



Sagkeeng Child & Family Services

Annual Report

2021-2022



Sagkeeng Child & Family Services Inc.



A note on the images that were created for this report – Indigenous teachings about gender responsibilities are represented by several images of dragonflies and butterflies in this report, which recognize the diversity of sacred gender expression among our people.

*We've also embedded an image of a beaded poppy within a circular braid of sweetgrass throughout the report – Along with our AGM, we are honoured to celebrate the Indigenous Veterans who have served in missions across Canada and around the world in times of war, conflict and peace. We remember those who lost their lives, and those whose lives were forever changed. We hold their loved ones, families and communities in our hearts. *Let us never forget!**

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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.



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.



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.

Greetings on Behalf of Sagkeeng Child and Family Services Board of Directors



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

This is my second four-year term with the agency, and I can share that it has been educational and challenging.

The past few years have been challenging with COVID restrictions, isolation, Zoom conferencing, and adjusting to the new "normal", taking precautionary measures to have safe and deliverable services.

As an acting Board of governance for the agency we always look at situations from our own learning experiences and strive for a better outcome for all. We all have our own educational backgrounds, and I am grateful that we all share our own experiences for a better service delivery. This year has been the most difficult, as we lost a fellow board member, and his sudden passing was a great shock to all at the agency. Our sincere condolences to the family of Charles Bruyere (aka Muzzan).

As the Board chair, I use the teachings I receive while on my healing journey. My



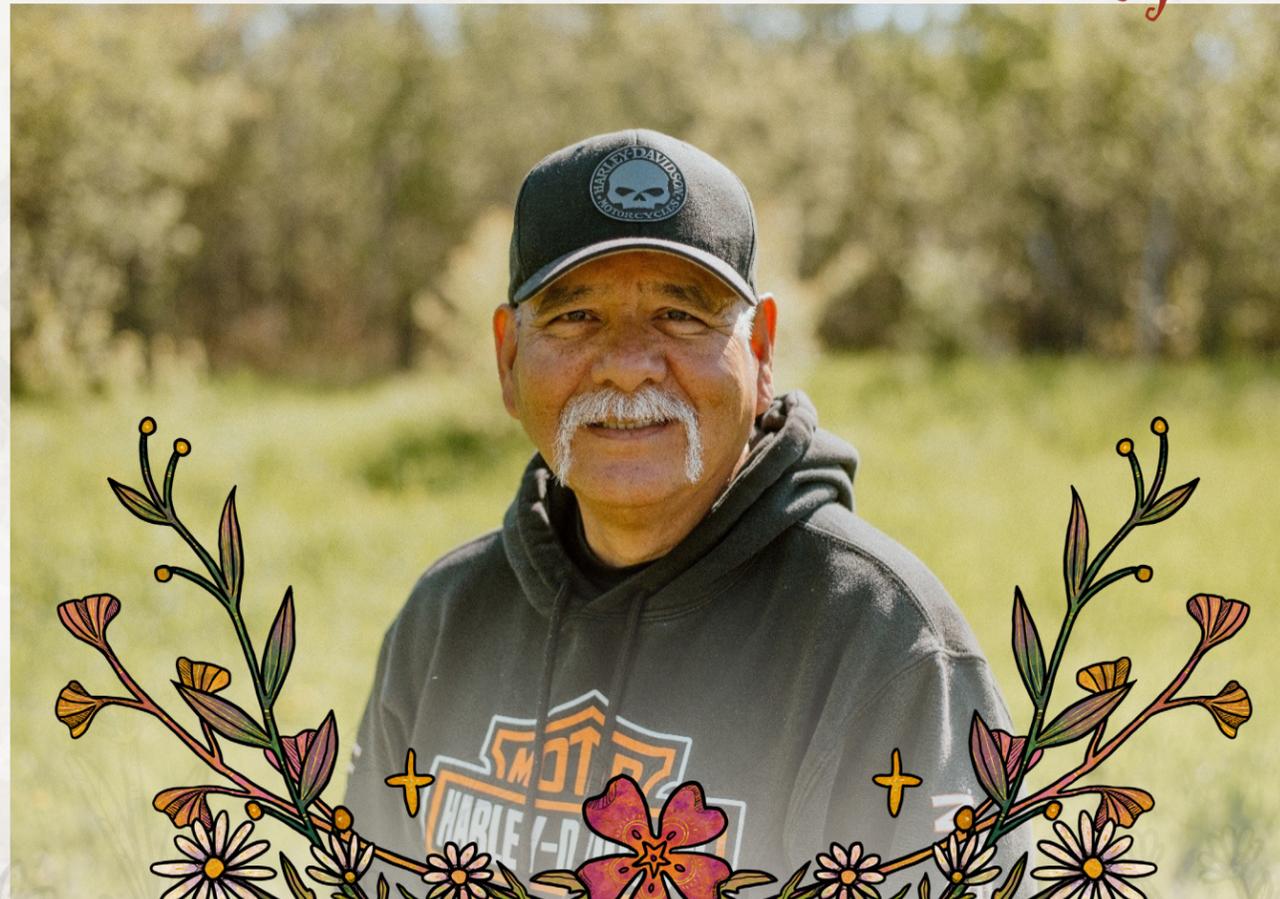
participation at ceremony has helped me have a positive outlook on the direction we as Board members take and help to incorporate into the delivery of services for the children and families. I am indebted to the Elders, knowledge holders, Executive Director and staff of the agency who give of themselves 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

In Memory



Message from the Executive Director

Annin,
neechiganidog-
indinawemaaganidog!

Sagkeeng Child and Family Services Inc. is one (1) of eleven (11) partner agencies who receive mandate and oversight from the Southern First Nations Network of Care (SFNNC).

Our Board of Directors for the 2021/2022 fiscal year is comprised of five (5) members; Donna Sais (Chairperson), Lorraine Desmarais (Vice-Chair), Casey Courchene (Secretary/Treasurer), Charles Bruyere (Member) and Jonathan F. Guimond (Member). At the time of this report, we are actively recruiting two (2) board member positions which sit vacant. The Board of Directors for SCFS have been providing governance, guidance, and support to the agency over the last six (6+) years.

As an agency management team, we continue to remain on task staying within our provincial Single Envelope Funding (SEF) allotment. Without any sort of contribution agreement or funding amounts provided by our provincial funders, we strategize as an agency on various ways to ensure we are not exceeding child maintenance expenses from one year to the next.

In terms of overall service delivery, we continue to take a preventative approach, working from a harm reduction model as a means to keep children at home with biological family.

With the passing of *An Act Respecting First Nations, Inuit, and Metis Children, Youth, and Families* (Bill C-92) legislation, we do

what we can to keep our local Indigenous Governing Body (IGB) informed of any Significant Measures and take steps to partner where we can, to assist families who reach out to leadership for assistance.

We are also utilizing additional agency positions secured through Canadian Human Rights Tribunal (CHRT) funding, to provide more preventative work to ensure we are doing all we can, to offer supports up front and reduce overall apprehension rates in their entirety.

While we are doing what we can to maintain the family, this is only a start at addressing an epidemic of both methamphetamine and opioid addiction. As an agency, we realize we continue to have a lot of work ahead not only assisting our families in dealing with drug misuse and domestic violence, but also being educated and prepared for the evolution of new child welfare laws, as it relates to Bill C-92 and Sagkeeng First Nation.

In addition to this, we also continue to build upon our collaborative efforts with partner organizations in the community, including the High School, the Health Centre, and the Mikaaming Healing Lodge to name a few.

The agency was also able to offer once again, our annual back to school BBQ and Back-Pack events hosting one in the community and another in Winnipeg, enabling us to also provide for our off-reserve population. In total, the agency dispersed 700 backpacks and 200 binders for students in both locations.

As an agency, we continue to believe we have come a long way over these last six (6) years, where apprehension rates have drastically decreased, working with

families to keep children at home. Building relations with community organizations, having positive working relationships with leadership, and offering more family focused programming through prevention services, while always striving to improve the service we offer to our community and its members. An indication of this is, at the end of the 2018/2019 fiscal year, the agency reported 747 total cases and our current total cases are at 598, which highlights a decrease in total caseload of 149 cases in that time frame.

In addition to these announcements, we are also aiming to implement a formalized

Customary Care model within the agency, along with subsidized guardianship, as a means to continue to aid extended family caring for family, while allowing children to exit care of the agency.

In closing, 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 to building continued positive relations within our community.

Meegwetch,
Frank Daniels
 Executive Director-SCFS



Director of Service Report



It continues to be a pleasure to work at Sagkeeng CFS, assisting the agency to provide important and meaningful child welfare services to children and families affiliated with Sagkeeng First Nation. I have now been with the agency for two (2) full years and the growth of the agency over the last two years has allowed for a continuation of new and improved services for children, youth, and families.

As always, the focus of child welfare services provided by Sagkeeng CFS continues to be family preservation, reunification, and community connection. Going forward, the agency will host an annual event to honour families who have been reunited. In the next fiscal year, we expect to honour at least 18 families in our first annual celebration.

In October 2021, we hired a Training and Development Specialist which was a new position to the agency. This has allowed for the agency to develop and implement training for staff which enhances the services that we are able to provide. Information

on the training provided is a new report that is available further on in this AGM booklet.

Finally, I would like to commend all our staff who have worked hard to support children, youth and families throughout the year. 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 families while at the same time providing timely and individualized support for those in need.

Meegwetch,
Jolene Cameron, MSW
 Director of Service



Agency Case Counts

Children in Care - Annual Report for 2021 will be counting children in Extension of Service separately

Extension of Service = 18 yrs+ with legal status transitional planning

Aboriginal Status =

Total 455, includes Extension of Services



Legal Status



3

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 2021/22.

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 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, conduct initial assessments which determines service response time. Where an emergency response is required, Intake immediately alerts the Intake Supervisor or the Abuse Investigator.

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



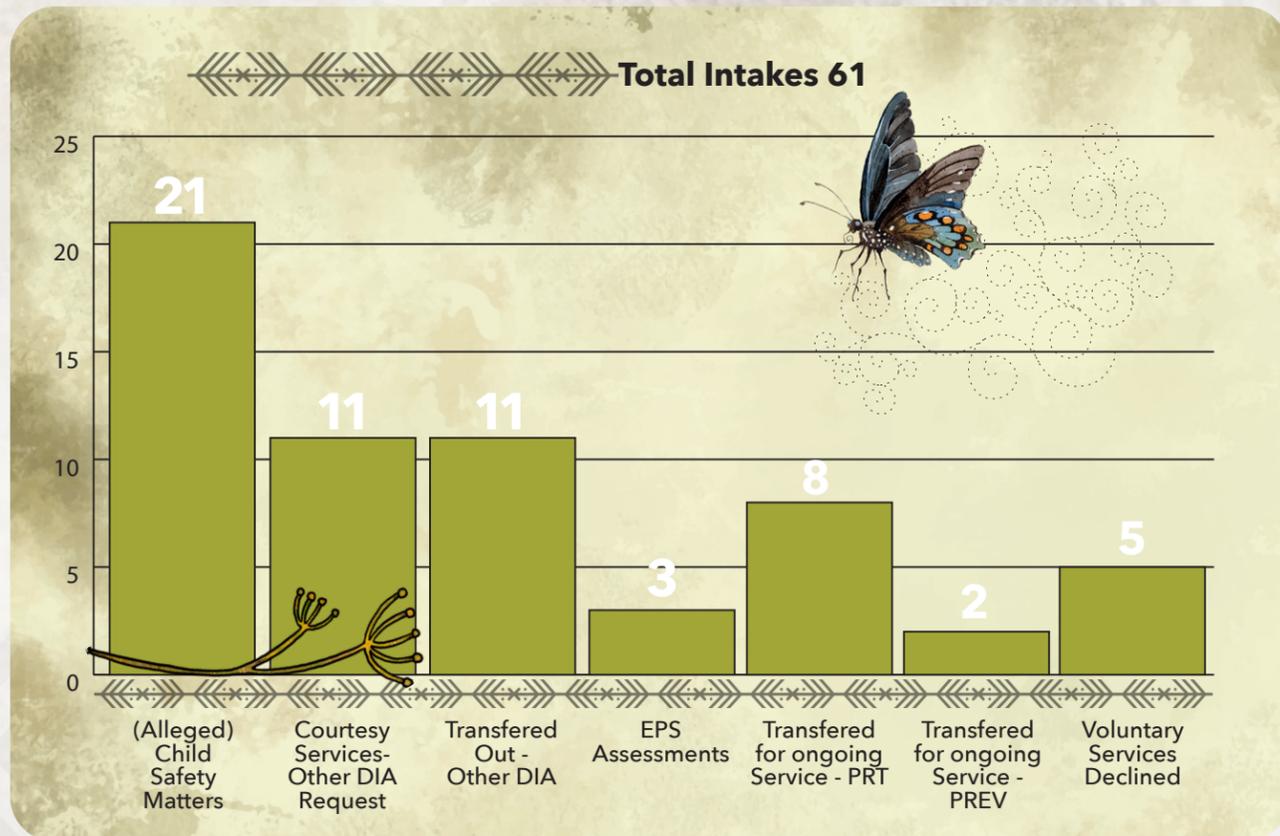
Decision Making (SDM) assessment tool is used to determine the level of involvement needed from the agency. The Intake Worker will create the family file and transfer for ongoing

services to either Prevention or Protection based on the level of risk (no risk, low 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 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.

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



Definitions to the above chart

(Alleged) Child Safety Matters - These calls relate to child safety matters that have been assessed and closed at intake.

Courtesy Services - Other DIA Request- These are service requests from other agencies or DIA (Designated Intake Areas), 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 IMs/ Intakes are forwarded and transferred to the appropriate DIA for review and follow up.

EPS Assessments - These are Expectation Parent Services/Assessment, 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 that there are child protection 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 protection concerns.

Transferring for Ongoing Services Prevention - These are Intakes where there are no child safety concerns and the family is requesting assistance and agrees with having a Voluntary Service or Prevention (Family Enhancement) 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.

After-Hours Emergency Services

Within SCFS, DSW's 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 238 calls by the after-hours answering service, Answer Plus, 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

Intake Workers

Shirley Olson - Intake Worker

Vacant - Intake Worker



Prevention Service Unit Report

Introduction

The Prevention Services Unit strives to provide strength based holistic services to help improve the lives of Sagkeeng members. The focus of this unit is to provide early intervention programming as well as supportive assistance to voluntary families of the agency. The workers in this unit work intensely to build supportive relationships while keeping in mind the best interest of the children. We believe that children are a sacred gift from the creator, and it takes a community to raise healthy children. We believe all parents love their children, and we understand and recognize some need a little help along the way. We encourage parents to reach out to us when they are struggling as we all need help at times. The Prevention Services Unit's objective is to provide meaningful intervention to prevent the need for further agency involvement.

Unit Description

The Prevention Services Unit has expanded over the past year and continues to grow. The team members in this unit work diligently to promote a positive image for child and family services incorporating a wraparound approach while ensuring the safety of the children. The wraparound approach includes principles that guide to help and engage the families in working in a respectful way. This includes intensive, and meaningful interventions that are led by the families receiving service. The workers offer services that include engaging

the families, case planning/assessment, reassessing/supporting and transitioning families out of the program. This includes providing families with resources as well as completing a wellbeing plan with them so that they are empowered and feel comfortable, confident, and self sufficient to handle struggles on their own once their file is closed with the agency. The goal of this program is to provide early intervention and to prevent further child and family services involvement, however this Unit accepts high-risk files when the family is willing to engage. We believe that if parents are supported, feel empowered and they are ready to change, they can start to make the necessary improvements in their lives for themselves and their children.

Programming

The Prevention Services Unit facilitates Workshops, Trainings, Programs, Ceremonies, Camps, and numerous initiatives throughout the year to assist the families during their healing journey. The programs are carefully designed for the families of the agency as well as community members. The stages of program development are engagement, preparation, implementation, and transition.

Prevention Service offers the following 3 levels of services inclusive to all Sagkeeng members

Primary Services: Children/youth/family activities, community social activities, educational workshops, fun activities that encourage working together.

Secondary Services: One on one and family counselling/elder/therapy support for parents through group activities, referral for services from other service providers, resource coordination for the family.

Tertiary services: Crisis support services, referrals and advocacy resource coordination for individuals or the family. Intervention to prevent children from coming into care of the agency.

Prevention Services releases a program calendar at the beginning of each change of season. The program calendar is carefully

planned and includes all the programs that the agency offers for that season. Below are the programs that were offered in the past fiscal year 2021/2022. The programs/events are categorized as follows: Cultural Awareness, Ongoing Supports, Family Engagement, Initiatives/Community Engagement, Workshops/Training, Programs/Groups.

Prevention Service Programs & Events for 2021/2022



Cultural Awareness

- Elder Services (children, youth & family)
- Medicine Picking
- Individual Family Sweat Lodges
- Ribbon Skirt Making Workshops
- Medicine Box Painting
- Youth Land Based Camps
- Youth Drum Making Workshop
- Pipe Ceremonies
- Seasonal Feasts
- Children's Summer Day camp
- Youth Summer Day Camp
- Family Summer Cultural Camp

Ongoing Supports

- Early Voluntary Interventions
- In home support workers (parent mentors)
- Out of home support workers (parent and youth support)
- Respite Workers
- Child minding during programs
- Shopping transportation (to Selkirk and Winnipeg)
- Emergency/crisis/program transportation
- Crisis support
- Therapy referrals
- Referrals to community resources
- Advocacy
- Emergency assistance (case by case basis)
- Winter Jacket Program
- Baby supplies Program
- Miscellaneous donation

Family Engagement

- Paint Night
- Bingo Night
- Family Canoe Trip
- Youth Art Contest
- Christmas Sweater Contest
- Valentine's Baking Contest
- Spring Clean Up Contest
- Honouring Our Mom's Contest
- Decorating Bike Contest
- Grandparent's Day Contest
- Scavenger Hunt Contest



Initiatives/Community Engagement

- Annual Fish Fry
- Welcome Home Baby Basket
- Haunted House Halloween Event (drive thru)
- Thanksgiving Day Hampers
- Christmas Day Hampers
- COVID-19 Emergency Hampers (for families in isolation)
- Winter Carnival
- Back to School BBQ (drive thru)
- Grad 2021 Celebration
- Canoe Poker Derby
- Winter Jacket Donation to the Schools



Workshop/Training

Babysitting Course
 First Aid/CPR Training
 Youth Job Readiness Program
 Youth Motivation Presentation
 Parent Motivation Presentation
 Rent Smart Basics presentation
 Prevention Service Workshops (Medicine, land based, stages of life, food preservation, etc.)
 City Of Winnipeg Job Recruitment Presentation
 How To Install a Car Seat Presentation (MPI)
 COVID Protection
 Cost of Addictions
 Reclaiming Our Life (addiction aftercare)
 Wellness & Meditation Workshops
 How to Have a Positive Visit with Your Child

Programs/Groups

Healthy Relationships (separate groups for men and women)
 Taking Care of the Spirit (Grief & Loss Program)
 Parent Support Groups
 Men's Wellness Group (Domestic Violence)
 Red Road to Healing (Domestic Violence for Women)
 Traditional Parenting
 Nobody's Perfect Parenting
 Young Mom's Group
 Triple P Parenting
 Society 2000 (Parenting/Anger Management/Domestic Violence)
 Understanding Our Emotions (Domestic Violence/Anger Management/Healthy Communication)
 Empowering Families
 Self Care & Healthy Living (Life skills for Parents)
 Youth Life Skills
 How to Talk to Teens (Parent/teen conflict)



Statistics

The Prevention Services Unit facilitated over 200 program sessions, the unit received over 400 referrals for programs. This unit case managed 65 files throughout the year. This year workers carried 21 files on average. The Unit accepted 21 new files and was able to close 25 files.

In closing, Prevention Services would like to send a special thank you to the children, youth and families. Thank you for participating in all the programs, events and initiatives held by the agency. Prevention Services would like to thank all collaterals who assist in program facilitation, as well as the helpers and Elders of Sagkeeng, thank you for your teachings and extensive knowledge. Meegwetch!

Meegwetch,
Marlene Aguilar, BSW RSW
 Prevention Service Supervisor

Prevention Service Staff:

Vera Bruyere, BSW underway,
 Prevention Service Worker
Danaye Courchene, BA,
 Prevention Service Worker
Jessica Breen, BA,
 Prevention Service Worker
Kyle Copenace,
 Prevention Service Facilitator





Community Office Report

The community office is pleased to provide this information for the 2021/22 annual report. This past year we have a new supervisor within the community, Renay Bone. Renay has been a long-time staff member with the agency for over ten (10) years and now fills the role of Direct Service Supervisor at the Community Office. Renay knows many of our families and is able to help support them to reach their goals. There have been some staff changes in the community office, where new staff were hired that come with a wide range of experience and skills. We are all excited to have them join the agency which will continue to help us support families staying together.

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 been able to successfully close a total of 78 files this past fiscal year. We would like to acknowledge the work of our families.

Community Office Unit Profile

During 2021/2022, the agency Direct Service Workers continue to carry a combined caseload. These cases consist of Permanent Wards, Temporary Wards, Agreement's with Young Adults (AYA's), Protection and Prevention cases. The combined cases are to alleviate caseload numbers; to assist with planning effectively for our families, while also providing workers with experience in all areas of child welfare.

Community Office staff as of March 31, 2022:

Sherees Carpenter, BSW
Direct Service Supervisor

Renay Bone, Diploma
Direct Service Supervisor

Trish McLarnon, BSW
Direct Service Worker

Devon Masecar, BSW
Direct Service Worker

Shirley Olson, BSW
Intake Worker

Linda Swampy, BA
Direct Service Worker

Beverly Dunbar, BSW
Direct Service Worker

Jeffrey Siaw, BSW (on leave)
Direct Service Worker

Melody Stevenson, BSW
Direct Service Worker

Penelope Sutherland, BSW
Direct Service Worker

Christine Hyde, BSW
Direct Service Worker

Khenan Lavadier
Case Aide (On leave)



Children in Care Data as of March 31, 2022:

Total Number of Children in Care:	106 (63F, 42P)
Legal Status - Permanent Wards	83 (43F, 40P)
Legal Status - Temporary Wards	14 (14F, 0P)
Legal Status - Apprehensions:	6 (4F, 2P)
Legal Status - Petition Filed for Further Order:	0
Legal Status - Voluntary Surrender of Guardianship:	3 (2F, 1P)
Total number of children in family placement in community:	46 (31F, 15P)
Total number of children outside community placed with family:	22 (13F, 9P)
Total number of children in non-family placement in community:	11 (6F, 5P)
Total number of children placed outside community with non-family:	27 (13F, 14P)
Total number of children absent without leave from placement:	0



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.

Children in Care Data as of March 31, 2022 Continued:

Activity of Children entering and leaving Agency care for the fiscal year:	
Total number of children in care for first time:	5
Total number of children re-entering agency care:	0
Total number of children transferred in from different Manitoba agency:	0
Total number of children returned to parents under a supervision order:	7
Total number of children returned to family under a <i>Section 38.1.(b)</i> :	13
Total number of children returned to parents without any order:	12
Total Number of Agreements with Young Adults (AYAs)	14 (4F, 10P)
Total number of AYAs closed as Age of Majority (AOM):	3
Total Number of Protection files:	95=58 Open (40F, 18P) 37 closed
Total number of Protection files closed where children became Permanent Wards:	13
Total number of Protection files closed where protection concerns resolved:	23
Total number of Protection files transferred out to another Manitoba agency:	1
Total number of Protection files re-opened due to new protection concerns:	5
Total number of new Protection files who have never received services before from any other CFS Agency:	10

Direct Services Report - Winnipeg

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

Unit Description

This unit has five (5) Direct Service Workers, one (1) Case Aide and a Direct Service Supervisor who provide services under provincial and federal child welfare legislation.

Statistics

In the 2021/22 fiscal year, this team accepted fourteen (14) family files from other agencies that were opened mainly due to substance misuse. The Direct Service Workers (DSW) create case plans with the families based on their needs. DSW's complete referrals to utilize SCFS in home support workers and other third-party collaterals to help families complete their goals.

After all resources and family have been exhausted, apprehension may be used in immediate unsafe situations and as a last resort. This unit had five (5) children come into care from two (2) families due to methamphetamine use. Of these five (5) children, four (4) were placed with their grandparent and one (1) was placed with an identified family friend. Five (5) long term safety plans continued with families to prevent ten (10) children from entering agency care.

This unit accepted transfers of seven (7) children in care from other agencies and reunified six (6) children in the same year. Additionally, one (1) guardianship was granted to a paternal grandma and the team closed thirteen (13) family cases involving over twenty-one (21) children combined. There were two (2) permanent orders

Unit Staff:

Direct Services Workers

Shayna Bushie, BSW

Jessica Daniels

Jennifer Kennedy

Ramona Pavagadhi, BA

Rhaelyn Rempel, BSW (Maternity Leave)

Carmen Yerex, BA

Case Aide

Vacant



rescinded, one (1) child in care entered into an agreement to extend services beyond the age of majority and one (1) young adult aged out of care. Furthermore, this unit was able to move eight (8) children in care (Section .49 transfers from Wpg CFS) from stranger based care providers to extended family.

The team continues to work with families to address outstanding child safety concerns to support reunification regardless of the legal status of the children. The team has been able to provide services from a prevention approach and worked diligently to locate suitable extended family members to safety plan with.

Meegwetch,

Lorelle Shead, BSW

Direct Service Supervisor

Direct Services Report - Winnipeg

In the 2021-2022 year, this Direct Service unit was staffed by the following individuals:

Direct Service Workers

Deborah Kennedy-Linklater, BSW
Fatima Mansaray, BSW
Sheldon Pelech, BSW
Meghan Reid, BSW
Nikka Ruus, BSW
Eugene Schoenenberger, MSW
Kelsey Vieira, BA

Case Aide

Autumn Hotomani

As of March 31, 2022, this Direct Service Unit had a total of one hundred and seventy-three (173) files. One hundred and fifty-four (154) were children in care, fifteen (15) were Agreements with Young Adults (AYAs), and four (4) were Protection files.

Of the one hundred and fifty-four (154) children in care, forty-two (42) were placed with family, fourteen (14) were placed in Culturally Appropriate homes, and ninety-eight (98) were placed in stranger based homes.

This Direct Service Unit in Winnipeg is primarily responsible for case planning for children in care. Each child has unique needs that the DSW's assess to ensure that the supports needed are put in place. These supports can include: respite for the care provider, a support worker for the child, a land based mentor, and therapy, among others.

The Direct Service Workers (DSW) continue to reach out to family, to try and reduce the number of children in care. The DSWs also stay in contact with the parents and are constantly assessing and reassessing situations where it may be possible to return a child home.

This year, our unit has experienced success in returning children to the families that they were apprehended from. We have had two permanent orders rescinded, where the parent has regained custody of their two children. We also have four children currently living with their biological parents while we go through the process of rescinding permanent orders and having the parents regain custody.

This unit was also successful in supporting a grandmother to gain guardianship of her grandson. The process took time, due to the pandemic. However, with the

grandmother's patience and determination, she was ultimately granted guardianship. Throughout the process she brought her grandson with her to court, and while he may not have fully understood the significance of what happened, he went around high-fiving and hugging the lawyers and the DSW. He definitely picked up on his grandmother's joy.

We saw two (2) youth age out of care, who had been on an agreement with the agency to extend their services beyond the age of majority.

In the 2021-2022 fiscal year, the Direct Services Unit accepted seven (7) transfers from other Manitoba agencies. There are a number of reasons for these transfers, but in these specific cases, four (4) were children in care where the transferring agency was seeking a permanent order of guardianship on these children, and the children are treaty, or have affiliation, with Sagkeeng First Nation (Sect. 42 transfers). The files are transferred in order for the children to receive culturally appropriate services. The other three (3) transfers that this unit received were: one (1) protection case, and two (2) children in care cases. These cases were transferred as a result of the change of authority process.

Our Unit also transferred three (3) files out to their culturally appropriate agency this year. Two (2) went to Animikii Ozoson Child and Family Services, and one (1) transferred to Southeast Child and Family Services.

Throughout the year, workers continued to face challenges because of COVID-19. The Provincial restrictions were ever-changing, and it certainly had an impact on service delivery. DSW's continued to get creative with keeping children connected to their families with the use of various telecommunications. DSW's created Zoom and Skype accounts that their CICs could access and remain in contact with their

biological families. This proved especially useful with the winter weather and unsafe road conditions. There were times when transportation wasn't possible because of weather, but a virtual visit could be put together last minute, to ensure that there was still a visit for the parents and the children.

The Direct Service Unit continues to work with our children and families, with the ultimate goal of returning children home and exiting the child welfare system. We have made progress this year and look forward to continuing to serve our families by working with them to overcome challenges to bring children home safely.

Meegwetch,

Amanda Kennell, BSW
Direct Service Supervisor



Direct Services Report - Winnipeg

This Unit is based out of the Winnipeg office and is primarily responsible for providing direct services to Children in Care and Agreements with Young Adults (AYA).

There are six (6) Direct Service Workers (DSW) 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. This process is specific to the individual youth and their abilities, strengths, and needs. The youth are connected to culturally appropriate services, resources and supports that recognize their values, beliefs and how they identify. Our unit's work is based on the belief the more the youth is aware of their family tree, history, and cultural heritage, the stronger their sense of identity and control over their own lives.

Our unit supports young adults who are motivated to work on their educational and life goals, and those requiring extra assistance preparing for full independence from agency services. For our young adults with exceptional needs, who are often our most vulnerable, we ensure they are connected and have opportunities to receive relevant supports and services to nurture individual success. Our unit works in collaboration with Community Living and disABILITY Services (CLDS) and many other community service support programs to assist our young adults with their ongoing needs as they transition from the care and services provided by our agency. DSW's develop a plan in collaboration with the youth, their family, and their identified support network. This planning aims to support the youth in working towards success and independence as they approach adulthood.

For many of our young people, one of our goals has been focused on family

This Unit included the following staff for the 2021-2022 year:

Direct Service Workers:

Amanda Dziejczak, BSW
Angela Fillion, B.H.Ecol (maternity leave)
Larissa (Jayne) Pile, BA(Hons), BSW, RSW
Raquel Foster, BSW
Sandy Oliveira, B.Soc.Sc
Karra Woloshyn, BA., BSW
Sharla Kojima

Case Aide:

Heidi Stranger, BA



relationships and cultural connection/identity. We have started working with families to complete life books to provide our children with a better understanding of their family and provide a sense of who they are, and a sense of belonging. It has been a positive means of reconnection, and introduction of new family members. Life books are also a wonderful way to highlight strengths and achievements, and who they are as individuals and their life history. We have also been utilizing elder services to strengthen family bonds and relationships.

As of March 31, 2022, this Unit held a total of one hundred and thirty-six (136) files. One hundred and six (106) were Children in Care, twenty-three (23) were AYA's, and seven (7) protection files. Eighty (80) children in care are placed with family or in culturally appropriate homes. We transitioned out fifteen (15) AYA's from agency support to CLDS or to independence with collateral support services attached. We successfully reunified four (4) children with their biological families.

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 reports of child abuse or alleged 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 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. The SCFS 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 DSW's with screening third-party referrals to ensure abuse referrals are forwarded to the appropriate DIA.

SCFS also has a Child Abuse Committee (CAC) who meets at least every 30 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), 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 fourteen (14) or fifteen (15) years of age can consent to a sexual relationship with someone who is less than five (5) years older than themselves, if that person is not in a position of trust. A child who is twelve (12) or thirteen (13) years of age can consent to a sexual relationship with a person that is less than two (2) years older than themselves, if that person is not in a position of trust.

Manitoba Child and Family Services Abuse Investigation Training Pilot Project

Sagkeeng CFS Abuse Coordinator participated in Manitoba Child and Family Services Abuse Investigation Training Pilot Program Cohort 1. The goal of the child abuse training pilot is to enhance the skill and knowledge of child welfare workers who conduct child abuse investigations, evidenced through best practice approaches.

The Abuse Investigation Training Pilot Program consists of Introduction to

Child Abuse Investigations, Assessing Sexualized Behaviours in Children Under 12, Understanding of Medical Evidence in Child Abuse Investigations, Interviewing Children and Youth: Stepwise 360 Interview Skills, Investigating Sexual Exploitation of Children and Youth, Online Sexual Exploitation, Sex Offender Risk Evaluation and Assessment, Child Abuse Committee: Regulations and Processes, and Investigative Interviewing; Interviewing Witnesses and Alleged Offenders/Suspects. SCFS Abuse Investigator participated in the second cohort group for this training and began sessions in January 2022.

Statistics:

Total concluded investigations for 2021-2022:	28
Outcome of Investigations	
Unsubstantiated	22
Substantiated	2
Inconclusive	4

Unit Staff:

- Jolene Cameron, MSW - Abuse Coordinator, Director of Service
- Kara St. Pierre, MSc - Child Abuse Investigator
- Laura Davison (maternity leave) - Abuse Administrative Assistant



Resource and Support Services Program

As the Resource and Support Services Coordinator (RSSC), I manage the Resource & Support Services program. I supervise one (1) Resource & Support Services (RSS) Administrative Assistant, forty-one (41) Casual Support Workers and thirty-seven (37) Agency Drivers. I am responsible for the selection and hiring process, identifying, and resolving issues within the program, and the coordination of the Casual Support Workers and Agency Drivers from the Winnipeg, Sagkeeng and surrounding/rural areas. I do this work with the support of my amazing RSS Admin., Trish Daniels. Together we strive to become more efficient. We have created a Policy & Procedures Manual and an Orientation Manual for the program, which is currently in the process of being approved for distribution. We have an excellent team of Casual Support Workers and Agency Drivers, who all have a varied skill set, most having many years of experience working with children and families.

The Resource & Support Services Program offers one-on-one support services for children in care, in-home support services for families, transportation to clients and supervision. Our Casual Support Workers ensure the children and families can stay connected to culturally appropriate resources and any other services that are outlined in the contract's guidelines, which are established by the DSW's and Prevention Service Workers. The Agency Drivers transport clients to and from important appointments, specific events/activities, family visits, and provide supervision. Both the Casual Support Workers and Agency Drivers document their interactions with clients, which helps the Agency stay up to date on their well being.

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. Due to the pandemic, our procedures within the program have drastically changed for the protection of our children and families and support team, more recently some restrictions have loosened up, allowing a lot more activities and events to take place.

I cannot commend our Casual Support Workers and Agency Drivers enough for the essential services that they provide to our children and families. I want to acknowledge each and everyone of them for their continued cooperation and for their dedication to our children and families. We are very appreciative of everything they do for our Agency!

Deanna Edwards,
Resource & Support Services Coordinator

Unit Staff
Trish Daniels, Resource & Support Services Administrative Assistant

Transport Requests Completed for:	2021-2022
April 2021	171
May 2021	130
June 2021	156
July 2021	157
August 2021	162
September 2021	189
October 2021	200
November 2021	221
December 2021	185
January 2022	60
February 2022	130
March 2022	252
TOTAL:	2013

Alternative Care Unit Report

Alternative Care Workers:

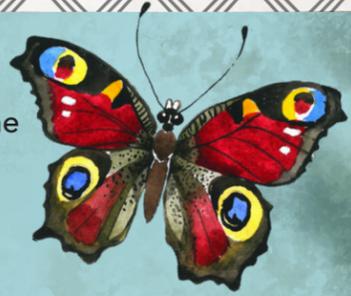
Michelle Thomson, BSW
Ciji Khan, BSW
Steve Martens, BSW
Michelle Lemoine, BSW

Lisa Mumba, BA

Kristin Hernandez-Courchene

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 2021-2022 fiscal year.

Unit Description

The Alternative Care Unit is primarily responsible for managing Care Provider Homes, completing Places of Safety (POS), completing Guardianship assessments, and finding appropriate placements for children when needed. The Alternative Care Unit ensures all of our resources are being managed and are operating in compliance with Foster Care Regulations and Provincial Standards. This includes licensing and re-licensing of Care Provider 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 these licensed Care Provider 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) placements. As per An

Act respecting First Nations, Inuit and Metis Children, Youth and Families (Bill C-92), the Alternative Care unit places priority on 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, one in Sagkeeng First Nation and the other in Winnipeg. These homes are utilized if the Alternative Care unit is unable to accommodate a kinship/community placement.

The Alternative Care Unit is also responsible for recruitment of new care providers. When recruiting new care providers, the Alternative Care Unit focuses on finding culturally appropriate placements. 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. In conjunction with recruitment for new care providers, the Alternative Care Unit also provides orientation sessions to all new applicants and all new care providers who are approved as a new POS, one to two (1-2) times per year.

Statistics:

Total Sagkeeng Child and Family Services Inc. Homes:	182 (100%)
Total Alternative Care Homes:	117 (64.3%)
Total Alternative Care Homes on Reserve:	15 (8.2%)
Total Place of Safety's (POS):	65 (35.7%)
Total POS of Reserve:	22 (12.1%)
Total Culturally Appropriate Homes:	113 (62.1%)
Total Sagkeeng Band Member Homes:	65 (35.7%)

*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 Homes Licensing Regulation. The stats highlighted reflected the numbers as of March 31, 2022 (throughout the year, the above numbers fluctuate as resources are continuously being licensed, closed and new POS's are being created).

The Alternative Care Unit has also completed five (5) guardianship assessments for our kinship care providers who were granted guardianship of children in their care. In addition, 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.

The emergence of Bill C-92, has given 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 members, community members and other Indigenous care providers. Going forward, the Alternative Care Unit will keep the principles of Bill C-92 in the forefront and strive to ensure children are placed with families, community members, people

they are familiar with and in culturally appropriate homes.

The Alternative Care Unit recognizes the importance of cultural heritage of our children to remain connected to their community. It is within our policy all our care providers bring our children, at minimum, two (2) cultural events per year: one (1) cultural event to be attended in the community of Sagkeeng First Nation. Additionally, we encourage our alternative care providers to bring our children to Sagkeeng's Treaty days celebration. Sadly, in 2021, due to the COVID-19 pandemic all events were cancelled. However, since February 2022, Sagkeeng CFS returned to the office at full capacity. Although the COVID-19 pandemic created a unique way of working, the Alternative Care Unit continued to support care providers and the children's overall needs. The Alternative Care Unit is currently providing numerous trainings for care providers throughout this upcoming fiscal year (2022).

Respectfully,

Marlene Moore, BSW, RSW
Alternative Care Supervisor
(joined SCFS April 2022)

Customary Care

Since the inception of the federal legislation, *An Act Respecting First Nation, Inuit, and Metis Children, Youth and Families (Bill C-92)*, Sagkeeng Child and Family Services Customary Care Worker (CCW) along with the Director of Service (DoS) has developed a Permanency Planning Committee (PPC) who continues to develop policy and procedures for the Customary Care Program.

The PPC developed a permanency planning template for workers that is to be submitted to the CCW annually. As per Section 16 of Bill C-92, the CCW and/or the PPC reviews the permanency plan and makes recommendations to ensure a reassessment is conducted on an ongoing basis, of whether it would be appropriate to place a child with biological parents, extended family, or community members.

The CCW also has access to a Genogram program to begin creating genograms for children in agency care. The creation of genograms will assist workers in locating family should a placement for a child in care break down and for children in care to make family connections.

The CCW has also been locating family for DSW's including assisting out of province agencies.

The CCW continues to use a template to track both provincial and out of province Notices of Significant Measures (NOSM), participates in out of province case conferences/family group conferences.

The CCW will continue to work on developing the Customary Care Program along with the Director of Service as this new program is ever evolving to meet the unique needs of Sagkeeng First Nation community members.

Customary Care Stats from 2021/2022:

Number of NOSM from other provinces:	16
British Columbia	7
Alberta	2
Saskatchewan	2
Ontario	5
Quebec	
Number of family finding request from other provinces:	1
British Columbia	
Alberta	
Saskatchewan	
Ontario	
Quebec	
Number of NOSM from Manitoba CFS Agencies:	9
Section 42 Transfer	6
Section 49 Transfer	
Section 28	
Number of family finding requests from other Manitoba CFS Agencies:	2
Number of Section 38.1.B transfers:	15 children transferred to extended family or grandparents. 14 of those were in 2021.



Lorna Bruyere, BA
Customary Care Worker



Congratulations to:

Eyisha Walker-Fontaine recipient of the Humanitarian award and a youth who wishes to remain anonymous was the recipient of the Leadership Award.

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

On August 25, 2021, Sagkeeng Child & Family Services hosted its 6th annual Graduation Celebration at Pineridge Hollow.

The agency acknowledged sixteen (16) graduates with two (2) youth moving on to post secondary education.

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 school extra curricular activities, representation of high school junior Chief & Council/Student Council, demonstrates random acts of kindness and promoting the student body.



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



Director of Human Resource Report

Boozhoo, Aaniin, Greetings!

The Human Resources Unit is pleased to present the 2021-2022 Annual Report.

The Human Resources Unit is committed to creating an environment that encourages all employees to reach their fullest potential in a positive and productive manner. The unit strives to help staff uphold the Seven (7) Sacred Teachings: Love, Honesty, Respect, Kindness, Trust, Humility and Courage within the agency and community.

Our goals are selecting the best employees to come work for the agency and in the community. Employees are the livelihood of the agency and finding the best candidates is essential. The Human Resources Unit is about helping people to perform at their best at work, in order to give back to the community. We are committed to succession planning based on performance evaluations and continuous training efforts.

The past year had challenges and we tackled all of them as a team. As we navigated through the pandemic, our primary goals were keeping our employees safe and ensuring our employees and community members weren't put at risk. Transitioning from working from home to back in the office, we had to focus on how to maintain a productive and healthy work environment finding the right combination of permanent and flexible hours for employees. Facing challenges of a reduced workforce, adjusting to an environment where frequent change and uncertainty have become the norm. Despite the difficulties of restrictions and a reduced workforce, staff and management were quick to respond to ensure the best care and attention to the safe delivery of services to the children and families. Staff continued to work in alternating teams while adhering to the Manitoba government circulars and SCFS's

COVID-19 Employee Protocol Infection & Control Plan.

To remain competitive, we reviewed our recruiting strategies. To attract and retain employees, we implemented changes in our compensation plan, looked into various locations for a common talent pool, hired a Training and Development Specialist (October 2021), established educational partnerships, and identified and created new goals in engagement and motivation.

On April 12, 2021, SCFS went live with the new HCM Ceridian Dayforce System. By way of feedback and analysis, post-implementation challenges were discovered. This presented significant operational issues. As we worked diligently through this transition, we addressed the underlying issue, and critical issues have been resolved. To provide a smooth and better user experience, we continued to monitor and address any questions and obstacles.

The Human Resources Unit continues to support staff and oversee employment-related functions such as talent management, engagement, employee relations, compensation, job descriptions, onboarding, capacity building, performance evaluations, health and safety, payroll support, policy and procedures and compliance.

A notable mention is the update of the Employee Policy manual. The updated employee manual provided in-depth, clear and concise policies.

We are inspired by the commitment that the SCFS team made during these unpredictable and challenging times. Having each and everyone of you part of the team made a huge difference.

Meegwetch,

Human Resources Team

The following tables identify, workforce qualifications, education and Indigenous staff within the agency:

Indigenous Staff Agency Breakdown 2021-2022



Education Breakdown 2021-2022

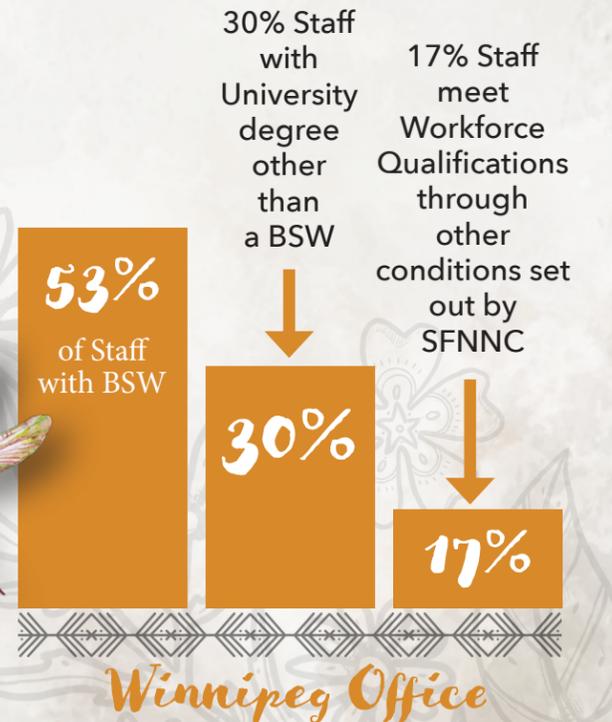
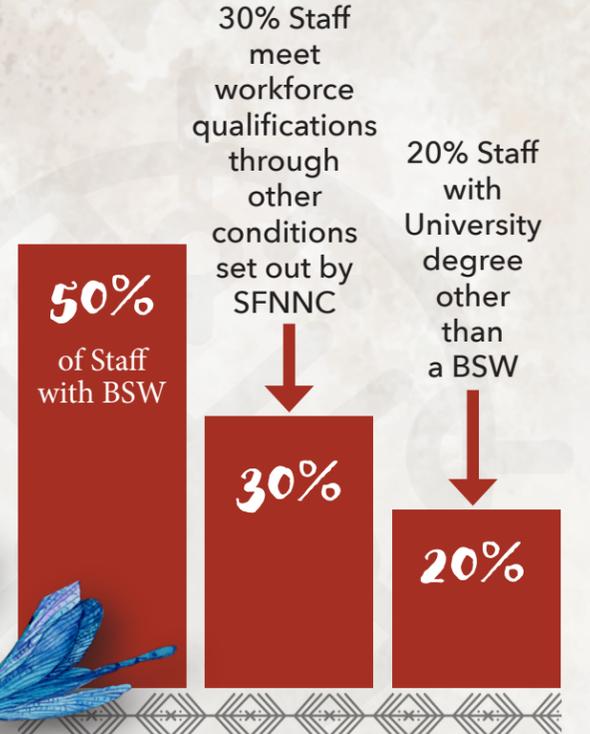


Qualifications of Service Delivery Staff

Sagkeeng First Nation
Winnipeg

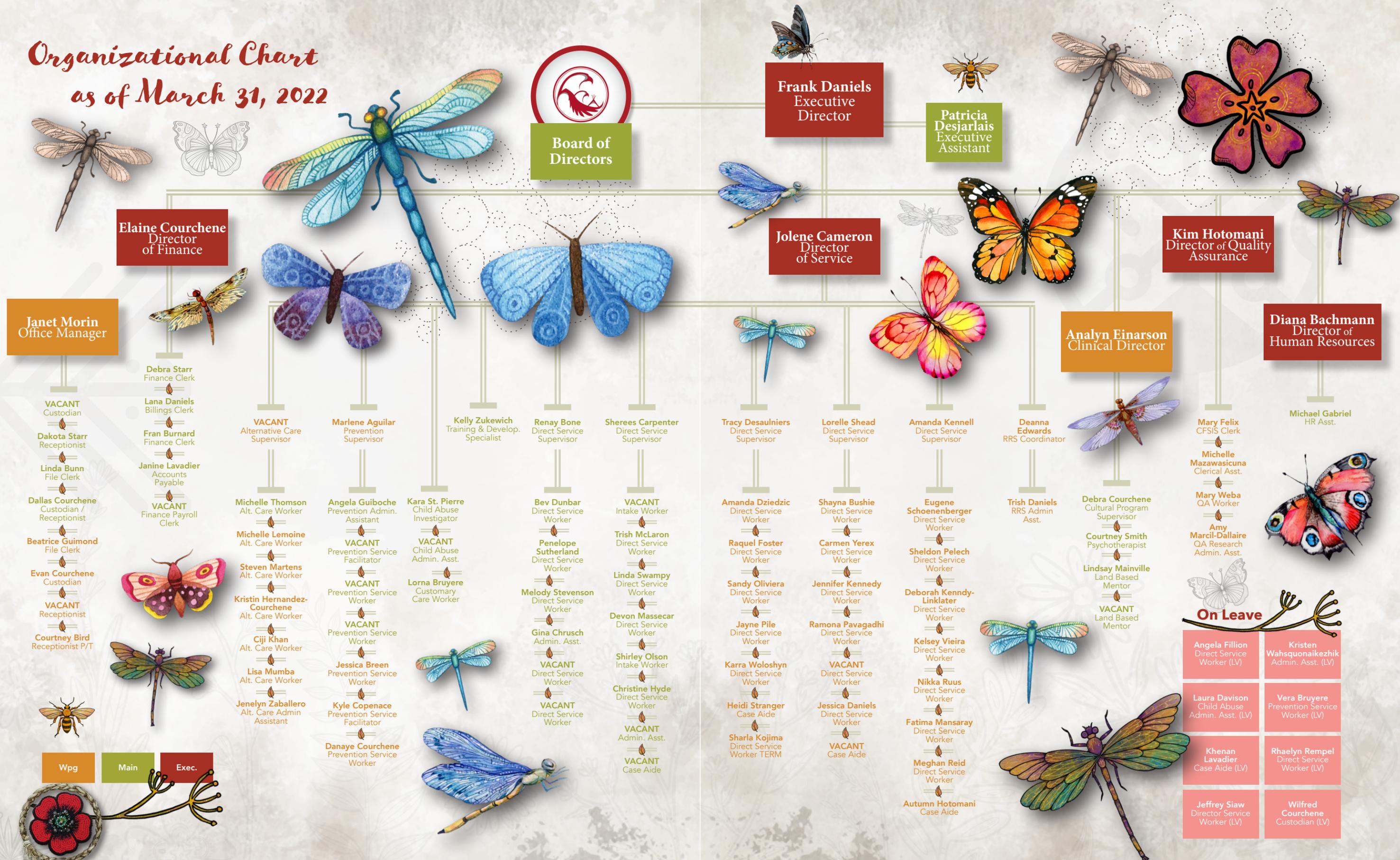
For clarification, staff who work out of both community and Winnipeg offices are identified within Winnipeg office statistics. These statistics also include Alternative Care staff as Service Delivery employees.

Community Office



Winnipeg Office

Organizational Chart as of March 31, 2022



Board of Directors

Frank Daniels
Executive Director

Patricia Desjarlais
Executive Assistant

Elaine Courchene
Director of Finance

Jolene Cameron
Director of Service

Kim Hotomani
Director of Quality Assurance

Janet Morin
Office Manager

Analyn Einarson
Clinical Director

Diana Bachmann
Director of Human Resources

- VACANT Custodian
- Dakota Starr Receptionist
- Linda Bunn File Clerk
- Dallas Courchene Custodian / Receptionist
- Beatrice Guimond File Clerk
- Evan Courchene Custodian
- VACANT Receptionist
- Courtney Bird Receptionist P/T

- Debra Starr Finance Clerk
- Lana Daniels Billings Clerk
- Fran Burnard Finance Clerk
- Janine Lavadier Accounts Payable
- VACANT Finance Payroll Clerk

- VACANT Alternative Care Supervisor
- Michelle Thomson Alt. Care Worker
- Michelle Lemoine Alt. Care Worker
- Steven Martens Alt. Care Worker
- Kristin Hernandez-Courchene Alt. Care Worker
- Ciji Khan Alt. Care Worker
- Lisa Mumba Alt. Care Worker
- Jenelyn Zaballero Alt. Care Admin Assistant

- Marlene Aguilar Prevention Supervisor
- Angela Guiboche Prevention Admin. Assistant
- VACANT Prevention Service Facilitator
- VACANT Prevention Service Worker
- VACANT Prevention Service Worker
- Jessica Breen Prevention Service Worker
- Kyle Copenace Prevention Service Facilitator
- Danaye Courchene Prevention Service Worker

- Kelly Zukewich Training & Develop. Specialist
- Kara St. Pierre Child Abuse Investigator
- VACANT Child Abuse Admin. Asst.
- Lorna Bruyere Customary Care Worker

- Renay Bone Direct Service Supervisor
- Bev Dunbar Direct Service Worker
- Penelope Sutherland Direct Service Worker
- Melody Stevenson Direct Service Worker
- Gina Chrusch Admin. Asst.
- VACANT Direct Service Worker
- VACANT Direct Service Worker

- Sherees Carpenter Direct Service Supervisor
- VACANT Intake Worker
- Trish McLaron Direct Service Worker
- Linda Swampy Direct Service Worker
- Devon Massecar Direct Service Worker
- Shirley Olson Intake Worker
- Christine Hyde Direct Service Worker
- VACANT Admin. Asst.
- VACANT Case Aide

- Tracy Desaulniers Direct Service Supervisor
- Amanda Dzedzic Direct Service Worker
- Raquel Foster Direct Service Worker
- Sandy Oliviera Direct Service Worker
- Jayne Pile Direct Service Worker
- Karra Woloshyn Direct Service Worker
- Heidi Stranger Case Aide
- Sharla Kojima Direct Service Worker TERM

- Lorelle Shead Direct Service Supervisor
- Shayna Bushie Direct Service Worker
- Carmen Yerec Direct Service Worker
- Jennifer Kennedy Direct Service Worker
- Ramona Pavagadhi Direct Service Worker
- VACANT Direct Service Worker
- Jessica Daniels Direct Service Worker
- VACANT Case Aide

- Amanda Kennell Direct Service Supervisor
- Eugene Schoenenberger Direct Service Worker
- Sheldon Pelech Direct Service Worker
- Deborah Kenndy-Linklater Direct Service Worker
- Kelsey Vieira Direct Service Worker
- Nikka Ruus Direct Service Worker
- Fatima Mansaray Direct Service Worker
- Meghan Reid Direct Service Worker
- Autumn Hotomani Case Aide

- Deanna Edwards RRS Coordinator
- Trish Daniels RRS Admin Asst.
- Lindsay Mainville Land Based Mentor
- VACANT Land Based Mentor

- Mary Felix CFSIS Clerk
- Michelle Mazawasicuna Clerical Asst.
- Mary Weba QA Worker
- Amy Marcil-Dallaire QA Research Admin. Asst.

Michael Gabriel HR Asst.

On Leave

Angela Fillion Direct Service Worker (LV)	Kristen Wahsqonaikzhik Admin. Asst. (LV)
Laura Davison Child Abuse Admin. Asst. (LV)	Vera Bruyere Prevention Service Worker (LV)
Khenan Lavadier Case Aide (LV)	Rhaelyn Rempel Direct Service Worker (LV)
Jeffrey Siaw Director Service Worker (LV)	Wilfred Courchene Custodian (LV)

Wpg Main Exec.

Office Manager Report

Since the creation of this position in November 2019, I have been very busy overseeing the day-to-day operations of both offices, as well as taking a lead in projects the agency is involved with such as the expansion of our community office.

I have a staff of seven (7) that assist in ensuring both offices run smoothly. In our community office we have one (1) Receptionist, two (2) Custodians, and one (1) File Clerk. In our Winnipeg Office, we have one (1) Receptionist, one (1) Custodian, and one (1) File Clerk.

The Office Manager's main role is to oversee the day-to-day functions of the offices. A big part of my duties as Office Manager is coordinating the set up of office equipment for new staff, as well as the set up of their accounts for Microsoft Office, their office phone, office alarm and keypad door codes as well as arranging a cell phone account if required. I also oversee the website; we have big plans for a website revamp in the coming months. I work collaboratively with various external IT support departments to ensure the technology for both offices runs efficiently. I also ensure the agency vehicles maintenance is up to date and deal with any mechanical issues that arise.

During this fiscal year we are still learning to adapt to and work with the COVID-19 restrictions that have been set out by the Federal and Provincial governments. While our office was primarily closed to the public, we were in a new position to find ways to keep the office running while we had staff working from home and a

limited capacity allowed at the office. We utilized computer applications such as Microsoft Teams to conduct meetings, and the agency purchased air purifiers for our boardrooms for small in-person meetings once permitted.

We continue to offer staff Personal Protective Equipment (PPE) as needed, and keep a well supplied inventory of gloves, masks, gowns, sanitizer, shoe covers and eye protection in both locations. We continue to disinfect the offices and vehicles in the community and in Winnipeg on a weekly basis with our electrostatic sprayers.

Our IT environment continues to be overseen by Clear Concepts, and we have since installed Wi-Fi in our community office as well as interior/exterior security cameras in July 2021.

This year we have also completed the expansion of our community office to accommodate three (3) separate visiting rooms, a new reception area, ten (10) additional offices and an outdoor play area. We have been able to integrate our finance staff into the community building and have big plans for the finance building in the next few months.

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 new projects we have to share with you.

Respectfully,
Janet Morin
Office Manager



Office Management Staff:

- VACANT - Receptionist, Winnipeg
- Courtney Bird - Receptionist, P/T
- 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





Director of Quality Assurance Report

As the Director of Quality Assurance, I collaborate with supervisors annually on the Strategic Service Plan (SSP) to develop annual service goals, ensuring there is no overlap of service within the agency. Quality Assurance (QA) conducts service audits based upon the goals documented in the SSP.

From the recent 2021-2022 SSP, the QA Unit has completed the following audits:

- Alternative Care Licensing and Place of Safety (POS) Renewals
- Children in Care (CIC) Case Plans
- Transitioning Youth Case Plans
- Use of Elder Services by the Prevention Unit

The QA Unit has also worked on Terms of Reference for agency committees, Policy and Procedures manual for Service Delivery which was shared with all service delivery staff September 2021.

The QA Unit ensures the agency fulfills legislated mandates in accordance with the Manitoba Child and Family Services Act, Bill C-92 an "Act respecting First Nations, Inuit and Metis children, youth, and families".

Quality Assurance utilizes Child and Family Services Information Systems (CFSIS) reports

to ensure the agency is meeting Provincial funding requirements; the QA unit 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:

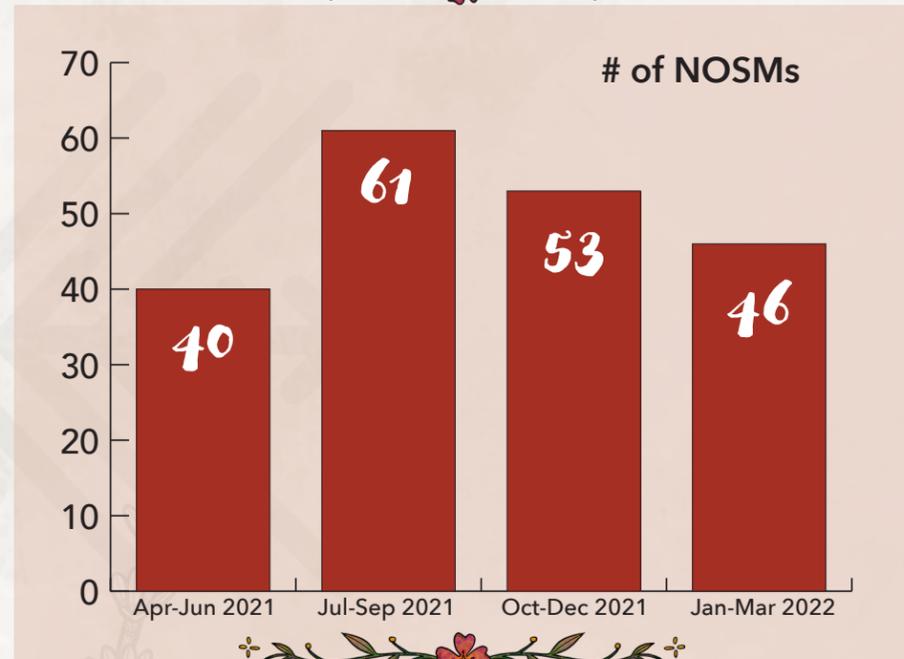
- Notice of Significant Measures
- Service Delivery Policy and Procedures
- Child in Care Medical Passports
- Child in Care COVID vaccinations
- Track and reconcile records of all furnishings ordered for children and/or families
- Daycare subsidies
- Agency Employee Management Records (CFSIS setup)
- CFSIS FOB maintenance
- Permanency planning committee, youth council committee, special rate committee

NOSM Breakdown

Notice of Significant Measure	# of NOSMs	Percent of NOSMs
Apprehension - Abuse	1	0.50%
Apprehension - Conduct of Parent	7	3.50%
Court proceeding affecting the legal guardianship of a child	39	19.50%
Other (specify)	40	20.00%
Placement Change	60	30.00%
Risk of Apprehension/Safety Plan in Place	19	9.50%
Service Plan Change	34	17.00%
Grand Total	200	100.00%

Source of NOSM

Source of NOSM	#of NOSMs	Percentage of NOSMs
Agency Outside MB	14	7.00%
ANCR	40	20.00%
Internal	125	62.50%
MB Agency	21	10.50%
Grand Total	200	100.0%



Unit Staff:
 Mary Werba, BSW,
 Quality Assurance Worker
 Amy Marcil-Dallaire, BA,
 Quality Assurance Research Assistant
 Mary Felix, CFSIS Clerk
 Michelle Mazawasicuna, Clerical Assistant

Respectfully,
Kim Hotomani, BSW
 Director of Quality Assurance

Director of Finance Report

Sagkeeng Child & Family Services Fiscal Year runs from April 1st to March 31st of every year. This report covers the period April 1, 2021, to March 31, 2022.

During the pandemic, we were put on schedules in accordance with provincial health orders and community restrictions. The Finance Unit worked to ensure there was no interruption in financial services.

In May 2021, the new Financial Payroll System and Human Resource system was implemented.

In March 2022, the Finance Unit was joined by a new member; Janine Lavadier, who was hired as the Accounts Payable-Payroll Clerk.

Our Finance Unit Staff are as follows:

- Debra Starr Finance Assistant
- Fran Burnard Finance Assistant
- Lana Daniels Provincial/Federal Child Maintenance Clerk
- Janine Lavadier Accounts Payable-Payroll Clerk



Prior to year end, not only were we preparing for our annual audit which is due to our funders by July 29th of each year, we were also preparing the financial component of the Strategic Service Plan. The Strategic Service Plan is a report that the Agency completes every year. It details all different areas of the agency units based on a three (3) year plan. The Strategic Service Plan is forwarded to Indigenous Services Canada and the Southern First Nations Network of Care.

Following is the Audited Financial Statements as Audited by the External Auditors----- Exchange Group, Chartered Professional Accountants, Winnipeg Manitoba, for the fiscal year end March 31, 2022.

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, 2022, 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, 2022, 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.

(continues)

Exchange Chartered Professional Accountants LLP
1-554 St. Mary's Road, Winnipeg, MB R2M 3L5
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E-mail: info@exg.ca Website: www.exg.ca

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Independent Auditors' Report to the Administrator of Sagkeeng Child and Family Services Inc. (continued)

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
July 29, 2022



SAGKEENG CHILD AND FAMILY SERVICES INC.

Statement of Revenue and Expenses

Year Ended March 31, 2022

	Budget 2022	2022	2021
REVENUE			
ISC			
Core (Note 7) (Schedule 1)	\$ 416,530	\$ 416,530	\$ 416,530
Prevention (Note 7) (Schedule 2)	1,243,231	1,243,231	1,202,871
Protection (Note 7) (Schedule 3)	2,526,082	2,526,082	2,414,905
Maintenance (Schedule 4)	2,919,372	3,017,114	2,795,274
CHRT Funding (Schedule 5)	-	-	2,369,620
	<u>7,105,215</u>	<u>7,202,957</u>	<u>9,199,200</u>
Southern Authority			
Core (Schedule 6)	764,764	946,787	616,645
Prevention (Schedule 7)	265,177	410,274	265,176
Protection (Schedule 8)	2,285,861	1,802,676	2,274,134
	<u>3,315,802</u>	<u>3,159,737</u>	<u>3,155,955</u>
Province of Manitoba - Maintenance (Schedule 9)			
Children's Special Allowance (Schedule 10)	11,822,618	11,926,862	11,821,701
Other Revenue (Schedule 10)	2,489,478	2,502,884	2,800,050
	<u>175,739</u>	<u>260,205</u>	<u>233,360</u>
	<u>24,908,852</u>	<u>25,052,645</u>	<u>27,210,266</u>
EXPENSES			
Federal Core (Schedule 1)	642,637	1,231,226	1,217,982
Federal Prevention (Schedule 2)	1,618,659	1,459,956	1,274,939
Federal Protection (Schedule 3)	3,505,188	2,048,939	1,855,518
Federal Maintenance (Schedule 4)	3,017,114	2,968,674	2,719,507
Provincial Core (Schedule 6)	963,960	663,837	619,392
Provincial Prevention (Schedule 7)	436,836	407,449	357,755
Provincial Protection (Schedule 8)	2,686,609	2,899,646	2,571,834
Provincial Maintenance (Schedule 9)	9,125,061	9,000,921	9,406,593
Children's Special Allowance (Schedule 10)	147,916	133,040	56,215
Amortization (Schedule 11)	-	177,650	17,356
	<u>22,143,980</u>	<u>20,991,338</u>	<u>20,097,091</u>
EXCESS OF REVENUE OVER EXPENSES	\$ 2,764,872	\$ 4,061,307	\$ 7,113,175

Biidaaziiway Gamik Report

Biidaaziiway Gamik

"The place that brings light"

Who We Are

Biidaaziiway Gamik is a unit within Sagkeeng Child and Family Services (SCFS). Sagkeeng Child and Family Services is committed to supporting the mental health and wellness needs of our children, youth, and families through evidence-based, culturally humbled, and informed therapeutic interventions.

SCFS is reshaping the way mental health wellness care is delivered in child and family services through the Biidaaziiway Gamik unit. Cultural practices and traditional healing will play a critical role in the Biidaaziiway Gamik's cultural program. As well, Biidaaziiway Gamik incorporates traditional healing with western healing, emphasizing person-centred care. SCFS believes this to be an essential step to harmonizing two (2) healing and treatment approaches.

Our Goals

Biidaaziiway Gamik supports Sagkeeng Child and Family Services 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.

Based on the Core Values of Sagkeeng Child and Family Services, we strive to strengthen and maintain positive mental health and healthy connections by:

- Delivering child, youth, family, and caregiver mental wellness care with a focus on children and youth in care.
- Supporting the needs of everyone using a wholistic approach to mental

wellness: physical, mental, emotional, and spiritual.

- Aiming to support children, youth, families, and caregivers by delivering care through Traditional Healing and Western Mental Health Treatment.
- Helping and supporting everyone achieve stability through active participation, in turn, successfully addressing safe, healthy, realistic, and manageable outcomes.
- Conducting assessments in a culturally sensitive, non-threatening manner to determine ways that increase participation in services and support the achievement of agreed upon goals. The assessment also identifies any issues of special relevance to various groups such as women, emerging adults, 2SLGBTQQA+, or young children, as appropriate.

What We Do Cultural Program

Since SCFS' inception, it has recognized the importance of traditional wellness in improving the health of First Nations peoples. Traditional medicine is the ancient and culture-bound medical practice used prior to modern science. This traditional knowledge has been passed down from generation to generation. SCFS embraces First Nations knowledge being rooted in the sharing of traditional medicines, storytelling, ceremonies, crafts, ideologies, and dance.

Biidaaziiway Gamik endeavours to:

- Engage our children, youth, families and caregivers in traditional healing and cultural activities.
- Develop and implement traditional practices that will empower and heal.

- Promote culture and spirituality as the foundation of the agency's cultural program.
- Engage family and community, as it is an important element in traditional healing.
- Bridge traditional and contemporary cultures and practices.

Traditional healing involves working with individuals holistically to help them heal physically, mentally, emotionally, and spiritually. Wholistic healing involves an integrative approach that seeks to balance the body, mind, and spirit with the land. First Nations people have a natural connection with the land and much healing comes from this connection.

Biidaaziiway Gamik recognizes:

- The cultural aspects of healing, such as ceremonies, helps to heal the mind and spirit.
- There are four areas that make up the person: body, mind, emotions, and spirit.
- Wellness occurs when balance is achieved on all four areas.

Clinical Program

Biidaaziiway Gamik provides treatment based upon the best available evidence of service effectiveness and will use evidence-based practices (EBPs) and methods in support of persons served.

Clinicians shall adhere to the core values in the delivery of care and service:

- Person-Centered/Family-Centered
- Family Involvement
- Natural and Community supports
- Strength-Based
- Unconditional-Care and Safety Focused
- Collaboration and Team-Approach across the treatment system

- Gender/Age/Culture sensitive
- Promote Education, Employment, and Self-sufficiency
- Focus on belief in Growth, Learning, and Recovery

Biidaaziiway Gamik provides consultation, counselling, therapy, and assessment services. The services include, but are not limited to:

- Screening Needs, Assessment Screening
- Specialized Case Consultation
- Reunification Support and Planning
- AYA/IDL Support and Planning
- Cognitive Behaviour Therapy (CBT)
- Dialectic Behavioural Therapy (DBT)
- Trauma Informed Therapy
- Solution Focused/Brief Therapy
- Attachment Therapy
- Strength-Based Therapy
- Behaviour Support and Planning
- Play and Art Therapy
- Narrative Therapy

Programs In Action Cultural Program

The SCFS Cultural Program Supervisor is responsible for arranging and preparing teachings and ceremonies for our children and youth in care, families, and staff. The Cultural Program Supervisor prepares individuals or groups by explaining their role in the ceremonies, and the ceremonies' protocols and expectations. The Cultural Program Supervisor reviews and processes Elder and Oshkaabewis service requests and completion of Elder contracts. The Cultural Program Supervisor oversees the Oshkaabewis (helpers or land-based mentors).

2021 - 2022 Cultural Program Activities	Number of Activities Offered	Number of Attendees
Ceremonies	6	33
Prevention Cultural Activities	5	83
Alternative Care Cultural Training	3	53
Evening with Mishoom and Kookum Program	5	30
Other Activities	5	30
Staff Sweat Lodge	2	15
Staff Medicine Picking	9	60
Total Cultural Program Activities	35	304



Throughout the year, the Cultural Program Supervisor oversaw Naming, Pipe and Eagle fanning ceremonies for children, youth in care and families. The Cultural Program Supervisor collaborated with the Prevention Unit for Youth Medicine Box Making, Virtual Youth Summer Camp, Traditional Parenting Program. The Cultural Program Supervisor also offered SCFS Staff; Skirt Making, Medicine picking, Change of Season ceremonies, Individualized agency ceremonies, Medicine Harvesting teachings, Cedar Bath Training and Sweat Lodge.

The Cultural Program Supervisor processed 32 Elder requests where cultural teachings were the most requested. Elders also provided counselling, mediation, spiritual guidance, sweat lodge ceremonies and naming ceremonies.

This year, the Cultural Program Supervisor organized the Mishoom and Kookum Program, which is an evening of traditional teachings for children and youth in care and alternative care providers. The teachings were as follows:

- Introduction to program and Tipi teachings - Elder Paul Guimond
- Seven natural ways of healing - Elder Anna Smith
- Traditional parenting and Tipi pole

teachings - Elder Ivy Canard

- Drum teachings - Elder Paul Daniels
- Cedar Bath teachings - Knowledge Keeper Yolanda Green

The Cultural Program Supervisor facilitated a Cultural Awareness Training for the Alternative Care Providers. The goal was to ensure that caregivers are aware of First Nation history and the importance of culture to the vision of SCFS. This one-day training included the impact of historical events such as Residential School, 60's Scoop and the importance of cultural identity and awareness. Gifts of a smudge bowl and sage were offered to all in attendance.

This year, Ministry of Children's Services Alberta connected with SCFS on behalf of two (2) children. The two (2) children, connected with Sagkeeng First Nation, were invited to attend the Mishoom and Kookum Program, since the Elder was unable to travel to Calgary to provide in-person teachings, due to COVID-19 restrictions.

In October 2021, Elder Paul Guimond hosted a Sweat Lodge and Feast for the Mental Wellness unit and Permanency Planning Committee Naming ceremony. The name we received for the Mental Wellness unit is Biidaaziiway Gamik, "the place that brings

light." Elder Paul shared it is "the first light coming from the sun in its full form." The colours given is the rainbow around the sun. The Cultural Program Supervisor worked in collaboration with the following community resources in Sagkeeng and Winnipeg:

- Mikaaming Mino Pimatziwin Healing Lodge (Treatment Center) - Traditional Parenting Facilitators Guide, Change of Season Ceremonies and Graduation Speaker.
- City of Winnipeg Anti-Racism program - Elder Prayers and Support for the Anti-Racism Voices panel and Presenter on Residential School Impacts of Trauma on Indigenous Peoples for the City of Winnipeg employees.
- University of Manitoba- Max Rady College of Medicine - Elder support, guidance, counsellor, and Medical School Entrance Interview (MSEI) Ongomiizwin Panelist.

Clinical Program

In 2021-2022, the program provided therapeutic services to 40 children and youth in care: 21 Community files and 19 Winnipeg files. This year, 24 files were closed. The Clinician worked with a variety of youth in mixed age groups, but predominantly with young adults.

The main reasons for referrals have been for grief, depression, anxiety, anger management, suicidal ideation, substance use, relationship conflicts, and identity issues. The Clinician has seen an increase of referrals for youth diagnosed with ADHD and the main reason for referrals was behavioural issues. The Clinician has also provided reunification counselling with individuals and families.

The treatment modalities used and applied in sessions varied depending on client's situation, needs and complexities. Methods and approaches used were psychodynamic

therapy, CBT, art therapy, play therapy, narrative therapy, and solution-focused brief therapy.

What Is Ahead

These are exciting times, as we continue to develop the Biidaaziway Gamik unit. We were able to offer reunification counselling to a family, and we hope to expand this in the near future. We are preparing to offer psychological assessments to SCFS children and youth in care, to help alleviate wait-times. Our hope is to offer this by fall 2022.

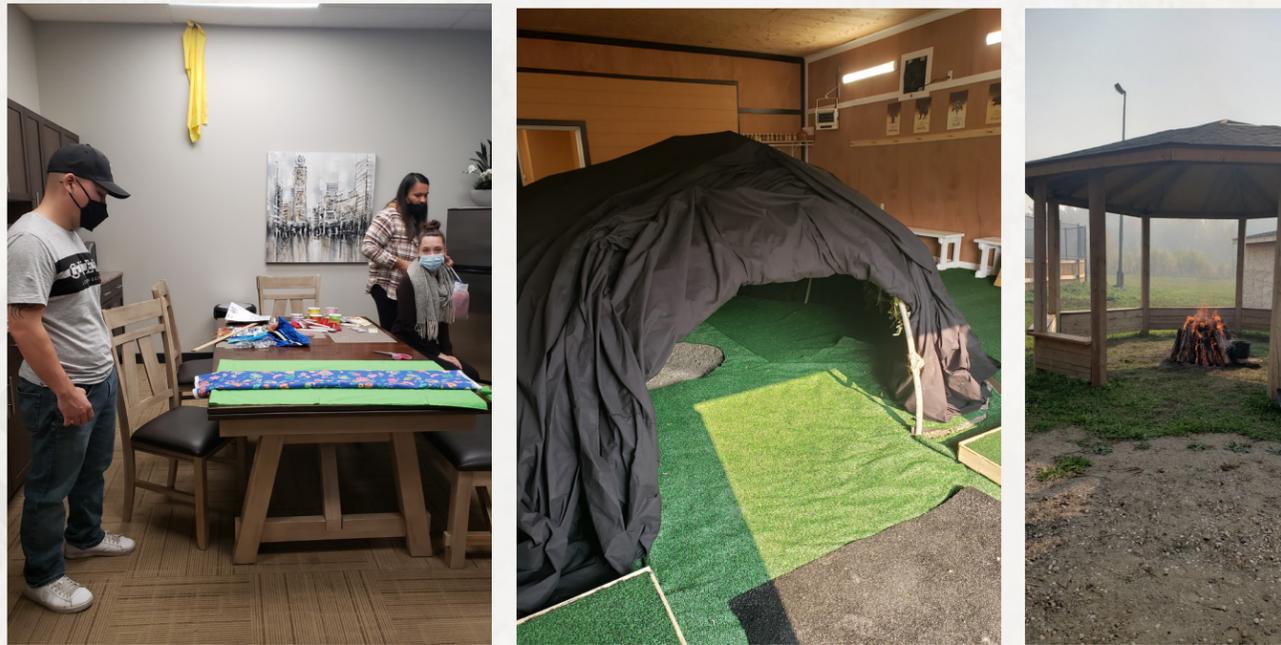
To support the trauma-informed and strength-based care that SCFS practices, Biidaaziway Gamik will support caregivers by providing Behaviour Intervention Plan training and psychoeducation around children and youth in care's behaviours and diagnoses.

Youth supported through the Clinical Program have expressed interest in their culture and desire to learn more, yet the lack of trust and fear of meeting new people has discouraged them from moving forward with fulfilling these wishes. To address the issue around lack of connection and harmonious flow between the Cultural and Clinical programs, pilot projects were discussed where both programs would be involved. The pilot projects presented will have the Cultural Program provide Indigenous teachings and the Clinical Program provide therapeutic support and psychoeducation. The pilot projects will merge Indigenous teachings with the western approach in hopes of creating a new Indigenous/Western based approach to therapy.

Unit Staff

- Cultural Program Supervisor
Debra Courchene, BSW
- Clinician
Courtney Smith, BFA, MACP
- Clinical Director
Analyn Einarson, Ph.D.





Training and Education

As the Training and Development Specialist, I work out of both the Community office and the Winnipeg office. I started my career in child welfare in 1998 and am passionate about understanding, empowering, and strengthening both individuals and family units. I am committed to contributing to the growth of colleagues in the agency and continuing to address the education and training recommendations coming out of the agency review in 2015. This will be done through the identification of training needs and ensuring options are available to staff to meet these needs. This will include devising and facilitating training, identifying outside resources, and recognizing the skill within the staff at SCFS that can be shared with the whole team.

Since I've started in October, staff and alternative care providers have logged over 3000 training hours. There has been a focus on harm reduction and trauma informed care for the front-line staff as well as educating staff in policy and processes as well as practical ways of engaging and working with the children and families we serve. Our Cultural Program Supervisor facilitated cultural awareness for alternative care providers that was well-received. There are plans for additional training to equip them to care for the children and youth in SCFS's care.

It has been an honour to join the team at such a pivotal time for the agency where there are so many intriguing initiatives taking place. We have been fortunate to secure a Youth Mental Health Fund grant from the Children's Aid Foundation of Canada over the next three years and are anticipating positive results for several proposal calls, which will benefit the children and families we serve. I am committed to ensuring that as many opportunities are accessed as possible to benefit the children and families we work for as well as the community of Sagkeeng First Nation.

The care and concern from colleagues across the agency is evident and I am excited to be able to continue to offer a different perspective on how we can work within the spirit of "An Act Respecting First Nation, Inuit and Métis children, youth and families". I look forward to the year ahead to assist in the further development of skill and education within SCFS. It is hoped that this will contribute to a further success in utilizing a supportive and preventative approach to service delivery as well as further reunification of families.

Meegwetch,
Kelly Zukewich, BA, MSW, RSW

Community Events





SAGKEENG CHILD & FAMILY SERVICES INC.



Sagkeeng Child & Family Services Inc.

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