



SAGKEENG CHILD &
FAMILY SERVICES INC.

Annual General Report
2017/2018

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SAGKEENG

Child and Family Services

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 service.

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 10 agencies overseen by the Southern First Nations Network of Care who provides provincially mandated services to its community members.

MESSAGE

from the Board of Directors

Aneen, Boozhoo, Tansi to all our relations in Sagkeeng and afar,

As the Board of Directors, we are united with the community of Sagkeeng to ensure the best services and care is provided to our families in every aspect flowing from our Agency. As a Board, we are committed to supporting Frank Daniels, Executive Director and his staff in all their efforts at creating a place of safety and trust.

The Board is evolving with the agency and reached the point where the goals and objectives are clearly focused on what Sagkeeng needs to empower and heal ourselves. Chief and Council and multiple organizations are working together to strengthen Sagkeeng First Nation. Sagkeeng Child and Family Services is integral to maintaining its' momentum.

Child Care Reform is on the forefront of all governments, leaders and agency agendas. Changes within the Child and Family Services Act in regards to Customary Care are waiting to be approved through legislation. These changes will ensure all efforts will be made to try and have all children remain with their families wherever possible and will also enable us to have them remain in the community whenever possible. As a community, it is our belief this model of service delivery has been long anticipated.

As a Board we will focus our efforts on good governance, assuring our; goals, mission and visions are utilized in all aspects of our work. We are here first to serve the community, especially the children. Your Board of Directors looks forward to the coming year.

Meegwetch,

Glenna Henderson, Board Chair

Donna Sais, Vice Chair

Brenda Morrisseau, Secretary

Ron A. Fontaine, Member at Large

Ronald J. Fontaine, Member at Large

MESSAGE

from the Executive Director

Annin! On behalf of our Board of Directors, management and staff of Sagkeeng Child & Family Services (SCFS) we would like to extend our greetings and are honored to present our Annual Report for the 2017-2018 fiscal year.

As an agency, we continue to remain on task with the comprehensive work plan that had been developed as part of the conditions in lifting the Administration Order. The work plan developed in collaboration with Southern First Nations Network of Care (SFNNC) and the agency, focused on key areas specifically around; governance, finance, human resource, service delivery and alternative care.

As a part of the work plan, we also received 20 recommendations stemming from the Investigative Report, along with an additional 32 internal recommendations, which have been illustrated within the Quality Assurance Manager's report. While we recognize we will be expected to provide the SFNNC updates on the recommendations that have been identified within our work plan, after review, there are specific internal recommendations we intend on appealing.

Throughout this last year, SCFS had been identified as one of 4 agencies under the SFNNC as a "pilot agency" for the new Customary Care model being initiated. As an agency; specifically our Prevention Service Supervisor, alongside the Customary Care Specialist from the SFNNC and in collaboration with the community, the agency held and hosted various engagement strategies within the community of Sagkeeng. This was done as a means to solicit input and provide community members an initial understanding of what Customary Care could look like exclusively for Sagkeeng.

With anticipation of Customary Care becoming legislated within Manitoba, through our engagement strategies, we were able to formalize a Customary Care Committee as a means to be prepared, once legislated. After a series of meetings along with a vision session, the committee came up with the name; "Mamawi-Ombegisomin" which translates to "together we will all raise the children".

Aside from this, our Prevention supervisor has not only been working diligently with the Customary Care committee, their unit also continues to deliver prevention programming and land based camps for both our children in care, along with our prevention families. Over the summer months, the prevention unit also introduced summer day camps held from July 10/2017 - August 17/2017 open to all children in the community.

As we move forward in developing Customary Care, we remain hopeful we will also be able to establish a local child care committee drawing from community membership.

Sagkeeng currently has a band membership of 7,847 people with approximately 3,470 living on reserve, along with a total child population in excess of 1200. With case counts of 763, almost 10% of the community has had some level of involvement with SCFS. In addition to this, our agency currently employs 61 staff.

Presently, SCFS is considered a 'small' agency within the Provincial funding model, however If you take into consideration the variables listed above, we meet qualifications to be considered a 'medium size' agency. That said, we continue to request a re-classification for our agency size, unfortunately this request receives no traction.

While on the issue of agency case counts, unfortunately we continue to see an incline with our overall case statistics, factors attributed to this are the amount of Section .28, .42 and .49 transfers we have experienced in recent years and continue to receive.

Since April/2016 SCFS has received a total of 24 - *Section .28 transfers*, an additional 39- *Section. 42 & .49 transfers*, which equates to a total of 63 additional cases received from other child welfare agencies and represents 2 full caseloads.

With initiatives such as Customary Care and increased prevention funding from the Canadian Human Rights Tribunal (CHRT) decision, along with a drastic increase in prevention programming; we are certain over time we will be able to address our case counts and will continue to see more positive change moving our agency forward.

While we feel we have made substantial progress within the agency improving not only areas of service delivery, but also improving the image of the agency, we also realize we continue to have a lot of work ahead. SCFS will strive to work harder at decreasing apprehension rates along with decreasing our children in care and keeping families together.

In closing along with our staff, I would also like to acknowledge the children, families and all care providers for their continued patience while our agency continues to evolve. With the guidance of the Elders along with the support of our Board of Director's and Community Leadership, we will continue to move forward and strive to building upon the relationships with all collateral organizations in our community.

Respectfully,

Frank Daniels
Executive Director

REPORT

Director of Finance

Sagkeeng Child & Family Services Fiscal Year runs from April 1st to March 31st of each and every year. This report covers the period April 1, 2017 to March 31, 2018.

For this period, the Finance Department met, reviewed and revised the Financial Policies & Procedures for the finance department to take into account the changes with respect to the Child Maintenance Guidelines and reporting requirements of the Agency for both the Provincial and Federal funders. The procedures of the manual were completed to ensure all employees of the Agency are knowledgeable and utilize the procedures as a guideline with respect to the submission of financial requests and approvals.

As at March 31, 2018 the Financial Policies and Procedures Manual are in “draft” awaiting final review and approval.

In anticipation of change in financial software from Simply Accounting to Sage 300, the Finance Department underwent training at the Southern First Nations Network of Care (SFNNC). This involved training with 4 other Agencies who are also transitioning to the Sage 300 Financial Software Program.

The Finance Department continues to be a very busy department and duties are completed by the following dedicated staff, who are as follows:

Debra Starr: Has been with the Agency since May/1998 and will be reaching 20 years of employment as of May/2018. Debra is one of our Finance Assistants—her duties include; maintenance payments, foster parent reimbursements and all Agency Account Payables. She is also responsible for application and cancellation of Children's Special Allowances, application for Provincial Medical Services Social Allowance Numbers for provincial children in care. She is also involved with monthly Special Rate Committee Meetings. On occasion, in the absence of the Director of Finance, Debra attends the SFNNC Agency Relations Meetings, as well as, the North/South Finance Director Meetings.

Fran Burnard: Has been with the Agency since January/2003 and has reached 15 years of employment as of January/2018. Fran is also one of our Finance Assistants—her duties include; maintenance payments, foster parent reimbursements, all Agency Accounts Payable. She too is also involved with the monthly Special Rate Committee meetings. On occasion, in the absence of the Director of Finance, Fran may also attend the SFNNC Agency Relations Meetings along with any other meetings that may require her attendance.

Lana Daniels: Has been with the Agency since August/2016 and will have reached 2 years of service as of August/2018. Lana is employed as the Provincial Child Maintenance Billings Clerk—her duties include submitting the monthly Provincial Child Maintenance Billings to the Province of Manitoba. She is also responsible for reconciling the billings when she receives all pay advices from the Division of Families.

Dawn Bittle: Has been with the Agency since October/2016 and will have reached 2 years of service as of October/2018. Dawn is employed as the Federal Child Maintenance Billings Clerk—her duties include submitting the monthly Federal Child Maintenance Billings to Indigenous Services Canada. She is also responsible for reconciling all Federal Billings.

All staff within the Finance Department are actively involved in various agency committees and community events throughout the year.

At the end of each fiscal year, the Finance Department prepares for the annual Audit which is required by both federal and provincial government funders by July of each year. The Audit is completed by outside Auditors and reviewed and approved by the Board of Directors.

The following is the statement of Revenue & Expenses as audited by the Exchange Group, Chartered Professional Accountants, Winnipeg Manitoba, for the fiscal year ending March 31, 2018. A copy of our full audit can be viewed on our website at www.sagkeengcfs.org.

STATEMENT OF REVENUE & EXPENSES - YEAR ENDED MARCH 31, 2018

REVENUE:

INDIGENOUS SERVICES CANADA.....	2018	2017
Core.....	416,530	416,530
Self Evaluation	0.00	64,218
Prevention.....	800,784	800,784
Protection	1,527,616	1,504,466
Child Maintenance	2,919,372	2,103,849
Distinct Needs.....	0	25,000
Policy Engagement	75,000	0

SOUTHERN FIRST NATIONS NETWORK OF CARE	2018	2017
Core.....	638,386	638,514
Prevention.....	241,312	241,359
Protection	2,288,524	2,222,439

PROVINCE OF MANITOBA - MAINTENANCE	2018	2017
Maintenance.....	12,862,601	12,058,430

FEDERAL - CHILDREN'S SPECIAL ALLOWANCE.....	2018	2017
Children's Special Allowance.....	577,932	476,788

OTHER.....	2018	2017
Other.....	214,347	64,643

TOTAL REVENUE	22,562,404	20,617,020
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EXPENSES	2018	2017
Federal-Core.....	597,933	888,493
Federal-Prevention.....	659,681	479,001
Federal-Protection	1,562,476	1,398,088
Federal-Maintenance	2,922,759	2,378,060
Federal-Distinct Needs	0	25,000
Provincial-Core	700,620	753,484
Provincial-Prevention	306,148	211,980
Provincial-Protection.....	2,340,488	1,821,983
Provincial-Maintenance.....	13,427,093	11,709,476
Federal-Children's Special Allowance.....	172,792	186,586

TOTAL EXPENSES	22,689,990	19,852,151
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	2018	2017
GRAND TOTAL REVENUE	22,562,404	20,617,020
GRAND TOTAL EXPENSES.....	22,689,990	19,852,151

EXCESS (DEFICIENCY) OF REVENUE OVER EXPENDITURES.....	(127,586)	764,869
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REPORT

Director of Finance



INDEPENDENT AUDITORS' REPORT

To the Administrator of Sagkeeng Child and Family Services Inc.

We have audited the accompanying financial statements of Sagkeeng Child and Family Services Inc., which comprise the statement of financial position as at March 31, 2018 and the statements of revenue and expenses, net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, 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.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements 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 entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of Sagkeeng Child and Family Services Inc. as at March 31, 2018 and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Exchange

Chartered Professional Accountants LLP
Winnipeg, Manitoba
July 30, 2018

REPORT

Human Resources Manager

Hello/Aniin!

My name is Michael Gabriel and I am the Human Resource (HR) Manager for the agency and have been employed here since September/2011. Within the fiscal year 2017-2018, Trish Sinclair has since joined my team, as the HR Administrative Assistant.

Throughout the 2017-2018 fiscal year, the agency continued in our process of rebranding/restructuring as mentioned in the previous year's reports. This also included how the Agency conducted its' internal processes and business approach.

Another component to the rebranding/restructuring of the agency included developing and creating agency Policies and Procedures. The Executive Management Team along with input from staff, under the direction of our Quality Assurance Manager; Kim Hotomani took on a long arduous project of drafting, creating and editing Policies and Procedures for each specific agency unit. Policies and Procedures were developed for:

- Service Delivery
- Alternative Care
- Prevention Services
- Resource and Support Services
- Administration
- Finance
- Abuse Unit
- Human Resources

As noted, all policies and procedures were created and developed, as a means to provide clear direction on the services each unit provides on behalf of the Agency.

Human Resources continues to update and amend employee evaluation forms specific to job classifications, along with new time and attendance forms.

In addition, we also continue to amend the Employee Policy Manual.

Some notable changes to the Employee Policy include but are not limited to:

- Employee references for staff
- Mandatory Cultural training for new and seasoned staff
- Distracted Driving policy

With the Federal government introducing recreational legalization of Cannabis (Bill C-45), policy will be developed to address the use of cannabis within the workplace.

There were also changes to our Education Leave and Support/Transportation drivers' service agreements. Our original service agreements were dated and were updated to reflect our Agency needs.

Recruiting qualified candidates who meet workforce qualifications continues to be a challenge for our Community Office.

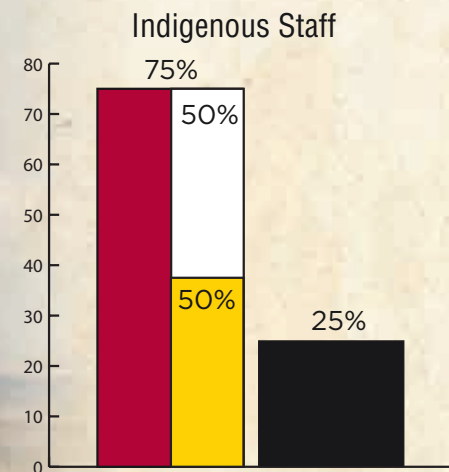
REPORT

Human Resources Manager

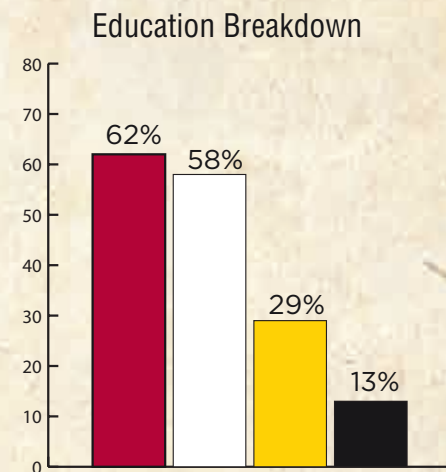
The following tables identify; workforce qualifications, education and indigenous staff within the agency.

QUALIFICATIONS

Service Delivery Staff

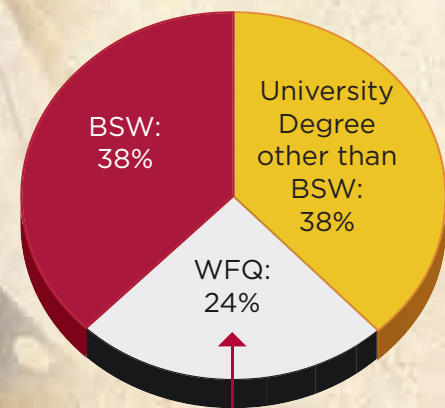


- 75% of total Agency staff are Indigenous (includes Metis Staff)
- 50% of Indigenous staff are Community Band Members
- 50% of Indigenous staff are from other Community
- 25% of Staff are non-Indigenous



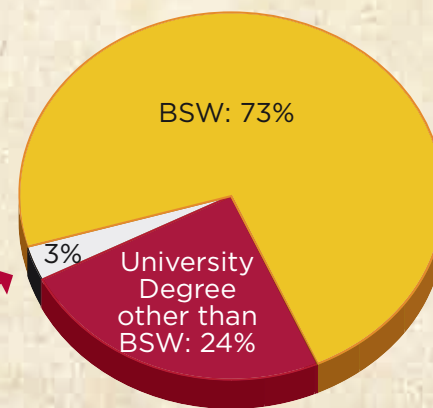
- 38 of 61 total Service Delivery Staff have a University Degree, 62%
- 22 of 38 Service Delivery Staff with University Degrees have a BSW, 58%
- 11 of 38 Service Delivery Staff with University Degrees have a BA, 29%
- 5 of 38 Service Delivery Staff meet Workforce Qualifications as set out by the Southern First Nations Network of Care, 13%

Community Office



Service Delivery Staff who meet Workforce Qualifications through other conditions as set out by the Southern First Nations Network of Care

Winnipeg Office

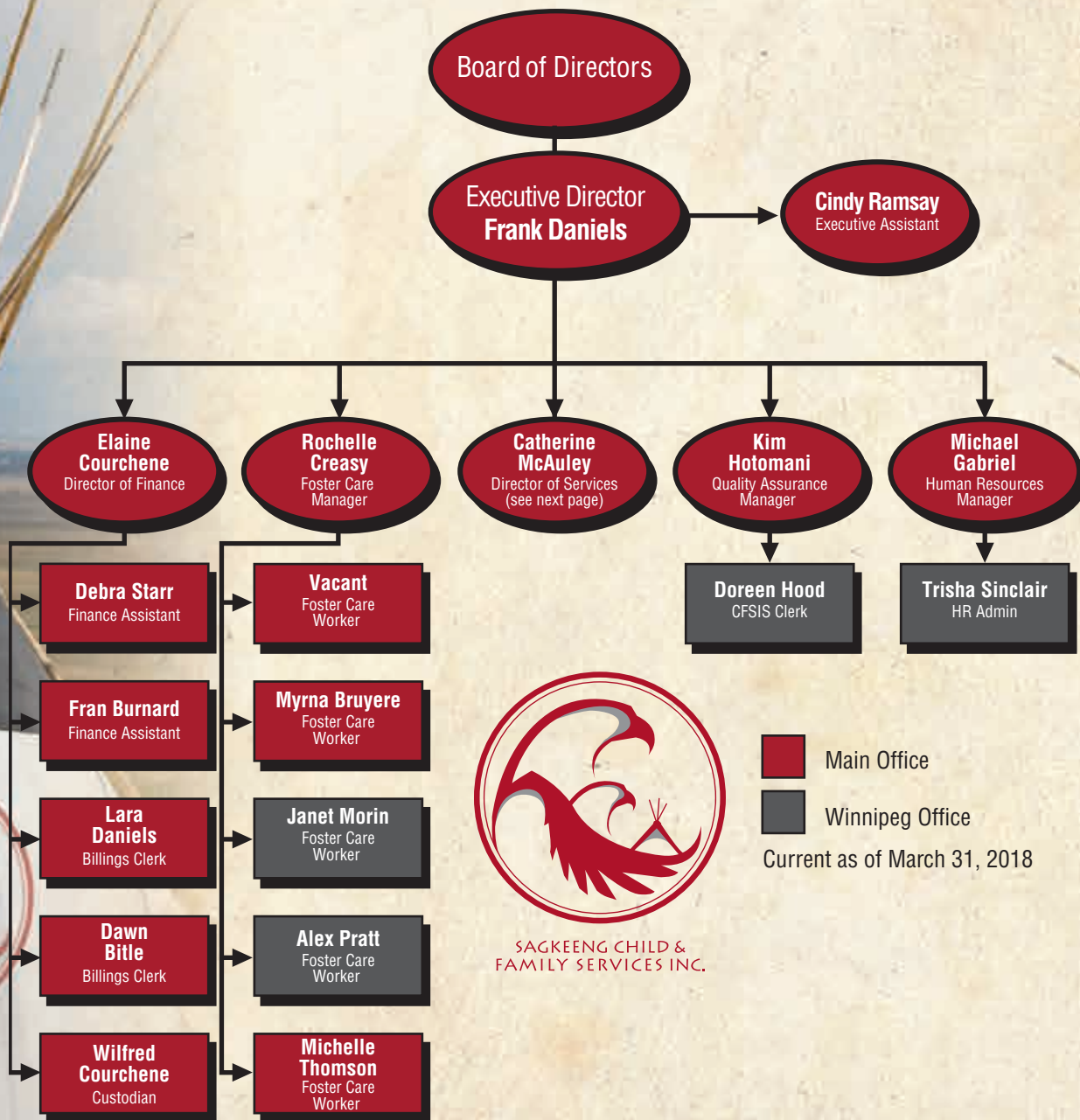


Service Delivery Staff who meet Workforce Qualifications through other conditions as set out by the Southern First Nations Network of Care



SAGKEENG CFS

Organizational Chart



SAGKEENG CHILD & FAMILY SERVICES INC.

SAGKEENG CFS

Organizational Chart



REPORT

Intake/After Hours Unit

Intake:

Intake is the first point of contact for all new child protection matters brought forth to the agency. Sagkeeng Child and Family Services (SCFS) is a mandated agency and follows the Manitoba Child and Family Services (CFS) Act. As such, agency staff are required to meet provincial standards when assessing families at the intake level, with the ultimate goal of keeping families together.

The Intake Worker assesses and if necessary, investigates all potential child protection concerns arising in Sagkeeng First Nation. All allegations coming forth to the agency require an assessment to ensure the safety of the child(ren).

In August 2017, the Intake Worker, Sylvie Rollins went on maternity leave. The position was posted in May 2017, but unfortunately there were no applicants. This position remained vacant with a second Intake Worker position being added and posted in the fall of 2017. On February 5, 2018, the agency hired a Direct Service Worker; Satira Mooyman, for one of the intake positions. The other Intake Worker position remains vacant. On March 7, 2018, the position for Intake Supervisor was posted as the current Intake Supervisor became the successful candidate for the Direct Service Supervisor position in the Winnipeg office.

Intake Worker

Satira Mooyman, BCYC

Sylvie Rollins, BA, Intake Worker (Maternity leave)

Vacant,

Intake Supervisor

Lorelle Shead, BSW, RSW

All Direct Service Workers (DSW) are essential for Intake Services and assessing the safety of children. Therefore, all DSWs are placed on a backup intake schedule to ensure the office has sufficient coverage available should any protection matters arise.

When ongoing services are warranted or requested from SCFS, the Intake Worker opens a file and transfers to a Direct Service Worker or Prevention Services Worker for a formal family assessment. From April 1, 2017, until March 31, 2018, there were 16 family files opened for ongoing protective services; this was mainly related to crystal methamphetamine use. One family was able to be transferred to Prevention Services (Family Enhancement) and one Expectant Parent Service file was closed with no protection concerns.

REPORT

Intake/After Hours Unit

After Hours/On Call:

SCFS is a Designated Intake Agency (DIA) that delivers Child and Family Services 24 hours a day/365 days a year and is required to provide services for all child welfare issues arising in Sagkeeng First Nation.

The SCFS On-Call Worker responds to all after hours emergency situations arising on-reserve, regardless of who is responsible for the case. From April 1, 2017, to March 31, 2018, there were a total of 1852 calls with an average of 154 calls per month, received to the after-hours operating service. The graph below will highlight the calls received in each month throughout the fiscal year.

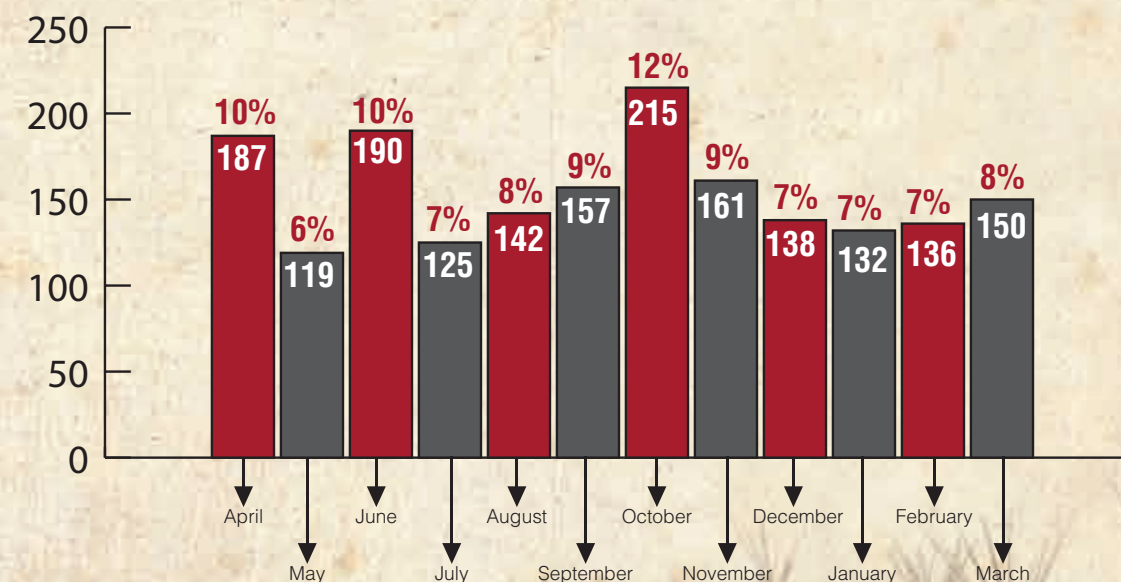
All Direct Service Workers provide on-call services to the community for 7 consecutive days on a rotating schedule. These duties are shared between the community and Winnipeg office staff. All Direct Service Supervisors are also on the same rotating schedule and are available for consultation and case direction when required. The statistics for On-Call services do not reflect true numbers due to the data collection process.*

* Calls regarding the same matter may come in more than once in the same after-hours period

AFTER HOURS CALLS

April 1, 2017 - March 31, 2018

1,852 Total Calls



REPORT

Prevention Services Unit

Prevention Service Model

Prevention Service Model was introduced in the child welfare system to enhance the family unit and to keep the family together. Prevention Service works together with families and community resources to promote healthier choices for the family. Through specialized programming and workshops, the program assists in connecting families with their community to identify resources as a means to end the cycle of involvement with the child welfare system. This method of service promotes positive relationships with community and strives to re-engage family to traditional parenting practice.

Prevention Service Workers

Prevention Service workers work collaboratively with the family to identify resources and programs to highlight their strengths and needs which will determine the steps needed to address their issues. The process may include; risk factors, in-home supports, workshops and also utilizing community Elders for guidance.

Prevention Service Program

Prevention Service provides a supportive service focusing on the overall needs of the family and the well-being of the children. Services are goal focused and time limited (up to 270 days). Planning identifies strengths and focuses on needs identified through the assessment process with the family.

Various Programs offered by the Prevention Service program in both Sagkeeng and Winnipeg include but are not limited to;

- Budgeting
- Traditional Parenting
- Healthy Choices
- Crystal Meth workshop
- Domestic Violence
- Nutrition & Conversation
- Customary Care planning
- Inter-Agency planning meetings in the community
- Elders Services (sweats, traditional teachings, naming, Clan ceremonies for healing)
- Life Skills (Fall Harvest, fish filleting Workshops)
- Day camps in the summer months July/August for Community children
- Cultural camps each season (spring, summer, fall, winter)
- Medicine picking
- Quarterly Elders committee meetings
- Hosting feast for each season
- Co-hosting with Sagkeeng Heritage Centre various workshops e.g. Wool jacket making workshop, Ojibway Language workshop

REPORT

Prevention Services Unit

Prevention Service works with Elders from Sagkeeng;

- To provide insight and leadership to CFS & Prevention Service staff.
- To provide the 7 sacred teachings
- To provide mediation
- To provide guidance in areas of programming, culture and traditional undertakings. (Traditional ceremonies, language instruction and feasts)
- Assisting in the development of language programs for Prevention Service families.
- Building a stronger nation through the empowerment of our members, Elders, youth and existing Prevention Service families and Children in Care.

Number of Participants in Prevention Service Programming from April 1, 2017 to March 31, 2018

Children.....	365
Families	84
Total Participants	449
Sessions	76

Prevention Service Workers

Tonya Field, BA,-Winnipeg

Vera Bruyere, Community Wellness Diploma-Sagkeeng

Prevention Service Supervisor

Isaac Mandamin



Summer Cultural Camp held at Lone Island in Whiteshell Provincial Park

REPORT

Community Office

Community Unit Profile

For the 2017-2018 fiscal year, the agency continued to have combined caseloads, consisting of permanent ward, temporary ward and protection files in an effort to help alleviate high caseload numbers.

Sagkeeng CFS Staff:

The Community Office staff is comprised of a supervisor and Direct Service Workers (DSW), who bring their own unique set of skills and commitment to the families and children they work with. They are as follows:

Direct Service Workers

Trish McLarnon – BSW

Renay Bone – Community Wellness Diploma

Kelcie Bunn – BSW

Shirley LaForte – BSW

Linda Swampy – BA

Dion Peterson – Case Aide

Dion Wood – Case Aide

Direct Service Supervisor

Lorna Bruyere – BA

Direct Service Worker Role:

DSW's have a variety of duties in order to meet the needs of the families and children with whom they work. They provide direct support to families while the children remain in the home. DSW's develop plans with parents and offer internal and external supports when required to ensure the safety of children living at home.

DSW's also work directly with children in agency care and their parents. They develop plans with the parents; address substance misuse, domestic violence, neglect, parent/teen conflict and parenting as a means to resolve identified protection concerns. DSW's make referrals to collaterals for both parents and children in agency care and provide support services to reduce the risks, so the children may return safely to their parents' care. When required, DSW's initiate referrals for specialized assessments (e.g., Child Development Clinic, Manitoba FASD Centre). They work closely with schools and other agencies to safeguard the development and wellbeing of children in care, so that the children are given opportunities to reach their full potential.

REPORT

Community Office

Due to a shortage of housing within the community DSW's also advocate for families with Manitoba Housing. In addition, the agency also assists families with children at home with things such as; transportation and food vouchers.

Role of the Case Aide:

Case Aides assist DSW's with completing documentation such as; record names, birthdates, treaty numbers, medical numbers and transportation requests. Case Aides assist with family visits, provide transportation for parents and their children for medical appointments, attend intake meetings with DSWs.

Common Trends Experienced in Child Welfare:

Families and children come to the attention of Sagkeeng CFS for many reasons. Some of these include addictions, family violence, neglect, lack of parenting abilities, and parent/teen conflict.

SCFS has noticed a historical trend from alcohol and substance misuse to individuals struggling with the misuse of prescription drugs and crystal methamphetamine, resulting in family protection files being opened and children entering agency care.

Although the agency has noticed that infants born to mothers who are addicted to crystal methamphetamine are not experiencing withdrawal symptoms, like those whose mothers abused prescription pills/alcohol/ or illegal drugs (e.g., cocaine) during pregnancy, it is unknown what the long-term effects may be on children exposed to crystal methamphetamine prenatally.

When the agency must intervene as a last resort, we always consider family/ kinship placements first. This is done to minimize the disruption to the children and to ensure they are provided with a nurturing, safe home environment where they can flourish emotionally, spiritually, physically and mentally.

Community Resources:

Sagkeeng CFS works closely with the Sagkeeng Wellness Centre and DSWs make referrals for services from the National Native Alcohol and Drug Abuse Program (NNADAP), Parenting Programs, Family Violence Programs, personal counselling, Strengthening Families Program, as well as other programs/services available. Parents have also been referred to the Wings of Power Resource Centre, which offers parenting and family violence prevention programs and is located in the neighboring community of Pine Falls.

REPORT

Community Office

In turn, Sagkeeng CFS receives referrals from collateral organizations such as schools, Victim Services, concerned community members and the RCMP. Sagkeeng CFS must work collaboratively with these organizations to assist families who are struggling.

In addition, Sagkeeng CFS also works with collateral agencies from Winnipeg, such as the Child Development Clinic, the Manitoba FASD Center and other resources that are not available within the community of Sagkeeng First Nation or the immediate surrounding area.

THE CIRCLE OF CARE PROGRAM

Sagkeeng Child and Family Services, Sagkeeng Chief and Council, The Sagkeeng Health and Wellness Centre and Provincial Court worked collaboratively to develop The Circle of Care Program.

The Circle of Care Program was designed to empower parents towards becoming autonomous and develop a long-term support network to ensure the safety and well-being of their children. The goal of the Circle of Care was to provide wrap around services as a one stop shop within the Health and Wellness Centre to better meet the needs of families involved in the child protection system, leading to quicker and long-lasting reconciliation.

Although there is no formal due process, services continue to be provided “in kind” by specific staff of the Health and Wellness Centre. At the same time, families continue to reach out requesting the Circle of Care service, which illustrates to us the continued need to keep this program progressing within our community.

Criteria for the program include:

- Children under apprehension (children who are under apprehension will be given first priority);
- Must have a protection file with Sagkeeng CFS at the community level;
- Must be willing to work collaboratively with the agency and the Circle of Care Program liaison from the Sagkeeng Health and Wellness Centre;
- Must be a resident of Sagkeeng First Nation;
- Must be committed to make positive lifestyle changes.

REPORT

Community Office

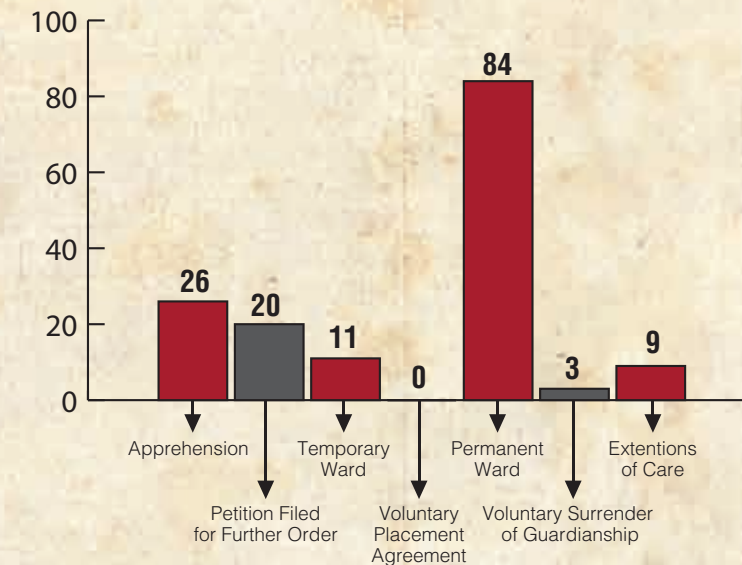
CHILDREN IN CARE DATA AS OF MARCH 31, 2018:

Total Number of Children in Care: 153

94 Federal/59 Provincial

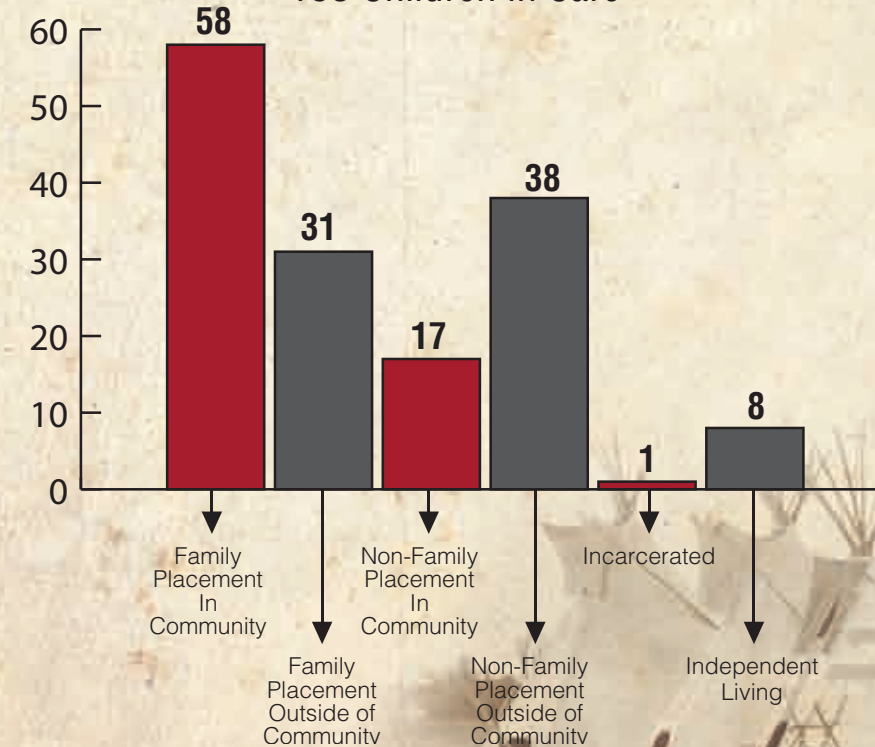
LEGAL STATUS

of the 153 Children in Care



PLACEMENTS

153 Children in Care

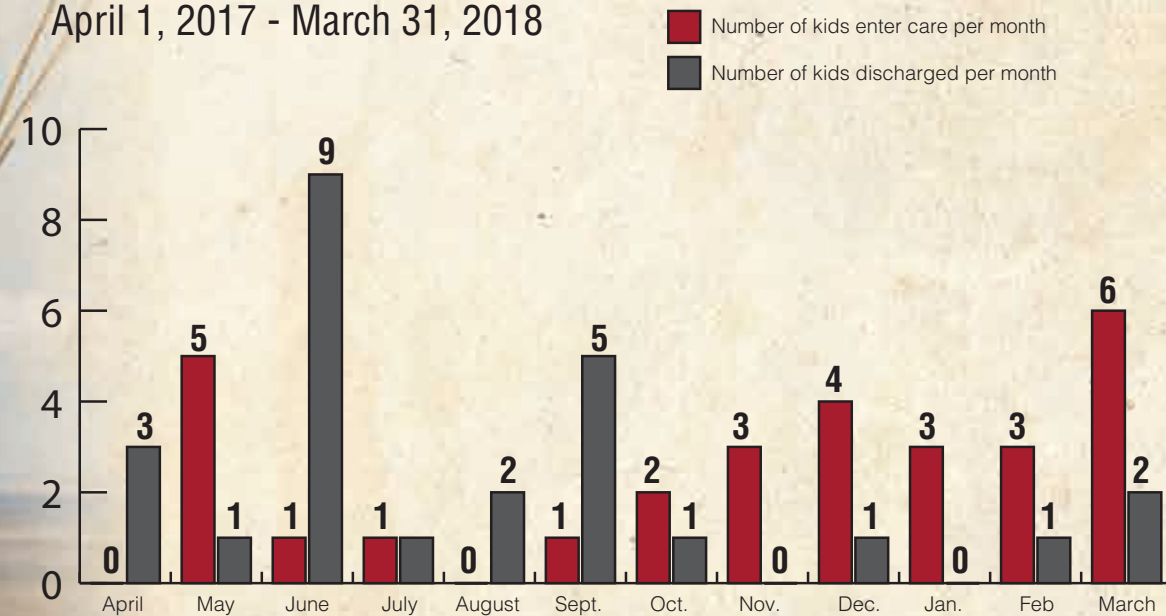


REPORT

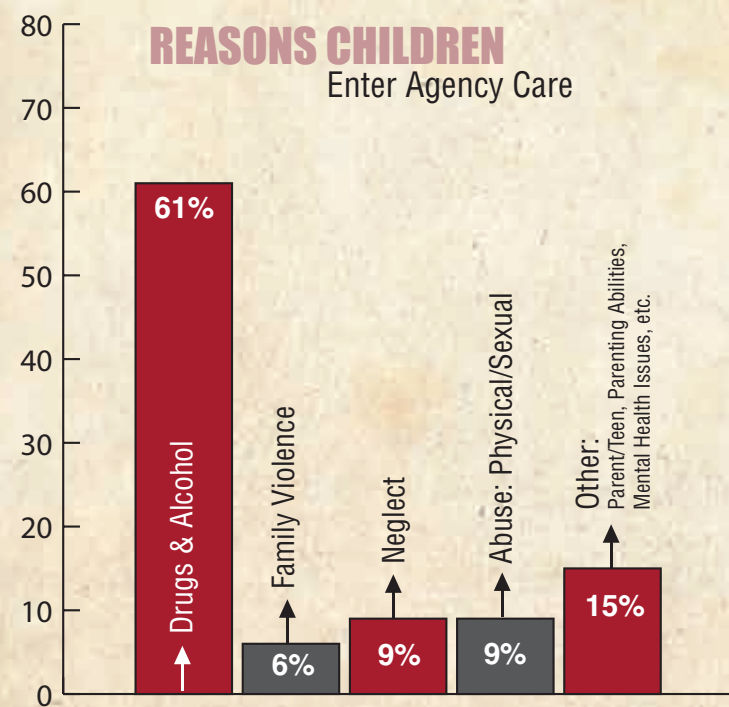
Community Office

ENTER CARE AND DISCHARGE ACTIVITIES

April 1, 2017 - March 31, 2018



For the 2017/2018 fiscal year, the agency had returned 26 children to either their parents or extended families and 29 children entered agency care.



REPORT

Community Office

The greatest factor placing children at risk and entering agency care is the use of alcohol and drugs. However, it is important to note that alcohol, drugs, and family violence often go hand in hand when parents are under the influence.

In the past year, children have increasingly been entering agency care due to the misuse of prescription drugs. **The use of crystal methamphetamine is also rising at an alarming rate in the community.**

Number of Protection files closed through the Fiscal Year.

During the 2017/2018 fiscal year, Sagkeeng CFS closed 9 protection files, 7 of which closed because the children became Permanent Wards and 2 because the existing protection concerns had been resolved.

In closing, although children may become permanent wards of the agency, there are several factors to consider, including things such as; running out of court order time, parent/teen conflicts and parents who acknowledge they can no longer parent. That said, because a child becomes a permanent ward, this does not mean the agency stops working with the parents, we continue to try and have ongoing relationships with biological parents and continue to support family visits, as long as, parents are engaged.

REPORT

Direct Services - Protection

Winnipeg Protection Services Unit

In the 2017/18 fiscal year, the Winnipeg office had 4 Direct Service Workers (DSW) providing protection services. These DSW's focus on keeping children safe with family and reunifying children that may already be in care. From April 1, 2017, to March 31, 2018, there were 34 apprehensions within the Winnipeg protection unit. A large majority of the apprehensions were related to substance misuse. Within this same timeframe, there were 22 reunifications and 12 children whose extended family were granted guardianship.

All DSW's are required to complete a Structured Decision Making (SDM) assessment on each family member and other adults in the household. This SDM assessment entails a family narrative, a probability of future harm, caregiver information, child strengths and needs, along with a safety assessment. The SDM assessment helps guide the case plan to assess the possible reunification of the child(ren) and/or closure of the family file. This fiscal year, there were 13 new protection files opened and 4 children in care attached to protection files that were received from All Nations Coordinated Response (ANCR). In addition there were 11 protection files closed due to permanent orders being granted or protection concerns being resolved.

All reports of suspected maltreatment must be assessed by the DSW by attending the home, interviewing all parties involved and ensuring the safety of the children. Sagkeeng CFS ensures all options are explored and assessed before a child enters agency care. Whenever possible, mediation is provided to ensure family/extended family members are able and willing to help care for children while primary care providers address protection concerns. SCFS continues to make mediation a priority.

If children are required to enter agency care, it is with the hope that it is a temporary measure and that healthy family members can provide a place of safety for the children. DSWs support and empower the parents to work on addressing protection concerns by guiding them to the appropriate resources and identifying their own support system. When permanency planning for the child is required, SCFS will first and foremost support all kinship placements to seek guardianship of the child(ren).

Direct Service Worker:

Terri-Lee Bousquet, BSW student

Samantha Marin, BSW

Stephanie Olivier, BSW

Carmen Yerex, BA

Vacant

Direct Service Supervisor:

Lorelle Shead, BSW RSW

Case Aide

Jessica Daniels

REPORT

Direct Services - Children in Care

Children in Care - Winnipeg

The child in care unit in the Winnipeg Office has provided services up to 211 children throughout this fiscal year. Each Direct Service Worker (DSW) carries a caseload ranging anywhere from 30 to 42 Children in Care. The DSW's are responsible for creating individual case plans to ensure the unique needs of each child are met.

Case plans include information about placements, therapy, Elder's services, recreational activities, and family/sibling/community visits. Each case plan is developed with the best interest of the child being the primary focus.

DSW's are also responsible for ensuring that their work is in accordance with *The Child and Family Services Act* and Provincial Standards and Regulations. DSW's utilize the child welfare database, known as the Child and Family Services Information System (CFSIS). For each child in care, information is recorded into CFSIS including the child's demographics, placement information, natural family information, legal status, funding, a picture and physical description of the child, case notes, and other relevant information.

The Children in Care unit consisted of a supervisor and the following 6 workers during the 2017-2018 year:

Direct Service Workers

Sheldon Pelech, BSW

Meghan Reid, BSW

Eugene Schoenenberger, BSW

Jennifer Stewart, BSW

Juliann Swirsky, BSW

Kelsey Vieira, BA

Direct Service Supervisor

Amanda Kennell, BSW

Case Aide

Jessica Daniels

This year the unit welcomed 2 BSW students completing their Bachelor's degree in Social Work: Shayna Bushie from the University of Manitoba (who split her time between the Direct Services Unit and the Alternative Care Unit) and International Student, Nikki Smith, from Queensland University of Technology in Australia. It was wonderful to have the extra support for our team and they enjoyed their experience/practicums with the agency.

The DSW's on this unit reviewed all the child in care files to determine where reunification or guardianship could be successful and we continue to work toward returning children to their families wherever possible.

REPORT

Direct Services - Children in Care

As of March 31, 2018, the legal status of the 207 Children in Care were:

- 155 Permanent Orders of Guardianship granted through the Courts, 6 of which are also on Extensions of Services
- 34 Voluntary Surrenders of Guardianship, 1 of which is on an Extension of Services
- 13 Temporary Orders
- 5 Apprehensions

As of March 31, 2018, the placement information for the 207 Children in Care were:

- 140 children placed in non-culturally appropriate homes
- 46 children placed with family
- 21 children placed in culturally appropriate homes

Of the 207 placements, 9 were on Reserve.

Monthly Unit Statistics

April 2017:	196 Children in Care, 10 Protection Files 176 Provincial funded, 20 Federally funded (CIC only)
May 2017:	202 Children in Care, 1 file transferred to Metis CFS via Section 42 181 Provincially funded, 21 Federally funded (CIC only)
June 2017:	202 Children in Care, 1 Protection File 181 Provincially funded, 21 Federally funded (CIC only)
July 2017:	211 Children in Care, 1 Protection File. 1 CIC file transferred to SCFS from Metis CFS via Section 42. 190 Provincially funded, 21 Federally funded (CIC only)
August 2017:	209 Children in Care, 1 Protection file. 1 CIC transferred to SCFS from Winnipeg CFS via Section 42. 2 Children in Care reunified with their mother. 188 Provincially funded, 21 Federally funded (CIC only)
September 2017:	205 Children in Care, 1 Protection file. 6 children discharged from care due to grandparents obtaining Guardianship. 184 Provincially funded, 21 Federally funded (CIC only)

REPORT

Direct Services - Children in Care

October 2017:	205 Children in Care, 2 Protection files. One Child in Care and 1 Protection file transferred to SCFS from Winnipeg CFS via Section 42. 184 Provincially funded, 21 Federally funded (CIC only)
November 2017:	208 Children in Care, 2 Protection files 186 Provincially funded, 22 Federally funded (CIC only)
December 2017:	211 Children in Care, 2 Protection files. 1 Child in Care transferred to SCFS from Winnipeg CFS via Section 42. 189 Provincially funded, 22 Federally funded (CIC only)
January 2018:	208 Children in care, 2 Protection files 186 Provincially funded, 22 Federally funded (CIC only)
February 2018:	209 Children in Care, 2 Protection files. 1 Child in Care transferred to SCFS from Winnipeg CFS via Section 42. 187 Provincially funded, 22 Federally funded (CIC only)
March 2018:	207 Children in Care, 2 Protection. 5 children discharged from care due to grandparents obtaining guardianship. 1 Protection file closed due to permanent order being granted on Child in Care. 185 Provincially funded, 22 Federally funded (CIC only)

In closing, I am pleased to highlight this year our unit, in conjunction with the protection team, successfully reunified 3 children in care with their parents; 1 Permanent Order being rescinded along with 11 children discharged from agency care due to grandparents obtaining Guardianship.

REPORT

Direct Services - Transitional

Transitional Unit Profile:

The Winnipeg based Transitional Unit provides direct services to the Agency's Permanent Ward youth. The unit has the primary responsibility of ensuring preparations for transitional planning occur at age 14-15 in support of youth reaching Age of Majority (18). The goal of the Transitional Unit is "to provide relevant services and supports based on the identified needs and goals of youth we work with, as they transition towards adulthood and their future potential."

We recognize and acknowledge that as our youth approach adulthood they are faced with many obstacles and challenges. Many are not prepared; emotionally, mentally, educationally, or financially to live independent of supports and services. Some require Agreements for Extension of Agency Services, which are available to young adults in need of support to foster their success until the age of 21.

Section 50(2) of The Child and Family Services Act states;

"The director, or agency with the written approval of the director, may continue to provide care and maintenance for a former permanent ward for the purpose of assisting the ward to complete the transition to independence, but not beyond the date when the former permanent ward attains the age of 21 years".

Winnipeg Transitional Unit Team:

The Transitional Unit now has a full complement of seven staff members including 6 Direct Service Workers and 1 Direct Service Supervisor. They are as follows:

Direct Service Worker

Danielle Duncan, B.A.

Raquel Foster, B.S.W

Tracy Desaulniers, B.S.W

Tannis Starr, B.S.W

Karra Woloshyn, B.S.W

Jayne Pile, B.A (Hons), B.S.W, R.S.W

Direct Service Supervisor

Michelle Lemoine, B.S.W

Case Aide

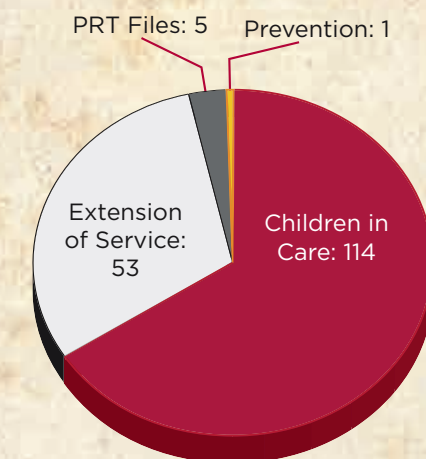
Jessica Daniels

REPORT

Direct Services - Transitional

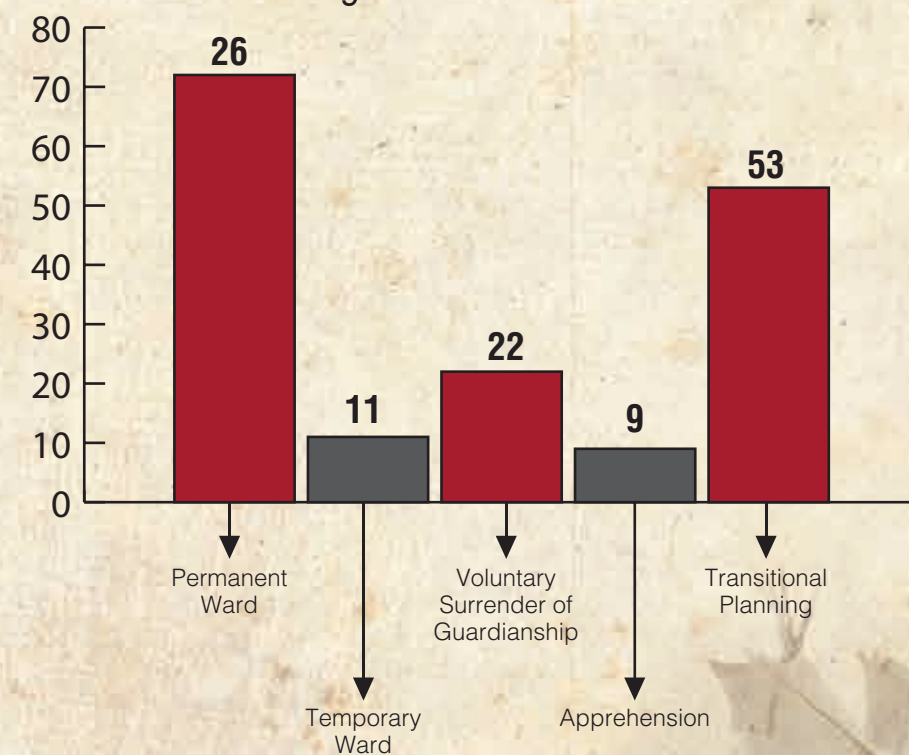
Transitional Unit Stats:

Each worker is assigned an average caseload of 29-40 cases. There is a combined total of 173 cases within the Transitional Unit. Of these, 114 are children in care, 53 are young adults on extension of services and 5 are Protection files and 1 Prevention case.



Of the 167 children in care, 52 are 14-17 year olds receiving transitional planning services, 53 are 18-21 year olds with Extensions of Service (EOS) and 62 are 0-13 years of age.

TRANSITIONAL UNIT Legal Status



Out of the 167 children in care; 9 are under apprehension, 11 are Temporary Wards, 72 are Permanent Wards, 22 are Voluntary Surrender of Guardianship (VSG) and 53 are under Transitional Planning. Again of the 167 children/youth/young adults; 8 are federally funded and 159 are provincially funded. The 5 protection files are provincial cases and the 1 prevention file is also a provincial case. We are also happy to report within this fiscal period, a grandfather had obtained guardianship of a sibling group of 4.

REPORT

Direct Services - Transitional

Transitional Unit DSW Roles:

The DSW is responsible for ensuring that all youth in care, regardless of legal status, at the age of 15, have a detailed transition plan with a view to leaving care. The plan must involve an assessment and development of skills needed for adult living. If the youth is 15 years or older and is expected to return to their family prior to their 18th birthday, the transition plan will also reflect the family's involvement, where appropriate. The DSW is responsible to complete assessments to determine the youth's maturity level, educational level, life skills, strengths and needs, and at risk behaviours. Youth are also assessed for suspected disabilities through psychometric testing to determine a diagnosis, as well as, their cognitive and adaptive functioning levels. Following assessment the DSW develops a plan in collaboration with the youth, their family and their identified support network. This planning aims to support the youth in working towards successful independence as they approach Age of Majority (18) and if necessary, up until age 21.

Some youth present with issues such as mental health concerns, disabilities, addictions, and at risk behaviours. The DSW ensures they are assessed, diagnosed and referred to appropriate voluntary supports through adult service programs.

Transitional Unit DSWs assist these youth to connect to culturally appropriate services, resources and supports that recognize their values, beliefs and how they identify. The Transitional Unit believes the more the youth are aware of their family tree, history and cultural heritage, the stronger their sense of identity and control over their own lives. The youth will have the choice on what type of involvement he/she wants to have with his/her own family. This provides them with a sense of acceptance and control over the situation. Getting them immediately involved with family may not always be appropriate due to unresolved conflicting issues. Gradual engagement with their cultural background and family of origin is where our unit begins to support youth in healing and developing this integral piece of their identity.

DSW's ensure each youth or young adult has a plan in place that is based on their unique needs, goals and circumstance as they work towards what they identify as success for them as they approach and continue into adulthood. While these plans are unique to the individual they all incorporate many of the following elements necessary for youth to meet the expectations they will face as adults;

- **Reunification with family of origin and/or home community.**
- **Exploration of resources that will support the youth into adulthood;**
 - o Assessment and referrals to appropriate adult services
 - o Continued medical, dental and prescription coverage
 - o Supportive services which reflect the cultural background and identity of the youth
 - o Ability to identify the process to secure safe and appropriate housing with additional support
 - o Exploring and identifying future learning opportunities including post-secondary education, trades and other training that would enable youth to enter or continue in the workforce
 - o Assistance and referral to available funding sources for continued lifelong learning

REPORT

Direct Services - Transitional

- **Exploration of what life skills they will need to master in order to meet the expectations of adulthood;**
 - o Ability to perform basic life skills such as; cooking, cleaning, laundry, shopping and maintaining personal hygiene
 - o Understand basic concepts of money management including; banking, paying rent, budgeting and credit cards
 - o Plan for employment readiness
 - o Development of a stable social support network
- **Identify and address risk factors;**
 - o Addictions treatment programming
 - o Mental health diagnosis, treatment, and planning
 - o Criminal justice involvement support and planning
 - o Other risks and associated behaviours including but not limited to exploitation
- **Minor parents with children**
 - o preparing, educating, and informing youth regarding sexual health and well-being
 - o assessment, planning, and support for young parents who are also transitioning from agency services

In reality, each youth or young adult requires specialized help in reaching their future potential. The DSW ensures that the youth understands their plan and encourages them to participate fully in their planning and responsibilities. In many cases, youth are vulnerable and at risk if services do not continue for them. Extensions of agency service beyond the age of 18 are offered to youth who require additional support or demonstrate motivation and willingness to work toward their goals.

Ongoing Challenges Facing Youth Transitioning from Agency Care and Services:

There continues to be an increase in youth requiring Extension of Services as they are not prepared for adulthood. Unfortunately many youth have also turned to self-destructive and high risk behaviours such as; substance abuse, distorted self-image, self-harming behaviours, sexual exploitation, loss of identity and identity confusion, delinquent behaviour including absences from school, placement, and relevant programming. Ongoing assessments are provided to youth who are struggling and DSWs advocate for continuation of services to support them as they make positive changes.

Youth are also offered opportunities to experience independence. The Transitional unit works with programs who offer semi/independent living placement opportunities. Youth who return home on their own may need need ongoing support to re-build their family relationships.

We honor family connections and support our youth as they begin to re-establish and maintain them. We also assist the youth to develop a life-long network of support they can maintain long after they leave agency services. Youth who are entering the world of post-secondary education, trades and employment training are encouraged and supported in returning to their home communities with the skills they need to bring positive change and become young indigenous leaders.

REPORT

Alternative Care Department

First and foremost, I would like to extend my greetings to the caregivers, families, children, youth, elders and community of Sagkeeng First Nation. On behalf of the Alternative Care Department within Sagkeeng Child & Family Services Inc. (SCFS), please find attached the Annual Report for the 2017-2018 fiscal year.

I am pleased to report we have changed our department's title from Foster Care to Alternative Care. This change came from the request of children in care and community members. The term "Foster Care" was believed to have a negative and stigmatizing connotation; therefore with respect and acknowledgement of their request, we gladly changed the title.

The SCFS Alternative Care department is comprised of 5 Alternative Care workers and an Alternative Care assistant situated in both the community office, as well as, the Winnipeg office. We welcome aboard Amber Prince to our team as an Alternative Care worker.

Our Winnipeg office staff; Janet Morin, Alex Pratt and Michelle Thomson, continue to be assets to our team and are committed to the families and children we serve. Michelle works at both the community office, as well as, our Winnipeg office.

The Alternative Care department is primarily responsible for the following: finding suitable placements for our children in care, assessing Places of Safety, licensing homes, supporting caregivers and when required; completing guardianship assessments. At the same time, Alternative Care ensures all of our homes are in compliance with the "Foster Care" Regulations and Standards.

As in previous years, placements for children in care range from kinship homes, emergency homes, to more specialized homes. Placements are dependent on a child's needs and resource availability from both within and outside of the community.

A Place of Safety (POS) is primarily used for the immediate placement of a child in care involving a kinship placement. In most cases, POS's are licensed through the kinship licensing model, which is designed to be a less intrusive means for licensing than that of general/stranger based foster care but continues to fulfill foster care standards and regulations. We continue to maintain our regular licensed homes and specialized homes according to the children's needs identified. We also continue to maintain our 2 emergency homes situated in Sagkeeng and Winnipeg, with 4 emergency bed spaces in each home.

These emergency homes are culturally appropriate and are listed on the Child and Family Services Division Provincially Approved list.

This past year, we successfully hosted a summer barbeque at Bird's Hill Park and our annual Christmas event, which was a pancake breakfast held in Brokenhead First Nation. Please note, our events are held in locations between Sagkeeng and Winnipeg to accommodate our families who live within those communities and surrounding areas. We thank all of the families for bringing our children to these events, as we had many in attendance.

As acknowledgement and respect to the children's culture, I am glad to report our program policy includes all families attend at least one cultural event in the community, as well as, an additional cultural event in their local area. We believe in the importance of the children's cultural connectedness, specifically, a connection to their community of origin.

As the Alternative Care Manager, I continue to represent the agency on the Alternative Care Agency Committee, under the Southern First Nations Network of Care (SFNNC) who is comprised of the Alternative Care Coordinators from 9 of the 10 agencies governed by SFNNC. It is at this committee table where we can strategize together to best serve our people.

I would like to take this opportunity to mention that we are in need of more families and homes within the community and I encourage Sagkeeng community members to open their homes. We have been trying to recruit culturally appropriate families within the community and will continue on an ongoing basis.

I would like to conclude my report with 1 of Sagkeeng Child and Family Services' Core Values in mind; "Children are sacred gifts and as a community, it is our responsibility to ensure their physical, social, emotional and spiritual needs are being met". On behalf of the Alternative Care department, we extend our sincerest gratitude to all care providers and families who care and love our children.

Meegwetch,

Rochelle Creasy, BSW
Alternative Care Manager

REPORT

Alternative Care Department

AGENCY FOSTER CARE

Case Counts April 1, 2017-March 31, 2018

190 Total Sagkeeng CFS Foster Homes

85
Licensed Homes



34
Child Specific



14
On Reserve



39
Culturally Appropriate

* 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's and Licensed homes.

105
Places of Safety



95
Child Specific



48
On Reserve



94
Culturally Appropriate

105
Sagkeeng Band Member Homes



52
Off Reserve



32
On Reserve

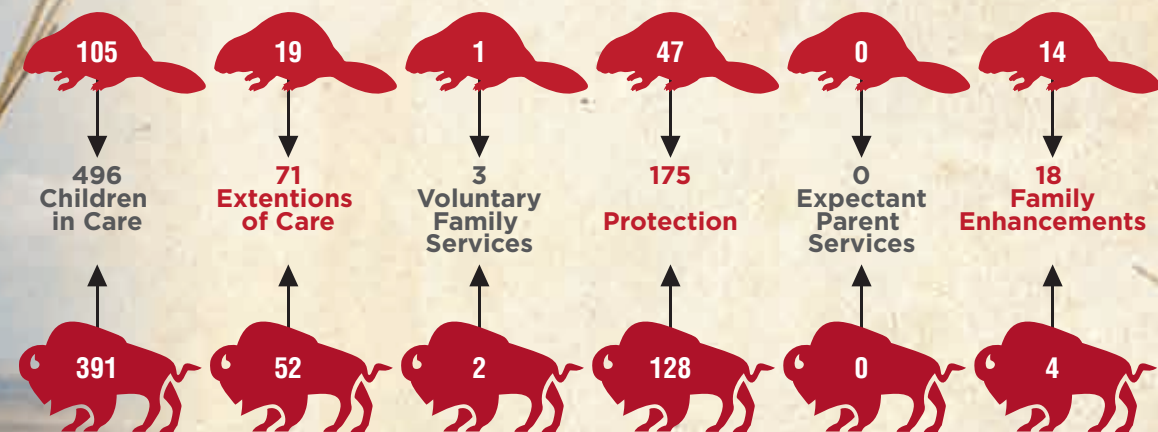
AGENCY

Case Counts - April 1, 2017 to March 31, 2018

CASELOAD

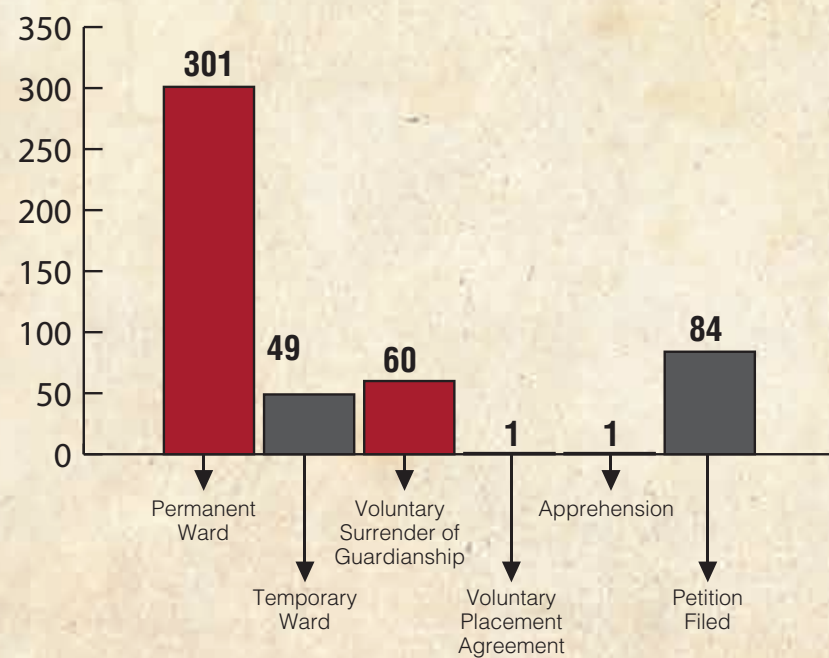
Sagkeeng CFS

763
TOTAL



LEGAL STATUS

of the 496 Children in Care



*** Note:** The numbers reported here represent the most accurate information available to the Agencies at the time of reporting and may not be consistent with the numbers reported in the Manitoba Families Annual Report for 2017/18 due to recent changes to their criterion for counting children in care.

AGENCY

Case Counts - April 1, 2017 to March 31, 2018

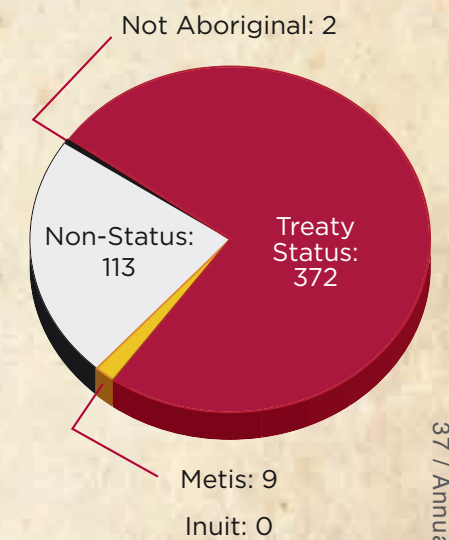
PLACEMENT

Categories
496 TOTAL



ABORIGINAL STATUS

of the 496 Children in Care



Metis: 9
Inuit: 0

Michelle Guimond

Story of Inspiration



Michelle is, in one word, an inspiration!

Michelle is 19 years old and from Sagkeeng First Nation. Although she has faced many challenges, she accomplished a great deal of success in her years on Turtle Island. From the time she was born, Michelle has proved just how determined she is to defy all odds. Despite being challenged in many aspects of her life, she continues to apply her drive and effort and push forward on the good path.

Michelle graduated from John Taylor Collegiate in 2017. She was top three in her graduating class, received awards, bursaries and scholarships, including the Horatio Alger Scholarship and the Youth in Care Tuition Waiver.

Michelle was accepted to multiple universities including McGill University in Montreal, the University of Manitoba and the University of Winnipeg. After careful consideration, Michelle accepted the offer from the University of Winnipeg, which is close to home and close to an amazing lifelong support network. She is currently working on her Bachelor of Science and it is anticipated that she will graduate in 2019.

Following completion of her Bachelor's Degree, Michelle will continue her studies with the goal of becoming a physician.

Michelle is a member of the Ahbiki Bimaadiziwin, known as; *Braids of Life Youth Council*. This is a committee made up of youth who are in and out of care, and who want to make a positive impact on the child welfare system through the use of their voices and experiences. As a member of Ahbiki Bimaadiziwin, Michelle works with other youth and uses her strong and caring voice that speaks powerfully to kinship issues affecting Indigenous youth, children and communities. A voice that creates a clear path for youth in care that will be heard and recognizes the rights they are entitled to!

Over the past four years I have had the opportunity to work with Michelle. She has grown to become a mature and responsible Anishinabe Ikwe. Michelle is caring, thoughtful, dedicated and has a true desire to better herself and make a difference in the lives of others within her community. For over three years, Michelle has been working in a nursing home. She has had the opportunity to work in a medical lab and experience the science of medicine first hand since the young age of 16. The level of focus and determination Michelle continues to show, proves just how ambitious she is as she remains on her path to success.

When asked what inspires Michelle to accomplish her goals and what she would share with youth who have similar life experiences, to motivate them and work towards their goals, Michelle stated;

“Since being apprehended by CFS at a young age, I’ve encountered many who are quick to judge my abilities based on my appearance and background. While being a member of the indigenous community creates a sense of belonging and pride, it also comes with difficulties. Despite other’s opinions, I knew I was capable of more than what was expected of me. For other children in care who are working towards achieving their dreams, I would hope they would believe in themselves and not let the negative stigma around being in care deter them from working hard to accomplish their goals. I would encourage them to put themselves out there and find what they are passionate about, and then take advantage of the many resources in place to help children in care succeed.”

“I have allergies and thanks to my carelessness when it came to food when I was younger, I found myself spending a lot of time in the hospital. This caused me to become fascinated with the medical field. I love the science aspect of it and am intrigued by the endless possibilities that exist within the field. In school, I took courses that challenged me and expanded my knowledge, hoping one day I would be a physician myself. Although it has not always been easy, I’ve continued to work hard with the support of my family. My younger sister and I lived with our foster family most of our lives and throughout the years they’ve always pushed us to reach our full potential. Even though I have now moved out and on my own, I will continue to work towards my goals”.

- Michelle Guimond

A few years ago, I heard another young woman say that in life, we all have things we struggle with. What really matters is that we keep striving to achieve goals that we have set for ourselves. Resiliency and determination makes us stronger in our journey. Be yourself and try something new. No matter what challenges life throws at you, never give up, stay focused on your goals and keep looking forward.

Michelle is definitely on a good path that she has set out for herself. I am confident that she will be successful in her life and at the same time, is going to have a positive impact on those who she is dedicated to.

To all our youth as they continue on their journeys, know that you have a community of people who are here to support, guide and wish you well on your path to success!

Tracy Desaulniers, BSW
Transitional Unit Direct Service Worker

“Good things come to those who believe, better things come to those who are patient, and the best things come to those who don’t give up”.

-Anonymous

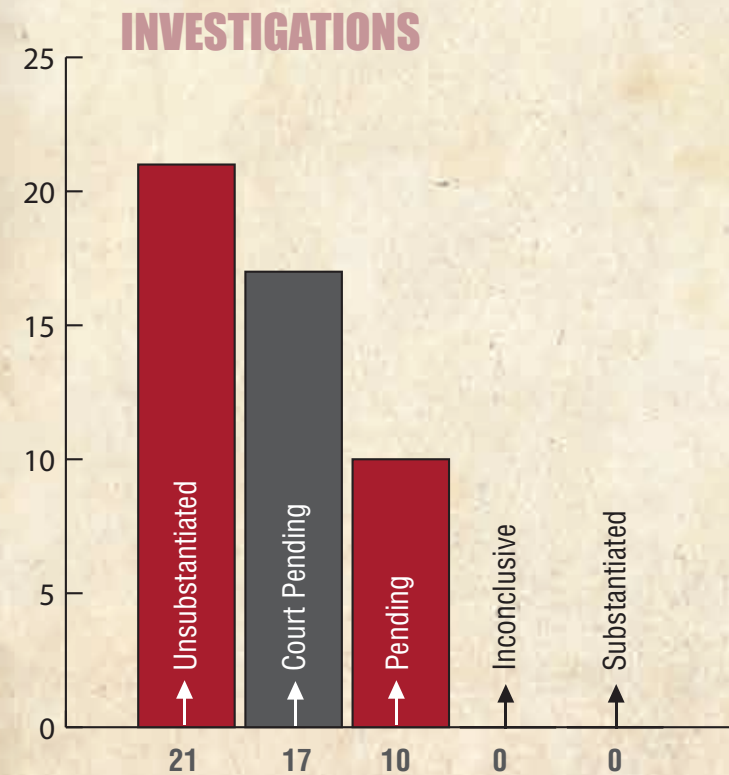
REPORT

Child Abuse Unit

Sagkeeng CFS (SCFS) has 1 Child Abuse Investigator and 1 Child Abuse Administrative Assistant who are based out the community office. The Child Abuse Investigator is responsible for conducting abuse investigations in the community, as well as, areas outside the city of Winnipeg when a disclosure is made in one of our foster homes. In the City of Winnipeg, the All Nations Coordinated Response Unit (ANCR) is the mandated agency which conducts all abuse Investigations. The Abuse Unit works in partnership with the local RCMP, as required in joint investigations. Within the agency, the unit works hand in hand with Direct Service Workers (DSW's) providing direction and investigational oversight when required.

SCFS and the Child Abuse Unit has a mandatory Child Abuse Committee (CAC), who meet monthly, as required under the Child Abuse Regulation 14/99. The CAC reviews abuse referrals made to the committee and makes decisions to recommend individuals to be placed on the Child Abuse Registry. The CAC can also make recommendations to the DSW's regarding the children and their best interests. CAC members are comprised of the following: a) Child Abuse Coordinator, b) a police officer c) an educational representative, d) a duly qualified medical practitioner, and e) an agency staff member other than the Abuse Coordinator.

The Sagkeeng Child Abuse Investigation Unit conducted a total of 48 investigations between April 1, 2017 and March 31, 2018. As illustrated below, you will find a breakdown for the year based on the outcome of those investigations. It must be noted, due to the long court process some files remain pending until the court process is complete.



REPORT

Child Abuse Unit

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

18(1) Subject to subsection (1.1) of The Child and Family Services Act, "where a person has information that leads the person reasonably to 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".

Section 17(2) of The Child and Family Services Act identifies "a child is in need of protection where the child is abused or is in danger of being abused".

The Act defines abuse as:

"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

If you suspect or receive a report of abuse and/or neglect contact your local Authority. Sagkeeng CFS has on call support available 24 hours a day, seven days a week at (204) 367-2215.

Laura Davison
Abuse Unit Administrative Assistant

Megan van Sabben, BA
Child Abuse Investigator

References

- ANCR Child Abuse Investigations Manual
- The Child and Family Services Act, Manitoba

REPORT

Quality Assurance

Aniin, my name is Kim Hotomani and I am the Quality Assurance Manager for Sagkeeng Child and Family Services. I have 1 staff who works alongside me; Doreen Hood, who is the agency Child & Family Services Information System (CFSIS) clerk. Our CFSIS clerk assists in maintaining CFSIS compliance for both offices.

For the fiscal year April 1, 2017 to March 31, 2018, Quality Assurance has continued to ensure the agency strives to meet Provincial Standards while working towards fulfilling the recommendations from the 2016 Investigative Report.

Upon conclusion of that report, 20 recommendations were suggested. As of this reporting period, I can advise Sagkeeng CFS has completed 12 of the recommendations identified, with the remaining 8 either initiated or pending. As of this reporting period, we continue to wait for the Southern First Nations Network of Care (SFNNC) to release the finalized draft of the Investigative Report for public review.

In addition to the 20 recommendations from the 2016 Investigative Review, the SFNNC made an additional 32 internal recommendations for the agency to consider; as it relates to governance, service delivery and finance policy. Due to the fact these additional recommendations were “Out of Scope” these will not be made public.

To ensure, we are addressing and meeting recommendations, the executive management team reviews all recommendations semi-annually. To date, Sagkeeng CFS has completed 19 of the “out of scope” recommendations, 7 are currently in progress, 1 in pending status and the remaining 5, we intend to challenge.

The Agency also responds to recommendations received from the Office of the Children’s Advocate (OCA). These recommendations are not made public, as they stem from reviews that are case specific and remain confidential. Sagkeeng CFS responded to 5 recommendations from the OCA’s office in this fiscal reporting period.

In addition to these, as quality assurance, I also generate monthly CFSIS reports (RCase064 and RCase065) to track the Provincial compliance; these reports are then shared with the Supervisors who in turn, use them to provide guidance to Direct Service Worker’s (DSW’s) as it relates to case management standards.

A final summary is then shared with the SFNNC. Monthly statistics are also provided to the Executive Director as means to assist in monthly reporting to both the Board of Director’s and Chief and Council.

REPORT

Quality Assurance

Quality Assurance has also taken the lead in the development of Policy and Procedures for each unit within the agency. After a long arduous process, I am happy to report the agency has program Policy and Procedures for each agency unit in final draft.

As a part of HR audits and in relation to recommendations from the Investigative report, quality assurance also tracks staff/management in training and development. In the last year, staff and management have attended the following training in an attempt to increase staff development, but also meet specific recommendations:

- Train the Trainer SDM Safety Assessments SFNNC
- CFSa Training for Minor EPS Intakes/Cases
- Harm Reduction Training
- Lateral Violence
- Progressive Discipline
- Case Documentation SFNNC
- Child Maintenance Training for Finance Staff SFNNC
- Court Procedures SFNNC
- Structured Decision Making SFNNC
- Transitional Planning SFNNC
- Child and Family Services Application Training
- Intake Module

In closing, I recognize that our DSW’s and Supervisors have a tremendous responsibility to carry when working with our children and families however, also have an added obligation to attend training, meeting recommendations and provincial standards. That said, I commend the staff of SCFS for their dedication to our children and our families.

Kim Hotomani, BSW
Quality Assurance Manager

REPORT

Resource and Support Services

Good day community members, staff and other collaterals.

My name is Mary Felix and I am the Resource and Support Service Coordinator for the agency and oversee all Administrative positions within the agency, along with all support workers, respite and transportation providers. I started with the Resource and Support Service Program in May 2014 and will have been with the agency 10 years this October/2018. It has been a pleasure and an honour working with Sagkeeng staff and all the families and children through the years.

I would like to start off by acknowledging our awesome group of administrative staff. Our administrative staff are an integral part of Sagkeeng CFS; they are the first point of contact within the agency who greet our families and children, as well as, other collaterals. They assist the agency staff in their work and provide supports to families and children.

Administrative Staff

Winnipeg

Michelle Mazawasicuna-Reception

Beatrice Guimond-File Clerk

Gina Chrusch- RSS Admin

Community Office

Jessica Guimond-Reception

Dakota Starr-Admin

Linda Bunn-File Clerk

Laura Davison-Abuse Admin

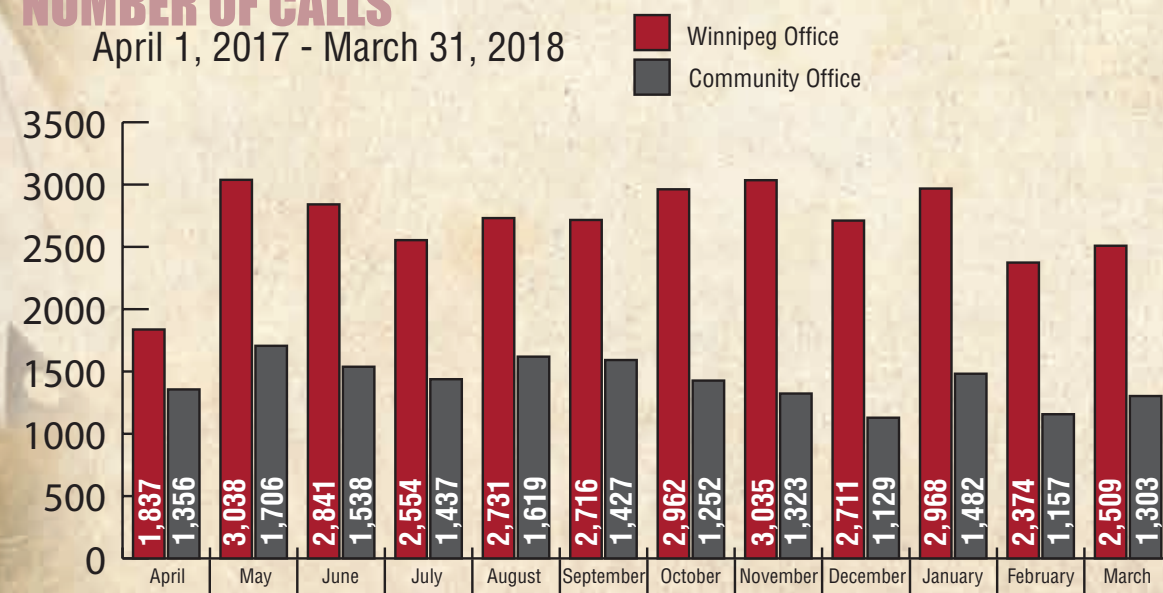
Resource and Support Services Coordinator

Mary Felix

Between April 1, 2017 to March 31, 2018 our Community and Winnipeg offices fielded a total of 49,345 calls for this fiscal period (see graphs below).

NUMBER OF CALLS

April 1, 2017 - March 31, 2018



REPORT

Resource and Support Services

Resource and Support Service Coordinator

The Support Service Program has various forms of service providers such as; respite, support workers and agency driver positions. The resource and support service unit receives many requests from Direct Service Workers (DSW's) to transport children for family visits and therapy appointments.

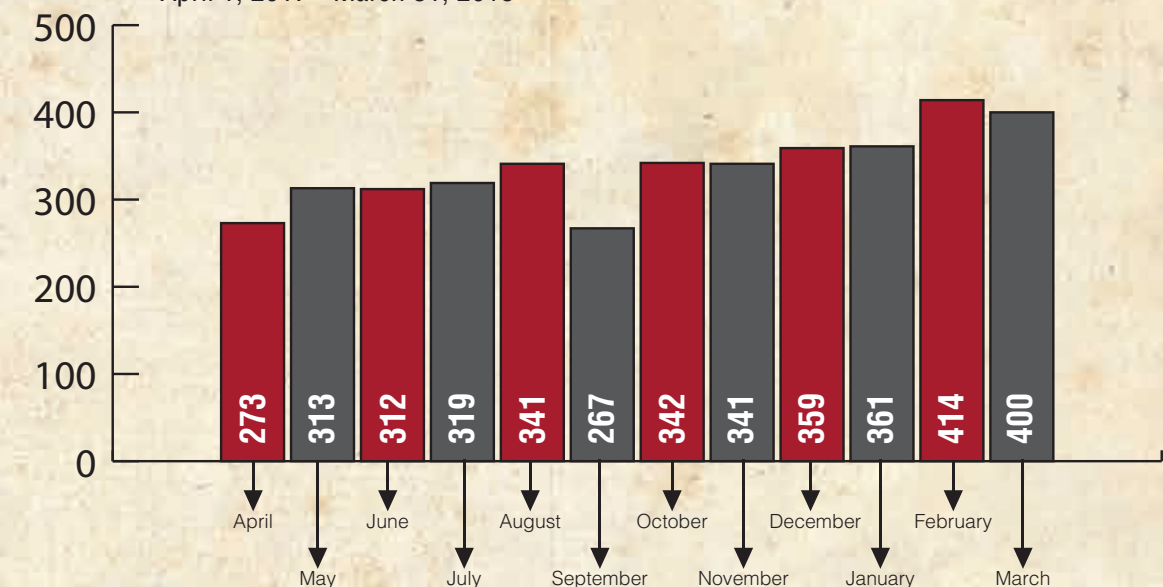
As the Resource and Support Service Coordinator, I am responsible to ensure the agency has drivers for all parental, sibling visits, appointments, and support/respite workers.

The following is the breakdown of the transportation requests received from DSW's for children in care on a month by month basis.

VISITS, THERAPY, AND OTHER SERVICES

Number of Visits in a Month

April 1, 2017 - March 31, 2018



The above illustration does not reflect the assistance by case aides employed with the agency. The case aides will also assist by providing transportation for children in care appointments, visits and supervision for families visits.

REPORT

Resource and Support Services

The following is an example of the types of support services provided including but limited to specific destinations such as;

- Hollow Water CFS
- Black River CFS
- Out of office visits with parents in the community
- Weekend visits with grand parents
- Weekend visits with biological parents (father or mother)
- Therapy/ Doctor/Dentist
- Pritchard House visits
- Pre-placement visits
- Drug Testing
- Court
- Cultural sweats
- Funeral services

My future goals are to continue to recruit members of the community and provide employment wherever possible to support our families and children.

Thank-you,

Mary Felix

Resource and Support Service Coordinator

GRADUATION

Class of 2017

On June 30th, 2017 Sagkeeng Child & Family Services held its 2nd Annual Graduation Celebration. There were 13 youth who graduated with their Grade 12 diploma for the 2016/2017 school year. Family, friends, and supports came together at Sinclair Park Community Centre to acknowledge and honour the youth for all of the hard work they accomplished toward their graduation.

As part of the graduation gift from the agency, all youth were presented with 2017 grad medallions which were well received. Youth and families also had an opportunity to take photos to remember the occasion.

Staff at Sagkeeng Child & Family Services are very proud of all of the graduating youth and their wonderful achievements. We wish them the best of luck in all of their future endeavours!!



COMMUNITY

Events







SAGKEENG CHILD &
FAMILY SERVICES INC.

Contact Us

Community Office

27 North Shore Road
Sagkeeng First Nation
Pine Falls, MB R0E 1M0
Phone: 204-367-2215
Fax: 204-367-8510

Winnipeg Office

85 Muir Road
Winnipeg, MB R2X 2X7
Phone: 204-949-1649
Fax: 204-949-1669