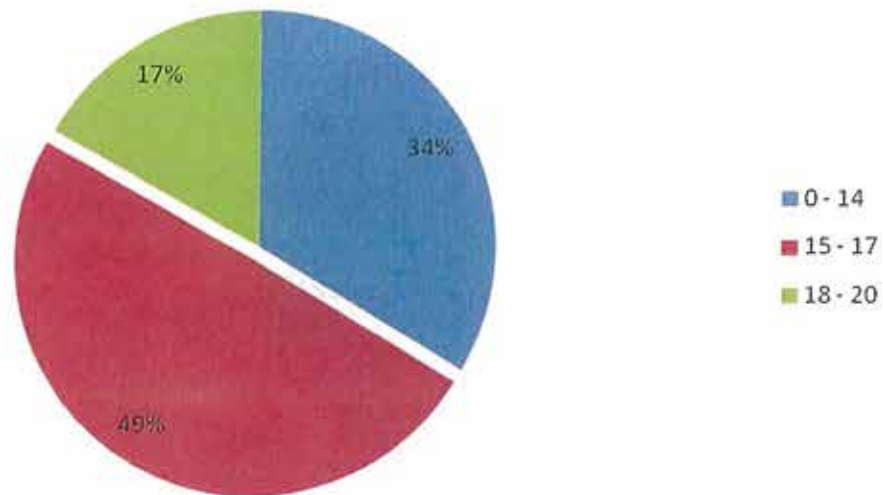
Number Children in Care: 101



Age Groups

Number of Children in Care: 101

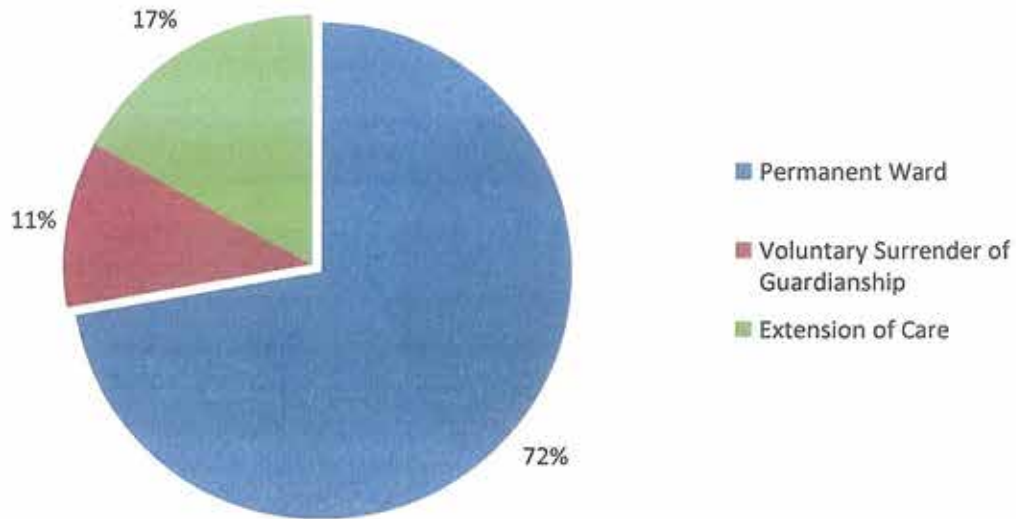
17% - Extension of Care as per *Section 50(2) of the CFS Act.*



Permanent Ward/Transitional Unit - WSO

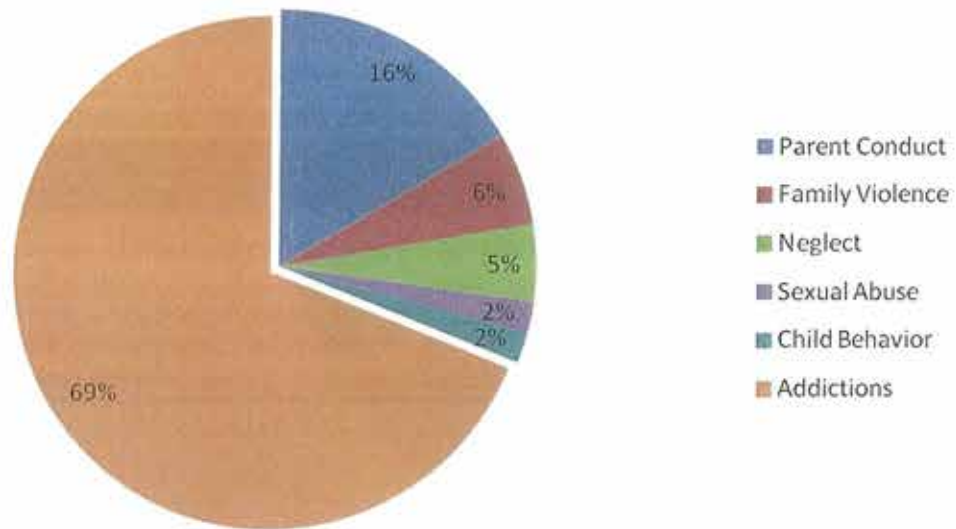
Legal Status

Number of Children in Care: 101



Reasons Why Children Came Into Agency Care

Number Children in Care: 101



Permanent Ward-Winnipeg

The Permanent Ward Unit at the Winnipeg Sub-office is staffed by 4 Permanent Ward Workers and provides services for approximately 166 children typically between the ages of 0-14 years old. We ensure the safety and well-being of children is compatible with the needs/beliefs of the community and is in accordance with the Child and Family Services Act, Standards and Regulations.

The Permanent Ward Team brings different gifts to our team and has a strong commitment to provide care for the Permanent Wards of Sagkeeng Child and Family Services.

Roles and Responsibilities of Permanent Ward Staff

- Monthly contact (face to face)
- IRAP'S (Individual Rate Adjustment Protocol)
- 90 reviews
- All medical/vision updates for each CIC
- Immunization updates
- Meeting with collaterals e.g. doctors, therapist, teachers, IEP mtgs.
- Case plans for your CIC's
- Arranging family visits and assessing parents for visits
- Special needs extensions letters
- Daycare subsidy
- School registration
- Levelling children in care e.g. level 5
- Respite sheets, supports sheets, mileage foster parents
- Monthly supervision meetings with supervisor
- Intakes
- Case notes recordings
- CFSIS training
- CORE training
- Abuse referrals
- Service Agreements for therapy for your CIC's

Permanent Ward Team

Isaac Mandamin-Permanent Ward Supervisor

Christine Ewert-Permanent Ward Worker

Amanda Kennell- Permanent Ward Worker

Carlisle Wright- Permanent Ward Worker

Samantha Marin- Permanent Ward Worker

Permanent Ward-Winnipeg

