
SMILE

When you are down,
Low and blue,
I will be there to turn your frown upside down.

When you smile you brighten everybody's day around you.
You can brighten the cloudiest and gloomiest days
With one of your smiles.

Your smile is one of the best things that life gave you.
You always made me smile and laugh
Including everyone else
Just by one of your smiles.

You have the happiest smile I have ever seen.

Marie Paige Bruyere



SUPERVISOR/TRAINING COORDINATOR REPORT

Submitted by Diane McDonnell

This year was a very busy year for the agency. There were many new initiatives that brought about excitement and change. Some of the noteworthy changes occurred in the areas of administration, program development, staff supervision, training and community networking.

Administration Activities:

In the past year the management team has worked very hard to meet the provincial and community requirements and expectation of receiving a legal mandate. The agency's vision and mission to obtain a legal mandate in this calendar year guided many of our work goals and activities. To everyone's delight, the agency achieved this goal and received a legal mandate on May 1, 2001. With a legal mandate the agency will have the opportunity to broaden its role, function, authority and scope in program and service delivery to the children and families.

Since last fall, the management team has been involved in the on-going planning of a collaborative province wide initiative called the Memorandum of Understanding. The partners in this initiative are the Minister of Family Services and Housing, Assembly of Manitoba Chiefs, Manitoba Keewatinowi Okimakanak, and the Manitoba Metis Federation. The Memorandum of Understanding is a process of restructuring the present child and family services system that will eventually lead to each respective party having provincial jurisdiction to provide this service to its community members regardless of residency in the province of Manitoba. Representatives of the Memorandum of Understanding will be arranging community consultations at which time more information will be available to the community.

In October 2000, the management team held a three-day strategic planning session. During the three days all of the agency programs were reviewed to ensure that the agency is meeting its goals and objectives. As a result, some of the current programs were modified and new program initiatives were born to support or compliment the existing programming. As part of this visionary planning exercise the management team also reviewed the impending need for the establishment of a Winnipeg satellite office. This plan is viewed as a positive step toward reconnecting with the off reserve community membership and extending services to them. The agency was successful in acquiring office space in Winnipeg and it will be operational by June.

Following the agency program review and five-year strategic plan it became evident that in order for the agency's plans to unfold and meet its goals, the agency would need to hire additional staff to carry out the related duties.

With this in mind, the agency hired a supervisor, two Child and Family Services workers, and a Resource worker for the foster home and adoption unit. There are plans to place some of the staff in the Winnipeg office.

The management team has worked very diligently to promote teamwork throughout the agency. The success of this endeavour is apparent by the many accomplishments the agency has achieved in the last year. To promote teamwork leadership, the management team went on a team building workshop in January of this year. This was a very enriching experience for all of us. It provided insight and lessons that team leaders have to be self-aware and equipped (knowledge and skills) in order to lead effectively and move forward with vision and purpose and with the greatest respect for self and others.

Program Development:

During the past year management and staff made numerous recommendations and changes to the following support programs:

- ◆ In-take
- ◆ Homemaker Program
- ◆ Day Care Program
- ◆ Support Worker Program
- ◆ Escort Services

Some of the changes involved scheduling, implementing policies and procedures, revising program descriptions and allocating budgets.

There were three other key areas that required developmental work. The first was the setting up of a Special Needs Funding Committee comprised of management team members. This committee meets on a regular basis to advocate for and review special rate funding proposals for children in care. The second was the establishment of a Child Abuse Program and the delegation of a Child Abuse Program Coordinator. The third was the formation of a Regional Child Abuse Committee. The Child Abuse Coordinator will play an instrumental role in coordinating and fulfilling the statutory regulations under the Child and Family Services Act and training the committee and agency staff of these procedures.

Staff Supervision:

The supervisor's primary job responsibilities are the delegation, coordination, and evaluation of statutory (mandated) services and family support services through case management. A team of Child and Family Services Workers and Support Workers carries out the duties and provides a broad range of services and support.

Community Networking:

The agency is participating in a community networking process with other organizations and programs in the community. The intent of community networking is to explore ways in which we can share information about the various programs with each other and the community. Some of the identified goals of the networking group are to work cooperatively and wherever possible to cost share human and financial resources so that the community programs can respond to the needs of families in the community in more effective and creative ways.

I would like to take this opportunity to thank the Board of Directors, management, staff and community partners for all the support they have given me this past year. It is a pleasure to be working for Sagkeeng Child and Family Services and to be involved in the future development of the agency. Megwetch.

A/SUPERVISOR REPORT

Submitted by Felix Munoz

In the past year, the Agency has worked very hard in defining our mission, objectives and goals. We began by exploring, examining and challenging the basic assumptions of the system. The agency's Vision to obtain its mandate was a major step in reclaiming responsibility for our children and community. With this responsibility, Sagkeeng Child and Family Services will have the opportunity to enhance its programs and service delivery to children and families. Part of our mandated requirements was to establish a Child Abuse Committee. In the past year I was involved in this process of establishing this committee as well as the development of the program.

I will be a part of developing an orientation package for new employees of the agency. The orientation package basically consists of internal policies, protocols, instruction for various forms and legal documents that Sagkeeng Child and Family Services use in every day practice. As part of the Management team, we will be drafting the orientation package and the Board of Directors, upon its completion will review and make final approval prior to implementation.

I presently supervise three Child and Family Service Workers and one Support Worker who provide service delivery in Sagkeeng. This past year the Agency has had some staff turnover, which has resulted in hiring more workers with their BSW degrees. It has been the practice of Sagkeeng Child and Family Services to provide training to staff and to provide community workshops. This practice is presently being implemented; for example, the agency will be providing workshops on the following areas:

Core Training Workshops

Family centered child protective services
Case planning and family centered casework
The effects of abuse and neglect on child development
Separation placement and reunification
Legal Workshop
Program standards workshop

Presenters of the workshops include collaterals, agency staff and facilitators knowledgeable in these areas. My role as a Supervisor is to ensure Child and Family Services Worker and Support Workers apply this knowledge into their casework practice. I am also responsible for identifying staff training needs that will benefit both the agency and the service needs of the children in care and their families.

Presently the agency is in the process of planning future workshops based on what the community will be requesting of Sagkeeng Child and Family Services.

The goal of the agency is to ensure that training and educational workshops are delivered on an ongoing basis in the community. It is our hope that these workshops will produce input and feedback, and for community members to gain a better understanding of the services and programs that are available to them from Sagkeeng Child and Family Services. Through awareness, it is our goal to assist in establishing solid family foundations and stronger ties.

In addition, I have played a key role with the long distance Bachelor of Social Work program as a Field Supervisor. In September a new group of students will begin this program and consequently, this Agency will continue to provide field placement and support for the Faculty of Social Work.

At present, children are still coming into care due to long-standing difficulties such as child abuse, alcohol /drug abuse and family violence. It is our belief that prevention programs are the key towards addressing these issues. The agency has taken an active role to develop and improve service delivery that should be consistent with the community perspective in regards to services to children and families in order to strengthen first nation families.

I would like to thank the staff, Management and the Board of Directors for the support they have given me. I feel honoured to be involved in the Agency's past, present and future development.

Megwetch

SUPERVISORS REPORT - WINNIPEG SATELLITE OFFICE

Submitted by Mary Staniscia

On April 26, 2001 Sagkeeng Child & Family Services signed its mandate with the Province of Manitoba. This mandate came into effect on May 1, 2001.

First Nation Child Welfare Agencies are restricted by jurisdiction and are presently able to provide services to community members who reside within their own community. Outside their community First Nation Agencies are restricted to only providing services to children presently in their care. This to include children presently in care that reside out of the community, and children that are Sagkeeng members will be transferred from other Agencies. They are restricted to providing services to families who do not reside in the community. Through the Memorandum of Understanding this will change where the agency will be able to provide services to Sagkeeng members residing anywhere in Manitoba.

Sagkeeng Child & Family Services recently established a satellite office in the City of Winnipeg to enable us to provide services to our children in care. The Winnipeg team is comprised of; myself, Mary Stansicia – Supervisor, Carol Buboire – Child & Family Service Worker and Ingrid Daniels – Child & Family Service Worker.

Currently each Child & Family Service Worker has a caseload of thirteen children who reside outside of the community. This caseload will increase as we start to process transfers of Sagkeeng children from other Agencies.

The status of our current twenty-six children is as follows:

- Permanent Wards: 11
- Temporary Wards: 2
- Voluntary Placement Agreements: 9
- Apprehensions (court pending): 4

The Winnipeg team started their employment with orientation at the Sagkeeng Child & Family Services office in Sagkeeng. The move to the Winnipeg satellite office is expected to take place in June 2001.

As a member of Sagkeeng First Nation, it is with pleasure that I have been selected to work with our community children and families. I would like to thank the Board of Directors and staff for giving me this opportunity. Megwetch.

A/RESOURCE COORDINATOR PROGRAM REPORT

Submitted by Evelyn Webster

The Resource Program is an in-house program that is designed to provide support and assistance to our children in care, their families and our community. This Program is presently comprised of a number of available resources and they include the Foster Care Program; Adoption; Repatriation; Homemaker Service and the Day Care Program.

Foster Care Program:

The Foster Care Program is part of the protective service for children in which they are provided with a substitute family life experience in an Agency approved home for a planned period of time. Our goal is to provide temporary culturally appropriate resources for Sagkeeng First Nation children that are presently in care.

Traditionally, First Nation mothers, fathers, extended family and community have shared the parenting of First Nation children. All members of the community played a key role parenting our children. Due to outside influences, our traditional ways and customs of parenting have been disrupted. Therefore, we need to take full responsibility for all First Nation children in care and teach them our beliefs and values. We need to take an active role in providing children with love, understanding, guidance and discipline within their own culture.

Presently, there are approximately one hundred and ninety-five (195) Sagkeeng First Nation children in care. A high percentage of these children are in care of other non-native agencies. Of the one hundred and ninety-five (195), approximately eighty-five (85) children are permanent wards. Therefore, permanency planning will occur on behalf of these children.

Through the Memorandum of Understanding Agreement, the process of accepting transfers of those children in care of other Agencies to their First Nation Child Welfare Agencies will begin. As we begin to reclaim responsibility for our own children, we will have an enormous task of reuniting and integrating them back into their own culture.

The following chart is an illustration of the number of foster homes and the number of children currently being served by Sagkeeng Child & Family Services:

FOSTER CARE HOMES/FACILITIES	COMMUNITY	WINNIPEG	RURAL	BORROWED RESOURCES
LICENSED FOSTER HOMES:	16	2	3	7
PLACES OF SAFETY:	2	7	1	0
NEW APPLICANTS:	5	0	0	0
TREATMENT FACILITIES:	0	5	0	0
SPECIALIZED TREATMENT FOSTER HOMES:	0	3	0	0
TOTAL # OF FOSTER CARE FACILITIES	23	16	4	7
CHILDREN IN CARE IN:	COMMUNITY	WINNIPEG	RURAL	BORROWED RESOURCES
LICENSED FOSTER HOMES:	22	2	3	8
PLACES OF SAFETY:	4	14	1	0
NEW APPLICANTS:	0	0	0	0
TREATMENT FACILITIES:	0	6	0	0
SPECIALIZED TREATMENT FOSTER HOMES:	0	4	0	0
TOTAL # OF CHILDREN IN CARE	26	25	4	8

Foster Care Training:

On-going training is provided by the Agency to support staff as well as our Foster Parents. The following training and workshops have taken place thus far:

October 26, 2000	Effects of Colonization
November 2, 9 & 16, 2000	Orientation to Foster Care
March 13 & 14, 2001	Attachment, Loss and Separation
May 24 & 25, 2001	Fostering children with FAS/FAE
June 26 & 27, 2001	Red Cross – Basic First Aid and CPR

Adoption:

The Agency is currently working on six (6) adoption applications. As well, there are several Sagkeeng First Nation children in care of other Agencies for which permanency planning is occurring and appropriate resources are being developed to meet each of the children's individual needs.

Repatriation:

The Repatriation Program is designed to reunite families that were victims of the "60's Scoop" when our children were being taken from us and adopted out, in a lot of cases, to other countries. These children and their families are now seeking each other out and with the assistance of this program; progress is being made.

Currently West Region Child & Family Services houses the Repatriation Program for all First Nation people. The Board is comprised of the Executive Directors from each First Nation Child Welfare Agency from the southern region of Manitoba. Our role will be to provide information and initiate referrals to the program.

Day Care Program:

The Agency supports ten (10) spaces at the Katrina Rae Day Care Centre. Referrals are assessed and based on high needs criteria. The Agency gives consideration to situations such as young, single parent families that require additional supports in providing and coping with their young children. Currently all spaces are being utilized.

Home Maker Program:

We are currently providing Home Maker services for emergency and short-term crisis situations only. This service is only provided when the crisis directly involves child-related matters. This prevents children from coming into care. At this time the Agency does not receive preventative funding, therefore this program is very limited.

In the upcoming year our plans for the community are:

1. Further development of Foster Resources within the community to meet children's individual needs in the area of:
 - a) Foster Homes;
 - b) Four Bed Units for sibling groups;
 - c) Treatment/Specialized Homes.

2. To provide training in the areas of:
 - a) Early Childhood and Adolescent Behaviours:
 - b) Anger Management
 - c) Time and Stress Management
 - d) Native Parenting
 - e) Cross Cultural Approaches.

3. To begin the process of reclaiming our children that are in the care of other Agencies:
 - a) Developing protocols to ensure the transfer process of our children is clearly defined;
 - b) Work with Child & Family Service workers and Foster Parents to ensure proper case planning is in place so children have a healthy transition.

In closing, I want to acknowledge our Foster Parents. They are without a doubt our most valuable resource. Without their perseverance and dedication our children would not have the good fortune of maintaining family relationships and community ties.

I would also like to acknowledge the Sagkeeng Child & Family staff for all their dedication and hard work. The team concept is a part of our everyday work ethic and it is making a difference in our working relationships within the community. It is important we continue networking with the community to enhance our support services. It is through unity that we will better serve and provide our children with a secure and safe environment in which they can live in.

CHILD ABUSE COODINATOR REPORT

Submitted by Cheryl Fontaine

"Children are gifts. Respect them. They are the Future"

In 1976 when Sagkeeng First Nation Child & Family Services was established, all reported incidences of child abuse were reviewed by the *Child Abuse Committee in Eastman Child and Family Services*. However, in anticipation of Sagkeeng Child and Family signing their mandate on April 26th, 2001, a Child Abuse Committee was formed and a Coordinator identified to ensure this important aspect of the Child and Family Services Act is followed.

The CFS Act requires that mandated agencies establish a child abuse committee. It is also required that the child abuse committee includes a minimum of five representatives with particular expertise in the medical, legal, and educational fields, and others who have each demonstrated their knowledge and commitment to the well-being of children and their families. It is the Committees responsibility to review all cases of suspected child abuse and to advise the agency concerning what actions, if any, may in its opinion be required to protect a child or other children.

Since the establishment of the Child Abuse Committee, members have received orientation and training sessions to ensure each is aware of their roles and responsibilities. Beginning on June 25, 2001, the Regional Child Abuse Committee will be reviewing any reported cases brought to its attention by Sagkeeng Child and Family Services.

On May 17 & 18, 2001, the Child Abuse Coordinator scheduled a series of workshops on child abuse awareness and prevention for the leadership and a number of community organizations involved with children and their families. Future workshops in this area will be delivered in the coming year.

In addition to acting as a resource to other community organizations, the responsibilities of the Child Abuse Coordinator are as follows:

- To monitor child abuse cases at the child abuse committee level;
- To chair meetings of the Sagkeeng Child and Family Services Child Abuse Committee;
- To coordinate information for presentation to the Child Abuse Committee;
- To provide consultation to Sagkeeng Child and Family Services Supervisors and workers about child abuse cases;
- To assist in child abuse investigations when appropriate or when the offender is in a position of 'trust'; and

"Celebration"

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- To maintain records and provide reports to Sagkeeng Child and Family Services Board of Directors, the Directors Sagkeeng Child and Family Services and of the provincial Child and Family Services of Manitoba.

In this capacity, the Child Abuse Coordinator will work with Sagkeeng Child & Family Service workers, the RCMP, medical personnel, Crown Attorneys, other Child and Family Services agencies, and the Sagkeeng Child and Family Services Regional Child Abuse Committee to ensure that reporting and investigation guidelines are followed and that appropriate services are provided to families during all investigations. In addition the Regional Child Abuse Committee will make decisions regarding registration on the Child Abuse Registry.

A number of individuals and organizations have been instrumental in guiding Sagkeeng Child and Family Services, and the Child Abuse Coordinator in establishing the Regional Child Abuse Committee. Particular thanks are extended to:

- Sagkeeng Child & Family Services working committee
- Sagkeeng First Nation;
- The Child Protection and Support Services Branch – Child and Family Service Manitoba;
- Department of Family Services, Eastman Region Child and Family Services;
- Child Protection Centre; and
- Winnipeg Child and Family Services

Lastly, sincere appreciation is extended to the numerous community members who have supported this important initiative, and provided on-going encouragement. Without which, the vision of Sagkeeng Child and Family Services to strengthen and enhance our families would not be possible. Megwetch.

**SAGKEENG CHILD & FAMILY SERVICES INC.
OPERATING AND CAPITAL FUNDS
STATEMENT OF REVENUE, EXPENDITURE AND SURPLUS (DEFICIT)
YEAR ENDED MARCH 31, 2001**

	Operating Fund	Capital Fund	2001 Total	2000 Total
Department of Indian Affairs and Northern Development Province of Manitoba Child Welfare Directorate (Maintenance)	\$ 2,040,849	\$ -	\$ 2,040,849	\$ 1,921,165
Operations	69,208	-	69,208	-
Interest Income	19,300	-	19,300	-
Gain on Disposal of Capital Assets	1,720	-	1,720	2,134
Transfer of Capital Reserve	-	6,901	6,901	6,500
	-	11,032	11,032	40,170
	<u>2,131,077</u>	<u>17,933</u>	<u>2,149,010</u>	<u>1,969,969</u>
EXPENDITURE				
Foster parents, Child Maintenance	868,056	-	868,056	634,006
Service to Families	31,225	-	31,225	33,444
Foster Parent Training	10,350	-	10,350	7,226
Agency Allowance	28,856	-	28,856	16,136
General	35,921	-	35,921	24,545
Indirect Services	23,159	-	23,159	9,557
Interest & Bank Charges	1,598	-	1,598	1,816
Office	119,400	-	119,400	78,541
Professional Fees	48,034	-	48,034	34,990
Recreation Fund	8,924	-	8,924	6,596
Staff Salaries & Benefits	944,408	-	944,408	709,769
Staff Training	51,210	-	51,210	6,637
Telephone	33,468	-	33,468	20,387
Transportation – Vehicles	24,568	-	24,568	21,919
Travel	28,534	-	28,534	31,111
Utilities	7,164	-	7,164	6,771
Equipment	-	20,092	20,092	40,170
Vehicles	-	10,156	10,156	29,428
Agency Buildings	-	63,055	63,055	-
	<u>2,264,875</u>	<u>93,303</u>	<u>2,358,178</u>	<u>1,713,049</u>
SURPLUS (DEFICIT) FOR THE YEAR	\$ (133,798)	\$ (75,370)	\$ (209,168)	\$ 256,920

