

Sagkeeng Child & Family Services Inc



2013 - 2014 Annual Report
Wednesday, December 3, 2014



BEAR SPIRIT | Soongatiziwin: *Courage*

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



- **BEAVER SPIRIT | Amik: *Wisdom***

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



- **EAGLE SPIRIT | Zhawenjigewin: *Love***

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



- **BUFFALO SPIRIT | Kichi'inendamowin: *Respect***

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



- **SASQUATCH SPIRIT | Tepwewin: *Honesty***

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



- **TURTLE SPIRIT | Kawakaatiziwin: *Truth***

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



- **WOLF SPIRIT | Tabasenimowin: *Humility***

The Wolf spirit teaches us that to be humble we need to be compassionate; understand that we are all equal; acknowledge we are just

Organizational History

SAGKEENG CHILD AND FAMILY SERVICES

is one of 10 agencies in the **Southern First Nations Network of Care** providing provincially mandated services. We believe that children are our gifts and as a community, it is our responsibility to guarantee their physical, social, emotional and spiritual needs. We provide a variety of services built on the principles of honesty, respect, kindness, trust, humility and courage.

VISION

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

MISSION STATEMENT

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

To provide Child and Family Services that promote family wellness.

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

CORE VALUES

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

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

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

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

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



TRADITIONAL INDIAN CODE OF ETHICS

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

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

Be truthful at all times and under all conditions.

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

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

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

As children of the Creator, they must be respected.

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

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

Observe moderation and balance in all things.

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

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



Aníin, Welcome!



On behalf of Sagkeeng Child and Family Services, I would like to take this opportunity to present our annual report for 2013/14.

There has been many changes this year that have impacted the agency.

In May 2014, the agency was placed under Administration as we require a functioning Board of Directors. The agency is currently in the process of restructuring a new Board of Directors and until this is in place, the agency will remain under the Administration of the Southern First Nations Network of Care. The preliminary work for this process is complete and we anticipate a Board of Directors will be operating by the end of this year.

The child welfare system also continues to change and increase the demands on the agency and the staff. Changes in Provincial Standards and Southern Authority Standards, including new directives and reporting requirements, have put a strain on the agency and the staff. However, as an agency we are optimistic that our new CEO at the Southern First Nations Network of Care, Bobbi Pompana, will be a strong advocate and support to the Southern CFS Agencies. It is our hope that the future of child welfare is more accommodating and appropriate to serving First Nation People. I would like to wish her all the success in her new role where she will face many challenges.

As an agency, we have continued to grow to meet the increasing demands of the job. We have created an additional unit in Winnipeg to accommodate and relieve some of the pressures on the other workers and supervisors. We have also hired new workers in Sagkeeng, including term and part-time employees. Fortunately, we will soon be ready to move into our new building and alleviate the overcrowding we are currently experiencing.

In addition to our new building, our new website, is also now operational. Information such as services, contacts, collaterals, employment opportunities, events and activities, and video and photographs of our Family Enhancement Program can also be viewed. Our website is <http://sagkeengcfs.org>.

As an agency under the mandate of the Southern Authority, directors of all the Southern Agencies attend monthly meetings that are facilitated by the Southern First Nations Network of Care where we are provided updates and information, strategize on change, and share information.

First Nations Directors meetings are also held once a month and are comprised of all the directors of the Southern CFS agencies. These meetings are held in confidence where directors have an opportunity to share resources, information, ideas, develop plans and strategies, or just debrief and consult. The meetings have been an additional avenue of resource and support.



As we move forward into 2015, we continue to plan for change and strategize to enhance services. The agency is currently negotiating approval to open two agency owned foster homes that will be culturally appropriate. One home is located in the community and the other in Winnipeg. These homes will allow children to be placed in their own community, close to their family home and school and will keep them connected to their culture and identity.

We are also in the process of developing a pilot project that will provide an opportunity for families involved with child welfare to access an alternative program that will offer a wide range of services and support that will be facilitated by a liaison unassociated with CFS.

We have had many success and have accomplished many goals, however, none of this could be possible without the assistance of the staff and foster parents. I would like to acknowledge the support and commitment of the managers and supervisors. Their participation and passion for the agency, community and families is recognized. The workers, finance, and administration are also appreciated as their dedication is shown when they go above and beyond to provide for our children, their co-workers and the community.

Foster parents make the biggest and longest commitment to the agency and to the children. They are unique individuals who have opened their homes and heart to welcome our children. Their commitment is 24\7 and often lasts a child's lifetime. They are greatly appreciated by the agency, the family, and the children.

I would also like to acknowledge the support of Chief Fontaine and Acting Chief Henderson. A/Chief Henderson, and our Portfolio Councilor, Joe Daniels, have shown an active and genuine interest in the agency and it is always a pleasure to work with them.

I look forward to another year of working with a wonderful team as we face new challenges and new rewards.

Meegwetch

Susan Thomas

Administrator



Quality Assurance/Director of Services

Greetings to all,

Once again, this year has gone by very quickly with many changes occurring within the agency offices.

The agency continues to provide specialized services in all 6 areas within both offices to our families; The Family Enhancement Program and on reserve Intake department is overseen by our Unit Supervisor, Naomi Ferland; she works out of both agency offices. Naomi brings 11 years of experience and knowledge in the child welfare and family preservation arena.

The Temporary Care/Reunification Unit in Winnipeg is overseen by Tania Guimond who has 15 years of practice in her area of expertise, while Lorna Bruyere supervises the Sagkeeng unit and has 8 years of experience in the child welfare field.

In our Permanent Ward Unit in Winnipeg Isaac Mandamin supervises his team with 20 years of experience in the social services area of helping our families and children, while at our main office Keith Guay supervises the Permanent Ward unit in the community of Sagkeeng bringing 12 years of knowledge and expertise within the arena of service delivery to our families.

Delores Roulette is the newest addition to the agency's management team. She oversees the Transitional Care Unit in the Winnipeg office specializing in services by ensuring our young people experience a successful transition into adulthood and out of agency care. Delores brings 25 years of knowledge and experience to the agency and her team. We are very fortunate to have her part of the agency's services managers.

Shelly Guimond is the Child Abuse Coordinator and oversees the Investigation Team; Shelly has 10 years of expert knowledge and skills in her specialized area of service.

Frank Daniels is the Foster Care Coordinator for the agency and oversees both offices ensuring that our children are provided with the specialized care they require for their individual and unique situations.

The agency is extremely proud of the amount of expertise, dedication and professionalism that each of our unit leaders delivers.

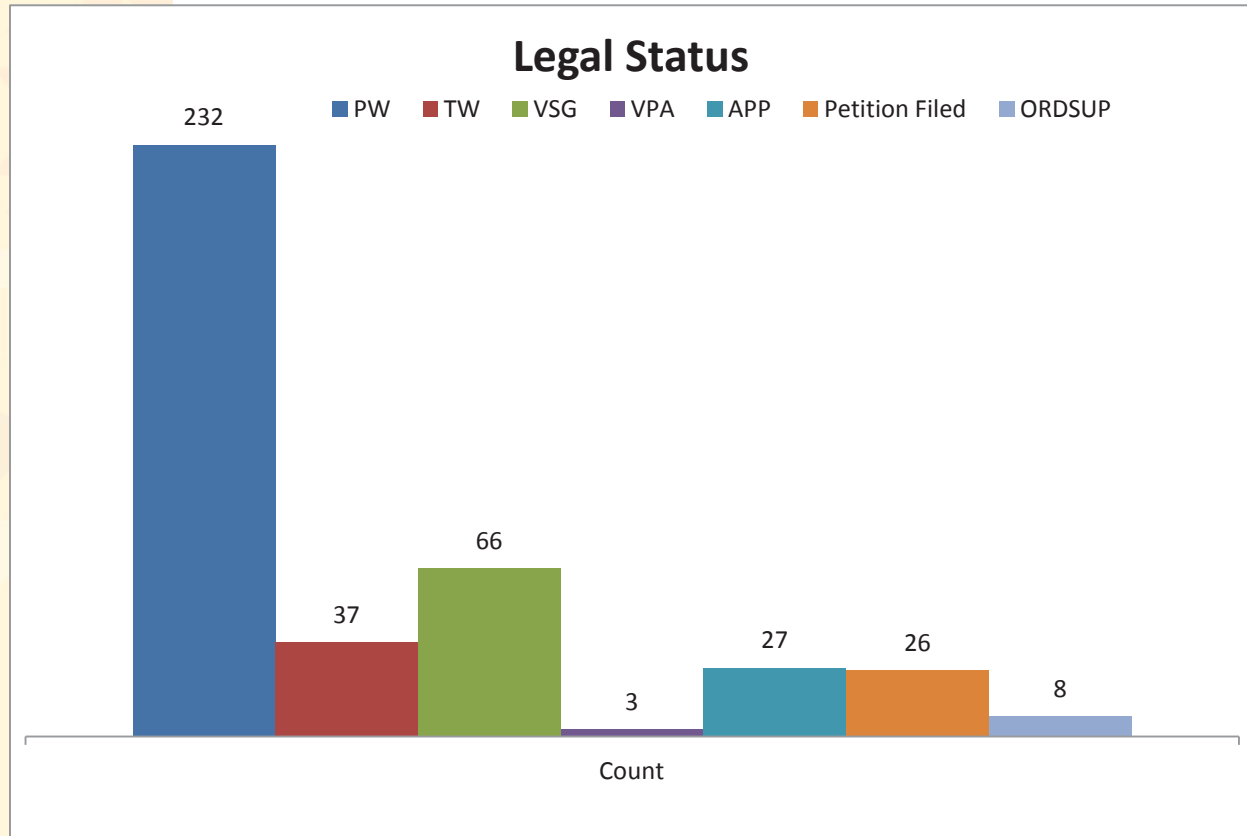
As the Quality Assurance/Director of Services some my responsibilities include ensuring that all services to our children and families of Sagkeeng First Nation are not only in compliance with all Provincial Standards and Legislation but meet the unique needs of our community. The agency continues to make strides in the betterment of services in the area of preserving, enhancing and empowering the children and families of Sagkeeng First Nation.



The agency gathers annual statistics that reflect some of the work we do throughout the year. The following pages provide an overview of these stats.

For the 2013 – 2014 fiscal year, the agency has compiled the following statistics:

**SAGKEENG CHILD & FAMILY SERVICES
CHILDREN IN CARE
Reporting Period – March 31, 2014**

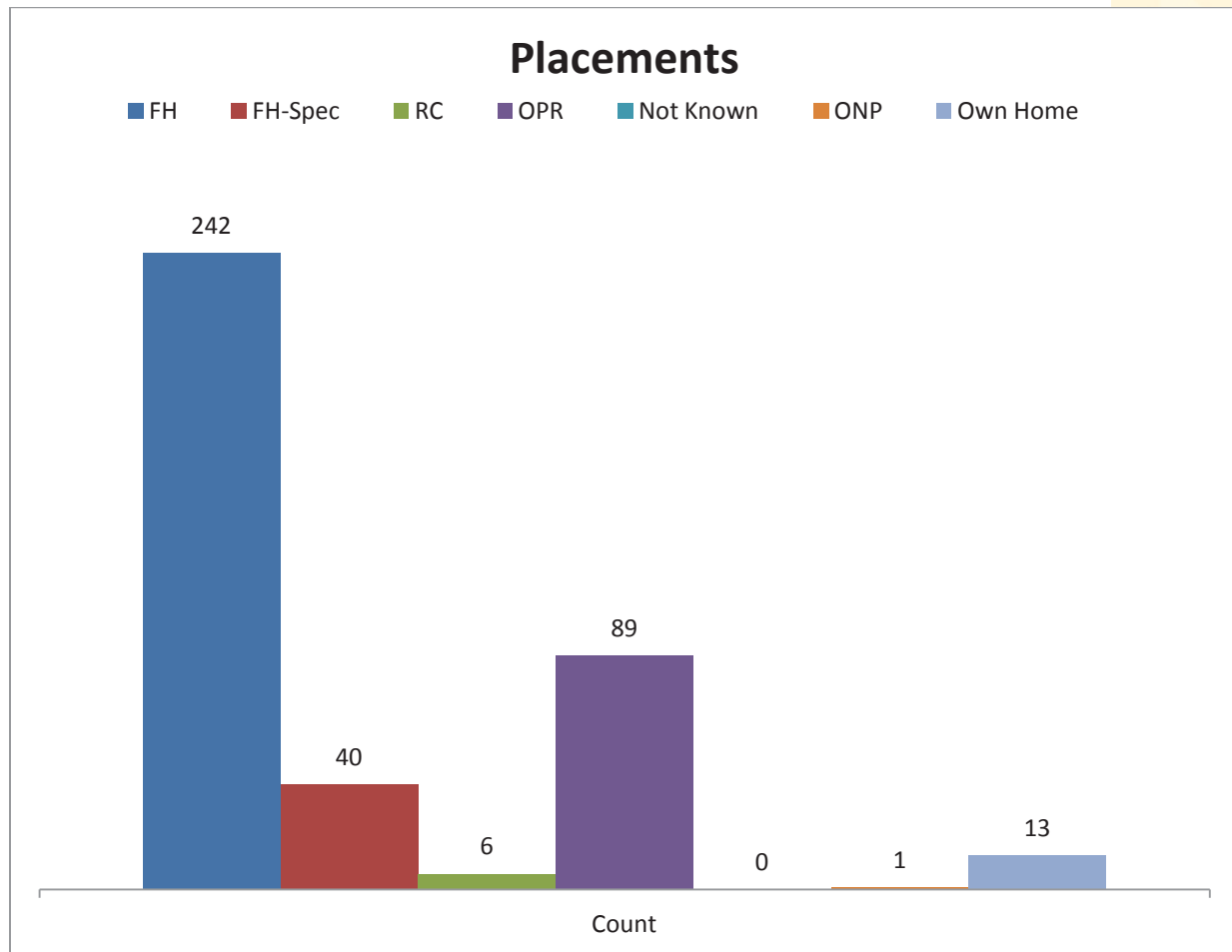


Legal Status:

Ward	Permanent Ward	232
	Temporary Ward	37
	VSG	66
VPA		3
Other	Apprehension	27
	Petition filed	26
TOTAL		391
Order of Supervision		8



PLACEMENTS OF CHILDREN IN CARE

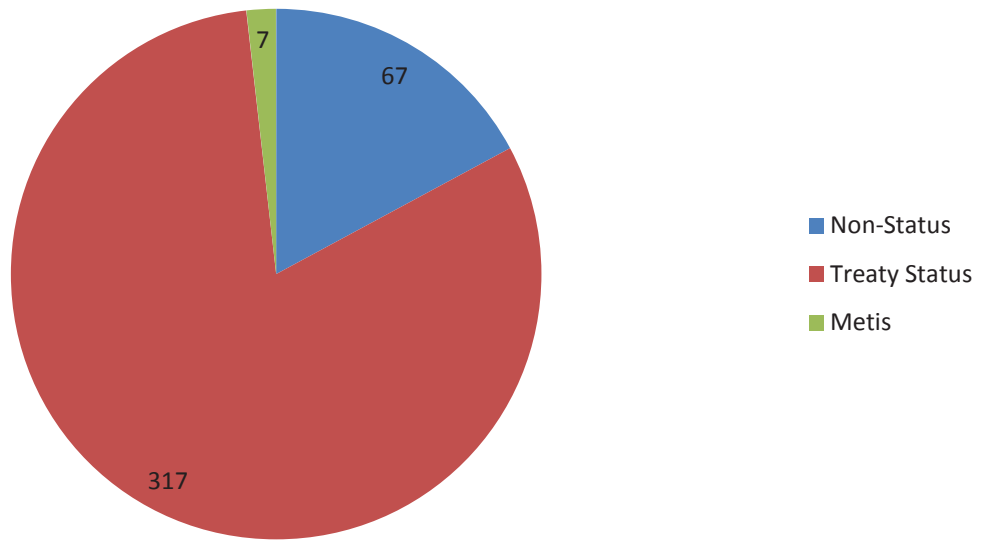


FH: FOSTER HOME
 RC: RESIDENTIAL CARE
 OPR: PLACE OF SAFETY
 ONP: CORRECTION

PLACEMENT		Count
FH	Foster Home	242
	FH-Spec	40
RC	Residential Care	6
OPR	Place of Safety	89
	Not Known	0
	Out of Province	0
	Ind Living	1
SAP	Select Ada Prob	0
ONP	Correction	0
	Health/Mental	0
	Own Home	13
TOTAL		391



Aboriginal Status of Children in Care

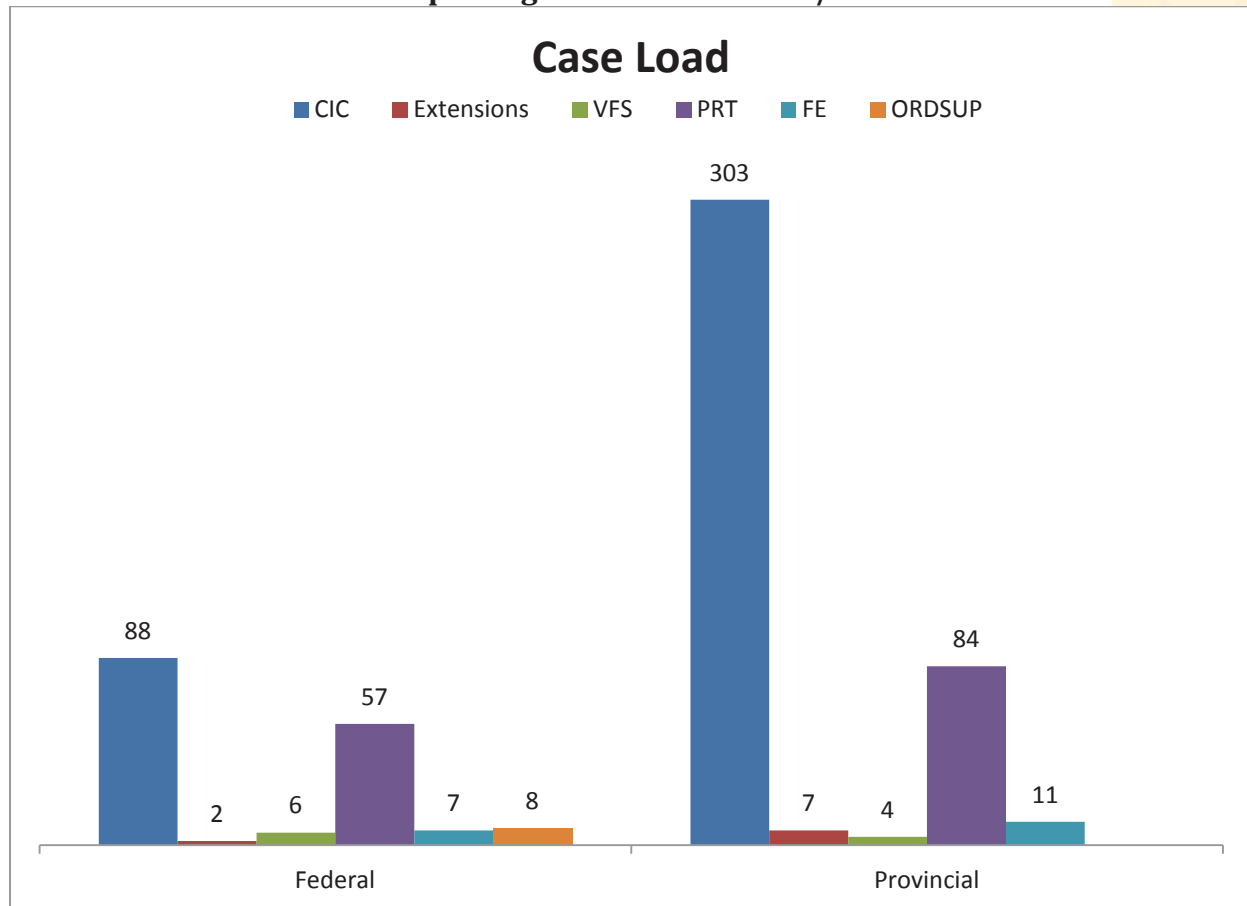


Aboriginal Status of Children in Care:

Inuit	0
Metis	7
Non-Status	67
Not Aboriginal	0
Treaty Status	317
TOTAL	391



SAGKEENG CHILD & FAMILY SERVICES
Caseload Distribution
Reporting Period March 31/14



CIC: CHILDREN IN CARE
VFS: VOLUNTARY FAMILY SERVICE
PRT: PROTECTION SERVICES
EPS: EXPECTANT PARENT/MINOR PARENT
FE: FAMILY ENHANCEMENT
ORDSUP: ORDER OF SUPERVISION

CASELOAD	Count	AR Count	Federal	Provincial
CIC	406	406	102	304
Extensions in Care	7	0	1	6
VFS	11		5	6
Prt	149	160	51	98
EPS	0	0	0	0
FE	22	0	11	11
TOTAL	595	566	170	425

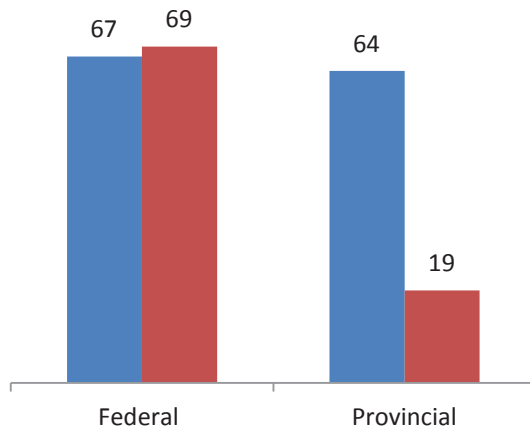
Count of Children under an Order of Supervision	7
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Sagkeeng Field Office

Case Carrying Workers: 7

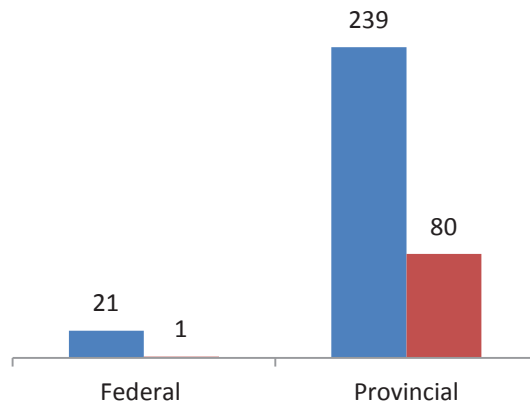
■ Children in Care ■ Family Services



Winnipeg Field Office

Case Carrying Workers: 13

■ Children in Care ■ Family Services



Field Office	Children in Care			Extensions of Care			Family Service		
	Federal	Provincial	Total	Federal	Provincial	Total	Federal	Provincial	Total
Sagkeeng	67	64	131	0	1	1	69	19	88
Winnipeg	21	239	260	2	6	8	1	80	81
Totals	88	303	391	2	7	9	70	99	169

All Cases	Case carrying workers
Total	
220	8
349	13
569	21



SAGKEENG CHILD & FAMILY SERVICES CHILD ABUSE INVESTIGATION UNIT

The Child Abuse Investigation team provides specialized services and investigates all reports of child maltreatment within the community of Sagkeeng and where the agency has the jurisdictional responsibility. This unit is comprised of the Child Abuse Coordinator and the Child Abuse Investigator. The agency has a Child Abuse Committee that oversees all cases within the unit. In Winnipeg all child maltreatment investigative services are conducted by ANCR. Once ANCR completes the investigation all reports are submitted to the agency for any follow up that may be required.

The definition of Abuse in the Child and Family Services Act of Manitoba states:

“In this Act

"abuse" means an act or omission by any person where the act or omission results in

(a) physical injury to the child,

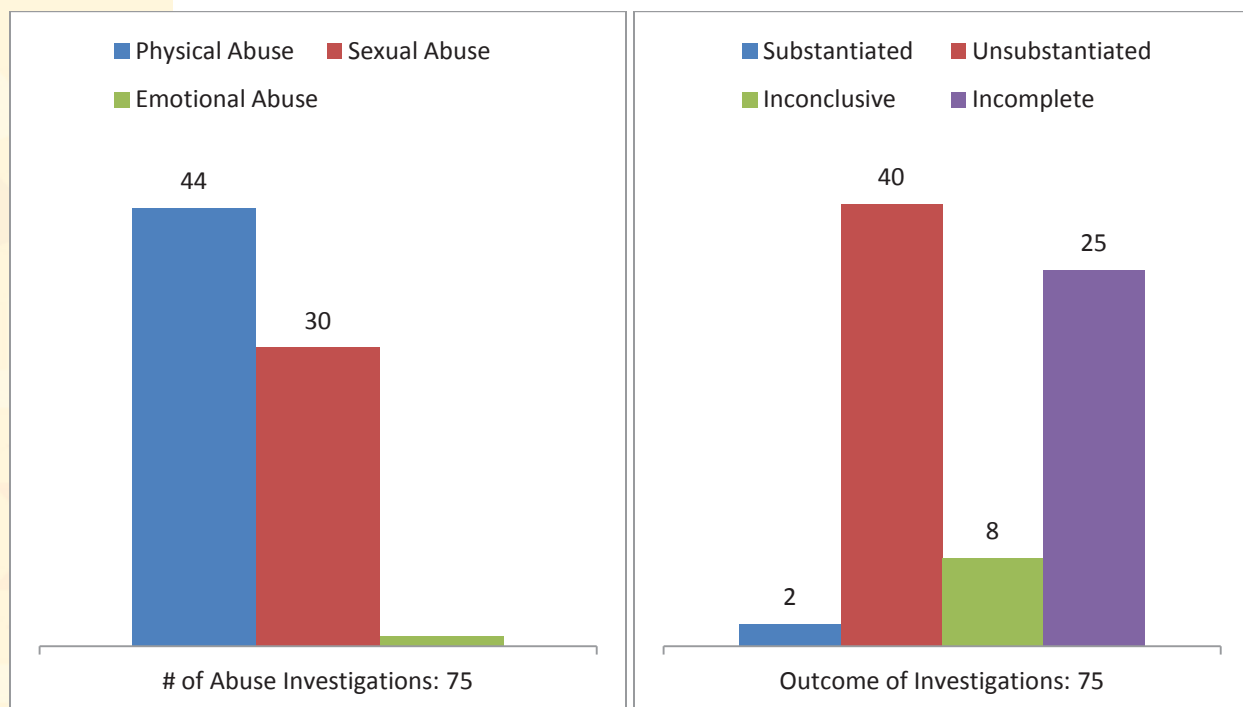
(b) emotional disability of a permanent nature in the child or is likely to result in such a disability, or

(c) sexual exploitation of the child with or without the child's consent; (« mauvais traitements »)”

Sagkeeng Child & Family Services Child Abuse Investigations Unit Statistics for the 2013/14 fiscal year:

	2013/2014		
	Fed	Prov	Total
# of abuse investigations	55	20	
Physical abuse	34	10	44
Sexual abuse	20	10	30
Emotional abuse	1	0	1
Total investigations	55	20	75
# substantiated	1	1	2
# unsubstantiated	33	7	40
# inconclusive	7	1	8
Investigation incomplete	14	11	25
Missing data	0	0	0
Totals	55	20	75





Definitions of Case Status:

Substantiated: abuse occurred

Unsubstantiated: abuse did not occur

Inconclusive: abuse may or may not have occurred, lack of evidence therefore no criminal charges are pursued. Case information may be used if further reports of similar nature are received.

Investigation Incomplete: the case continues to be under investigation, not yet completed.

In closing I would like to acknowledge all of the agency's staff for their hard work, perseverance and dedication that has been demonstrated by the good work they have provided to our children and families of Sagkeeng First Nation. It has been an honor to be part of a great team of professionals as we look forward to another year of empowering our youth/children, preserving the family unit and assisting in creating healthy strong families and community.

In the Spirit of Children & Families,

Cheryl Hanson, B.S.W.

Quality Assurance/ Director of Services



Finance

It proved to be a very busy year once again in the Finance Department. The finance department of Sagkeeng Child & Family Services consists of:

Elaine Courchene, Director of Finance, 15 years of service

Debra Starr, Finance Assistant, 16 years of service

Fran Burnard, Finance Assistant, 11 years of service

Peggy Guimond, Billings Clerk, 10 months of service

Wilfred Courchene, Custodian, 9 years of service

We welcome a new member to our finance team, Peggy Guimond. She started her employment with us on February 3, 2014 as the new Billings Clerk for our Agency.

It is the responsibility of the Finance team to ensure the financial stability of the agency's maintenance and operational funding. This includes reports and accountability to our funders and our governing bodies. The finance assistants also alternate as members of the Special Needs Committee every month. As the Director of Finance, I also represent the agency at monthly finance meetings that are chaired by the Southern First Nations Network of Care which also includes the Finance Directors from all of the Southern CFS agencies. As part of my responsibilities, participation in the annual strategic plan and the annual budget are required.

At the end of each fiscal year, the Agency goes through a financial Audit. The audit is performed by The Exchange, Chartered Accountants, from Winnipeg. Anyone interested obtaining a copy of our audit, are welcome to stop by our office in Sagkeeng.

The staff of the Finance Department are to be commended for their continued hard work and dedication to the Agency.

Meegwetch

Elaine M. Courchene

Director of Finance



Finance Department Staff



Fran Burnard; Debra Starr; Peggy Guimond; Elaine Courchene



Human Resources

As the HR Manager, it is my responsibility to ensure the agency is in compliance to Legislation and Standards; such as Labour Codes, Employment Standards, Human Rights, Workplace Health and Safety, and Workforce Qualifications.

As part of the Management team, retention and recruitment is also part of my responsibilities. This has kept me very busy this year, as we had six employees on Maternity Leave, five of which were from the main office in Sagkeeng. This can be challenging, as it is often difficult finding individuals in the community that meet workforce qualifications and are willing to accept a term position.

Our agency continues to grow and the number of staff have increased. We recently created new positions and hired new workers and a new Supervisor to meet the increased work demands.

Our staff currently consist of 51 employees (26 in the Main Office and 25 in Winnipeg). Of the 51 staff, 43 are either First Nation's/Metis status. Therefore, 84% of staff are of Aboriginal descent.

All of our mandated staff meet workforce qualifications. We currently have 33 CFS workers with the Agency; 27 of which have their Bachelor of Social Work Degree and/or Bachelor of Arts Degree. The remaining 6 CFS workers possess a certified and/or accredited diploma plus 10+ years experience in the Social Services Field.

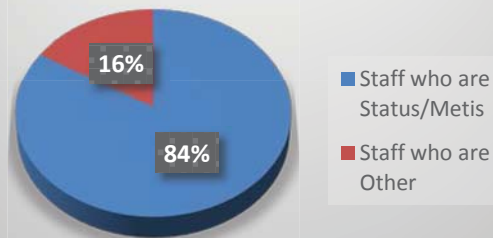
Our goals for the upcoming year include continuing our work on our Retention and Recruitment Strategy, updating and ensuring our HR Policy Manual and HR Files are in compliance with Legislation and Standards, ensuring proper reporting requirements are in compliance, developing new strategies for the 5 Year Business Plan, and developing agency policies and procedures that meet the needs of the agency and the staff. With Social Work becoming a regulated profession in April 2015, we will also need to begin planning and preparing on how this will impact the agency and strategies on addressing this new change.

Our previous goal of developing an agency website has been met and I would like to welcome everyone to visit our agency website at <http://sagkeengcfs.org>. The website is a great source of information where you can find agency events and news, pictures, notice of employment opportunities and information on the services we provide.

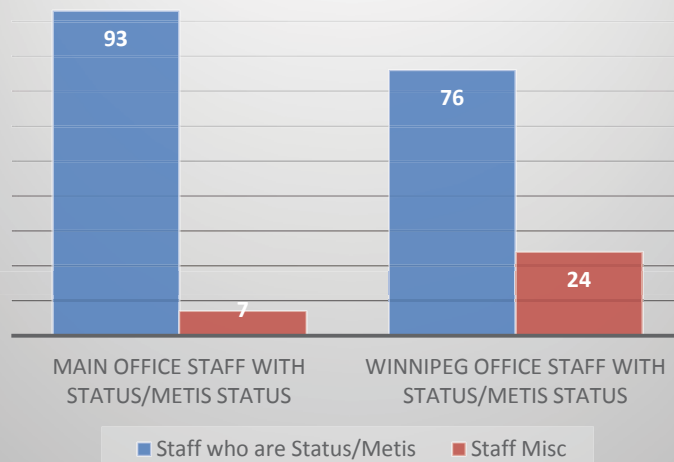
In closing, I would like to acknowledge the hard work and commitment from all of the staff and look forward to many more years working alongside of them.

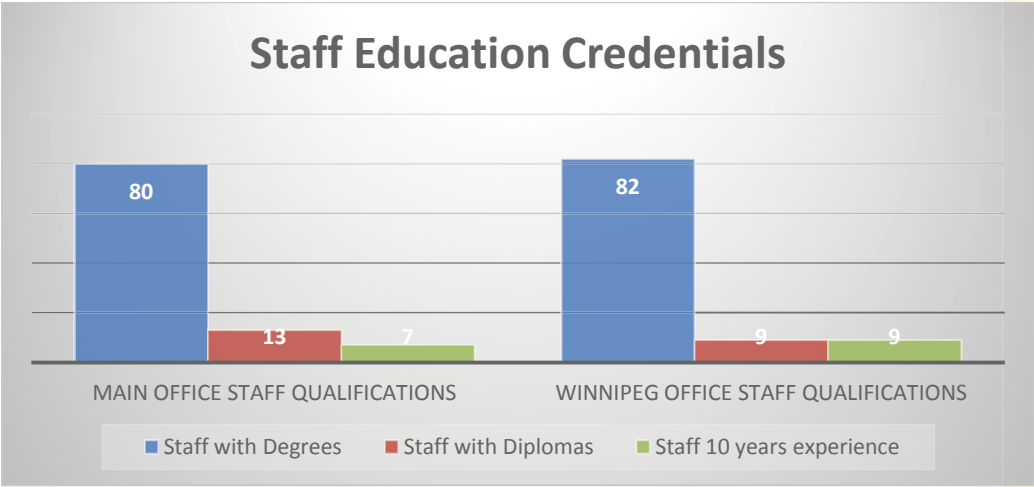
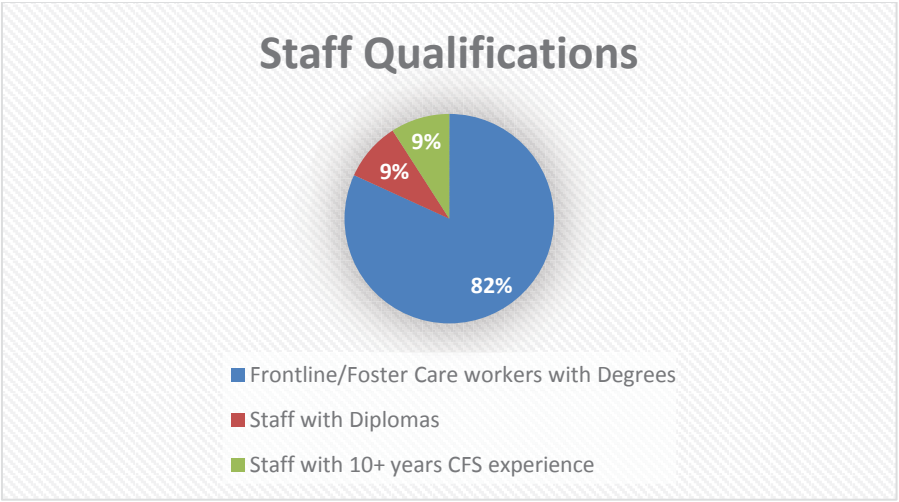


Staff breakdown as of March 31, 2014



Status/Metis Staff per Office Breakdown





Respectfully,

Mike Gabriel
Human Resource Manager



Sagkeeng First Nation Community Members

Sagkeeng CFS Board of Directors

Executive Director
Susan Thomas

Executive Assistant
Trisha Sinclair



Director of Finance
Elaine Courchene

Director of Services/QA
Cheryl Hanson

Human Resource Manager
Michael Gabriel

Foster Care Coordinator
Frank Daniels

Finance Assistant
Debbie Starr

WSO Supervisor
Reunification/
Temp. Care Services
Tania Guimond

Family
Enhancement/Intake
Supervisor
Naomi Ferland

Acting Supervisor
Administrative
Services
Vacant

WSO Supervisor
Permanent Ward/
Transitional Care
Services
Isaac Mandamin

MO Supervisor
PW/
Transitional Care
Services
Keith Guay

MO Supervisor
Family
Reunification/
Temp. Care Services
Lorna Bruyere

Child Abuse
Coordinator
Shelly Guimond

Foster Care Admin
Support
Mary Felix

Finance Assistant
Fran Burnard

PRT/Temp. Care
Services Worker
Danica Vicovac

Intake Worker
Main Office
Sheena Rouse

WSO Reception
Tina Whitford

PW Worker
Carlisle Wright

MO Reception
Kaitlyn Sinclair

PRT Worker
Sharon Richard

Child Abuse
Investigator
Megan vanSabbem

Foster Care Worker
Kevin Haywood

Custodian
Wilfred Courchene

PRT/Temp. Care
Services Worker
Kel Sherman

Family
Enhancement
Worker
Main Office
Lorraine Boubard

Paralegal
Michelle Thomson

PW Worker
Samantha Marin

PW Worker
Betty Moisseau

Temp. Care Services
Worker
Linda Swampy

Foster Care Worker
Janet Morin

Billings Clerk
Peggy Guimond

PRT/Temp. Care
Services Worker
Nicole Starr

Enhancement
Worker
Winnipeg Sub
Office
Melodie Baptiste

Data Entry Clerk
John Guimond

Transitional Care
Worker
Theo McKinnon

Transitional Care
Worker
Vacant

Case Aide
Vera Bruyere

Foster Care Worker
Elisabeth King

PRT/Temp. Care
Services Worker
Joey Ulrich

FE Program
Coordinator
Eric Courchene

File Clerk
Beatrice Guimond

Transitional Care
Worker
Natalie Daniels

PW Worker
Anita Prince

Temp Care Services
Worker
Renay Bone

Foster Care Worker
Myna Bruyere

Case Aid/Cultural
Worker
Preston Courchene

FE Admin
Astr/Recreational
Worker
Brett Cook

PW Worker
Amanda Kennell

Case Aide
Breydon Arthurson

Foster Care Worker
Julie Fenner

Case Aid
Jennifer Kennedy

File Clerk
Linda Bunn

PW Worker
Christine Ewert

PW Worker
Chris Thomas

SAGKEENG CHILD & FAMILY SERVICES ORGANIZATIONAL CHART

Revised/Current as of March 31, 2014



Filled in boxes refer to positions located at Head Office (Sagkeeng)



SCFS Staff - Current

Susan Thomas, Administrator
Cheryl Hanson, Quality Assurance/Director of Services
Elaine Courchene, Director of Finance
Michael Gabriel, Human Resource Manager
Frank Daniels, Foster Resource Coordinator
Shelly Guimond, Abuse Coordinator – Sagkeeng
Mary Felix, Senior Administrative & Resource Support Service Coordinator
Trisha Sinclair – Executive Assistant
Lorna Bruyere, Temporary Care/Re-Unification Supervisor – Sagkeeng
Tania Guimond, Temporary Care/Re-Unification Supervisor – Winnipeg
Keith Guay, Permanent Ward Supervisor - Sagkeeng
Isaac Mandamin, Permanent Ward Supervisor - Winnipeg
Delores Roulette, Permanent Ward Transition Supervisor – Winnipeg
Amanda Kennell, CFS Worker – Winnipeg
Anita Prince, CFS Worker – Sagkeeng
Betty Mousseau, CFS Worker – Sagkeeng
Carlisle Wright, CFS Worker – Winnipeg
Christine Ewert, CFS Worker – Winnipeg
Danielle Duncan, CFS Worker – Winnipeg
Joseph Ulrich, CFS Worker – Winnipeg
Karen Bruce, CFS Worker – Winnipeg
Kel Sherman, CFS Worker – Winnipeg
Kelcie Bunn, CFS Worker - Sagkeeng
Linda Swampy, CFS Worker – Sagkeeng
Maria Starr, CFS Worker – Winnipeg
Renay Bone, CFS Worker – Sagkeeng
Samantha Marin, CFS Worker – Winnipeg
Sharon Richard, CFS Worker – Sagkeeng
Sheena Rouse, CFS Worker – Sagkeeng
Tracy Desaulniers, CFS Worker - Winnipeg
Tracy Mason, CFS Worker – Sagkeeng
Wendy Bruyere, CFS Worker – Winnipeg
Karen Beck, Abuse Investigator – Sagkeeng
Charlotte Bushie, Intake - Sagkeeng
Myrna Bruyere, Foster Resource Worker - Sagkeeng
Janet Morin, Foster Resource Worker – Winnipeg
Summer Struve, Foster Resource Worker – Winnipeg
Melodie Baptiste, Family Enhancement Worker – Winnipeg
Eric Courchene, Family Enhancement Cultural Worker – Sagkeeng
Vera Bruyere, Case Aide – Sagkeeng
Gina Chrusch, Case Aide – Sagkeeng



Debra Starr, Finance Assistant
Frances Burnard, Finance Assistant
Peggy Guimond, Child Maintenance Billings Clerk
Michelle Mazawasicuna, Receptionist – Winnipeg
Beatrice Guimond, File Clerk – Winnipeg
Linda Bunn (Nora Bittle, term), File Clerk – Sagkeeng
Wilfred Courchene, Custodian – Sagkeeng
Gary Thomas, Custodian – Winnipeg



FOSTER CARE DEPARTMENT

Hello, I would like to take this time to introduce myself; my name is Frank Daniels and I was hired by the agency as the Foster Care Coordinator for Sagkeeng Child & Family Services (SCFS) back in November/2013.

I have several years' experience in foster care working both at an agency level and most recently at the Authority level. Prior to coming aboard with Sagkeeng CFS, I was the Alternative Care Service Specialist at Metis Child & Family Services Authority. In my time there, I was able to attain valuable insight and experience sitting on various Provincial committees related to the area of Foster Care. It is this same experience that has enabled me to bring back to my own community's service delivery agency.

As a member of Sagkeeng First Nation, I have never really had an opportunity to work for my own community. However in the short time that I have been with the agency, although it has been a lot of work (with much more to come), I have enjoyed my time here to date.

Like all areas within the child welfare system, certain agency delegates represent the agency at various committees. As the Foster Care Coordinator for SCFS, I currently represent the agency at the Foster Care Coordinators table, which is a committee under the Southern First Nations Network of Care and is comprised of the Foster Care Coordinators from all 9 agencies governed by the Southern Authority.

As you may be aware, Sagkeeng Child & Family Services strives to establish a positive working relationship with all our families, unfortunately when children are in need of protection, this usually entails the child being brought into agency care. When these unfortunate incidents occur, the foster care team completely understands how important it is that children maintain their kinship/cultural ties. We also recognize that all children need to be supported in a way that respects our unique culture, language and community. As a result, we are committed to providing the support services needed to help ensure this fundamental right is respected.

How we strive to accomplish this goal, is by always trying to advocate and support kinship placements wherever possible. At the same time, as one of the several agencies within the province and under the governance of the Southern Authority, in order to maintain agency mandate, we too, are also required to follow and adhere to provincial regulations and standards. Unfortunately, at times it is these same regulations and standards; that impede the placement of children within their own kinship dynamics.

The foster care team for SCFS is comprised of 4 foster care workers; 2 situated within the Winnipeg Sub-Office and the other 2 situated within our Main Office in Sagkeeng, MB., along with myself as the Coordinator, who works between both offices.



While this division can bring about unique challenges within our department, the foster care department continuously strives to work together as a team, which is usually facilitated through regular unit meetings that alternate between the main and sub-offices'.

Over this past year, the foster care team for Sagkeeng CFS has seen significant change. As previously noted, along with myself, we've had 2 staff leave our Winnipeg based team and another, who moved onto a Supervisory role within the agency. We have since welcomed aboard our newest team member; Summer Struve, who joined the agency in June/2014 and comes to us from ANCR's Abuse Unit. Janet Morin continues to anchor the Winnipeg sub-office. The team members situated within our main office in Sagkeeng is comprised of Julie Fenner and is anchored by Myrna Bruyere, who will be celebrating her 10 year anniversary with the agency in the New Year.

Shortly after my arrival with the agency, the foster care department coordinated and hosted 2 separate Christmas parties for all of our children in care, as well as, our foster parents. One was held in Sagkeeng and the other, in Winnipeg. Both events were a huge success!

In Sagkeeng, we had approximately 80 children in care and 34 foster families who attended, while in Winnipeg, we had approximately 120 children in care and 60 foster families with well over 200 people in attendance.

Throughout the year, the foster care staff have not only been focusing on getting all files up to date with current and valid licenses, they have also been focusing a lot of their attention on the CFSIS database system and trying to ensure compliance in this area of work.

Measures utilized to ensure our children are receiving the quality care they are entitled, is by referring our foster families to various forms of training. This training is predominately offered through the Southern Network of Care and consist of topics such as; Understanding the Effects of FASD, Making Sense of Trauma, Aboriginal Family Violence, to name but a few.

Other ways we are ensuring our children maintain their cultural ties to the community, are by trying to create our own emergency care foster homes. Currently, SCFS is in negotiation with the Child Protection Branch in creating 2 emergency homes, which will be used exclusively by our agency.

Once an agreement has been established, one of these homes will be situated directly within the community of Sagkeeng on North Shore Rd and the other, situated within the city of Winnipeg. Between both homes, they will be providing the agency with 8 emergency care spaces.

Aside from this; earlier this year the foster care department had also submitted a kinship home licensing model to the Southern First Nations Network of Care.



In our ways as Aboriginal people, we believe that kinship relationships are an extension of the nuclear family unit; as a result, kinship placements should not be treated in the same manner as stranger based care.

Thus, should not be susceptible to the same amount of paperwork that is required in licensing a general foster home.

The intent of this kinship model is to expedite the licensing process for kinship families and placements. This kinship model, *(which has been adopted through the Metis CFS Authority)* continues to be a work in progress and will be presented to the agency Executive Director's table in the New Year.

Aside from kinship placements, a key element of the foster care department's plan in maintaining cultural ties *(when there is no option left but for children to come into agency care)* will be recruiting community based emergency and non-emergency foster homes. By doing so, our hope is to continue to strive to provide culturally appropriate, quality care, for the children of our community. However, as an agency, we cannot accomplish this goal without the continued assistance of community involvement and the opening of our hearts and homes to those children in need of short and long term care!

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

Thank-you,

Frank Daniels

Foster Care Coordinator-Sagkeeng Child & Family Services Inc.

"Years from now, it will not matter what kind of car you drive, what kind of house you live in, how much money you have in your bank account, or what your clothes look like. But the world may a little brighter because you are important in the life of a child"

Anonymous



Foster Resource Team

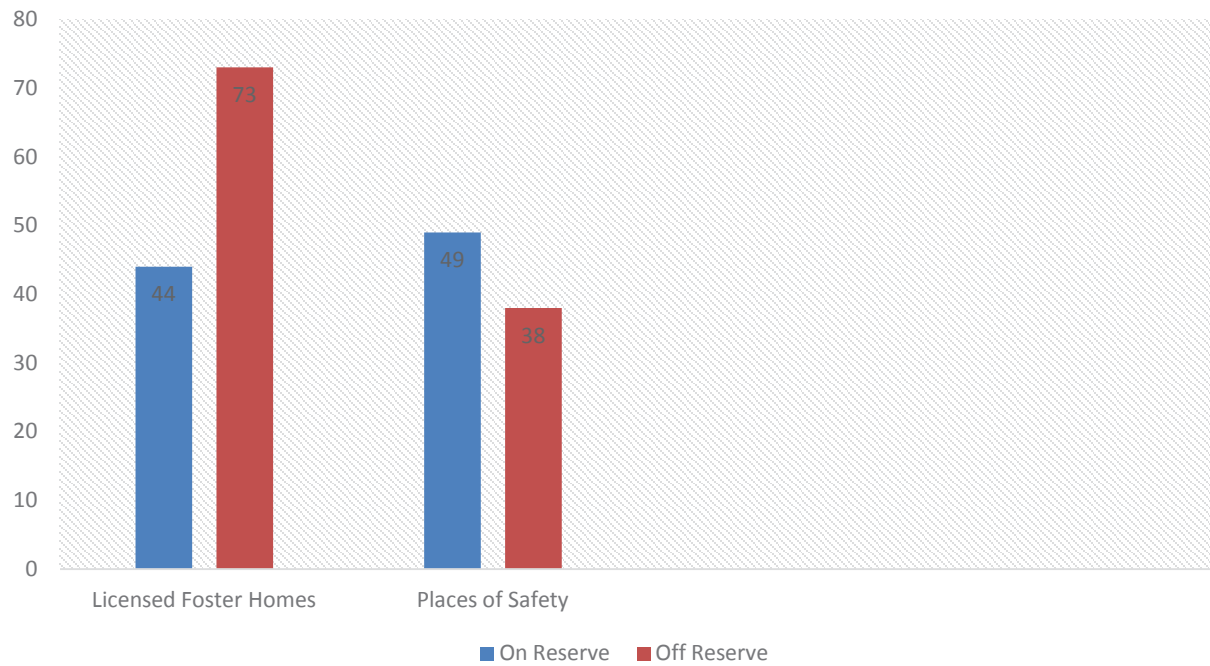


Left to right: Summer Struve; Janet Morin; Clarice (Myrna) Bruyere; Frank Daniels

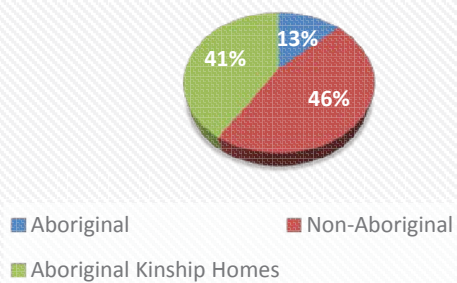




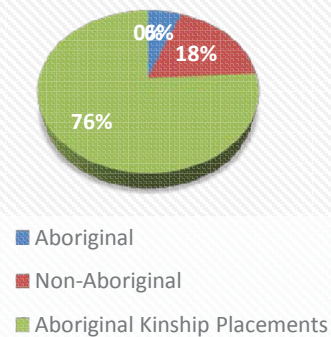
Sagkeeng CFS Child in Care Placements



117 Total Licensed Foster Homes



87 Total Places of Safety



Sagkeeng CFS – Foster Family Christmas Dinner 2013



Admin and Support



My name is Mary Felix and I am a Band Member to Berens River First Nation. I graduated from the University of Winnipeg and continued my post-secondary education at Red River College where I graduated from Micro-Computer Applications. I worked at Southeast Tribal Council in Winnipeg for 6 years as a receptionist and administrative assistant. In 2008, I began working for Sagkeeng CFS as the Administrative Assistant for the Foster Care Department and remained in this position for 5 years. In May 2014, I moved to the position of Senior Administrative & Resource Support Service Coordinator.

As Senior Administrative & Resource Support Service Coordinator, I oversee all administrative staff and support /respite workers. I'm responsible to oversee the day to day functions of the Winnipeg Office, in addition to supervising the Main Office Receptionist; this requires me to work at the Sagkeeng Main office and the Winnipeg office. Therefore, all support/respite worker intakes, interviews and schedules are my responsibility to ensure both offices have support workers for our children in care for visits, appointments, and support to children and families.

Now I would like to introduce the hard working individuals that make both offices function effectively. Their names are Beatrice Guimond and Michelle Mazawasicuna. Beatrice is our file clerk and is an awesome women who loves her job and has been with the agency for 10 years and going strong. Michelle previously worked with the agency in the finance department. In October 2014, Michelle was hired as our Winnipeg receptionist. She is adjusting very well in her new position and is a hard worker. Her smile is the one our clients see every day when entering our Winnipeg Office. She has a great laugh and she gets along with everyone at the office. Our main office receptionist was filled by two term positions; held by Kaitlyn Sinclair and Amber Fontaine.

Beatrice Guimond (file clerk)



Hello- My name is Beatrice Guimond and I am a Sagkeeng Band member. This is my tenth year of employment with Sagkeeng Child & Family Services Inc. and I look forward to another ten years of rewarding and challenging work for my community.



Michelle Mazawasicuna (Winnipeg Receptionist)

Greetings,

Hi, my name is Michelle Mazawasicuna, and I would like to take this time to welcome you all to this year's AGM. I am the receptionist for the Sub-Office of Sagkeeng Child and Family Services. I look forward to my new position and meeting new staff members from both offices.

Our staff are dedicated and enjoy working with Sagkeeng CFS and we love working with all employees, support/respite worker and foster parents. I enjoy meeting new people and I'm excited to help build an extensive pool of trained support/respite workers to enhance our support to our children, families and workers.

Thanks

***Mary Felix,
Senior Administrative & Resource Support Service Coordinator***



Temporary Ward/Re-Unification – Sagkeeng

Good Day

Welcome to Sagkeeng Child and Family Services Annual General Meeting. My name is Lorna Bruyere. I am the Temporary/Re-unification Supervisor. I have been employed as the Temporary/Re-Unification Supervisor since January 2010. I have enjoyed the challenges and I enjoy working with our children, community members and collaterals.

The Temporary/Re-Unification Unit is dedicated to working with families who require on-going protection services. Unfortunately, sometimes this includes children entering alternate care for brief periods of time to ensure their wellbeing and safety; while working with their families to safely return children home.

Currently, the Temporary/Re-Unification Unit is comprised of five employees; three Temporary Ward workers; two part-time workers; and one Case Aide. I also supervise our main office File Clerk, Linda Bunn. Linda has been with the agency for 15 years. She is currently taking some time off and we are looking forward to her return. Nora Bittle has graciously agreed to temporarily cover Linda's responsibilities.

Sharon Richard, Linda Swampy, and Renay Bone work with families to enhance their abilities to parent and work toward re-unification when children have to enter alternate care.

Sheena Rouse and Tracy Mason work specifically with Family Protection where children are still at home with their parents. They work with families to enhance their parenting abilities and to provide services to families and referrals to collaterals when external supports are required.

Vera Bruyere is our Case Aide that provides support to families, children and workers.

Additionally, our Family Enhancement/Intake Supervisor, Naomi Ferland is currently on maternity leave and I have temporarily assumed the responsibility of supervising our Intake Worker. Coincidentally, our Intake Worker, Sheena Rouse is also on maternity leave and Charlotte Bushie is temporarily filling this position.

The hard work and commitment of my staff are greatly appreciated and recognized.

Meegwetch

Lorna Bruyere



Temporary Care/Re-Unification - Winnipeg

Greetings, my name is Tania Guimond and I supervise the Temporary Care / Reunification Unit.

The Temporary Care/Reunification team has a dual role and function. Our unit provides planning, services and supports to children in temporary care; at the same time working with the parents to reunify the family. Our team also works with families where children at home may be at risk or in need of supports and services. Many of these families struggle with issues such as parent/teen conflict, lack of family support, domestic violence, addictions or other related issues. The social workers plan with these families to provide monitoring, and internal and external supports to the home and family.

I have been with the agency since August 2009 and have 15 years child welfare experience. I obtained my BSW in 1995 and have begun pursuing my MSW. I currently supervise three Social Workers who include the following:

Maria Starr is in her fifth year of working with the agency. She is a band member to Sagkeeng First Nation.

Joey Ulrich has been with the agency for three years in the Temporary Care Unit. Prior to this, he had two years child welfare experience working with ANCR. Joey is a First Nation band member to Pine Creek First Nation.

Kel Sherman has been with the Temporary Care unit for approximately one year. He began with the agency two years ago as a Family Enhancement worker.

Our paralegal, Michelle Thomson, is also under my Supervision, however, she is currently on maternity leave enjoying time with her new son. Her responsibilities are temporarily delegated between our law firm and the workers.

The goals of this this year are to work on developing programs that will provide families an opportunity to enhance their skills and promote a healthy lifestyle for themselves and their children.

The Temporary Care/ Protection Unit is also working on strategies to prevent children from being admitted into care or decreasing the amount of time children remain in temporary care. The social workers and I look forward to the new changes in working with families and reunifying children with their families.





Tania Guimond



Joey Ulrich



Kel Sherman

Respectfully submitted,

Tania Guimond, B.S.W.
Supervisor



Permanent Ward – Sagkeeng

Boozhoo / Tansi

First of all, I would like to welcome everyone to Sagkeeng Child & Family Service Annual General Assembly. My name is Keith Guay, I would like to take this time to share a bit of my education and work experience. I graduated from the University of Manitoba, School of Social Work in 1997. I was employed in the field of Child Welfare in Alberta as a Child Protection worker. I also worked in the field of Addictions in Saskatchewan, as an Addiction Counselor. Prior to returning to work in Child Welfare, I worked for several years for the Department of Justice as a Probation Officer.

I was hired as the Permanent Ward Supervisor at the main office located in Sagkeeng in August of 2013. The Permanent Ward Unit provides services to approximately 80 Children in Care in the community of Sagkeeng. The Permanent Ward Unit consists of three Social Workers and a Case Aid. Case Aid: Gina Chrusch is a term employee hired in place of Permanent Ward Unit's regular case Aid: Brayden Arthurson who is currently on maternity leave. The first worker in the Permanent Ward Unit is the Transitional Worker. Betty Mousseau is the Transitional Worker and has been in this position for the past several years. The two other Permanent Ward workers in the Unit are Anita Prince and Kelcie Bunn. Anita Prince has been working as a Permanent Ward Worker since June of 2013. The newest addition to the Permanent Ward Unit is Kelcie Bunn.

The Permanent Ward Unit holds monthly unit meetings that consists of; sharing updated information to keep workers abreast of ever revolving changes that take place in the Child Welfare system; developing effective case management skills; assessing and evaluating case plans; discussing time management; reviewing roles and responsibilities of a Permanent Ward Worker; management of CFSIS; 90 day reviews; staff issues/concerns; transfer of case files; caring for own personal wellbeing (avoiding burnout); social histories; family reunification planning and finally; and setting objectives and goals for the unit.

The roles and responsibilities of the Case Aid is to assist in the transportation of families and Children in Care, Supervise family visits, assist in crisis/emergency, consult with Social Worker(s), gather information, provide case notes, and provide other supports when required.

The Permanent Ward Workers ensure family visits are regularly scheduled in order to maintain those strong cultural ties with the children in care, complete monthly face to face visits, provide safety planning with CIC in crisis situations, support family reunification planning and rescindment of Permanent Ward Orders, transition children into the independent living program, ongoing permanency planning and planning for age of majority, advocate on behalf of the CIC'S and provide support to the many (service providers) care givers that provide outstanding services to our children in their care.



Other responsibilities of a Permanent Ward Worker: ensure that the CIC's health, safety and wellbeing are at all times, paramount during the case management process, practice effective case planning at all times, assessing, and evaluating case plans, completing follow ups, developing multi-disciplinary working groups such as, Chief & Council, Educational Institutions, Justice (Probation), R.C.M.P, Health Professionals, AFM Youth Addiction, Therapist(s), Community Collaterals, Foster Parents, and Elders of the, Community. Another important responsibility of the Permanent Ward Worker is to ensure that all Children in Care immunizations are up to date which include regular dental, eye and physical examinations.

In closing, I would like to take this time to thank all the Sagkeeng staff for their continual dedication and commitment to our children and families.



Left to Right: Kelcie Bunn; Anita Prince; Gina Chrusch; Betty Mousseau; Keith Guay

Meegwetch / Ekosani

Keith Guay BSW

Permanent Ward Supervisor

Sagkeeng Child & Family Services Agency



Permanent Ward - Winnipeg

The Permanent Ward Unit at the Winnipeg Sub-office is staffed by 4 Permanent Ward Workers and provides services approximately for 135 children. Responsibilities of PW workers are to arrange family visits, maintain regular contact with children-in-care, attend multi-disciplinary collateral meetings, advocate for the best interests of children-in-care, access appropriate support services, support foster care providers to provide quality of care for our children and their families.

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

Carlisle Wright, BSW, RSW graduated in 2011 from University of Manitoba with BSW, RSW. Carlisle's background is child & Adolescent and Adult Mental Health, as well as youth addictions and has worked in CFS since November 2012.

Samantha Marin, BSW Samantha has worked in the Child Welfare System since her graduation in 2011. She currently works with children from all ages in our agency, as well as working with their families.

Some of Samantha's previous experience includes working with domestic violence and participants of Employment and Income Assistance. Samantha has a lot of life experiences that assist her when working with families and children. Samantha graduated from The Faculty of Social Work at The University of Manitoba Inner City Program in June of 2011.

Samantha enjoys working with children and families. As a mother of four children, Samantha understands the importance of building relationships with families and communities and hopes that with experience and the opportunity to learn, she will be a good asset to this agency and to the families and children.

Christine Ewert has been with Sagkeeng Child and Family Services for fewer than 2 years. Christine has completed her Bachelor of Human Ecology; Family Social Sciences; Specializing in Family Violence & Conflict Resolution and Child and Adolescent Development, from the University of Manitoba and graduated in May 2011. Christine comes with Child Welfare experience not only from her education but also through her front line work with Sandy Bay Child and Family Services and Child & Family and All Nations Coordinated Response Network as a Child Abuse Investigator. Christine exhibits strong nurturing skills and is able to support others in their time of crisis. Christine is gentle and compassionate and has great knowledge of resources available for our children-in-care.

Amanda Kennell – Amanda graduated from the University of Manitoba's Faculty of Social Work in May 2011. In February 2012 she began working for Sagkeeng Child and Family Services out of the Main Office in Sagkeeng. In February 2013 she transferred to the Winnipeg Sub-Office, just in time for our big move from the McPhillips location to our Muir Road location.

Amanda has been a member of the Permanent Ward team since she began working for Sagkeeng CFS. She works primarily with children under the age of 12. She enjoys the relationships that she has with the children she works with.



Isaac Mandamin I am Isaac Mandamin, Permanent Ward Supervisor and have been employed by Sagkeeng Child and Family Services since December 2012. I have graduated with a 2 year certificate Program at Mohawk College Ontario 2002, completed a certificate Program with Mediation Services Manitoba 2005 and various training specifically in the social service stream. I have worked in the child welfare field for 22 years in Manitoba and Ontario. I welcome the opportunity to work along with my Permanent Ward team to provide services for children and families from the community of Sagkeeng First Nation.



Left to right: Carlisle Wright; Christine Ewert; Isaac Mandamin; Samantha Marin; Amanda Kennell

Meegwetch

Isaac Mandamin



Permanent Ward Transition – Winnipeg

The Permanent Ward Transition Unit at the Winnipeg Sub-office is staffed by 4 Transition Workers. The unit provides services to permanent wards from ages 15 and over. The responsibilities of the Transition Workers are to ensure permanent wards have a smooth transition into adulthood. Although permanency plans begins at an early age, it can sometimes be difficult to have a smooth transition for the child. Some of the reasons may be due to cultural differences, child's level of development, trauma, youth acting out due to historical abuse/issues, delayed permanency planning due to child coming into care at a late age and other issues. On the brighter side of things, there have been some permanent wards who have successfully completed their high school and gone off to pursue their own careers. With collaborative and integrated process, establishing well defined goals, strong supportive environment and healthy choices our Youth-in-Care have a chance to have a smooth transition to adulthood.

Permanent Wards with disabilities may present with unique challenges which may require extra planning to arrange multiple services and resources they will need after age 18. Referrals are made to Supported Living Adult Services and a current Psychological Assessment is required on the child. These types of services need to be completed at the time the child is 16 years of age in order to have a smooth transition and for all the supports to be in place.

Introduction to the Permanent Ward Transition Unit Staff:

Delores Iona Roulette, BSW

I started my employ with Sagkeeng CFS as *Permanent Ward Transition Supervisor* effective June, 2014 at the Winnipeg Sub-office. . I graduated from the University of Manitoba in 2005 with a Bachelor of Social Work Degree. I have 29 years of experience in Social Work. My goal is to develop the Permanent Ward Transition Unit unique to Sagkeeng CFS. I am pleased to have this opportunity to provide services to the members of Sagkeeng First Nation. I am a member of Sandy Bay First Nation and I speak the Ojibway language fluently.

Karen Bruce, BSW

I started my work with Sagkeeng CFS as *Permanent Ward Transition Worker* in May 2014. I graduated from the University of Manitoba with a Bachelor of Social Work in May 2009. I have worked in the child welfare field for 5 years. I am a member of Lake St. Martin First Nation.



Wendy Bruyere

I started my work with Sagkeeng CFS in the Temporary Ward Unit and was hired full time as *Permanent Ward Transition Worker* in September 2014. I am a mother of three children. I recently graduated from Yellowquill College from the First Nation Child and Family Services Worker Diploma Program. I completed my field placement with Sagkeeng Child and Family Services Inc. I am a member of Sagkeeng First Nation, MB.

Tracey Desaulniers, BSW

I started my work with Sagkeeng CFS as *Permanent Ward Transition Worker* on August 6, 2014 at the Winnipeg Sub-office. I started out my education in 2001 through an independent Child and Family Services Program geared towards aboriginal peoples. I continued my education at the University of Manitoba aboriginal campus where I completed my Counseling Certificate and another Child and Family Services Diploma Program. I continued my BSW at the Fort Garry campus and graduated in 2007. My area of focus was families and the justice. I am a member of Sagkeeng First Nation.

Danielle Duncan, BA

I started work with Sagkeeng CFS as *Permanent Ward Transition Worker* on June 16, 2014 at the Winnipeg Sub-office. I attended the University of Manitoba where I graduated with a Bachelor of Arts Four-Year Advanced Degree in Psychology in 2011. During my education, I had worked with youth as an Intervenor with Minisowin Child and Family Services Agency in the summer months in my home town of Norway House. Prior to attending college, I had worked as an educational assistant for three years. I finished my Applied Counselling Certificate with Honours at Red River College in 2014. Before working for Sagkeeng Child and Family Services, I had done a practicum at the Adolescent Parent Centre with the school social worker for a few months where I gained much more knowledge and experience. I have been working with Sagkeeng Child and Family Services for five months. I continue to learn and receive training while I work as part of this team. I am a member of Norway House First Nation.





Left to right: Wendy Bruyere; Delores Roulette; Tracy Desaulniers; Danielle Duncan

Meegwetch

Delores Iona Roulette, BSW



Child Abuse Unit

Boozhoo

My name is Shelly Guimond and I am a community member. I have been working with Sagkeeng CFS for the past 9 years. I started the abuse coordinator role in 2012.

I would like to acknowledge our abuse investigators, Megan VanSabben and Karen Beck. Karen is temporarily working part time covering for Megan VanSabben while on maternity leave.

The abuse department works closely with many collaterals, internally and externally, to the Community of Sagkeeng. We also have an abuse committee and we are mandated to meet with the committee every 30 days. It is our responsibility to inform the committee of new cases that arise within the community. The committee has the authority to place suspected offenders on the child abuse registry. Our committee consists of four professionals: RCMP representative, qualified medical professional, school representative and a qualified social worker.

The abuse department is in the process of developing programs that would provide educational information about abuse and tools for those experiencing such trauma. Our goal is to bring awareness of child abuse and prevent further harm to our children through education, proper assessments and supports.

Megwetch

***Shelly Guimond, B.A. Adv, BSW,
Coordinator***



Family Enhancement

Family Enhancement also known as FE, FE is a province wide initiative that continues to be developed in all Child and Family Service Agencies. Our agency has also developed some pamphlets specific to Sagkeeng CFS and the programs we offer.

The family enhancement path is meant to be less intrusive and more empowering to families. The FE program offers prevention and early intervention services to families. The



FE path gives families the opportunity to participate and develop their own case plan.

The family enhancement program provides early intervention for low risk families. The idea is to have prevention services available to families. The lengths of services in family enhancement are usually shorter than in protection cases where there may be more serious concerns. The FE cases can be open

for up to 12 months. The Family Enhancement workers have a lower case ratio than protection because the families are provided a more intense level of service. Families may move back and forth between protection and family enhancement service areas based on new concerns or positive assessments.

The goal of family enhancement is to keep children in their own homes, identify the strengths of the families and build on them. The family enhancement program will assist families on gaining the skills and resources they need to care for their children. The agency would like to continue to provide culturally appropriate services and is confident the new FE model will allow for more culturally appropriate service delivery.

The agency is currently working closely with the community resources that are already available and providing services within the community. The agency continues to develop relationships with organizations to better enhance the services offered to the community.

The Winnipeg Family Enhancement worker Melody Baptiste continues her role in family enhancement. She continues to bring her support to FE families in Winnipeg. The Family Enhancement worker for Sagkeeng was Lorraine Boubard. Although she is no longer with us, she remains close to our heart.



This past year Family Enhancement offered a number of programs for the community and families in Winnipeg. We had traditional skirts and shirt making for community. We have had 7 Teaching Quilt making for our families. We also hosted our first annual “Our Past Our Future’ youth conference. Our youth conference explored current issues facing today’s



youth. The Gathering was a major success and engaged 60 youth with many activities and learning experiences. Over all the gathering was well received with great reviews as innovative approaches. Family Enhancement also offered educational programs and personal development workshops. Positive Indian Parenting explored traditional

child rearing practices and dealing with today’s issues. Understanding Grief and Loss workshops gave participants and FE families an opportunity to express and explore healthy ways to grieve. As a community have endured many losses.

Family Enhancement continues working with our elders group. The Elders group (Kanishinaabe akaandaasowad Elders Council). The group worked on building relationships and identifying services they could provide to FE and the agency. Overall, the elders group will be a support for ongoing programs, assist with families in teachings, medicines, ceremonies, counselling and support. The elder’s council will meet quarterly and will continue to provide guidance to families and staff.

The FE unit looks forward to working with families who require supports and building programs that meet their needs. The new staff will give us the opportunity to offer more programs in the community.

In The Spirit of Children and engaging families,

Eric Courchene



In Memory Of...



Lorraine Margaret Boubard

1948 - 2014

Lorraine walked into the loving arms of her Saviour Jesus Christ on Friday August 29, 2014.

Lorraine Boubard worked with Sagkeeng Child & Family Services as the Family Enhancement Worker since January 24, 2011.

Lorraine was a very caring and compassionate person. She loved her job working with families from her own community and this was obvious through her commitment and dedication.

She was a kind, generous and well respected person. This was not only obvious to the families she worked with, it was obvious to anyone that had the privilege to meet Lorraine. She always took the time to acknowledge and appreciate everyone around her.

As Lorraine's friends and co-workers from Sagkeeng Child & Family Services it has been an honour to have had the opportunity to work with her and get to know her. We will truly miss this amazing woman and we feel blessed by the gifts and memories she has given us.

God Bless you Lorraine and may you rest in eternal peace.

"Good Works are links that form a chain of love" ~ Mother Teresa



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