

Sagkeeng Child & Family Services Inc.



Annual Report 2022-2023

Sagkeeng Child & Family Services Inc.



NOTE: The digital turtle art featured within this report represents one of the seven sacred teachings of the Anishinaabe people, specifically, the teaching of "truth". The turtle, a significant symbol in Indigenous culture, is tied to this principle. According to Anishinaabe tradition, turtles have been present since the creation of the earth, bearing the teachings of the Anishinaabe on their backs. Truth, represented by the turtle, encourages honesty with oneself and others in all actions. In the Anishinaabe language, the term for one who is a truth-speaker is "Debwe".

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Mission Statement

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

To provide Child & Family Services that promotes family wellness.

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

Core Values



Children are sacred gifts and as a community it is our responsibility to ensure their physical, social, emotional, and spiritual needs are being met.

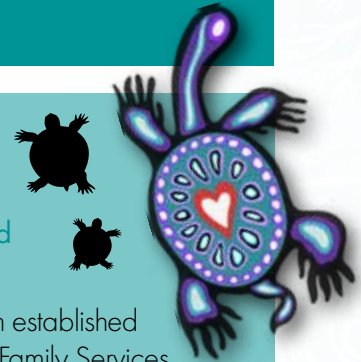
Children and families are the foundation of our community, and they have the right to respect, dignity and self-determination.

Every child has the right to reach their full potential within their family and community.

Our work is guided by the following principles and teachings, love, honesty, respect, kindness, trust, humility, and courage.

History

of Sagkeeng Child & Family Services



Sagkeeng First Nation established Sagkeeng Child and Family Services in 1978. This was one of the first Native Child and Family Services 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.

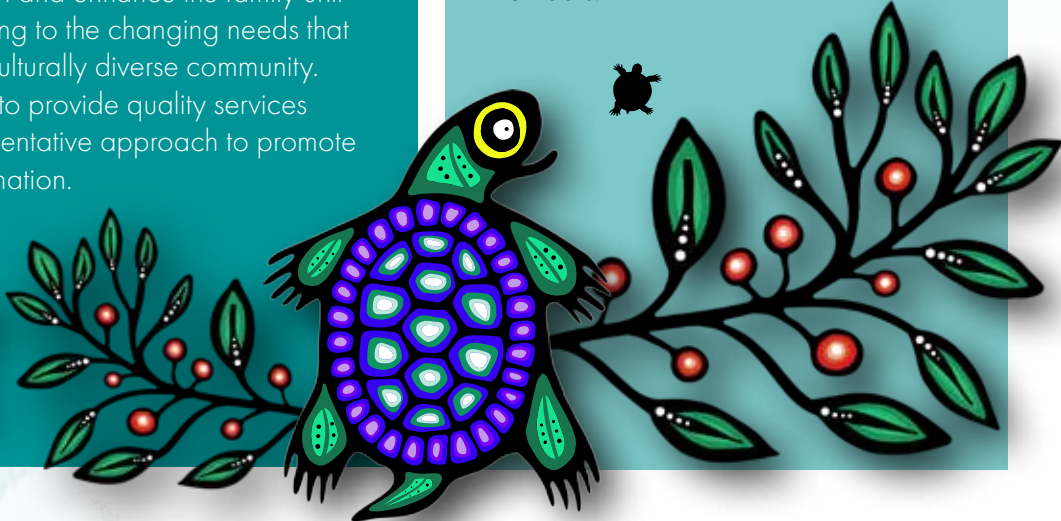
Sagkeeng Child & Family Services Inc. is one of 11 agencies overseen by the Southern First Nations Network of Care who provides provincially mandated services to its community members.

Vision



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.



Greetings from the Sagkeeng Child and Family Services Board of Directors



Aniin relations, family members and community. On behalf of the Board of Directors for Sagkeeng Child & Family Services Meegwetch for taking the time to review our Annual Report.

Our gratitude first and foremost goes to Creator for the endless teachings, and blessings and an honorable mention to my parents Andrew and Amelia Sinclair who worked for Creator and raised a family on these teachings. Meegwetch.

I am honored and grateful to commit my time as part of the team of Board of Directors for Sagkeeng Child & Family. This is my 6th year with the agency, and I can share that it continues to be educational, rewarding, and challenging.

An honorable mention to the past and present BOD, my utmost honor, and respect to those who have given their time and knowledge to better serve our community. Meegwetch, and welcome to the new BOD who are bringing new innovative ideas and alternative insights.

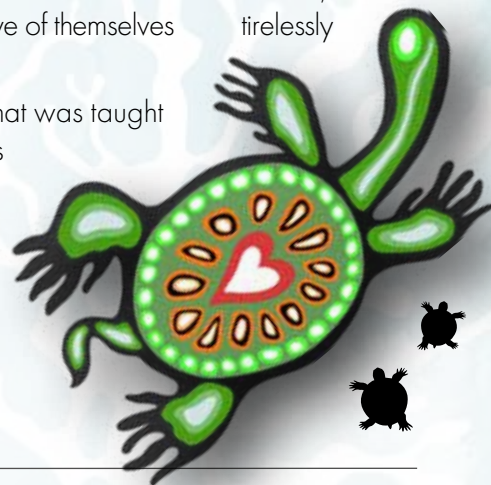
As an acting Board of governance for the agency we will strive for healthy outcomes for all and base our decisions on the seven (7) teachings.

I would also like to commend the Biidaaziway Gamik unit for all the traditional teachings, their time, commitment and devotion to pass those holistic teachings to the children and families who are part of this incredible unit. Meegwetch

As the Board chair I continue to practice the teachings I learned on my healing journey, my participation at ceremony has helped me have a positive outlook on the direction we as Board members take and help to incorporate that into the delivery of services for the children and families. I am indebted to the Elders, knowledge holders, Executive Director and staff of the agency who give of themselves tirelessly to help us create a place of safety and trust.

Kindness, sharing, caring, and honesty have been a driving force that was taught to me by my parents, siblings, and extended family, traits that we as Board members strive to consummate in the delivery of services for Sagkeeng Child & Family services.

Meegwetch,
Donna Sais, Board Chair



Message from the Executive Director

Boozhoo, neechiganidog-
indinawemaaganidog!

On behalf of the Board of Directors, Management, and Staff of Sagkeeng Child & Family Services (SCFS) we would like to extend our greetings and are honored to present our Annual Report for the 2022/2023 fiscal year.

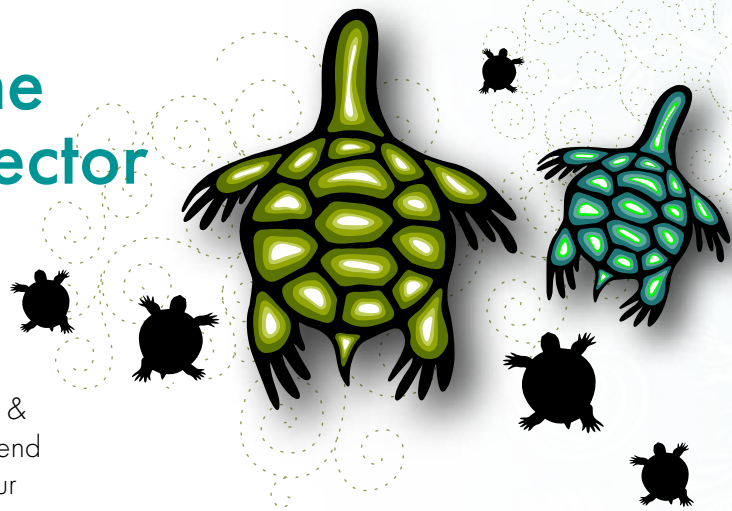
Our Board of Directors for the 2022/2023 fiscal year is comprised of five (5) members; Donna Sais (Chairperson), Lorraine Desmarais (Vice-Chair), Charles Courchene (Member), Ron J. Fontaine (Member), and Harold Fontaine (Member).

The agency continues to provide service without a provincial contribution agreement, or funding amounts provided, prior to the commencement of a fiscal year. As a management team, we strategize on various ways to ensure we are not exceeding child maintenance expenses from one year to the next. We continue to take a preventative approach, working from a harm reduction model to keep children at home with biological family.

Collaboratively, our Prevention Service Unit along with our Biidaaziiway Gamik Unit provide an abundance of land-based activity with one another, from internal referrals from other agency units.

Our agency and our Biidaaziiway Gamik Unit have also recently agreed to a cohort agreement with Jordan's Principle, to oversee all Mental Health services for any children with connections to Sagkeeng and have been active in setting-up pilot programs such as:

- Indigenous Therapeutic Art Program
- Therapy Dog
- Equine Assisted Therapy



- Indigenous Focused Equine Therapy Program (IFET)
- Beading Club
- Gi' Doodeminan (our clan)
- Project 11

The agency has also hosted our annual back to school BBQ and Back-Pack events, hosting one in the community and another in Winnipeg enabling us to provide for all our Nation members. In total, the agency dispersed 800 backpacks and 300 binders for students in both locations, and the event continues to grow each year.

As an agency, we have come a long way over these last seven (7) years, where we have seen our agency grow from 56 positions reported at the end of 2016/2017, to 98 positions at the end of 2022/2023. Mostly, utilizing funding secured through Canadian Human Rights Tribunal (CHRT) orders, along with our prevention funding. Thus, enabling us to provide more preventative work which assists in our apprehension rates drastically decreasing.

In addition, being able to provide more quality social work practice, we have been able to reduce overall case counts. An indicator of this is, at the end of the 2017/2018 fiscal year, the agency reported 766 total cases and our current total case count at March 31/23 is now 548, which highlights a decrease in total cases of 217 in that time frame. I should note, in this same time period, we have received a total of 253 case

transfers from other agencies, which averages out to 50.6 cases per year.

As a direct result of this growth along with the expansion of service delivery (with the addition of our Biidaaziiway Gamik Unit), we have since secured additional property in Selkirk, MB and will be opening an additional office in that area in the 2023/24 fiscal year. This property will house both our Prevention and Biidaaziiway Gamik Units. Our hope is this centralized location will act as a wellness centre for all Nation members.

In addition to this property, we were also able to secure property in the Traverse Bay area, to relocate our agency home, which acts as an emergency placement resource. We

anticipate the relocation of our agency home to this property in the coming year, after having been displaced from its previous location in the community.

In closing, in the coming year, we have other initiatives in the works and hope to be able to share these future endeavours in our next reporting period. Finally, with a supportive Board of Directors including ex-officio members from Leadership, working collaboratively with the Executive Director, we will continue to strive on paving a path of positive relations within our community.

Meegwetch,

Frank Daniels

Executive Director-SCFS



Director of Service Report

This past year has been a year of tremendous growth for the agency, with lots of positive change for our children and families! We are very pleased with how the agency's Biidaaziiway Gamik Unit has been able to provide timely intervention for our children, youth, and families in need of mental wellness support. The growth of this unit has been remarkable with many of our children and families benefiting from participation in land-based and cultural activities and ceremonies as well as "mainstream" mental wellness services when appropriate.

As an agency we are working hard to maintain manageable case loads for our front-line workers so that we can continue to improve the services we are able to provide. A manageable case load assists agency staff with building relationships with our children and families and increases opportunities for family reunification and preservation.

This past year the agency held its first reunification celebration where we honoured eighteen (18) families who were reunified with one or more children who had been in care. In court, nine (9) permanent orders were rescinded due to family reunifications with more rescindments on the way due to these reunifications. We are looking forward to offering this celebration in future years on an annual basis.

Going forward into the next fiscal year, we will be focusing on developing our services for youth and young adults who are transitioning to independence. This will include the creation of a new unit to provide focused services for older youth and young adults. These youth will be able to receive services and programming tailored to their assessed needs. Additionally, we are continuing work on a new risk/safety assessment tool which will be more culturally sensitive and increase opportunities for front-line staff to build relationships with those who are receiving service.

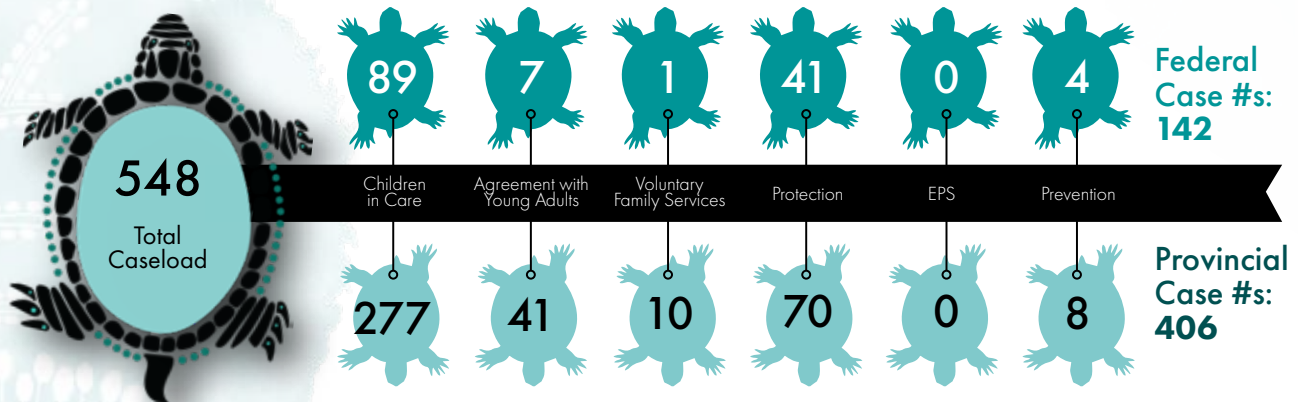
Finally, I would like to commend all our staff who have worked hard to support children, youth, and families throughout the year. With the good changes happening at the agency, all existing staff have had to adjust to changes which can be challenging even when that change is positive. It takes a lot of effort, teamwork, and skill to support families in the way they need to be supported. In the next fiscal year, I look forward to continued agency program development that will assist staff to support children, youth, and families while at the same time providing timely and individualized support for those in need.

Meegwetch/Ekosi,

Jolene Cameron, MSW
Director of Service



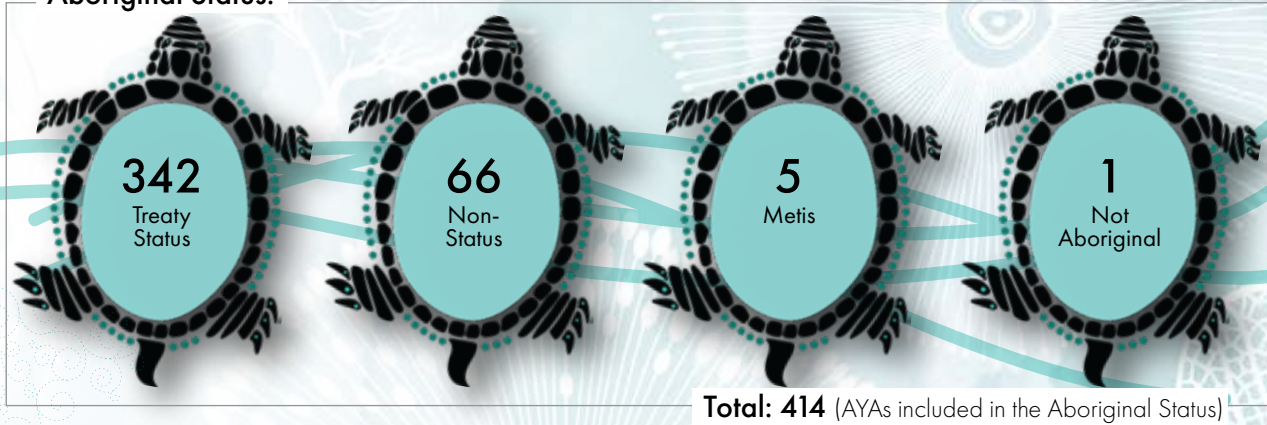
Agency Caseload:



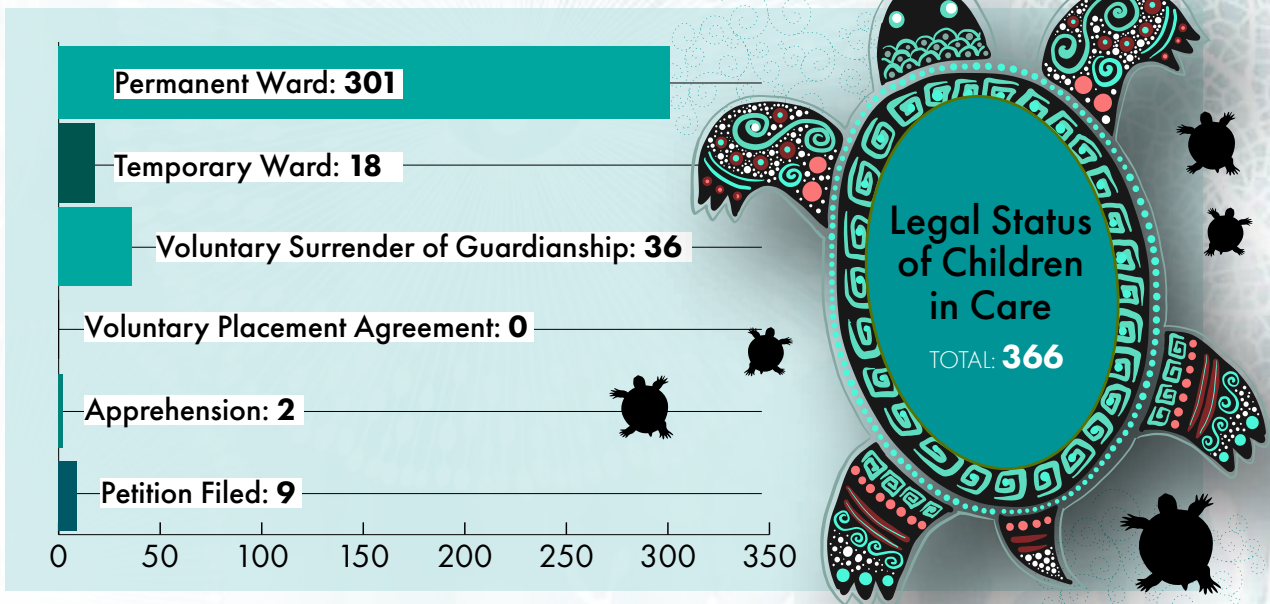
In the 2022/2023 fiscal year, the agency has accepted twenty-four (24) family files from other agencies that were opened mainly due to substance misuse and domestic violence.

Surprisingly, the agency only received one (1) Section .49 transfer into the agency and the agency transferred out three (3) permanent wards to their culturally appropriate authority/agency.

Aboriginal Status:



Children in Care (CIC) = Annual Report for 2023 will be counting Agreements with Young Adults (AYA) separately
 Agreements with Young Adults (AYA) = 18 yrs+ with legal status transitional planning

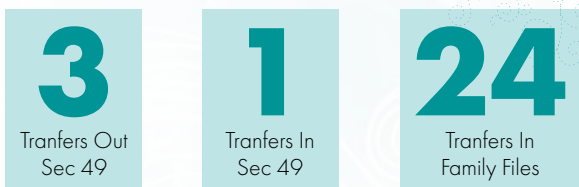


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 Count of Children under an Order of Supervision

DISCLAIMER: Agency CIC Stats

The numbers reported here represent the most accurate information available to the Agency at the time of reporting and may not be consistent with the numbers reported in the Manitoba Families Annual Report for 2022/23.

Case Transfers:



Transfers of Section 49 are permanent ward children in care who have been transferred to their culturally appropriate authority/agency.

Family files are transferred from their respective designated intake agency when it has been determined they need ongoing services from a culturally appropriate agency.

* These are counted in the above stats

Intake | After Hours Report

Sagkeeng Child & Family Services (SCFS) is a mandated agency that provides culturally appropriate Intake services, by committed and qualified staff, in accordance with the *Child and Family Services Act*, the *CFS Authorities Act*, and all regulations and standards applicable to child welfare. Intake responds to new requests for service and all child protection referrals. As a Designated Intake Agency (DIA), SCFS delivers continuous service twenty-four (24) hours a day to children and families living in Sagkeeng First Nation.

Unit Description

Intake screening provides the first response to all new requests for service and all child protection referrals during normal business hours (Monday to Friday, 8:30am - 4:30pm). It is the responsibility of Intake to screen referrals and conduct initial assessments which determines service response time. Where an emergency response is required, Intake immediately alerts the Intake Supervisor.

All allegations regarding new child protection matters require an assessment from the Intake Worker to ensure safety of the child(ren). Intake strives to assess the strengths and needs of a family with a collaborative approach to connect families with services requested and required. The goal of the Intake Unit is to empower parents to enhance their support network to ensure children can remain safely in home while parent(s) address outstanding safety concerns ensuring the family unit is preserved.

When it is determined that ongoing services are requested or required, the Structured Decision Making (SDM) assessment tool is used to guide decisions about the level of involvement needed from the agency. This tool combined with the assessment of the family and the family's willingness to work with the agency determines the stream of service that will be provided.

The Intake Worker will then create the family file and transfer for ongoing services to either Prevention or Protection based on the level of risk (moderate, high, or very high).

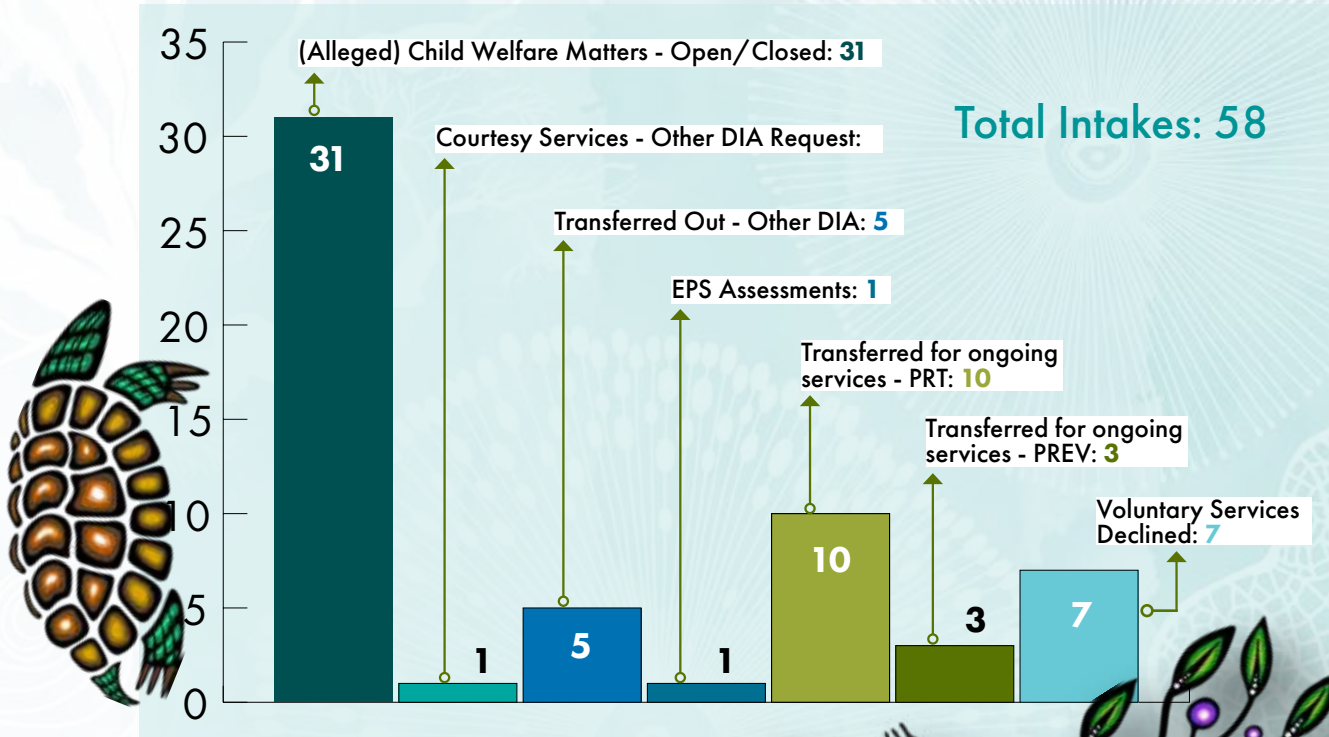
Intake also monitors families with the hope of resolving concerns and connecting families with resources in efforts to close the file at Intake. When concerns have been addressed at the Intake level, or when the alleged child safety concerns are deemed "unsubstantiated" and the family declines support from the agency, the file is closed at Intake.

Intake is also responsible to assess all minor Expectant Parents Services (EPS) who are under eighteen (18) years at the time of conception. The intent of assessing a minor parent is to ensure the expectant parent(s) is adequately supported, prepared and able to care for baby in a safe, nurturing environment. The agency's assessment may determine that no further services are required, that ongoing services are required to address safety concerns or, the minor parent may request voluntary services.

Within SCFS all Direct Service Workers (DSW) are placed on a daily rotating back up Intake schedule to provide Intake Services, in addition to managing their own case load. As a result, all agency DSWs ensure both Sagkeeng and Winnipeg have sufficient coverage in emergency situations.



The total number of intakes for the fiscal year are as follows:



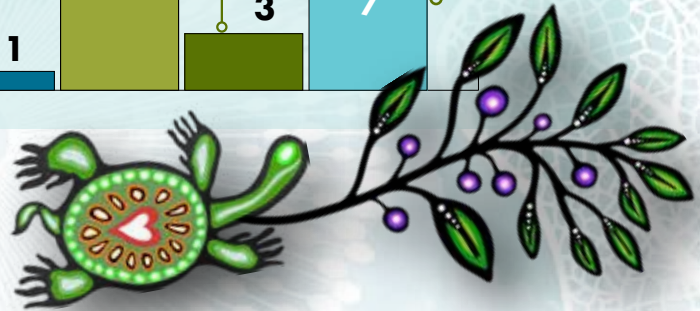
Definitions to the above chart:

(Alleged) Child Safety Matters - Open/ Closed Intakes. These calls relate to Child Safety Matters. These matters are assessed and determined if there are child safety concerns and/or if on-going services are required.

Courtesy Services - Other DIA Request - These are service requests from other agencies or DIA (Designated Intake Agency), these are requests to assist with families that may be staying in the Community of Sagkeeng First Nation but are not currently involved with Sagkeeng CFS.

Transferred In/Out-Other DIA - These intakes are relating to Child Safety matters in other DIA's/ jurisdictions. These intakes are forwarded and transferred to the appropriate DIA for review and follow up.

EPS Assessments - These are Expectant Parent Services/Assessments, these assessments are for youth under the age of eighteen (18) and adults. Within this assessment it is determined if on going services are necessary or requested by the family.



Transferring for Ongoing Services Protection - These are intakes where assessment determines there are child safety concerns and on-going services are required. In these situations, a protection file is created, and an ongoing worker and supervisor are attached to assist the family in resolving all child safety concerns.

Transferring for Ongoing Services Prevention - These are intakes where there are no child safety concerns and the family is requesting assistance and agree with having a Voluntary Service or Prevention case opened so the agency can assist them for a period of time.

Voluntary Services Declined - These are intakes where matters are assessed, and it is determined that there are no child safety concerns. Services are offered to the family and the family declines to accept those services.



Unit Workers:

Intake Workers
Gina Chrusch, BSW (Underway)
Cheyenne Manoakesick, BA

After-Hours Emergency Services

Within SCFS, DSWs provide emergency services to the community of Sagkeeng on a rotational schedule for seven (7) consecutive days. These duties are shared between both Community Office and Winnipeg Office staff. Sagkeeng CFS supervisors are also on the same rotating after-hours schedule and are available for consultation and case direction as required.

Reporting a child in need of protection (Duty to Report)

Section 18(1) of the Child and Family Services Act states:

Subject to subsection (1.1), where a person has information that leads the person to reasonably believe that a child is or might be in need of protection as provided in Section 17, the person shall forthwith report the information to an agency or to a parent or guardian of the child.

If an individual suspects or receives a report of neglect or abuse, there is an obligation to ensure the safety of that child. Should an individual decide to contact a child and family services agency, their identity remains confidential under the Child and Family Services Act.

The agency received a total of 749 calls by the after-hours call, for the fiscal year. Please note, calls regarding the same matter may come in more than once in the same after-hours period.

Intake Supervisor
Sherees Carpenter, BSW

Prevention Service Unit Report

Introduction

The Prevention Service Unit strives to provide quality, strength based holistic services to help improve the lives of Sagkeeng nation members. The Prevention Service Unit's objective is to provide meaningful intervention to prevent the need for further agency involvement. Services provided focus on building family support, community connections, resources as well as creating cultural opportunities to empower families.

The Prevention Service Unit is diverse in staffing as it focuses on delivering services beyond case management through program delivery, community incentives, and cultural opportunities. The unit consists of three (3) Prevention Service Workers, two (2) Prevention Service Facilitators, one (1) Prevention Service Administration Assistant and one (1) Prevention Service Supervisor. Since the agency has been able to fill two (2) prevention service facilitator positions it has allowed time for the prevention service workers to focus working with the family. The whole team works collectively to provide programming and ensure large community events and incentives are successful.

The unit accepted nine (9) new family files this year. Due to staffing vacancies, this number is lower than it should be, as other units had assisted in taking on new families that would have usually gone to a prevention service worker. Prevention Services did accept a family with a child in care via a Section 28 and was able to reunify the family in a timely matter. The unit concluded services with twelve (12) families which involved twenty-seven (27) children.

The Prevention Service Unit relies on SCFS Resource and Support Services Unit to connect families to an in-home support worker. In home support workers have shown to be essential to allow that extra time and support to families to

help achieve their goals. The unit is exploring positions that will be able to provide one to one programming, educating families on the impacts of domestic violence on children's development and sense of safety.

The Prevention Service Unit also has collaborated with SCFS's newest unit, Biidaaziway Gamik, this past year to assist in implementing community feasts and other cultural programming. The Biidaaziway Gamik Unit has taken over Elder Services which was previously under Prevention Service. Biidaaziway Gamik has increased opportunities for families to reconnect with their culture as well as the benefits of efficient access to internal therapy services, youth mentoring support and Elder support.

Meegwetch,

Lorelle Shead, BSW
Prevention Service Supervisor

Prevention Service Staff:

Vera Bruyere, BSW, Prevention Services Worker (Sagkeeng)
Callie Chippeway, Prevention Services Facilitator (Winnipeg/Sagkeeng)
Danaye Courchene, BA, Prevention Service Worker (Winnipeg)
Jessica Daniels, WFQ, Prevention Service Worker (Winnipeg)
Heather Dufour, Prevention Services Admin (Sagkeeng)
Amber Ongenae, Prevention Services Facilitator (Winnipeg/Sagkeeng)

Programs that have been offered within the last fiscal year:

Programs:

- Non-Violent Crisis Intervention
- First Aid/CPR
- Gun Safety
- Anxiety workshop in collaboration with Anxiety Disorder Association of Manitoba
- Understanding Our Emotions
- Traditional Parenting
- Babysitter course
- Budgeting (workshop and one to one)
- Michim Chimachitowiin (Meals To Go)



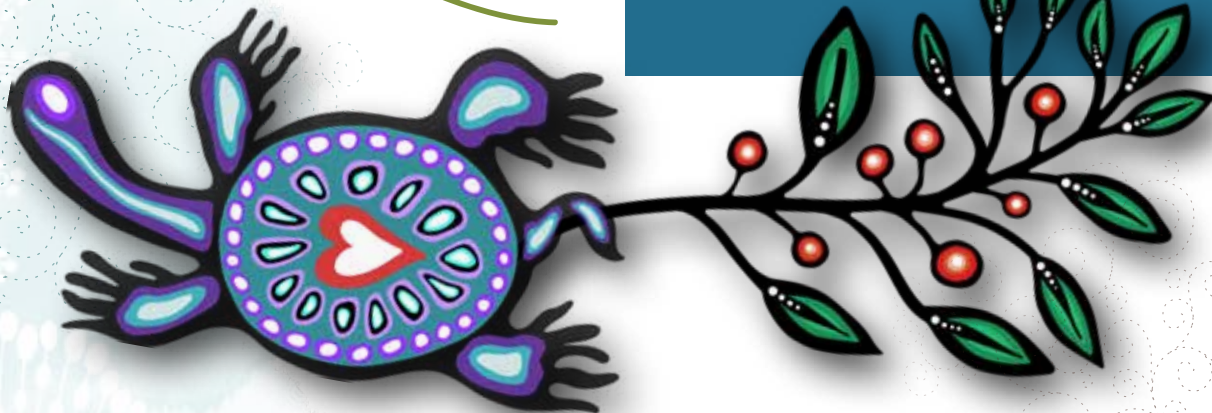
Cultural Opportunities:

- Youth Camp
- Moon Afternoon
- Naming ceremonies
- Community Feasts
- Youth Regalia making (jingle dress, fancy shawl, traditional and grass dance)
- Sweats



Community Incentives:

- Monthly grocery shopping transportation
- Sacred baby (safe sleep/ community crib incentive)
- Back to School BBQ (800 backpacks, 300 binders, and school supplies)
- Pumpkin Carving contest (virtual)
- Trunk or Treat (candy/toy scramble)
- Winter clothing (555 jackets, toques and mitts to Sagkeeng Schools and those involved with SCFS)
- Donated 50 pairs of skates and 50 helmets to Sagkeeng Health Centre Recreation Program
- Financial donation to purchase 26 pairs of roller skates to Sagkeeng Health Centre Recreation Program
- Christmas hampers (SCFS clients and community)
- Donations for Winter Carnival (Poker Derby Walk)
- Community Christmas Feast donation
- Easter candy/toy scramble (ages 9-11)
- Easter hampers





Community Office Report

The community office is pleased to provide this information for the 2022/23 annual report. This past year we have acquired many new Direct Service Workers (DSWs). With the added support on our team, the case loads have been significantly reduced. Our DSWs are now able to spend more valuable one on one time with our families, encouraging healthy relationships and aiding families to achieve success in their journey with us.

Over the last year we have put resources into ensuring our staff have training in Harm Reduction approaches. When working with families, our plan is to continue to build on our knowledge and capacity while using a Harm Reduction approach.

We are proud to announce, we have had many reunifications over the past year and have been able to close many of our files. We would like to acknowledge the work the families have done to complete these reunifications.

Community Office Unit Profile

During 2022/2023, the Direct Service Workers continue to carry a combined caseload. These cases consist of Voluntary Family Service Files, Protection Files, Temporary Wards, Permanent Wards, and Agreements with Young Adults (AYAs). The combined cases are to alleviate caseload numbers; to assist with planning effectively for our families, while also providing the workers with experience in all areas of child welfare.

Community Office staff as of March 31, 2023:

Sheres Carpenter, BSW
Direct Service Supervisor

Trish McLarnon, BSW
Direct Service Worker

Devon Masecar, BSW
Direct Service Worker

Linda Swampy, BA, BSW (underway)
Direct Service Worker

Christine Hyde, BSW
Direct Service Worker

Khenan Lavadier, WFQ
Direct Service Worker

Gina Chrusch, Diploma, BSW (underway)
Intake Worker

Cheyenne Manoakesick, BA
Intake Worker

Nicole Gentes – Case Aide

Vacant – Direct Service Supervisor

Starlette Gauthier, WFQ
Direct Service Worker

Sharon Gmitroski, WFQ
Direct Service Worker

Gurpreet Khosa, BSW
Direct Service Worker

Melody Stevenson, BSW
Direct Service Worker

Tammy Brown, Diploma
Administrative Assistant

Vacant – Case Aide



Direct Services Report - Winnipeg A

All Direct Service Workers (DSWs) on this unit carry mixed case loads, meaning that they work with every category of client that the agency serves. This is primarily done to have families work with only one (1) DSW (whenever possible) and also to ensure that DSWs have experience in working in all areas of child welfare.

DSWs work diligently to help families improve individual and collective well being. Some ways that DSWs have been able to assist families and keep children in home include: referring parents/families to prevention programming, assisting families to access community resources, helping families access an in-home support worker who is able to spend time in the home and help the family establish routines, transport family members to appointments, and offer other services in the home.

Three (3) children were transferred out of the agency via Section .49 transfer to their culturally appropriate agencies. One (1) child transferred to Peguis Child and Family Services in May, and two (2) children transferred to Animikii Ozoson Child and Family Services in September.

Six (6) young adults exited care, as they completed their Agreement with Young Adults (AYA). These youth stayed connected to their DSW past the age of eighteen (18) as they were working on goals and still wanted the agency's support as they worked towards their independence.

DSWs are responsible for the case management of the youth that they work with, whether they are CICs or AYAs. A primary goal of the DSWs is ensuring familial and community connection. The unit works closely with our Biidaaziiway Gamik Unit and with our Customary Care Worker to find those meaningful and lifelong connections.

In the 2022/23 year, DSWs successfully rescinded six (6) permanent orders. A father successfully regained guardianship of his three (3) children in July, and a mother successfully

Unit Staff:

Direct Services Workers

Nikka Hearn, BSW
Deborah Kennedy-Linklater, BSW
Fatima Mansaray, BSW
Sheldon Pelech, BSW
Meghan Reid, BSW
Eugene Schoenenberger, MSW
Kelsey Vieira, BA, BSW (underway)

Case Aide

Adam Hotomani

regained guardianship of her three (3) children in September.

Also in September, two (2) children were reunified with their mothers, and currently the mothers and the DSWs are working towards the rescindment of the permanent orders. There is another mother who is working with the DSW of her two (2) children and together they have developed a reunification plan for the children to return home. It has been wonderful to see DSWs connecting with the parents of the children that they work with and working with families to return children home.

On a more personal note, this year has marked my eleventh (11) year working for Sagkeeng Child and Family Services. I can say, with certainty, that I have seen tremendous, positive changes in the way the agency is working within the child welfare system, and I have nothing but confidence in the agency and the way it operates. I have seen the changes that have been made, under our Executive Management's leadership, and I continue to be proud of the agency that I have the privilege to work for.

Meegwetch,

Amanda Kennell, BSW
Direct Service Supervisor



Direct Services Report - Winnipeg B

Unit Staff:

Direct Service Workers

Amber Kardal, BSW
Jeffrey Siaw, BSW
Samantha Rispler, BA
Renay Bone, Diploma
Carmen Yerex, BA
Carly Lewadniuk, BSW
Shayna Bushie, BSW
Jennifer Kennedy, BSW (Underway)

Case Aide

Ramona Pavagadhi, BA

This unit provides services to single parents, couples, child(ren)/youth (in care and not in care), young adults and extended family members.

It also provides services to families with the goal of providing support and resources to promote family unity and wellness. Each family's needs are assessed in tandem with the family in efforts to acknowledge that the family is the best knowledge keeper for what is needed to enhance overall family functioning, health, and wellness.

The Direct Service Workers (DSWs) create case plans with the families based on their needs. Any referrals for various services are completed together by the DSW and the family to facilitate their needs and case plan goals. Primarily, this unit focuses on utilizing our internal resources offered through the prevention unit as well as Biidaaaziway Gamik which is an Indigenous mental health program created to promote cultural practice and ways of coping on the journey toward wellness.

The direct service unit also works with other community resources offered in Winnipeg and in Sagkeeng First Nation whenever needed. In keeping with the vision and mission of the

agency, families are supported and provided with whatever services are available and/or needed to maintain family unity and safety in efforts to reduce and/or eliminate the use of apprehension as an immediate safety measure. Children who have been in ongoing care are actively being connected with family to build family connection with the hope of reunification whenever possible.

Relationship building is important when working with our families; as such, DSWs are diligent in identifying family members to enhance the family's natural network of support often resulting in the family becoming more connected as well as reducing the risk of apprehension. Safety planning occurs as often as possible with natural family members with the permission of the parents. The family network is involved and made aware of the worries and are often willing to assist in many ways including providing care to children while various concerns are being addressed.

The team works alongside the families and engages in active safety planning to reduce the risk of apprehension and strengthen family functioning. In addition to working with intact families an additional six (6) children were reunified with their parents and five (5) guardianships to family occurred within the last year.

The team continues to put into practice our core values in which every child and family has the right to reach their full potential within their own family and community. We look forward to continuing to advance and strengthen our commitment to meet the changing needs of our families and community through a strength based/prevention approach.

Meegwetch,

Melody Chateauneuf, BSW
Direct Service Supervisor



Direct Services Report - Winnipeg C

This unit is primarily responsible for providing direct services to Children in Care and Agreements with Young Adults (AYA).

There are six (6) Direct Service Workers (DSWs) within the unit who have the responsibility of ensuring preparations for transitional planning beginning at the age of fifteen (15). We recognize and acknowledge as our youth approach adulthood, they are faced with many obstacles and challenges. The transitional planning process is specific to the individual youth, their abilities, strengths, needs, and how they identify.

Our transitional planning can include working on goals such as education, life skills, access to and utilizing community supports, therapeutic supports, budgeting, and preparing for full independence. We work diligently for our young adults with exceptional needs who are often our most vulnerable, to ensure that they are connected to the necessary systems to ensure their needs are met. Our unit works in collaboration with Community Living disAbility Services (CLdS) and other required services to support individual success while they transition to independence. The DSWs continue to assess goals with the young adult, their support network and family until their determined date of transition.

For many of our children, our goals have been focused on family relationships and culture. Our unit acknowledges the importance of having biological family relationships, cultural connection and cultural identity. We have been diligent in ensuring our children in care have regular contact with siblings, parents, and extended family. We are consistently assessing and reassessing opportunities for children to return home. We have been supporting relationships between children and

This Unit included the following staff for the 2022-2023 year:

Direct Service Workers:

Amanda Dziedzic, BSW
Angela Fillion, B.H.Ecol
Jayne Pile, BA, BSW
Raquel Foster, BSW
Sandy Oliveira, B.Soc.Sc
Jessica Gomes, BSW

Case Aide:

Heidi Stranger, BA

families by utilizing support services through the Biidaaziiway Gamik Mental Wellness Unit and Elder Services.

Life books have been a helpful way to highlight strengths, achievements, who they are as individuals and their life history. These life books provide children with a better understanding of their family, provide a sense of who they are, and a sense of belonging. It has been a positive means of reconnection, and the introduction of new family members.

In the past year, thirteen (13) AYAs transitioned to full independence. These youth were successful in gaining meaningful employment, enrolled in post-secondary education, or were connected with other community resources such as CLdS. We also successfully reunified two (2) children with their family, and we are actively working on a guardianship and Voluntary Surrender of Guardianship (VSG) rescindment.

Direct Service Supervisor
Tracy Desaulniers, BSW



Abuse Unit Report

Sagkeeng Child and Family Services (SCFS) is a Designated Intake Agency (DIA) and is required to investigate and assess all allegations of child abuse within the community of Sagkeeng First Nation. SCFS has one (1) Child Abuse Investigator and one (1) Abuse Administrative Assistant who are supervised by the Director of Service who acts as the agency Child Abuse Coordinator.

The Child Abuse Investigator is responsible for conducting abuse investigations for reports of abuse (current or historical) where the alleged abuse occurred within Sagkeeng's jurisdiction. SCFS's Abuse Unit works in partnership with the Powerview-Pine Falls RCMP as required in joint investigations. The Abuse Unit works hand in hand with Direct Service Workers (DSW), and the Intake Unit to complete abuse investigations when a referral is made by either unit. The Child Abuse Investigator provides direction or assistance to DSWs with screening third-party referrals to ensure abuse referrals are forwarded to the appropriate DIA.

SCFS also has a Child Abuse Committee (CAC) which meets at least every thirty days, as required under the Child and Family Services Act. CAC members are comprised of the following: a) Child Abuse Coordinator, b) Member of Law Enforcement, c) Educational Representative, d) Duly Qualified Medical Practitioner, and e) Agency staff member other than the Abuse Coordinator. This multidisciplinary team offers a wide range of expertise and assessment tools that promote a collaborative approach when the CAC forms their abuse conclusions and child abuse registration decisions.

Investigation Process

As identified above, the SCFS Abuse Unit is responsible for assessing and/or investigating all matters of abuse reported to the agency. The follow up includes interviewing the alleged victim, sibling groups (when appropriate),



This Unit included the following staff for the 2022-2023 year:

Unit Staff:

Jolene Cameron, MSW - Abuse Coordinator, Director of Services

Kara St. Pierre, MSc - Child Abuse Investigator

Vacant - Abuse Administrative Assistant

collaterals, witnesses, and alleged offenders. When a child is presenting with a physical injury or when there is a disclosure of sexual abuse, the child (and sibling groups when appropriate) is required to be seen by a duly qualified medical practitioner.

When it has been determined that abuse has occurred or is likely to have occurred, the Child Abuse Investigator will complete a CAC referral, and present the matter to the CAC within 30 days of the agency receiving the initial report. The Abuse Unit also works collaboratively with law enforcement throughout the duration of the investigation, where oftentimes a separate criminal investigation is completed.

The CAC will follow the investigation (both agency and criminal) and upon conclusion, will decide as to whether abuse occurred based on

a balance of probability. Should the CAC vote on a matter where it is confirmed that abuse has occurred, the CAC will then decide whether they will proceed with the motion to register the alleged offender on the Child Abuse Registry (at times, the alleged offender will be automatically registered on the Child Abuse Registry through the court system). The CAC will conclude by making recommendations regarding both the alleged offender and the alleged victim, as it relates to supports and treatments, which will be forwarded to the referring DSW for continued follow up.

Child Abuse:

Child Abuse is defined by the Child & Family Services Act as follows: an act or omission by any person where the act or omission results in:

- (a) physical injury to the child,
- (b) emotional disability of a permanent nature in the child or is likely to result in such a disability, or
- (c) sexual exploitation of the child with or without the child's consent

Age of Consent:

Age of consent under The Criminal Code of Canada is sixteen (16) years. All sexual activity without consent is a criminal offence in Canada. When a child is involved, it may become a child welfare concern depending on the relationship

and ages of the parties. A child who is 14 or 15 years of age can consent to a sexual relationship with someone who is less than 5 years older than themselves, if that person is not in a position of trust. A child who is 12 or 13 years of age can consent to a sexual relationship with a person that is less than 2 years older than themselves, if that person is not in a position of trust.

Child Interview Room

Sagkeeng Child and Family Services has created a child friendly space for children to provide statements to RCMP and the Child Abuse Investigator. We offer this safe, neutral, family-friendly setting in our community, reducing the stress placed on children and their families without having them travel outside of the community to speak about traumatic events.

Statistics for 2022-2023:

23 New Investigations opened in 2022-2023	
23 Total concluded investigations for 2022-2023	
Outcome of concluded investigations:	
Unsubstantiated	19
Substantiated	3
Inconclusive	1

*Please note there may not be an association between the concluded and new investigations.



Resource and Support Services Program Report



Unit Staff:

Trish Daniels, Resource & Support Services Administrative Assistant

Aniin! As the Resource & Support Services Coordinator (RSSC), I supervise one (1) Resource & Support Services (RSS) Administrative Assistant, thirty-five (35) Casual Support Workers and thirty-one (31) Agency Drivers. I oversee the selection and hiring process, as well as identifying & resolving issues within the program. I am also responsible for the management of the Casual Support Workers & Agency Drivers from the Winnipeg, Sagkeeng and surrounding/rural areas, and do so with the support of my Resource & Support Services Administrative Assistant who has been with the agency for almost four (4) years and brings an impressive resume of administrative credentials and expertise to the program. Together, we strive to become more efficient. Our unit has developed a Policy & Procedures Manual and an Orientation Manual for the program which will be distributed throughout the year. Over the duration of the last year, the workload demand for the unit has doubled and we continue to work on improving in all areas of the unit. We have an excellent team of Casual Support Workers and Agency Drivers, who all have a varied skill set, having many years of experience working with children and families.

The Casual Support Worker's and Agency Driver's duties play a very important role in the growth and wellbeing of our children and families. The RSSU offers one-on-one support services for children in care, in-home support services for families, transportation for children and families, and supervision of family visits

where required. Our Casual Support Workers ensure the children and families can stay connected to culturally appropriate resources and any other resources outlined in contract guidelines, which are determined by the Direct/Prevention Service Workers. The Agency Drivers transport children and families to and from appointments, specific events/activities, family visits, and provide supervision. Both the Casual Support Workers and Agency Drivers document their interactions with children and families, which assists the agency to maintain case plan progress.

I want to commend our Casual Support Workers and Agency Drivers for the services they provide to our children and families, we are very thankful for everything they do for our agency!

Deanna Edwards,
Resource & Support Services Coordinator



Transport Requests Completed for:	2022-2023
April 2022	323
May 2022	353
June 2022	317
July 2022	327
August 2022	338
September 2022	272
October 2022	324
November 2022	354
December 2022	350
January 2023	348
February 2023	334
March 2023	407
TOTAL:	4047

Alternative Care Unit Report

Alternative Care Workers:

Michelle Thomson, BSW
Ciji Khan, BSW
Steve Martens, BSW
Michelle Lemoine, BSW
Lisa Mumba, BA
Kristin Hernandez-Courchene, WFQ

Administrative Assistant:

Jenelyn Zaballero

Introduction

On behalf of the Alternative Care Unit within Sagkeeng Child & Family Services Inc. (SCFS), please find attached the Annual Report for the 2022-2023 fiscal year.

Unit Description

The Alternative Care Unit is primarily responsible for managing Alternative Care Homes, completing Places of Safety (POS), completing guardianship assessments, and securing appropriate placements for children where required. The Alternative Care Unit ensures all of our resources are being managed and are operating in compliance with Foster Home Licensing Regulations and Provincial Standards. This includes licensing and re-licensing of alternative care homes and assessing families who have kinship connections to children in care who require immediate placement by opening up their homes as a POS. The Alternative Care Unit supports licensed alternative care homes and POS's by completing home visits, connecting via phone and email as well as responding to any concerns and emergencies that may arise in a timely manner.

The Alternative Care Unit also follows up on all placement requests for children who require emergency, specialized and general (short and long term) placement. As per *An Act respecting First Nations, Inuit and Metis children, youth and Families*, the Alternative Care Unit prioritizes finding placements with biological family, in the child's community of origin, and with other Indigenous care providers whenever possible. The Alternative Care Unit continues to manage two (2) emergency/reunification homes. These homes are utilized if the Alternative Care Unit is unable to accommodate a kinship or community placement.

Strategies to recruit culturally appropriate care providers include making the agency visible via information booths at Indigenous led events and continuous recruitment within the community of Sagkeeng. In conjunction with recruitment of new care providers, the Alternative Care Unit also provides orientation sessions to new applicants and new care providers who are approved as a new POS's, one to two (1-2) times per year.

Statistics:

Total Alternative Care Homes (ACH) :	144	(89.4%)
Total ACH in Community:	20	(12.4%)
Total Place of Safety's (POS) :	17	(10.6%)
Total POS in Community:	6	(3.7%)
Total Culturally Appropriate Homes :	109	(67.7%)
Total Sagkeeng Nation Member Homes :	68	(42.2%)
Total Sagkeeng Child and Family Services Inc. Homes :	161	(100%)

*Please note the number of child specific homes, on reserve homes, and culturally appropriate homes do not make up the total value of the final counts of POS and licensed homes.

Unit Highlights

The Alternative Care Unit has been continuing to work on bringing our homes into licensing compliance as per Foster Home Licensing Regulations. The stats highlighted reflect the numbers as of March 31, 2023; throughout the year, the above numbers fluctuate as resources are continuously being licensed, closed, and new POS's are being opened.

The Alternative Care Unit has also completed five (5) guardianship assessments for our kinship care providers who were granted guardianship of the children in their care. In addition to writing those comprehensive guardianship assessments, the Alternative Care Unit provided kinship care providers with support during the guardianship process by providing direction and assistance in completion of all other processes required.

With the assent of "An Act respecting First Nations, Inuit and Metis children, youth and families", this has provided the Alternative Care Unit more flexibility in situations in which existing regulations and standards might have inhibited the ability

for children to be placed with biological family, Nation members, and other Indigenous groups. Going forward, the Alternative Care Unit will keep the principles of *An Act respecting First Nations, Inuit and Metis Children, Youth and Families* in the forefront and ensure children are placed with family whenever possible.

The Alternative Care Unit recognizes the importance of cultural heritage of our children and to remain connected to their community of Sagkeeng First Nation. It is within our policy all our care providers bring our children to a minimum of two (2) cultural events per year: one (1) cultural event to be attended exclusively in the community of Sagkeeng First Nation.

Annually, we invite our alternative care providers to bring our children to Sagkeeng Treaty days celebration. The Alternative Care Unit is currently providing numerous trainings for care providers throughout this upcoming fiscal year, 2023.

Respectfully,

Marlene Jackman, BSW, RSW
Director of Alternative Care



Customary Care Report



Sagkeeng Child and Family Services has been operating within the parameters of *An Act Respecting First Nation, Inuit and Metis Children, Youth and Families* since it became law. Sagkeeng CFS has been working diligently to ensure the intent of *An Act Respecting First Nation, Inuit and Metis Children, Youth and Families* is enforced to secure cultural and family continuity for members of Sagkeeng First Nation.

With the anticipated introduction of Bill 32, which will align with some aspects of *An Act Respecting First Nation, Inuit and Metis children, Youth and Families*, the new revisions to the CFS Act allows temporary orders to now last up to 24 months with no limit to the number of times it can be renewed. This means temporary orders can be renewed as many times as necessary. These new revisions allow for agencies to work longer with parents who have children in care and to ensure meaningful and lasting reunification.

Sagkeeng CFS continues to develop the Customary Care to meet the distinct needs of Sagkeeng First Nation. Currently, customary care is managed by the Director of Alternative

Care. It is important customary care works side by side with the Alternative Care Department as the duties of the Customary Care Worker assists in locating extended family to ensure children in care maintain their connection with biological family and their community.

The Customary Care Worker also co-chairs the agency's Permanency Planning Committee and reviews children in care case plans and makes recommendations to ensure family, cultural and community connections for Sagkeeng First Nation members who are involved with the agency. The Customary Care Worker also assists Direct Service Workers (DSWs) with the completion of genograms so DSWs have a record of who the child's family is. The Customary Care Worker also receives all out of province Notice of Significant Measures (NOSM) and may participate in case conferences to provide support.

Meegwetch,

Lorna Bruyere, BA, BSW (Underway)
Customary Care Worker





Sagkeeng Child & Family Services hosted the 7th annual Graduation Celebration on July 6, 2022, at The Gates on Roblin.

The agency acknowledged 18 graduates with one (1) young adult completing their Bachelor of Science with Honours through the University of Manitoba.

The agency provided two (2) scholarships in the amount of \$1500.00 for the following categories:

Humanitarian Award: Demonstrates excellent attendance, student carries themselves based on the seven (7) sacred teachings, pursuing a post secondary degree (extra consideration to those pursuing a BSW degree), minimum overall grade point average (GPA) of 80%, and volunteer experience in the community.

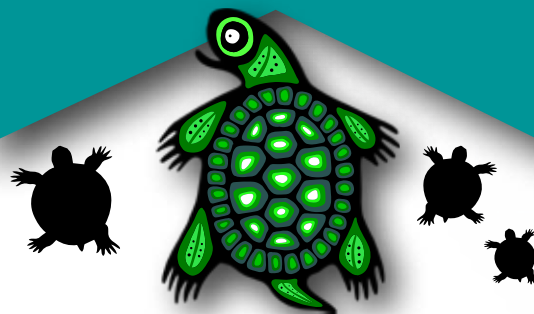
Leadership Award: Demonstrates excellent attendance, demonstrates leadership in the high school community, involved in extra curricular school activities, representation of high school junior chief & council/student council, demonstrates random acts of kindness and promoting the student body.



Congratulations to:

Congratulations to **Torianna Smith Fontaine** who received the Humanitarian award and **Jaelynn Courchene** who received the Leadership Award.

Sagkeeng Child & Family Services would like to acknowledge all graduates for their hard work, determination, and accomplishments!



Thank you to the staff graduation committee for your efforts in planning and organizing this event to celebrate the achievements of each graduate.

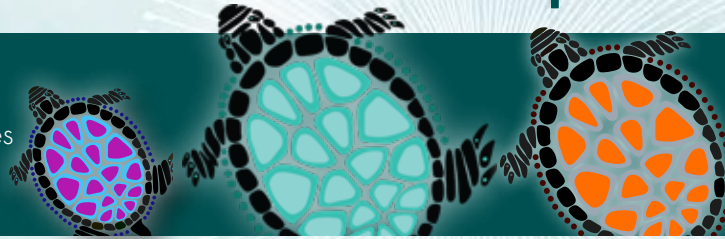
Tracy Desaulniers,
Chair, Graduation Celebration Committee



Director of Human Resources Report

Unit Staff:

Patricia Desjarlais, Human Resources
Administrative Assistant



The Human Resources Unit (HR) has been focused on growth and development this year. The unit has increased communication, feedback, and engagement within Sagkeeng Child & Family Services. Improving communication has created an environment where employees share the same goals and values.

Throughout the 2022-2023 fiscal year, employee retention is one of Sagkeeng CFS most important goals, keeping productive and talented employees and reducing turnover by fostering a positive work atmosphere to promote engagement, showing appreciation to employees, providing competitive pay and benefits, and encouraging a healthy work-life balance. In addition, the agency has supported five (5) staff to complete a Bachelor of Social Work (BSW) cohort program through the University of Manitoba. The HR unit is focused on helping employees to develop their abilities, skills, and knowledge. This process has helped enhance the organization's efficiency and provide the best support for our children and families.

The Human Resources Unit has created a system of providing feedback and performance management to employees. Sagkeeng CFS has created an environment where employees have a voice and feel valued, by conducting performance reviews, employee well-being surveys and encouraging supervisors to provide feedback to employees.

Human Resources had made key changes which include the transition from Ceridian DayForce back to Bamboo HR, changes to our recruitment goals, we have worked on increasing our job posts response rate. We have redefined the

quality of hires, we look for the right fit for the job position. The hiring process has been accelerated, and we have increased our networking and socializing to promote current job openings. We are incorporating new technology to assist in hiring new staff, such as QR codes.

Human Resources will continue to develop & update policies and procedures, job descriptions, job postings, fill open vacancies, develop training initiatives for supervisors and staff, and developing a Health & Safety program.

At the end of our fiscal year ending March 31, 2023, we had a total of ninety-four (94) active employees. This includes two (2) employees who were transitioning to new vacant positions within the organization. Over the course of the year, we experienced 11.9% turnover (equivalent to eleven (11) people) or 1.3% monthly turnover. We had eighteen (18) new hires in the year (23% increase).

The Human Resources Unit in the next fiscal year 2023-2024 will:

- Create Supervisor training:
 - Provides important development opportunities for both senior and new staff.
- Develop a Health & Safety manual to assist in becoming Safe Work Certified.
- Improve employee onboarding.

The three (3) initiatives above will be the primary responsibility of the Human Resources Unit.

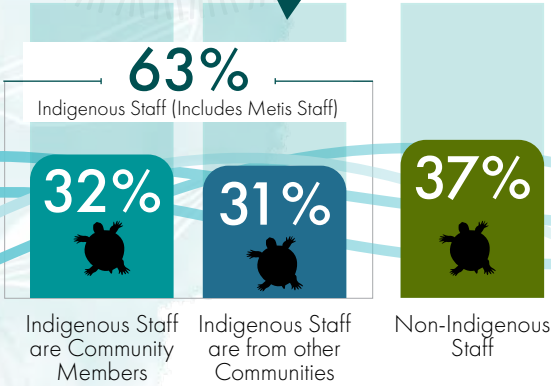
Respectfully,
Gordana Trippier

Director of Human Resources

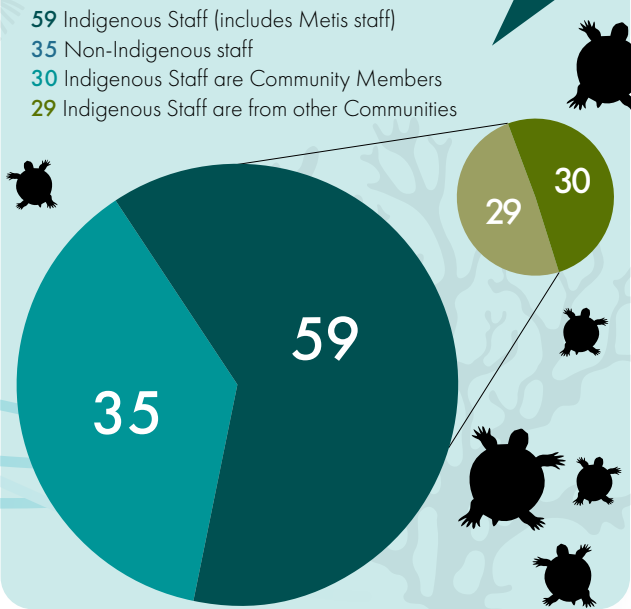




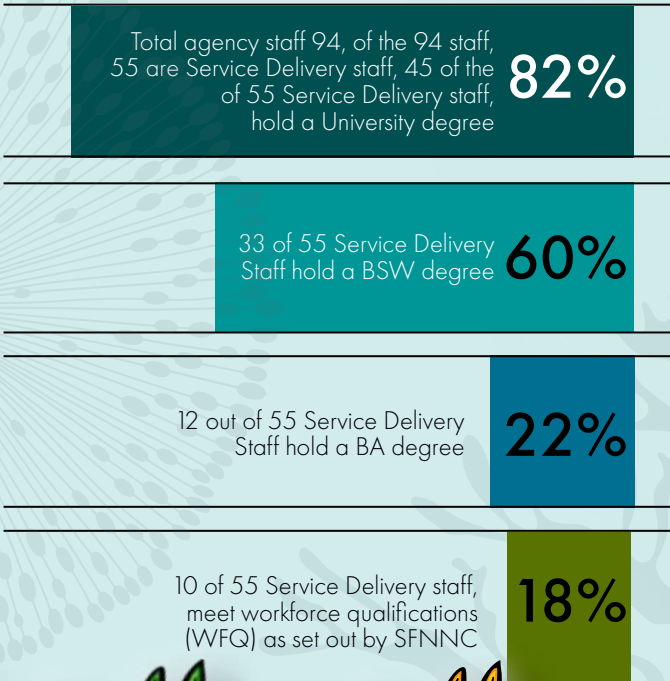
Indigenous Staff Agency Breakdown 2022-2023



Employee Head Count 2022-2023: 94



Indigenous Staff Agency Breakdown 2022-2023



Qualifications of Service Delivery Staff

50%
of Staff with BSW

Staff meet workforce qualifications through other conditions as set out by SFNNC

25% of staff with university degrees other than a BSW

25%

25%

Community Office

Staff who work out of both community and Winnipeg offices are identified within Winnipeg office statistics. These statistics also include Alternative Care staff as Service Delivery staff.

Sagkeeng First Nation

Winnipeg

65%
of Staff with BSW

22% of staff with a university degree other than a BSW

13% of Staff meet Workforce Qualifications through other conditions set out by SFNNC

22%

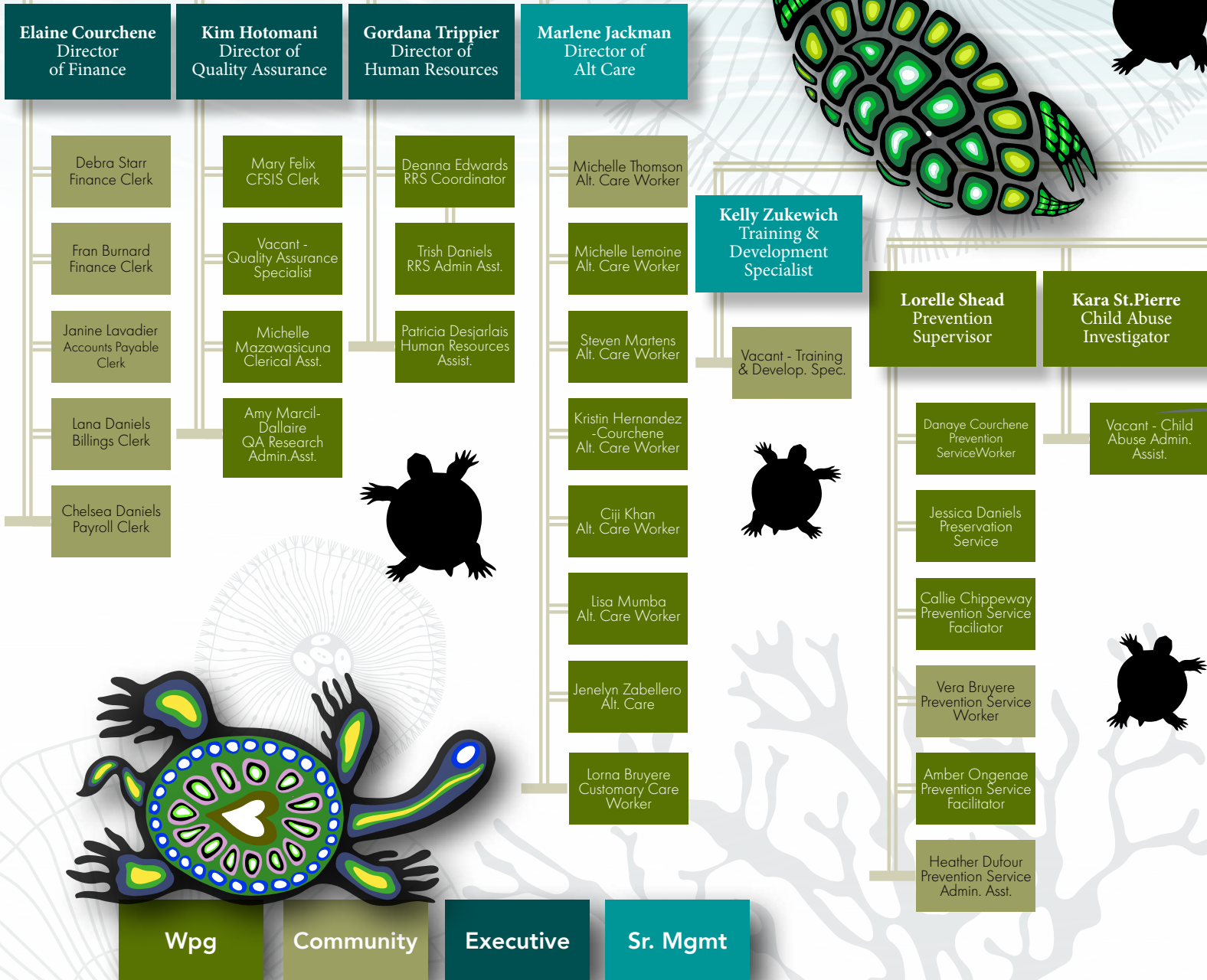
13%

Winnipeg Office

Organizational Chart as of March 31, 2023



Board of Directors



Frank Daniels
Executive Director

Donna Gauthier
Executive Assistant

Jolene Cameron
Director of Service

Analyn Einarson
Clinical Director

Janet Morin
Office Manager

Vacant - Direct Service Supervisor

Sherees Carpenter
Direct Service Supervisor

Tracy Desaulniers
Direct Service Supervisor

Melody Chateaufneuf
Direct Service Supervisor

Amanda Kennell
Direct Service Supervisor

Myra Woodhouse
F/T Receptionist

Beatrice Guimond
File Clerk

Dakota Starr
Receptionist

Dallas Courchene
Janitor/Receptionist

Evan Courchene
Janitor

Linda Bunn
File Clerk

Wilfred Courchene
Custodian

Mercedes Bittern
P/T Receptionist

Courtney Smith
Mental Health Clinician

Elena Ajogbor
Mental Health Intake Specialist

Vacant - Behavioural Specialist

Debra Courchene
Cultural Program Specialist

Kyle Copenace
Oshkaabewis

Paul Boland
Bidaaziway Gamik Mentor

Deanna Lutzek
Mental Health Clinician

Rayne DeLaRonde
Oshkaabewis

Melanie Daniels
Oshkaabewis

Sharon Gmitroski
Direct Service Worker

Melody Stevenson
Direct Service Worker

Gurpreet Khosa
Direct Service Worker

Starlette Gauthier
Direct Service Worker

Vacant
Case Aide

Tammy Brown
Admin. Asst.

Trish McLarnon
Direct Service Worker

Linda Swampy
Direct Service Worker

Devon Massecar
Direct Service Worker

Christine Hyde
Direct Service Worker

Cheyenne Manoakesick
Direct Service Worker

Khenan Lavadier
Direct Service Worker

Gina Chrusch
Direct Service Worker

Nicole Gentes
Admin. Asst.

Amanda Dziedzic
Direct Service Worker

Angela Fillion
Direct Service Worker

Jayne Pile
Direct Service Worker

Raquel Foster
Direct Service Worker

Sandy Oliveira
Direct Service Worker

Jessica Gomes
Direct Service Worker

Heidi Stranger
Case Aide

Renay Bone
Direct Service Worker

Jennifer Kennedy
Direct Service Worker

Samantha Rispler
Direct Service Worker

Amber Kardal
Direct Service Worker

Carly Lewadniuk /
Shayna Bushie
Direct Service Worker

Carmen Yerex /
Jeffrey Siaw
Direct Service Worker

Ramona Pavagadhi
Case Aide

Deborah Kennedy-Linklater
Direct Service Worker

Eugene Schoenenberger
Direct Service Worker

Meghan Reid
Direct Service Worker

Kelsey Viera
Direct Service Worker

Nikka Hearn
Direct Service Worker

Fatima Mansaray
Direct Service Worker

Sheldon Pelech
Direct Service Worker

Adam Hotomani
Case Aide

Office Manager Report

Office Management Staff:

Myra Woodhouse – Receptionist, Winnipeg
Mercedes Bittern - Receptionist, Winnipeg
Dakota Starr - Receptionist, Community Office
Beatrice Guimond - File Clerk, Winnipeg
Linda Bunn – File Clerk, Community Office
Evan Courchene – Custodian, Winnipeg Office
Wilfred Courchene – Custodian/Maintenance, Community Office (on leave)
Dallas Courchene – Custodian/Reception Coverage, Community Office



The Office Manager oversees the day-to-day operations of both offices and assists with the setup of all office equipment for new staff, as well as the set up of accounts for Microsoft Office, office phones, alarms and door keypad codes. The office manager also oversees the agency website and works collaboratively with external IT support companies to ensure the technology for both offices run efficiently. The office manager also ensures agency vehicle maintenance is up to date and deals with any mechanical issues as they arise. Any maintenance that needs to be done in any of the agency building or property is also coordinated by the office manager.

In addition to the daily duties within the agency, the office manager assists with special projects undertaken by the agency. This year we were busy expanding our space with the purchase of property in Selkirk, MB as well as improving our IT environments.

One of several projects overseen was the complete overhaul of our agency website. We worked closely with Web Wizards who did an amazing job assisting us with redeveloping our website. The website went live on October 4, 2022 (www.sagkeengcfs.ca).

As part of our continual effort to keep our staff up to date on the newest technology, specifically interoffice communications, we offered SharePoint training to all of our staff in October 2022. We also had each unit create an internal SharePoint page. The intent of incorporating SharePoint into the agency was so staff have a centralized location to share information, and a more streamlined process to input information on shared documents.

In collaboration with the Powerview-Pine Falls RCMP detachment, in March 2022 we created a monitored interview room to conduct interviews in a space that is more child friendly. We worked with Liberty Recording and installed state of the art audio / visual equipment in our Elder's room at the community office. Renovations and install were completed in September 2022.

With the transition of finance staff into the main building, we renovated their previous space into a training space for staff and clients. Renovations on the building were completed in June 2022.

We also completed renovations on one of our agency homes by adding a bedroom and renovating the basement. In addition, we purchased land in Traverse Bay, MB to relocate our community agency home with plans

to develop the land and reopen this agency resource in the next fiscal year.

As previously mentioned, our agency continues to grow. Hence the purchased property in November 2022 at 51 Main Street in Selkirk, MB. Our plans are to expand our existing Prevention Service programming, as well as our Biidaaziiway Gamik Unit to offer therapeutic supports to children and families. This will work as a satellite office in a median location

between the city and our community with an expected completion date of December 2023.

In closing, I would like to extend my gratitude to my team, the agency, our families and children, care providers, and leadership. I look forward to the upcoming year and all of the exciting projects we are working on.

Respectfully,

Janet Morin
Office Manager



Director of Quality Assurance Report

The Quality Assurance Unit ensures the agency fulfills legislated mandates in accordance with the *Manitoba Child and Family Services Act*, and an *Act respecting First Nations, Inuit and Metis Children, Youth, and Families*. The Quality Assurance Unit also collaborates with all management annually on the Strategic Service Plan (SSP) ensuring there is no duplication of service while streamlining processes within the agency. Quality Assurance (QA) conducts service audits based upon the goals documented in the SSP.

From the recent 2022-2023 SSP, the QA Unit has completed the following audits:

- Elder Services
- Transition Case Plan
- Alternative Care
- Cultural Awareness Policy

Quality Assurance also assists in providing data to management on an ad hoc basis as requested.

Data requests for the fiscal year include the following:

- Water compensation for current and past children in care
- Grant information for AYA (Agreements with Young Adults) who are current and were previously funded
- Family files with children not in care
- Children in Care Instruction Sheet & Family Service Instruction sheet audit (to identify training needs)
- Child in Care Instruction Sheet audit for notice of significant measure (NOSM)

The Quality Assurance Unit also connected with Human Resources and Resource & Support Services to begin finalizing policy and procedures for Resource & Support Services.

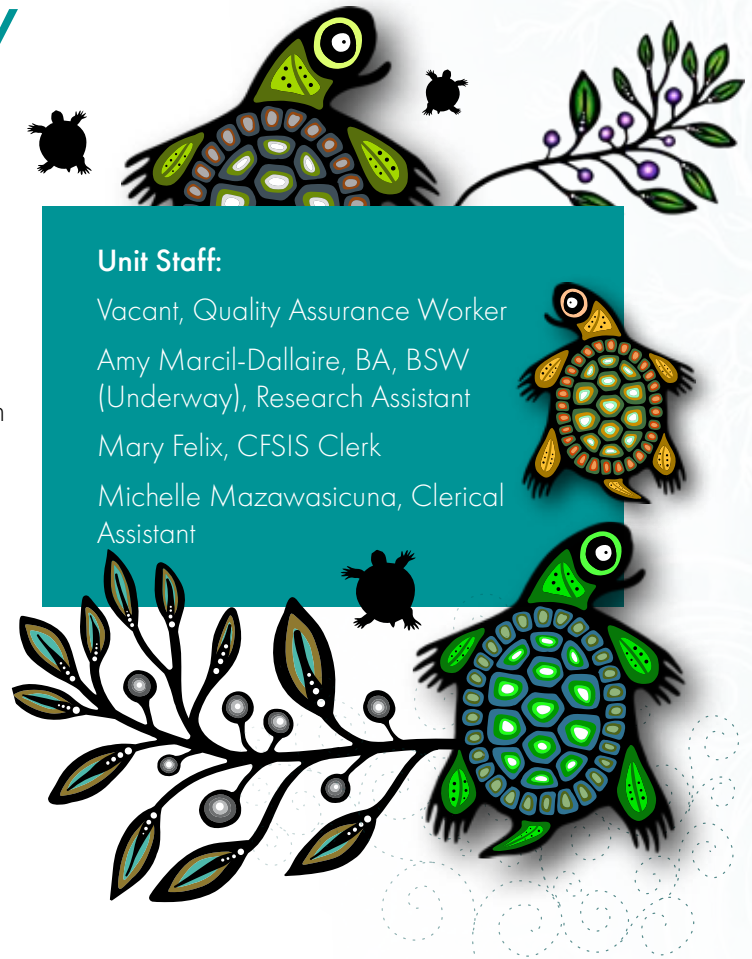
Unit Staff:

Vacant, Quality Assurance Worker

Amy Marcil-Dallaire, BA, BSW (Underway), Research Assistant

Mary Felix, CFSIS Clerk

Michelle Mazawasicuna, Clerical Assistant



The unit also worked alongside the Human Resources Unit to update the Human Resources Employee manual.

Throughout the fiscal year, Quality Assurance updated forms on the agency G: Drive and continues to create/revise agency forms as needed. QA also assisted in the Provincial soft-token transition for all agency staff who utilize the Child and Family Services Information Systems (CFSIS).

Quality Assurance utilizes Child and Family Services Information Systems (CFSIS) reports to ensure the agency is meeting Provincial funding requirements; the QA unit formats and forwards the reports to Direct Service Supervisors who provide them to Direct Service Workers (DSW). Quality Assurance also submits monthly agency statistics to the Executive Director for Board of Directors monthly meetings.

The following is a summary of ongoing work conducted by the Quality Assurance Unit:

- Agency Employee Management Records (CFSIS setup)
- CFSIS soft token enrollment
- Notice of Significant Measures
- Policy and Procedures
- Child in Care Immunizations
- Track and reconcile records of all furnishings ordered for children and/or families

- Daycare subsidies
- Permanency planning committee, special rate committee
- Compile and track agency data
- Create and summarize agency data sheets

In closing, I would like to thank the QA team for their creative and innovative thinking, your dedication and comprehensive work is an asset to the agency.

Meegwetch,

Kimberly Hotomani, BSW
Director of Quality Assurance



Director of Finance Report

Throughout this fiscal year, the Finance Unit of Sagkeeng Child & Family Services continued to remain committed to support the delivery of services of the agency. Financial reporting to our funders is one major component of the unit to ensure funds are utilized as outlined in the funding agreements between the agency and the federal and provincial governments.

In November 2022, the Finance Unit transitioned to a new payroll system and with this new change, determined a need to look at the structure of our current finance unit. As such, a Payroll Clerk was hired.

As we end each fiscal year, we ensure that we prepare all information for the external auditors to perform the yearly audit. The audit ensures our financial statements comply with Canadian Auditing standards for not-for-profit corporations. In the completion of the audit, the auditing firm then provides their opinion.

The audit opinion generally includes an introductory paragraph which identifies what the auditors base their opinion on, as well as the financial statements audited; a description of the responsibility of management for the proper preparation of financial statements; financial reporting framework under which the financial statements were prepared; the scope of the audit and the auditor's responsibility to express an opinion on the financial statements.

Below are the 3 types of Audit Opinions:

Opinion - Financial statements present fairly in all material respects, the financial position, and results of an organization.



Finance Unit Staff:

Debra Starr, Finance Assistant

Fran Burnard, Finance Assistant

Lana Daniels, Provincial/Federal Child Maintenance Clerk

Janine Lavadier Accounts Payable-Payroll Clerk

Chelsea Daniels, Payroll Clerk

Qualified Opinion - Financial statements contain material misstatements or omissions or the auditor is unable to obtain sufficient, appropriate audit evidence.

Adverse Opinion - Financial statements do not present fairly in all material respects, the financial position and results of the entity.

Following is the Audited Financial Statements as audited by the External Auditors---Exchange Group, Chartered Professional Accountants, Winnipeg, Manitoba for the fiscal year 2022-2023.

Elaine Courchene
Director of Finance



INDEPENDENT AUDITORS' REPORT

To the Directors of Sagkeeng Child and Family Services Inc.

Opinion

We have audited the financial statements of Sagkeeng Child and Family Services Inc. (the Organization), which comprise the statement of financial position as at March 31, 2023, and the statements of revenue and expenses, net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Organization as at March 31, 2023, and the results of its operations and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO).

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Organization in accordance with ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with ASNPO, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Organization's financial reporting process.

Exchange Chartered Professional Accountants LLP
1-554 St. Mary's Road, Winnipeg, MB R2M 3L5
Telephone: (204) 943-4584 Fax: (204) 957-5195
E-mail: info@exg.ca Website: www.exg.ca



Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

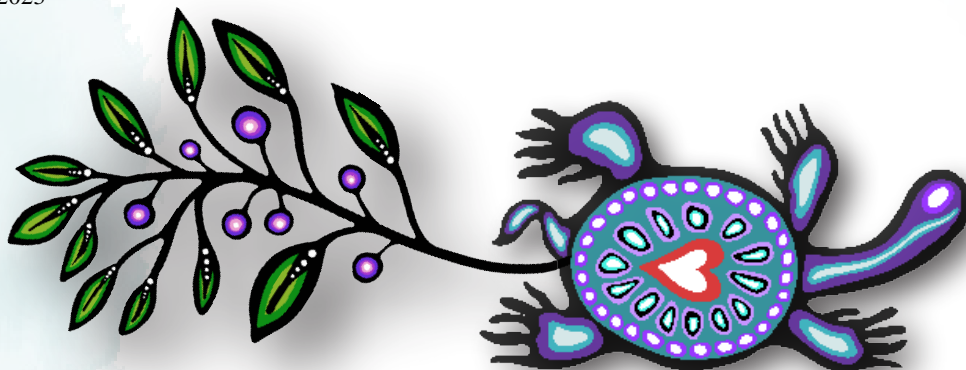
As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Exchange

Chartered Professional Accountants LLP
Winnipeg, Manitoba
August 10, 2023



SAGKEENG CHILD AND FAMILY SERVICES INC.

Statement of Revenue and Expenses

Year Ended March 31, 2023

	Budget 2023	2023	2022
REVENUE			
ISC			
Core (Note 7) (Schedule 1)	\$ 416,530	\$ 4,718,665	\$ 416,530
Prevention (Note 7) (Schedule 2)	1,243,231	5,532,100	1,243,231
Protection (Note 7) (Schedule 3)	2,526,082	2,226,276	2,526,082
Maintenance (Schedule 4)	2,919,372	3,333,376	3,017,114
CHRT Funding (Note 7) (Schedule 5)	-	1,372,500	-
	<u>7,105,215</u>	<u>17,182,917</u>	<u>7,202,957</u>
Southern Authority			
Core (Schedule 6)	946,787	966,787	946,787
Prevention (Schedule 7)	265,177	412,192	410,274
Protection (Schedule 8)	2,285,861	1,829,415	1,802,676
	<u>3,497,825</u>	<u>3,208,394</u>	<u>3,159,737</u>
Province of Manitoba - Maintenance (Schedule 9)			
Children's Special Allowance (Schedule 10)	11,822,618	13,554,415	11,926,862
Other Revenue (Schedule 10)	1,933,488	2,249,489	2,502,884
	555,990	440,552	260,205
	<u>24,915,136</u>	<u>36,635,767</u>	<u>25,052,645</u>
EXPENSES			
Federal Core (Schedule 1)	659,870	984,734	1,231,226
Federal Prevention (Schedule 2)	1,666,721	2,155,211	1,459,956
Federal Protection (Schedule 3)	2,246,351	2,796,245	2,048,939
Federal Maintenance (Schedule 4)	3,017,114	3,199,574	2,968,674
Federal Canadian Human Rights Tribunal Funding (Schedule 5)	-	180,191	-
Provincial Core (Schedule 6)	989,808	954,018	663,837
Provincial Prevention (Schedule 7)	445,570	531,093	407,449
Provincial Protection (Schedule 8)	2,773,984	4,060,839	2,899,646
Provincial Maintenance (Schedule 9)	9,125,061	8,217,511	9,000,921
Children's Special Allowance (Schedule 10)	177,499	43,682	133,040
Amortization (Schedule 11)	-	235,144	177,650
	<u>21,101,978</u>	<u>23,358,242</u>	<u>20,991,338</u>
EXCESS OF REVENUE OVER EXPENSES	\$ 3,813,158	\$ 13,277,525	\$ 4,061,307

See notes to financial statements

Biidaaziiway Gamik Report

Biidaaziiway Gamik Mental Wellness initiative continues to reshape the way mental health wellness care is delivered in child and family services. This unit continues to be successful through the direct support from Jordan's Principle. As a Jordan's Principle cohort partner, we are able to meet our goals, and implement additional programs, services, and activities.

The following are highlights of our 2022-2023 year:

Since June 2022, there were forty-three (43) individual consultations. Consultations were sought for cases that potentially required specialized mental health services.

Beginning November 2022, a Mental Health Intake Specialist was hired to complete a formalized Intake Process using the CAFAS (Child & Adolescent Functional Assessment Scale) and PECFAS (Preschool & Early Childhood Functional Assessment Scale), along with other screening assessments, as required. Since then, eighteen (18) intakes were completed for internal mental health services.

Between April 2022 and October 2022, seventeen (17) case support and planning services were completed by way of case consultations, screening assessments, treatment planning and case planning.

SCFS has direct access to two (2) clinical psychologist, and two (2) additional clinical psychologists by way of private practice for Parental Capacity Assessments (PCA), and Forensic Psychological Services (FPS). Since April 2022, forty-two (42) specialized assessments were completed, including PCA, FPS, Community Living disability Services/Employability Assistance for People with Disabilities (CLDS/EAPD), Occupational Therapy, Behaviour Specialist, Speech-Language Assessment, Mental Health &

Unit Workers:

Elena Ajogbor, BSW
Courtney Smith, BFA, MACP
Debra Courchene, BSW
Kyle Copenace
Paul Boland, BA
Deanna Lutzek, BA, MACP, CCC
Rayne DeLaRonde
Melanie Daniels

Education Consultation, and Psychological Assessments.

Prior to April 2022, SCFS had approximately sixty (60) children, youth, and families receiving counseling/therapy services from approximately thirty (30) external service providers. Also, twenty (20) children, youth and families receiving internal counselling/therapy services. From April 2022 to September 2022, SCFS also had thirty-five (35) children and youth receiving counselling/therapy services from fifteen (15) external service providers. From October 2022, to March 31, 2023, SCFS has sixteen (16) children and youth receiving counselling/therapy from seven (7) external service providers. This illustrates the agencies goal for our internal mental wellness unit to reduce the amount of external service providers providing service to our children and families.

Biidaaziiway Gamik has also hosted two (2) Indigenous Therapeutic Programs that allowed us to offer a cultural alternative to traditional group therapy. Additionally, in partnership with



Sagkeeng Anicinabe Elementary School, the clinical team facilitated a twelve (12)-week group therapy program directly within the school. This year four hundred and eighty (480) children and youth received/participated in services offered through the mental health programs. Whether it's individual or group based, these include traditional and cultural teachings such as:

- Gi'Doodeminan
- Mino Biimadiiziiwin
- SHIELD Indigenous Equine Program
- Strawberry and Full Moon Ceremony
- Sweat Lodges
- Naming Ceremony
- Cultural activities (beading, teepee making)
- Art therapy (7 Teachings, Medicine Wheel)
- Equine therapy
- Therapy dog
- Individual therapy

The turnaround time from referral to direct service (intake process) was dramatically decreased from external waitlists of months, sometimes years, to an internal turnaround time of 10 business days. This decrease is due to having internal referral and review process, intake process, and documentation. The decrease is also due to having a list of SCFS approved service providers.

The Biidaaziiway Gamik initiative continues to commit to offering family resources and paying

attention to contextual factors that are perfectly suited to take on the demanding responsibility of helping children, families and workers navigate the challenging emotional terrain that is child welfare.

With the implementation of single-envelope funding, SCFS was forced to explore alternatives to overcome the challenges in providing mental health services to our children and youth in care. Hence, the inception of the Biidaaziiway Gamik unit. This initiative continues to provide timely services that are accessible, despite the financial issues that have overwhelmed the system. Biidaaziiway Gamik will continue to help and alleviate the pressures. Importantly, the initiative is in line with the Jordan's Principle: Substantive Equality Principles.

Children and families involved in child welfare need clinicians who are willing to engage birth parents, care providers, and "child welfare system players" in conversations about the children, with the goal of minimizing postplacement trauma, repairing, and strengthening family connections, and transitioning children out of short-term placements and into permanent homes, such as kinship homes as quickly as possible.

Having the Biidaaziiway Gamik's Clinical Program in a child welfare agency, offering clinical services and psychological assessments to children in care and their families, is essential and vital.

Respectfully,

Analyn Einarson
Clinical Director



Training and Development Report

Unit Staff:

Vacant,
Training and Assessment Lead

It has been a busy year for the Training and Development Unit. Through the 2022/23 fiscal year, SCFS staff and care providers have accessed 1385 individual training opportunities and have logged 7005.5 training hours. There has been a focus on ensuring training is purposeful to equip staff and care providers with skills to enhance the work done alongside the children, youth, and families we serve. This includes understanding, empowering, and strengthening individuals and family units as well as strengthening assessment skills. In line with the vision of SCFS, the content of training provided is revised to ensure it is culturally relevant and responsive whenever possible.

The number of hours dedicated to various areas of training include: Addictions (443), Administration Support and Communications (749), Children and Youth Support (764), Crisis Prevention, Intervention and Postvention (319), Cultural Awareness (850), Health and Safety (327), Investigating Child Abuse (231), Leadership Development (144.5), Legislation (87), Orientation to CFS Systems (899), SCFS Internal Processes (441), Strengthening Relationships (1405), and Trauma (346) (see Table 1).

Highlights of training include:

- Cultural Awareness training for care providers is offered by SCFS's Cultural Program Supervisor to ensure the history of Sagkeeng is shared and the culture of children and youth in care is promoted.
- Internal processes such as After Hours and Special Rates to ensure expectations are clear to improve the quality of service.

- First Aid/CPR has been offered to staff and care providers to ensure they know steps to take in a medical situation.
- Suicide Prevention and Resources includes SafeTALK to ensure staff are equipped to speak with people who express thoughts of harm and connect them with appropriate resources.
- Understanding and Supporting Challenging Behaviors, which is offered to gain a deeper understanding of behaviors and to enhance skills to help children and youth self-regulate their emotions.

Much of the training provided has been in-house utilizing the skills of SCFS staff members however outside facilitators have been commissioned to share their knowledge. We have attempted to maximize training hours while being as economical as possible. The breakdown of hours for how training was accessed includes: external cost (450), external free (836.5), facilitator fee (4273), and internal (1446) (see Table 2)

In addition to this training, five (5) staff members started the Bachelor of Social Work Cohort through the University of Manitoba in January 2023 and are due to graduate in 2026.

During the course of the year, the Training and Development Unit has expanded through a successful funding proposal for a Training & Assessment Lead. The purpose of this role is to provide mentorship to Direct Service Workers, as well as assistance with the roll out of a new

Table 1:

Summary of Training Hours	2022-2023
Addictions	443
Administration Support and Communications	749
Children and Youth Support	764
Crisis Prevention, Intervention and Postvention	319
Cultural Awareness	850
Health and Safety	327
Investigation Child Abuse	231
Leadership Development	144.5
Legislation	87
Orientation to CFS System	899
SCFS Internal Processes	441
Strengthening Relationships	1405
Trauma	346
TOTAL:	7005.5

assessment process specific to our agency. Shayna Bushie, who has been with the agency since 2018 was the successful applicant for the Training and Assessment Lead in January 2023 and began her new journey with the agency in April 2023.

Over the next year, the Training and Development unit will work alongside various departments across the agency to ensure:

Table 2:

Summary of Facilitation Type	2022-2023
External Cost	450
External Free	836.5
Faciliator Fee	4273
Internal	1446
TOTAL:	7005.5

- effective processes are established to ensure all staff receive training to increase their confidence and skill set to meet and exceed their job responsibilities,
- to provide resources to staff, care providers, and community members,
- to continue to access grant funding from external resources to build capacity and to offer supports and services to the community,
- to develop the agency in its positive growth in offering appropriate services to the community.

The Training and Development Unit remains committed to contributing towards and promoting the growth of colleagues within all units across the agency. It continues to be an honour to be part of such a dedicated team. We look forward to a new year and further opportunities for growth in training.



Grants Obtained in 2022/2023



Sagkeeng Child and Family Services would like to acknowledge the support provided by the Children's Aid Foundation of Canada (CAFC) over the past year. Children's Aid Foundation of Canada is our country's leading charity dedicated to improving the lives of children and youth involved in the child welfare system. The Foundation raises and grants funds and delivers a wide range of high-impact programs and services in partnership with 80 child- and youth-serving agencies across the country. Last year, the Foundation supported more than 19,500 children, youth, and families.

Rebecca Green, who is the Director of Impact at the Children's Aid Foundation of Canada states:

Children's Aid Foundation of Canada has been proud to learn from and partner with Sagkeeng Child and Family Services through several initiatives for the last two years. Our organizations share a focus on prevention initiatives to support families to remain together, supporting improved outcomes for children in care and enabling young people transitioning out of care to focus on their education and employment goals. Through its commitment to the wellbeing of children, youth and families and its innovative programming, Sagkeeng CFS has demonstrated itself as a valuable partner for CAFC.

The grants provided by the Foundation include:

1) Youth Mental Health Fund

We are currently in the second year of three where \$35,000 is being provided, for a total of \$105,000. The aim is to support youth transitioning from permanent care by addressing mental health challenges, so they are stronger and more resilient

leading to increased educational attainment and better employment outcomes.

Funds have been used to support youth and young adults with a variety of needs that promote mental wellness. Assessment tools and resources have been purchased to allow Biidaaziway Gamik to better serve the children, youth, and families as well as additional training for staff and care providers.

Youth and young adults between 16 and 29 who are transitioning or have transitioned from care are eligible for these funds.

2) Back to the Land

Between July 2022 and July 2023, \$15,000 was granted to provide opportunities for children, youth, and families to learn about Anishinaabe culture and traditions. Funds were used to promote cultural experiences located in natural environments. Contributions were made to the Strawberry Fast and Full Moon ceremonies, Gi'Doodeminan program, the first annual Fall Harvest, the annual cultural camp in the summer, as well as medicine picking and sweat lodge ceremonies, and the Shield Equine therapy and Indigenous Art Therapy programs. In addition, a large drum and fishing supplies were purchased and will be a priceless addition for years to come. Two hundred and sixty-five (265) people benefited from these funds.

3) Lynn Factor Stand Up For Kids Award

In September 2022, Frank Daniels was honoured as one of the six finalists for the National Lynn Factor Stand Up for Kids award. As a result, \$5000 was provided to a local land-based mentor to continue to serve all children and youth of Sagkeeng First Nation.

4) Ignite the Spark

In October 2022, it was announced \$10,000 per year for three years, for a total of \$30,000, would be provided to the children and youth served by SCFS. The aim of this fund is to provide



funding for enrichment activities that will give children and youth the opportunity to spark their interests and to nurture the spark they may discover. This includes athletic pursuits, the arts, cultural activities, and recreational activities.

Any child or youth served by SCFS is eligible for these funds.

5) Caring Dads

In February 2023, SCFS was identified to receive funds to provide the Caring Dads program beginning in April 2024. The goal of the Caring Dads program is 'to support healthy father/child interaction and create healthy strategies for men to interact with the mother of their child'.

Sagkeeng Child and Family Services is sincerely appreciative of the funds provided and for the positive working relationships with the staff of the Children's Aid Foundation of Canada. They have listened to the needs of the community and allowed the agency to be creative and innovative in ways the funds are spent rather than being directive. This has helped to build capacity in the services provided and resources offered. We hope to continue this positive relationship for years to come.

The Province of Manitoba has also contributed grant money including:

1) Arts, Culture and Sport in Community Fund: Community Celebrations

In March 2023, \$5000 was granted through the Province of Manitoba's Arts, Culture and Sport in Community Fund: Community Celebrations. This contributed to the costs of the Community Spring Feast held at Sagkeeng High School on

March 22, 2023, and attended by two hundred people. The event opened with a change of season ceremony by an elder and teachings were provided on the spring cycle and promoted new beginnings. There was a drum teaching and storytelling by an Elder. The feast itself included meatballs and potatoes made by the community from SCFS's Meals to Go program as well as wild meat, wild rice, vegetables, and salads. The fiddler group scheduled to perform was unable to attend, however, there was a dessert contest and air band contest, which were very well received. In addition, there were three interactive games to play, which were very well participated in.

2) Supports to Young Adults Grant

The Province of Manitoba distributed \$131,656 through the Southern First Nations Network of Care regarding the Social Services Administration Act. The intent of this grant is to support transitioning young adults leaving care until their 26th birthday.

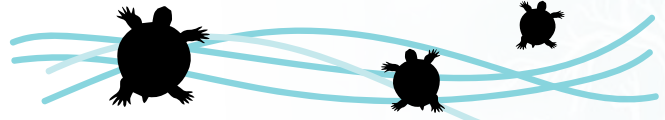
There were 77 eligible young adults to access these funds. Engagement of the young adult is entirely voluntary. Criteria included being provincially funded and having reached the age of majority and under a legal status other than permanent ward at the time of their 18th birthday or having reached their 21st birthday while on an Agreement with Young Adult or receiving services under this grant program.

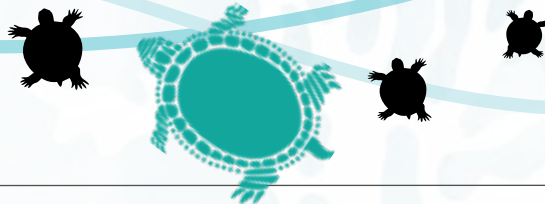
Meegwetch,

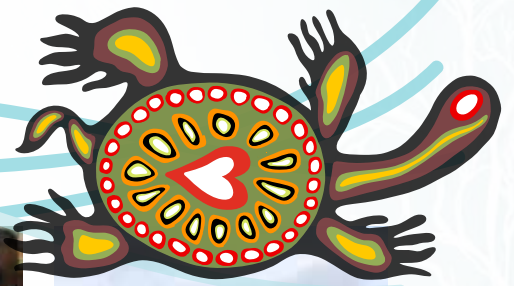
Kelly Zukewich, BA, MSW, RSW
Training and Development Specialist

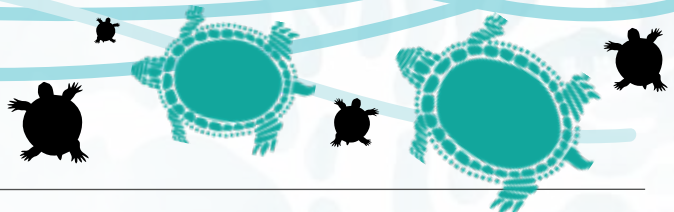


Community Events

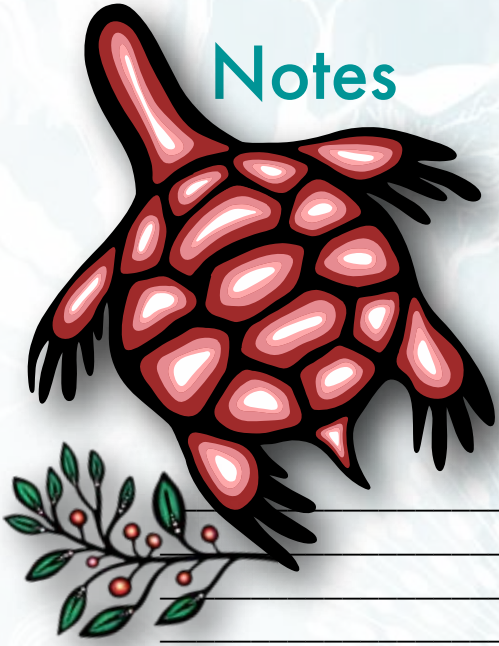








Notes



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SAGKEENG CHILD & FAMILY SERVICES INC.



Sagkeeng Child & Family Services Inc.

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