21st Annual General Meeting

November 19, 2012, Wikwemikong Arena

Kina Gbezhgomi Child and Family Services

“Celebration of 20 Years”
of providing Prevention Services
to our member First Nations since 1991

“Our Children, Our Responsibility”
BOARD CHAIRPERSON and EXECUTIVE DIRECTOR MESSAGE

On behalf of the Board of Directors, we welcome you to the 21st Annual General Meeting.

We take this opportunity to respectfully honour and recognize “Kina Gbezhgomi Child and Family Services.”

Historically, as a people we endured great resiliency as it pertains to our children. We were resilient against hardships bestowed upon us through removal of nations from our traditional lands and placed upon desolate areas called reservations, our children removed and forced into residential schools. The negative impacts continued with the 60’s scoop where many of our children were placed into the care of The Children’s Aid Society and adopted out to areas unknown.

However, as resilient as we are it also came with negative consequences. The removal of our children and ongoing oppression has led to the social impacts affecting our people which we continue to experience today. Circumstances contributed to detrimental losses in varying degrees of unrecognizable grieving, emptiness of spirit, sense of no belonging, loss of parenting skills and addiction abuses.

Our leadership expressed grave concern about the high number of First Nations children in care and brought forward advocacy to develop our own Child and Family Services agency. The vision is prefaced on our inherent right and sacred responsibility to take care of our children. Agency developments to date have focused on the foundation of an Agency based upon our own traditional values, customs and practices of the Anishinabek. In essence, this became the conceptual birth of “Kina Gbezhgomi Child and Family Services.”

This conception began a political movement, one that required thorough planning and meeting a number of requirements to establish itself as a corporation and secure a financial foundation. On January 15, 1991 became the birth of “Kina Gbezhgomi Child and Family Services.”

Throughout the years Kina Gbezhgomi Child and Family Services continued to involve many First Nation leaders and Community Stakeholders and Staff with the passion and dedication to achieve its original vision. The agency has experienced challenges throughout the years in developing its objectives to achieve the original vision leading to designation developments being stalled numerous times. Our political leadership have experienced frustrations at the process and the time the agency has been engaged in achieving its original vision as the leadership remain focused on the agency’s original intent and vision.

Our respective Leadership has entrusted a sacred responsibility to Kina Gbezhgomi Child and Family to facilitate and support a community based system of care for all children and families. This requires Kina Gbezhgomi Child and Family Services Leadership and Staff, Community Leadership and stakeholders to continue working in a collaborative united manner to regain authority for our children. There is strength in unity and our leadership at all levels are dedicated, passionate, and resilient and continue to demonstrate perseverance toward achieving Child Welfare Designation.

Kevin Mossip
Kevin Mossip, Board Chairperson

Denise Morrow
Denise Morrow, Executive Director
AGENCY HISTORY / TIMELINE / MILESTONES:

In the 1970’s, native communities within the Northern part of Ontario began to express concern regarding the high number of Native children in the care of Children’s Aid Societies in their respective areas.

In 1981, the Chiefs of Ontario endorsed a resolution stating their intent to create their own Indian Child Welfare Laws, Policies and Programs based on the protection of children within their culture and within their families. Native Child Welfare Prevention Program funding was approved by the Ministry of Community and Social Services through The Children’s Aid Society of the Districts of Sudbury and Manitoulin.

In 1982, the initiation of a Native Child Welfare Prevention Program through a Tri-partite agreement began. There was a suspension of the Native Child Welfare Prevention Program following transfer of the program to the Department of Indian Affairs and Northern Development (DIAND) and later within the year, reinstatement of Native Child Welfare Prevention Program under the legal agreement between The Children’s Aid Society of the Districts of Sudbury and Manitoulin and the Ministry of Community and Social Services. This agreement continued to operate until March 31, 1984.

The stated goals of Prevention Workers were as follows:

a) Assist in the recruitment and training of foster parents within the community;
b) Provide support to foster parents;
c) Organize workshops and public education programs about child care, child management and family life; and,
d) Assist single parents and young married couples develop parenting skills, train child management and child care.

In January 1984, the initiation of a process to develop a Native Child Welfare Agency was supported at the UCCM General Assembly. In March 1984, a proposal entitled “Our Children, Our Responsibility” was submitted by Chief Joseph Hare indicating guidelines for the establishment of a Care and Maintenance Program for Indian children under the auspices of the United Chiefs and Councils of Manitoulin (UCCM). An initial Native Child Welfare Committee was formed that included representation from DIAND, Union of Ontario Indians, The Children’s Aid Society of the Districts of Sudbury and Manitoulin, The Ministry of Community and Social Services, and the United Chiefs and Councils of Manitoulin whom initiated a 5 year development plan. UCCM invited representatives from the Dakota Ojibway Child and Family Service agency from Manitoba as guests to attend a special meeting to share their experience in setting up a Native Child Welfare Program.

From 1985 – 1989 the first work plan was formalized proposing the development of Native directed Child Welfare Services and was approved through Band Council Resolution and supported by the Advisory Committee. Presentations of work plans and agency models were completed by the Advisory Committee in collaboration with consultants. Further development included a Regional Child and Family Services Committee to assure transfer of the Prevention Program.

In 1989, UCCM established a “Steering Committee” whose purpose was to develop the birth of the First Nation Child and Family Services Initiative on behalf of The United Chiefs and Councils of Manitoulin (now formerly The United Chiefs and Councils of Mnidoo Mnising).
1990:

- A contest was held for the Agency naming and logo for the UCCM Child and Family Services Initiative. In July 1990 the winning logo submission was received by Warren Lewis, student from Wikwemikong Unceded Indian Reserve. In October 1990 the name of “Kina Gbezhgomi Child and Family Services” became recognized as the legal name of the agency including approval of the Mission Statement.

- A Proposal entitled “Preliminary Agency Development: Design and Implementation of Organizational Structure and Systems of Operation and Service Delivery” was approved by Indian and Northern Affairs Canada as part of the required developmental funding.

1991:

- Kina Gbezhgomi Child and Family Services became an “incorporated body” to function as a Child and Family Service Authority on behalf of our member First Nation communities within The Child and Family Services Act Part X. The objectives for which the Kina Gbezhgomi Child and Family Services became incorporated are:
  
  a) To establish an Indian-directed and controlled child and family care organization to plan, design, implement and deliver culturally appropriate services to children and their families in First Nation communities, and to Indian children and their families in other parts of the corporations service area; and,

  b) To provide an organization which member Indian Bands or First Nations may designate as a Band Representative for the purpose of child and family services legislation in Ontario, and as an authority for the purpose of negotiating with governments for the provision of services.

- Office space tendered, head office located in Wikwemikong.

- Grand Opening held on December 18, 1991.

Photo from the Manitoulin Expositor – Monday, December 23, 1991

Left to Right, Chief Joe Hare accompanied by three young honorary guests, Jonathan Webkamigad, Jessica Bebamikwe, Stan Pakosigan and Chief Leona Nahwegahbow join together for official ribbon cutting ceremony to mark the opening of Kina Gbezhgomi (All of Us) Child and Family services.
1992:
- Cockburn Island (Zhiibaahaasing) First Nation, a newly approved UCCM First Nation member enlisted their participation in Kina Gbezhgomi Child and Family Services.
- Kina Gbezhgomi Child and Family Services received funding and became a transferring agent (previously transferred through the local Children’s Aid Society) from the Ministry of Community & Social Services for community-based Prevention Workers.

1993:
- Protocol Agreement is signed with The Children’s Aid Society of the Districts of Sudbury and Manitoulin and KGCFS initiates a transitional phase to achieve society status.
- Community Needs Assessment completed upon each member First Nation community.

1994:
- Initial development of Customary Care.
- Proposal submitted for Band Representative Program to be managed by the agency. The Ministry response indicated that the 1965 Welfare Agreement does not include Band Representative Service.
- Agency became a member of The Association of Native Child and Family Services Agencies of Ontario.
- Continual work in progress in collaboration with the Ministry of Community and Social Services regarding transitional process. Target date to achieve society status is identified as April 1996.
- Safe Homes identified in First Nation communities.

1995:
- Protocol Agreement revised and signed with The Children’s Aid Society of the Districts of Sudbury and Manitoulin, First Nations and KGCFS Agency.
- Emergency On-Call Services provided to the East and West End of Manitoulin Island.
- Training initiated with The Children’s Aid Society of the Districts of Sudbury and Manitoulin to prepare Community Based Family Support Workers as Protection Workers
- Hiring of After Hours Workers servicing the west and east ends of Manitoulin.
- Notice received from Indian and Northern Affairs Canada of Policy Directive 20-1 (funding structure / cuts) to be imposed upon Native Child and Family Service Agencies
- Financial cut-back in amount of 5% of overall prevention budget initiated by the Ministry of Community and Social Services.
- Ministry in collaboration with Indian Northern Affairs Canada initiated a review of all Native Child Welfare agencies in Ontario. Through this review, the 5 Native agencies providing protection services underwent an extensive review including those that had pre-mandate status. Due to this review, the Ministry issued a “moratorium” that halted any future designations of Native Child Welfare agencies in Ontario. A final report in 1997 of their recommendations surfaced in
the latter part of 1997 with concerns related to accountability mechanisms in place from the transferring agent to First Nation communities to assure the transfer of funds and delivery of services.
- Ministry indicated concern to KGCFS that prevention workers were providing band representative services.
- Target date to achieve society status was delayed to September 1996.

1996:
- Discussions on developing residential care were initiated.
- Penlieu Case Management System purchased
- Negotiation Team identified to commence upon completion of Ministry guideline requirements.
- Client Population Statistical Review completed by The Children’s Aid Society of the Districts of Sudbury and Manitoulin.
- Family Support Workers prepared to transfer to roles as Protection Workers.
- The Children’s Aid Society of the Districts of Sudbury and Manitoulin initiated the Urban Integrated Native Services Unit.
- Emergency (On-Call) Services reverted back to individual First Nations due to lack of funding.
- Agency restructuring occurred within The Ministry of Community and Social Services.
- Community Based Family Support Workers become KGCFS agency employees in light of the fiscal constraints as essential support services as defined by the Ministry.
- KGCFS realigned its human resources to meet the projected service demand with respect to prevention services linked to protection service demand.
- Impending agency deficit expected at fiscal year-end.

1997:
- Brief period of KGCFS Agency downsizing and hold on direct service delivery due to financial pressures and internal restructuring.
- May-Planning Session involving corporate stakeholders for purpose of revitalizing the original intent of the agency, recoup unity and identify political strategies and lobbying requirements.
- Restructuring completed with new job descriptions and salary scales with subsequent new agency positions filled including a Placement Worker to develop a Foster Care Program.
- April 30, 1997 Ministry imposes “Making Services Work for People” which led to Ministry direction in relation to outcome based funding, local systems of service integration, funding options, practice guidelines and partnerships without enhanced Ministry funding to implement the Policy directives.

1998:
- Difficulties surfaced in regulating post restructuring phase leading to brief planning sessions to strategize and improve upon the delivery of services. Additional front-line workers hired to enhance service delivery to First Nation communities.
- Ministry advises of the following:
  a) Completion of the review of the five (5) mandated Native agencies in Ontario with indication that the final report is not yet completed and will be considered a working tool.
b) The Ministry moratorium on new First Nation Child Welfare Agencies continues to stand with the Ministry and may continue until all findings, work and review is completed.

c) Provincial Government is proposing a total reform of the Child and Family Services Act as new legislation is being considered to Part III and Part X and may be implemented by fiscal year end.

d) Ministry indication of proposed changes to the CFSA, leading to a projected increase of children coming into care due to a new Risk Assessment Tool and changes to the existing funding formula to be based upon actual costs.

e) Recommendation to realign and increase KGCFS front-line workers to provide services in communities where high demand is present.

1999:

- Clement & Associates (consultant) secured to assist the agency in the following areas:
  a) Final developments of the Foster Care Manual / Program;
  b) Mentoring the Acting Director of Services;
  c) Completion of case audit (CAS statistics); and,
  d) Community perception regarding effectiveness of agency services, job descriptions, identification of training needs and review of other agency documents and manuals.

- Meeting held with The Children's Aid Society of the Districts of Sudbury and Manitoulin regarding communication and cooperation.

- Moratorium placed by the Ministry to designate new societies is lifted. However, there is indication that future designations will only occur if politically pressured. Meeting with First Nations' leadership was held to politically strategize the plan to pursue designation.

2000:

- Clement & Associates (consultant) secured for development of Saswaahns Foster Home in M'Chigeeng.

- Protocol Agreement modified in collaboration with The Children's Aid Society of the Districts of Sudbury and Manitoulin.

- License to deliver Foster Care Services issued by the Ministry.

- KGCFS was the first Child and Family Service Authority to receive a license to provide Foster Care Services. The Foster Care Recruitment Plan was approved.

2001:

- Saswaahns Home in M'Chigeeng First Nation closed.

2002:

- The Ministry directed KGCFS to establish Service Agreements with First Nations to assure accountability mechanisms. The Service Agreements were directed to include the following:
  a) Program description;
  b) Timing of funds to be transferred;
  c) Identification of service targets and objectives;
  d) Submission of quarterly reports;
  e) Financial reporting and program records; and,
f) Process to resolve issues.

- When this directive was received by the Ministry, financial resources and templates were not provided to assure compliance to this directive. The Board of Directors shared information with the First Nations leadership in an attempt to dispute on behalf of the agency.

- In the latter part of 2002 and early 2003, 3rd party agreements were signed with each member First Nation community.

- The KGCFS agency developed a protocol with the seven member First Nations and The Children’s Aid Society of the Districts of Sudbury and Manitoulin in relation to the provision of child welfare services.

2003:

- Operational review initiated by the Ministry and a number of meetings were held with First Nations leadership for political support to guide the on-going developments to achieve designation.

- Developmental work within the Community Support Program was initiated by the agency.

- Funding for a Capacity Building Proposal was provided by the Ministry and INAC to fund a Child Welfare Specialist for KGCFS. The proposal’s intent was to examine agency requirements on developing the KGCFS agency to the point of attaining full society status (phase I and phase II approach).

- Agency hosted a “Foster Care Conference” in Aundeck Omni Kaning First Nation.

- A meeting was held between the First Nations’ leadership and the Premier of Ontario with intent to move to protection mandate.


2004:

- M.C. Faggioni Consultants secured to complete Phase I and Phase II for internal review and capacity building initiatives within the Community Support Program. Phase I assessment was completed, but Phase II did not proceed due to lack of funding.

- Mandation deadline identified as March 31, 2004.

- KGCFS supports Anishinabek Nation Grand Council Resolution regarding Child Welfare Laws and informs the Ministry that prevention funds are inadequate and request First Nations leadership political advocacy.

- 3% financial increment provided to each member First Nation for the Community Support Program.

- March 30 -M’Chigeeng First Nation negotiated an Agreement with KGCFS for community based Family Support Services funding.

2005:

- Joint meetings occurred on a continual basis between the Board of Directors and First Nations leadership to strengthen communications and move forward towards Child Welfare Designation.

- New mandation deadline date identified as June 30, 2005.
- UCCMM Leadership hires a political lobbyist (Leonard Domino & Associates) to work upon direction of the working group terms of reference to undertake initiatives to attain Child Welfare Designation.

- Foster Care Department moves to the Wikwemikong Marina building due to over-crowding at main office site and returns to renovated building beside main office in 2006.

- Agency hosted “Calling on our Grandmothers Conference” in Aundeck Omni Kaning First Nation for Customary Care.

- Ministry imposes a directive entitled the “Northern Framework for Ministry-Funded Children and Youth Services-Operational Guide” on April 2005. This Ministry Framework developed Service Principles for the service system, goals and Operational Framework for MCYS funded agencies. Kina Gbezhgomi Child and Family Services received MCYS direction to attend the Local Service System Management Table (LSSMT) with other MCYS funded agencies within the Districts of Sudbury and Manitoulin.

- A Community Strategic Proposal was developed by UCCM for 3-year funding for the service coordination to address Child Welfare matters.

- August 26 -3rd Party Agreement was signed between KGCFS and Zhiibaahaasing First Nation for Community Support funding.

2006:

- KGCFS developed a Community Support Business Plan “Better Services for our Families: A Document for Change” supporting the Agency management and operation of the Community Support Program. This document included an increase in accountability and enhanced services, a new funding formula and supported the management and operation of the Community Support Program by KGCFS effective April 1, 2006. This plan was implemented to varying degrees.

- M’Chigeeng First Nation completed a Proposal entitled “The Care from Within / Community Support Program.”

- First Nation Community Support Workers and prevention funding from Aundeck Omni Kaning First Nation, Wikwemikong Unceded Indian Reserve and Whitefish River First Nation transferred to KGCFS.

- The member First Nations leadership engaged in a number of meetings with The Ministry of Children and Youth Services to move forward to Child Welfare Designation that culminated in a document entitled “Memorandum of Understanding” signed December 15, 2006 at Aundeck Omni Kaning First Nation by the Leadership within The United Chiefs and Councils of Manitoulin First Nations, Wikwemikong Unceded Indian Reserve and The Ministry of Children and Youth Services. The Purpose of the document was to set out the roles and responsibilities to develop: “A vision and model for the delivery of child and family prevention and protection services.”

- The Ministry provided financial resources to the United Chiefs and Councils of Manitoulin for the hiring of a Child Welfare Coordinator/Specialist, and set out the roles and responsibilities of the First Nations, Northern Regional MCYS office and the Child Welfare Coordinator/Specialist.

- The Child Welfare project in collaboration with the seven member First Nations and KGCFS agency under the umbrella of the UCCM became known as “The Child Welfare Initiative.”
2007:

- March - Community Support Services and funding transferred back to Aundeck Omni Kaning First Nation from KGCFS due to the First Nation’s request and resolution.
- Transition Plan Initial Phase document prepared by Chief Joseph Hare to UCCM identifying plan to devolve services to a community-based framework.
- Child Welfare Coordinator / Specialists hired by UCCM.
- Main office moved to another building located at 98 Pottawatomi in Wikwemikong Unceded Indian Reserve.
- Ministry increased prevention budget at 5% of global budget.
- October - KGCFS Board of Directors and Leadership reviewed and revised the KGCFS Corporate By-Law including a revision from a First Nation Representative Board of Directors to a five (5) member professional Board of Directors.
- UCCM and WUIR Leadership approval of the Customary Care and Family Circle Framework under the UCCM organization through all 7 member First Nations Joint Resolutions on September 26, 2007.

2008:

- Numerous meetings were held between the First Nations leadership and the KGCFS Board of Directors in the following areas:
  a) Update of Child Welfare Initiative (CWI) programs and services.
  b) It was stated that it is the Chiefs’ intent at the provincial level to develop parallel visions, e.g. globally developing our own child welfare laws, develop prevention and succinctly develop protection at the same time.
  c) Establish process of how two entities will work together (CWI & KGCFS) in areas of financial management, human resources, reporting mechanisms and defining the process for amalgamation including designation planning.
  d) Design of new agency structure and service model with approval of vision and service principles.
- February - KGCFS starts the transfer of funding to UCCM to financially support the Customary Care Program.
- Preliminary restructuring initiated by KGCFS with assistance of legal counsel in areas of Corporate Governance, Organizational and Structure regarding Restructuring, Human Resource Issues and Policy and Procedures with subsequent approval of a Restructuring Work Plan.
- Funding continued to be delayed for The Child Welfare Initiative budget by the Ministry.
- Case Management and Service Analysis Audit Report completed within the KGCFS Services and Community Support Departments by Consultant Theresa Stevens.
- Numerous contacts and meetings were held with the Ministry for clarification in areas surrounding relationship with First Nations leadership political role, vision and service principles, jurisdiction, Work Plans and budget approval.
- A formal Working Group is developed between KGCF, CWI, The Children’s Aid Society of the Districts of Sudbury and Manitoulin and the Ministry to advance the designation planning.
- March – Annual Strategic Board and Staff Planning Session- Revised Mission and Vision Statements were approved by the KGCF Board of Directors.
- April - the first Customary Care Coordinator and Family Circle Facilitator was hired by UCCM.
- MCYS provided indication that the community readiness and support (Pre-capacity development) was completed September 2008.
- September – Child Welfare Initiative developed Service Principles in collaboration with the Leadership that was subsequently approved by the KGCF Board of Directors.
- The Minister provided written approval to move to the Capacity Development Phase in December 2008.

2009:

- Ministry recommended enhanced relationships and partnership amongst the UCCMM and WUIR Leadership, KGCF, the local Society and The Ministry of Children and Youth Services to achieve the Child Welfare Mandate by September 2010.
- Recommendations included a tiered process to monitor work plans, reports, governance issues and direct processes.
- January- a Planning Session was held between the Board of Directors and First Nations leadership for purpose of Strategic Planning.
- Perry + Perry Architects secured for developmental work towards a new administrative building for the agency with subsequent New Central Office inclusive of a Functional Space Requirements Report.
- Information Technology Assessment and Information Services Report completed by IT Consultant.
- Consultant contracted to complete Board Governance Manual.
- 3% agency prevention funding increase received from the Ministry.
- Shake-tent Ceremony held in Whitefish River First Nation Spring 2009 – direction received that KGCF must honour the original visionaries of the agency including completion of a naming ceremony, and must ensure that children receive their Anishinaabe name and speak the language.
- Agency co-hosted the ‘Gathering of Nations” Child Welfare Conference in collaboration with Nog-da-win-da-min Child and Family Services. A Customary Care and Pathway to Designation presentations were presented by KGCF.
- KGCF Agency logo modernized
- New Child Welfare Specialist secured by UCCMM – immediately commenced community engagement process with each First Nation and development of First Nation Community teams to enhance community based engagement.

2010:

- KGCFS revised the Board Governance structure to a First Nation representative Board of Directors.
- March 5 -New Board of Directors appointed by the member First Nations.
- April 16 & 17 -New Board of Directors Orientation and Training.

- KGCFS Board discussed plan to restructure agency in a manner that reflects the vision of the First Nations leadership and includes the Ministry requirements for Child Welfare Services. First Nations Leadership provided notice in May 2010 to restructure to Community Based Prevention Services Delivery.

- May -Strategic Planning session occurred with the KGCFS Board of Directors, UCCMM and WUIR Leadership and Agency staff. Child Welfare Initiative, KGCFS Agency updates, designation status and future requirements were reviewed at this Planning Session.

- September 30- Meeting held with the Ministry Regional Director and Child Welfare Initiative Stakeholders, Elders and KGCFS Board of Directors- to provide update and status of the Child Welfare Initiative with Ministry indication to proceed with developing a Transition Phase and Critical Path. Subsequent support provided to proceed in developing two separate converging tasks; a) development of community-based prevention models, and b) continuation in development of protection services.

- Development of Community Team structure and engagement with Community Teams and UCCMM Elders in relation to policy development, Customary Care and Service Model.

2011:

- March 28-30 -KGCFS hosted an annual Renewal Session for Agency staff with participation and invite to the Child Welfare Initiative, Board of Directors and Elders. Child Welfare Initiative updates were provided.

- Meeting held with the Ministry for annual meeting with the Board of Directors, e.g. agency programs, financial position and capacity building.

- Joint meeting of KGCFS Board of Directors and local Society Board of Directors to discuss collaborative commitments.

- Numerous Joint Meetings held between KGCFS Board, First Nations Leadership and Child Welfare Initiative Leadership culminated in many key milestones.

- March 23 -Child Welfare Stakeholder Meeting with KGCFS Board of Directors, UCCMM and WUIR Leadership, MCYS and Child Welfare Initiative leads to review current status, progress of developments to date and goals for completion.

- March-May -M’Chigeeng First Nation and Whitefish River First Nation Community Models completed and discussion with MCYS regarding pilot initiative.

- April 24 -UCCMM and WUIR Leadership agreement on Child Welfare Designation Budget based on staffing requirements, along with status updates.

- May 13, 19 -Numerous Meetings with MCYS, CWI and KGCFS regarding status updates, Budget reviews and Work plan reviews.

- June 6 -Update provided to UCCMM and WUIR Leadership, KGCFS Board Chair, along with Jurisdiction proposal request and status update on Designation developments, review and finalization of all Policy Manuals between CWI and KGCFS Leads and Management team.

- June 10 -CWI Stakeholders meetings with MCYS-MCYs requested additional requirements to Community Models, and requested 3 Budgets-Child Welfare, Transition and Designation.

- June 7 -Interim Service Agreement with Zhiibaahaasing First Nation transferring Family Support funding to the First Nation.

- July 14 -CWI Stakeholder Meeting with MCYS, UCCMM and WUIR Leadership, KGCFS Board of Directors and CWI. Revised Budgets-CWI and Transition submitted, Whitefish River First Nation and M’Chigeeng First Nation Community Models submitted to MCYS inclusive of
additional requirements. MCYS indication that the Agency required an Executive Director to move forward on designation planning.

- July 15 - UCCMM Leadership forwarded letter to MCYS Minister to request the Financial Resources required for Transition to Designation and the enhanced Prevention Resources required. The Minister responded August 22, 2012 and indicated that the budget would be reviewed and a meeting will be coordinated with the Regional office in September 2012.

- July 18 & July 19- Board of Director Training with Consultant Maurice Brubacher in the areas of Board policy, Board Governance and Child Welfare Designation Governance requirements.

- Spring & Summer 2011 - Full OACAS Professional Series Training delivered through CWI to KGCFS Staff and Supervisors and CWI staff by Consultant (also OACAS approved Trainer) Lori Flinders.

- May 11, Agency hosted an Information Session with Micheal Hardy on Tikinagan Child and Family Services past experiences and protection mandate process.

- August - Meeting with MCYS and CWI Stakeholders to review Transition Work Plan, Community Model status updates, Budgets, Jurisdiction proposal and review of Draft Evidence Based report.

- October 14 - Child Welfare Initiative hosted in partnership with KGCFS the “Empowering our Communities” event with Cindy Blackstock as Guest Speaker.

- October 24 - KGCFS Executive Director hired.

- October 27 - CWI Stakeholder Pre-Meeting with UCCMM and WUIR Leadership, KGCFS Board of Directors, KGCFS ED and CWI-Approval and submission of Community Risk Indicators and Approval of process of Policy Manual submission. Meeting with MCYS representatives including Northern Regional Director including submission of Community Risk Indicators, Status update on Designation and Funding Requests.

- November 10 - Regional Director provided a written response following the MCYS Meeting that the MCYS Capacity Review team would be coordinated for Policy Review and the next step was the CWI transfer to KGCFS. Child Welfare Funding was approved significantly lower than the requested Child Welfare Budget submission.

- November 14 - KGCFS Board Chairperson, KGCFS Executive Director, UCCMM and WUIR Leadership and CWI Managers review of Board Manual and By-Law.

- November 14 - KGCFS Board Chairperson, Executive Director, UCCMM and WUIR Leadership and CWI Managers review of Budgets and Status updates with MCYS.

- November 22 - UCCMM and WUIR Leadership, CWI, KGCFS Board of Directors and ED-Review of Prevention Allocation options, Service Manuals and transition of CWI to KGCFS-Leadership Approvals were received on the following: 1) CWI Transfer to KGCFS effective January 3, 2012, 2) Approval of Service Manuals for MCYS Submission and 3) Option for Prevention Allocations (Option D) effective April 1, 2012 within current KGCFS Prevention funding for transition to community-based prevention services.

- December 1 - Formal Board of Director Approval of all Leadership decisions.

- December 7 - Meeting with MCYS to provide update in relation to re-structuring plans, transfer of CWI to KGCFS, budget requests and status update on designation planning.

- December 12 - KGCFS Board of Director approval of Transfer Agreement of CWI to KGCFS, KGCFS Organizational Structure and positions according to proposed budget and transfer plans.
- December - Completion of KGCFS Re-Structuring Plans for Leadership approval to transfer to Community-Based prevention as of April 1, 2012.

January – March 2012:

- January 3 - CWI transfer to KGCFS-staffing, resources, programs and services. Development of Building Planning Committee inclusive of UCCMM and WUIR Technical Services.
- January 9 - KGCFS Leadership, UCCMM and WUIR Leadership meeting to review KGCFS Board Manual, KGCFS Re-Structuring Plans and Draft By-law. Joint UCCMM and WUIR Leadership Resolutions and KGCFS Board of Director motions approving the following: 1) KGCFS Board Manual 2) KGCFS By-Law (draft) and 3) KGCFS Re-Structuring Plans.
- January 26 - Society approved the Transfer of Foster Home Agreement completed by KGCFS.
- February 14 - MCYS Approval of Re-Structuring Plans with request for additional Supplemental Re-Structuring Plan with conditions that 1) First Nations agreed to the Prevention Distribution and 2) Contribution Agreements are signed with each First Nation.
- February - Remaining four UCCMM First Nation Community Models completed by the UCCMM First Nations and approved through Band Council Resolution and submitted to MCYS. Ongoing work with WUIR Child, Youth and Family Services Committee occurred in relation to finalizing the WUIR Community Model.
- February and March - Completion of Prevention Services Plans within Framework defined with all six member UCCMM First Nations for transfer to full Community-Based Prevention Services April 1, 2012.
- KGCFS Agency internal re-structuring preparation and process in preparation for April 1, 2012.
- March 1 - MCYS Capacity Review Team met with KGCFS Board of Directors and KGCFS Management to report on the review of all Agency Manuals submitted to MCYS, recommended and required revisions and further documentation requests. The Capacity Assessment Record was provided to KGCFS.
- March 21 and 23 - KGCFS By-Law approved by KGCFS Board of Directors and Leadership, support for agency mentoring through Consultants and discussion re: Jurisdiction to be completed.
- All Six UCCMM First Nations Contribution Agreements signed with the First Nations and KGCFS Board Chair to be effective April 1, 2012.
- MCYS review of KGCFS Budget submission with MCYS delay in Child Welfare Funding for the 2012/2013 fiscal year.
- March - KGCFS Re-structured internally to continue managing Prevention Services for only Wikwemikong Unceded Indian Reserve with reduction in staff and staff communications in March 2012 to be effective as of April 1, 2012.
- April 1 - Implementation of the full transition to Community Based and Community Directed Prevention Service Delivery for the six UCCMM First Nations.
The 2011-12 fiscal year has been an especially dynamic year for Kina Gbezhgomi Child and Family Services. This has been equally true for the agency’s Administration Department, where administrative resources have been deployed towards both the successful completion of regular operational tasks as well those required in our agency’s preparation for transition to a fully mandated Children’s Aid Society. All segments of the Administration Department – Finance, Human Resources, Information Technology, and Training have contributed greatly towards accomplishing these tasks and the following represents a snapshot of some of the highlights.

On the designation planning side, the department has been very instrumental in furthering the agency’s plans to become a provincially designated child welfare agency. For instance, the Finance Department has led the completion of the Finance Policy, Agency Transition and Designation Budgets. The Human Resources department has led the completion of the Personnel Policy, Salary Grids, Job Descriptions, Organization Chart, Recruitment and Staffing Plans. The Information Technology Department has completed the Information Technology Policy and commenced collaborations with The Children’s Aid Society of the Districts of Sudbury and Manitoulin to plan the implementation of Frontline – the Case Management system for Child Welfare recordings. The Training Department coordinated a certified child welfare training session for the staff and a child welfare governance training session for the Board. Furthermore, administrative team members have also been integral in the building planning committee and planning for the restructuring of the delivery of the agency’s Prevention Program from our agency to our First Nation partners.

Many of the planning initiatives related to designation have already been implemented. This has resulted in numerous organizational capacity enhancements and efficiencies for the agency operations immediately. One such result has been the consolidation of the UCCMM Child Welfare Initiative (CWI) program into the program offering of the agency. The contributions of the CWI human and financial resources to the agency’s existing and planned objectives have been a welcome addition. The IT department has developed an intranet site, coordinated IT server upgrades and completed building security improvements. Various training activities such as the coordination of the OACAS certified Professional and Management Series training for staff and OACAS support in KGCFS Training Plans, CPI Non-Violent Crisis Intervention Train the Trainer Initiative, Business Writing Training, Case Note Training, and certified Microsoft training have all had immediate improvements in the competencies of our staff and thus service delivery. These activities have undoubtedly contributed to a stronger Kina Gbezhgomi Child and Family Services and the agency is therefore many steps closer to being ready to deliver mandated child welfare services.

With respect to regular agency operational obligations, the Finance Department has exhibited significant resiliency in this highly challenging year for our agency. Core finances of the organization have been skillfully handled in overseeing the planned Foster Care Department Surplus spending and consolidation of the UCCMM Child Welfare Initiative (CWI) program into the program offering of the agency. Timely quarterly and annual financial reports have also been routinely prepared and presented by the department throughout the year.
The attached Financial Statements indicate an Accumulated Unrestricted Agency Deficit in the amount of $(77,073). This reflects management’s decision to utilize the agency’s perennial surpluses to undertake various organizational capacity enhancement initiatives. The magnitude of this deficit, which represents 2% of Total Revenues, is considered very manageable and an effective expenditure of program funding for desired agency results.

Another significant highlight was the workshop entitled “Empowering Our Communities” which attendees were treated to the passionate remarks about Aboriginal Child Welfare from the renowned guest speaker - Cindy Blackstock. The goals of this workshop were to create an awareness of the challenges faced by the Aboriginal Child Welfare sector and to inspire our First Nation stakeholders to become active participants in supporting our local child welfare programming. Based on the highly commendable workshop evaluations, the workshop goals were successfully completed.

Finally, agency staff and board members had the opportunity to engage with Child Welfare Initiative program staff, community elders and community members involved with child welfare at two Child Welfare Program community events. These Joint Community Training sessions were very successful in growing our connection with our grassroots stakeholders. Clear direction and support were provided for agency’s planning initiatives for future child protection systems. The roles and responsibilities of the agency and community teams was one of the areas that generated valuable and constructive feedback. It is further noteworthy to point out that the one message that was repeatedly emphasized at these sessions was the desire of our First Nation stakeholders to incorporate and practice our Anishinaabe cultural heritage in delivering our child welfare programming.
Foster Care Department 2011-2012 Reporting Year

DEPARTMENTAL DESCRIPTION

Kina Gbezhgomi Child and Family Services Foster Care Department continues to expand its horizons as it completes its 10th year of operation. Continually providing ongoing services to the seven First Nation community members of Mnidoo Mnising, also to members living within Urban areas of our jurisdiction whom are involved in child welfare services. Foster Care maintains service agreements with various Children Aid Societies around Ontario, but mainly with The Children’s Aid Society of the Districts of Sudbury and Manitoulin.

The departments primary functions are to recruit, screen, and train approved foster parent applicants, to approve foster homes, to provide supervision and ongoing support to foster parents, and provide the necessary link between a parent agency and the many collaterals to ensure needs are met by all parties while a child/youth is in foster care.

PROGRAM MILESTONES

The Foster Care Department currently services various types of foster homes - regular care, kinship care, customary care and therapeutic care under the license of the Ministry of Children and Youth Services and within the First Nations of Mnidoo Mnising mandate. The agency experienced another successful licensing audit of the Foster Care Department entailing file reviews, interviews with staff, youth in care and foster parents resulting in obtaining a full regular foster care license.

The Foster Care Department has noticeably increased their collaborative working relationship with all seven First Nations of Mnidoo Mnising Band Representatives in repatriating children back to their respective communities from the various surrounding Children’s Aid Societies primarily through Kinship Care and Customary Care agreements.

The Department supports foster home applicants to ensure licensing approval whether its ongoing training or assisting with the requirements needed to meet the Ministry Licensing Standards. Foster Care has been successful with the amount of support given to current approved homes and applicants. With the support strengthening for foster parents, the children in care are provided consistency within the home resulting in the retention of foster homes and encouragement of families to apply.

Unfortunately, the need for families to apply to foster still exists. Additional foster homes within the seven First Nation communities is vital especially for regular care foster homes to provide care for new born infants, teenagers, sibling groups of three or more and high needs youth with behavioural, social, emotional and medical exceptionalities.

PROGRAM PROGRESSES/INITIATIVES

Kina Gbezhgomi Child and Family Services Foster Care Department has experienced growth and continued development within the past year. The department continues to work on enhanced recruitment of foster homes within each seven member First Nation Communities. The department remains dedicated to retaining current foster homes by focusing on supporting our foster parents through individual support, training and strengthening support systems in partnership with our community service system and informal networks. Furthermore, the department continues to ensure the quality of case management with regular supervision and finalizing the departmental policy and procedures manual.
A recruitment strategy was developed to target specific areas of foster care such as recruitment and outreach. A Foster Care Resource Worker within the department took on the extra duties on top of their caseload where a recruitment calendar was created based on local events. As a part of the outreach, Foster Care developed a power point presentation and delivered community information sessions within the seven First Nations of Mnidoo Mnising in partnership with the Customary Care program.

To honour and acknowledge current foster parents Foster Care held its annual events that are family and culturally-based. The events that occurred over the year include the well decorated and honored Foster Parent Appreciation Dinner that was held in May 2011. The dinner showcased each foster family and recognized the years/months of service to foster care with a beautiful hand-crafted etched mirror. In August, a Foster Family Fun Day occurred which allowed for an end of summer celebration where many games were played, arts and crafts created, pontoon rides provided and a closing give-away gift was presented to the families. The main annual event that the department and our foster families look forward and thoroughly enjoyed was the Foster Care Christmas event that took place in December. The Foster Families enjoyed a nice dinner, family photos with Santa, singing, music and the children enjoyed the gifts from Santa.

The Foster Care Department has participated in various staff development and internal training in the areas of service delivery and quality case management. The team has also received Serious Occurrence Training from The Ministry of Children and Youth Services. Team members also attended external training, conferences and workshops delivered around the Sudbury and Manitoulin area such as FASD and Mental Health Conferences.

The team has completed their review and revisions of the Foster Care Policies and Procedures Manual for the department and foster parents which is set and ready for Kina Gbezhgomi Child and Family Services designation. Future endeavours and developments include ongoing training in the area of service delivery in preparation of designation, the finalization and approval of a Specialize Rate Assessment Tool, policies and procedures and the development of orientation handbooks for Foster Parents and Foster Care Resource Workers.

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Table: 2011-2012 Foster Care Statistics

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Derived from: end of quarter

Derived from: entire quarter

Table: 2011-2012 Foster Care Statistics

Open your heart and your home. Foster today with Kina Gbezhgomi Foster Care Department
PROGRAM PROGRESSES/INITIATIVES continued

Children in Care
KGCFS vs CAS

Graph: 2011-2012 KGCFS Foster Care Statistics: End of Fiscal Year

Foster Homes
ON RESERVE vs OFF RESERVE

Graph: 2011-2012 KGCFS Foster Care Statistics: End of Fiscal Year
PROGRAM PROGRESSES/INITIATIVES continued

**Number of Approved Homes**

- **First Quarter**
  - Regular Care: 12
  - Kinship Care: 3
  - Customary Care: 2
  - Therapeutic Care: 29

- **Second Quarter**
  - Regular Care: 13
  - Kinship Care: 2
  - Customary Care: 28

- **Third Quarter**
  - Regular Care: 14
  - Kinship Care: 3
  - Customary Care: 32

- **Fourth Quarter**
  - Regular Care: 11
  - Kinship Care: 3
  - Customary Care: 33

- **Legend**:
  - Regular Care
  - Kinship Care
  - Customary Care
  - Therapeutic Care
PROGRAM PROGRESSES/INITIATIVES continued

Placement Requests

Placement Requests

Placement Requests Received

Placement Requests Placed
DEPARTMENTAL STAFFING

As of March 2012, the Foster Care Department includes a compliment of a Foster Care Supervisor, a Team Assistant, a Receptionist and seven Foster Care Resource Workers.

Throughout the year, there have been vital changes within the department. First, we would like to thank Bonnie Trudeau and Joanna Oshkabewisens for filling in the position of Foster Care Supervisor. Secondly, we would like to thank Denise Morrow for being our Manager of Alternative Care and Planning before moving on to be our Executive Director. Finally, we would like to acknowledge and extend our welcome to our current Foster Care Supervisor Scott Madahbee who had joined our Foster Care Family in August 2011.

On behalf of the department and our foster parents, we look forward to ongoing collaboration and joint partnerships in moving towards “hand in hand” to obtain Child Welfare designation.

Sincerely,

Scott Madahbee
Foster Care Supervisor
Manager of Resources 2011-2012 Reporting Year

Departmental Description/Objectives:

The Manager of Resource Services is responsible to manage Prevention Services, develop future Protection services and is also currently providing Interim management of the Customary Care program.

The Manager of Resource Services developed and supported the Capacity Development for the UCCMM First Nations and the Wikwemikong Unceded Indian Reserve. Areas included finalizing the development of the Community Risk Indicators report, developing proposed Prevention Development approval Process, Wikwemikong Unceded Indian Reserve Comprehensive Community Planning process. The Manager of Resources also supported the First Nation Committees’ Terms of Reference, Community Model developments and Coordination of the development and presentation of the Community Models with the Community teams.

Program Milestones/Progresses:

The main program achievement and milestone during the fiscal year was the ongoing and final development of the First Nation Community Based prevention models.

The Manager of Resources assisted the First Nation community teams in coordination of the collection of Community Risk Indicator statistics including all areas of social, educational, cultural and economic indicators in addition to compiling Agency based statistics to support the Community Models.

The planning, scheduling, coordination and implementing of the Option D prevention planning was successfully completed with UCCMM communities, which was reflective of the best interests of the communities and the circle of care. Within the requirements from the First Nations included the components of prevention positions, supervision, service delivery, prevention work plans 2012 – 2013, budget, service flow charts - contact process for the Children’s Aid Society (Protection Matters), BCR’s approving the prevention plans with final submission to the Chief and Council for approval and to the KGCFS agency.

The Manager of Resource also led the development of the Legal, Family Support, After Hours, Volunteer Services and Specialized Services policies and provided support to Information Technology Policy.

The Manager of Resource and Executive Director completed and finalized the Transition Phase Plan with The Children’s Aid Society of the Districts of Sudbury and Manitoulin awaiting the final review and approval by the Society.

The highlight of the fiscal year was assisting and supporting with the transfer process for the UCCMM Communities of Zhiibaahaasing First Nation, Sheshegwanning First Nation, M’Chigeeng First Nation, Aundeck Omni Kaning First Nation, Whitefish River First Nation and Sheguiandah First Nation in relation to assuming community direction, authority and responsibility to deliver community based services as of April 1, 2012.
GUIDING PRINCIPLES - THE MEDICINE WHEEL

The importance of the seven teachings, Truth, Honesty, Humility, Wisdom, Respect, Bravery and Love

Program Initiatives:

1. To ensure implementation and direction from our First Nation Chiefs and Councils of the Agencies Vision, Mission and philosophies.
2. To provide and ensure continuity of service delivery and best practices for our families and children within the communities.
3. The ongoing commitment to managing, supervising, coordinating, assisting with the capacity development, attending the operational committee (with local Society) and planning with the project components of jurisdiction, intra jurisdiction, services, emergency after hours, transfer of files, continuity of placements, communication, human resources and financial aspects of developments.

Departmental Staffing:

The Manager of Resource Services provides supervision to the Interim Community Support Supervisor for WUIR, Supervisor of Support Services for WUIR, Customary Care Coordinator and Management support to the prevention teams for Zhiibaahaasing First Nation, Sheshegwaning First Nation, M’Chigeeng First Nation, Aundeck Omni Kaning First Nation, Whitefish River First Nation and Sheguiandah First Nation.

I look forward to the ongoing development towards Child Welfare Designation and ongoing collaborative partnerships with our First Nation Community Stakeholders.

Sincerely,

Carolyn Sinclair
Manager of Resource Services
Customary Care Program 2011-2012 Reporting Year

Anishinaabeg Naagdo-wendiwag ~ Our People, Looking after our own

Departmental Description

The Customary Care Program is based on our Anishinaabe cultural belief system. It is a program that recognizes and respects inherent rights of the Anishinaabek. This current model of customary care will be implemented only if a child is deemed in need of protection, as identified through a Child Welfare Authority or the Courts AND the respective First Nation community declares that the child(ren) are cared for under a customary care agreement, through a Band Council Resolution. Our historical practices are the foundation to customary care in the 21st Century.

Milestones

1. Honoring of family and community special took place for the first Customary Care Agreement that experienced the positive outcome of reunifying children with parents. Community and family chose to celebrate this event at the community Pow-Wow through an Honour Song.


3. Invited to the Provincial Child Welfare Summit, Thunder Bay; April, 2011

4. Participant in Provincial Focus Group for Customary Care Process Guide

5. Increase number of presentations delivered throughout the communities.

6. Strengthened community partnerships

7. Participation at Child Welfare Staff Meetings, Family Circle Program, Council Meetings, Joint Community Sessions, Kina Gbezhgomi Child and Family Services Board Meeting and Band Representative Meetings/Consultations.

8. Improvement of relationships with Band Representatives and The Children’s Aid Society servicing our communities.


Current Trends

All 7 First Nations that are serviced by Kina Gbezhgomi Child and Family Services are in favour of Customary Care options for their community members as agreed upon through previous Joint Leadership Resolution. M’Chigeeng First Nation is coordinating community based Customary Care Agreements and has implemented an M’Chigeeng First Nation Customary Care Agreement template.
for this purpose. M’Chigeeng has been successful in repatriating three families (five children) via Customary Care Agreements since September 2011.

Furthermore, Wikwemikong Unceded Indian Reserve did not utilize the program in the 2011/2012 fiscal year and are currently finalizing review of the program, have received Leadership and Band Representative information sessions and have invited KGCSF to an upcoming Chief and Council meeting to discuss the formal approval of the Customary Care program.
Current Trends continued....

Challenges

- Customary Care has faced many challenges in finding support from the communities. A number of factors contribute to this: myths, misunderstanding, complex process, etc... While leadership has indicated that this is a favorable option for the families, there has not been the anticipated number of referrals that was originally anticipated. Overall, this is a ‘new’ program and it is taking time for the Band Representatives, First Nations Leadership and families to move forward with formal Customary Care in some First Nations.

- Community members have commented that CAS is still involved and Ministry requirements are to be met. Some Community members feel that this is an issue, while others are fine with the ongoing support. Often with open discussion amongst all parties concerns are often resolved.

Emphasis has been to strengthen community presence and provide information to the communities, in order to educate membership about the option of customary care and how our families can truly benefit for the advantages of exercising inherent authority for Customary Care declarations.

Departmental Initiatives

The focus of this fiscal year is to promote the program as an available option for families involved with the Children’s Aid Society whereby Child Protection concerns exist leading to children requiring an out of home placement. Customary Care continues to plan and coordinate an ongoing community engagement strategy, to increase visibility and interact with the community members and programs.

Significant efforts were placed towards collaborating with Foster Care services of Kina Gbezhgomi Child and Family Services in providing community presentations to create awareness of the services available and the accessible option of Customary Care.

Policies are continuously revisited, with the input from the communities. As more agreements are achieved; there are new experiences to build and grow from.

With the progress that took place over this fiscal year, focus will move from community awareness to case management and the coordination of referrals.

Miigwech,

Sophie Jones
Customary Care Coordinator
Departmental Description / Objectives:

The Child and Family Services Program (Family Support) encompasses supportive services for children and their families with the objective of preventing the need for child welfare interventions. We also assist with referrals, advocacy, family and services planning and empowerment of family units that will facilitate the strengthening of families.

The proposed targets & service objectives for 2011 – 2012:

2. Cultural Component throughout the service delivery.
4. Completion to have Intake Department and Child and Family Services Department with separate Supervisors and workers.
6. Community Based Service Delivery Model.

Program Milestone / Progresses:

The following achievements have been implemented within the Child and Family Services Program:

2. Completion of ASIST Training, Mental Health First Aid Training, Case Note Training, CPI Training, admissions /readmissions to Laurentian University HBSW thru KTEI for services staff.
4. Staff participated in Talking Circle /Debrief Session at the WHC Medicine Lodge, staff participated in program sweats, agency cleansing, Cultural Sensitivity Training with Domestic Violence Committee, Cedar Bath Teachings and Training, Customary Care Meeting with CAS, participating at Seven First Nations Traditional Pow-Wows - Annual Competition Pow-Wow for the KGCFS Lost Cub Patrol Booth, Traditional Welcoming Ceremony of our new Executive Director.
5. Staff participated in VCARS Conference, Noojmoowin Teg FASD Conference, G7 FASD Sudbury Conference (UOI), Jane Middleton-Moz Session in Sudbury, Connecting Our Past to

6. Completion of Random Case File Audit by IT Department – Data Entry Clerks with Family Services Program.

7. Completed Community Consultations and Power Points on Services for Presentations to First Nations, WUIR Ontario Works, WUIR and WFRFN Career Fairs.


Program Initiatives:

This past year presented important opportunities and challenges for the Child and Family Services Department with the Restructuring Process to Community Based Models. We have worked closely with the UCCMM Child Welfare Initiative in developmental tasks and restructuring of the Agency towards Designation. In 2011/2012 prior to preparing to transfer to Community Based Prevention Services, the Family Support Department separated into Intake and Family Services. We also continue towards enhanced collaboration with Community Support Services, Foster Care Services to enhance our "Circle of Care" Model. In closing, we will continue to embrace the new opportunities and provide quality services to the children, youth and families through support to the UCCMM First Nations and ongoing services to Wikwemikong Unceded Indian Reserve until transition to a Community Based Service Delivery Model.

Current Program Trends:

We had a total of 191 case file referrals throughout this past year, based upon the Frontline Penlieu Case Management System. The following charts and graphs outline three statistical areas for the member First Nations: 1) Number of files-on and off First Nation 2) Time units and 3) Number of Children Served.

Please see M’Chigeeng First Nation Prevention report located herein for the Prevention Statistics as M’Chigeeng First Nation Community Prevention Team has completed the statistical reporting.

Respectfully

June Manitowabi
Supervisor of Support Services
Wikwemikong Unceded Indian Reserve 2011/2012

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Sheguiandah Time Units 2011/2012

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# of Children Served 2011/2012 Sheguiandah

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Whitefish River 2011/2012

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Whitefish River Time Units 2011/2012

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# of Children Served 2011/2012 Whitefish River

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Sheshegwaning 2011/2012

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Q3  4  3  1
Q2  2  2  0
Q1  4  3  1

Sheshegwaning Time Units 2011/2012

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Q3  10:30:00
Q4  3:22:00

# of Children Served 2011/2012 Sheshegwaning

Q1  5
Q2  4
Q3  8
Q4  11
Zhiibaahaasing 2011/2012

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Community Support Services Department 2011-2012 Reporting Year

Program Description / Objectives:

Community Support Programs are locally-based and offer support, prevention and early intervention services to families at risk of child welfare interventions. However, all programs are voluntary and offered to the entire community. Programs are intended to increase positive behaviours in children/youth, parent’s stability in nurturing environments for children, children/ youth and family capacity to deal with day to day problems.

These services are provided in partnership with community sharing of responsibility for children/youth and families and includes:

- Social and community events
- Coordination of services
- Partnering on initiatives
- Cultural knowledge and awareness
- Community effort and organization to address poverty
- Assistance targeted to low income children/youth
- Crisis intervention
- Advocacy and referrals
- Community education
- Promotion of early learning and care, food/nutrition support, health and safety.

The proposed targets and services objectives for 2011-12 are:

- Quarterly Reporting to Ministry for number of children, direct hours of service and indirect hours of service; and,
- Child Welfare Consultation on Community Service Models.

Program Milestones/Progresses and Achievements:

1. Wikwemikong Community Support Workers collaborate with other agencies and local schools to deliver activities such as Anti-Bullying Campaign and Poverty Game to twenty classrooms for the 2011-2012 school year calendars.
2. Successful in administering the National Child Benefit Program to enhance funding for the Wikwemikong Community Support Program for their ongoing programming needs.
3. One Community Support Worker from Wikwemikong has been retained on an interim basis to provide supervisory support to the Community Support Department from July 2011 to March 31, 2012.
4. Ongoing participation with local workshops, conferences and training for staff i.e. Cultural Sensitivity Training, Phase I & II Life Skills Coach Training Certificate, Traditional Teachings to Nurture Our Children and Our Families, Cedar Bath Teachings and Training, G7 FASD Conference and Aboriginal Parenting.
6. Ongoing successful Christmas Initiatives for all First Nation communities in assisting low income children, youth and families.

7. One Community Support Worker from Wikwemikong presented at the Annual Prevention Conference in Thunder Bay, Ontario.


9. Service of Remembrance Program is initiated in Wikwemikong which is an annual event for community families.

10. Two staff enrolled in part-time educational courses for HBSW and one staff attending part-time in Anishinabek Educational Institute.

11. Kina Gbezhgomi Child and Family Services are passed the Miigwan at the Provincial Prevention Conference in Thunder Bay and will host the 2012 Conference.

12. “Honoring the Spirit” Training for Purification Ceremony for Community/Family Support Workers has been initiated.

Current Trends:

Program

The First Nation communities are dealing with the increase in use of the local food banks and tangible supports for families. The Provincial Ontario Works cutbacks will have an impact on programs and services in servicing our families. Many parents are overburdened with issues such as community and family issues/trauma, coping with poverty and personal issues. This affects the capacity of parents to guide, direct and set boundaries for their children. We also have parents that are overwhelmed by the parenting role. Strong evidence with the youth and children is peer influence which at times is negative because of the prevalence of drugs and alcohol abuse in the community.

Per First Nation

Ongoing Community Capacity to focus on working together in partnership to enhance our Service Delivery is required as we advocate together for adequate funding for prevention programs and to ensure families remain intact. An essential component of programming is educating our families and community on the resources that are within the communities and assist in skill development. The agency has an opportunity to host the Provincial Prevention Conference providing further capacity building for existing community workers. First Nations Conferences and Training Opportunities provide essential networking and First Nations’ Services collaboration to strategize services and programs to address social issues impacting our membership today.

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WUIR and UCCMM Community Support Program Statistics

Reporting Year
April 2011 to March 2012

# of Children Served

Direct Hours of Service

Wikwemikong
Whitefish River
Zhiibaahaasing
Sheshegwaning
M'Chigeeng
Aundeck Omni Kaning
Sheguiandah
Wikwemikong Food Bank 2011

Baskets distributed per year is 714

WUIR Food Hampers

Year 2007 2008 2009 2010 2011

0 100 200 300 400 500 600 700 800

424 549 593 758 699

Jan Feb March April May / June July Aug Sept Oct Nov Dec

15 32 32 25 21 18 25 19 15 38

489
Program Initiatives:

The Community Support program will be collaborating with the Family Support program in delivering services according to the First Nations specific needs or initiatives based on their work plans through networking and collaborating with other community service providers. Ongoing advocacy is occurring with the Ministry to increase the existing Prevention budget in order to meet the needs of community members and essential supportive resources. At this time, Prevention based services are required to work within existing budgets that remain status quo.

The Community Support Department in WUIR will be working on proposals for funding to facilitate an Island Annual Conference for parents, youth and children on addressing and educating on community trends and issues impacted on our families.

The Community Support Supervisor also assisted and supported the First Nation Community Based Community Support Workers in maintaining timely reporting, enhancing skills development and providing direct supervision for Wikwemikong Unceded Indian Reserve and Whitefish River First Nations Community Support Workers.

Ongoing traditional programming is encouraged for all First Nations in accessing “Honoring the Spirit” program which is geared to individuals and parents specific to ceremonies and teachings in preparation of their family bundle e.g. cultural programming such as drum making, shaker making, sweats, cedar bath ceremony, rites of passage, fasting and the jingle dress teaching in preparation of educating about their sacred bundle with their children.

Program Staff Update:

Supervisor of Community Support Services - Maureen Trudeau has been retained to provide supervisory support to the Community Support Department from July 2011 to March 31, 2012.

Wikwemikong Unceded Indian Reserve

- Maureen Trudeau, Interim Supervisor/Community Support Worker
- Margaret Jackson, Community Support Worker
- Valerie Lavallee, Community Support Worker
- Joanna Pheasant, Infant Development Worker/Community Support Worker

Sheguiandah First Nation

Whitefish River First Nation

Aundeck Omni Kaning First Nation

M’Chigeeng First Nation

Sheshegwaning First Nation

Zhiibaahaasing First Nation

- Jenny McGraw, Community Support Worker
- Caroline Jacko, Community Support Worker
- Cara Visitor, Youth Worker (April 2011 to January 2012)
- Debbie Shawana, Community Support Worker
- Les Corbiere, Community Support Worker
- Melinda Sampson, Community Support Worker
- Bobbie-Sue Kells-Riberdy, Community Support Worker, ½ time CSW and ½ time CFSW

Respectfully,

Maureen Trudeau
Interim Supervisor of Community Support Services
Our Community of Sheguiandah First Nation is a vibrant, progressive, proud, Ojibwe speaking First Nation. Our people will be healthy, self-reliant, respectful of our obligations to Mother Earth, and culturally grounded, showing mutual respect and support for all people.

Our service delivery model for prevention services is to improve the provision of both child welfare (protection) and child welfare prevention services. The focus is to ensure that our families receive family support, develop parenting skills, traditional teachings and our children receive support in recreation, arts and crafts, traditional teaching and building positive initiatives.

Program and services for Sheguiandah First Nation

- Cooking On A Budget
- Cooking Basics
- Women’s Group
- Case Management
- Shakers/Drum Sticks
- Youth Engagements
- OCF Workshops
- The Simple Gift Program
- Soccer Tournament
- Children’s Fun Day
- Maggie’s Cupboard
- Food Distribution
- Cardio Kids Program
- Grand Parents Activity
- Halloween Treat Bags for kid Program
- First Nations Classroom
- Open House
- NCD Activity
- Women’s Retreat
- Mental Health First Aid
- Food Hampers
- Christmas Initiatives
- Christmas Food Hampers
- Christmas Gifts for Sheguiandah and Wrapping
- Parents And Tots Christmas Program
- Bowling Program
- Elder’s Breakfast Program
- Shtaar taa haa Days
- Family Day
- National Addictions Week
- Networking and collaborating with Whitefish Fish River and Aundeck Omni Kaning

Case Management - The worker provided ongoing family support, child advocacy, referrals for resources, transportation, court, mediation and provided programming for families when required.

Completed by Carolyn Sinclair on behalf of Sheguiandah First Nation
Our Community of Whitefish River First Nation comes from a “Place of Dreams”. The community has 1,200 Members with 440 on reserve and 760 off reserve. The First Nation is located on the scenic shores of Georgian Bay and the North Shore Channel on Manitoulin Island, Ontario and easily accessible to Highway 6 and Highway 17.

Whitefish River First Nation Prevention Team consists of a Community Support Worker and a Youth Worker. Our community focuses on a wholistic approach to intervention and prevention services.

Our families and children are the foundation of our community and the programs and services are focused to provide culturally based services and family supports to help families develop skills, create awareness and encourage family unity. Service integration and collaboration is key in building healthy partnerships as evident within all Whitefish River First Nation departments.

Prevention programming and service delivery within Whitefish River First Nation:

- Terrific Toddlers Program
- Baseball
- Daystar
- Basketball
- Regalia Making
- Canoeing Levels 1, 2, 3
- True Roots Youth Gathering – Sheguiandah
- Traditional Journey - 3 day camp
- Homework Club
- Swimming – Espanola
- Traditional Crafts – Drum Making, Sweet Grass Mats
- Walk The Path
- Positive Ticketing
- Kings Day Feast
- Table Tennis
- Guitar Lessons/Clinic
- Aboriginal Coaches Training
- Healthy Babies Healthy Community
- Traditional Healers
- Fitness Evaluations
- Skill based education for youth – sewing
- Parenting Workshop
- Case management
- Youth Government Workshop
- Youth Trip
- Christmas Initiatives to help families with food – XMAS Food Gift Certificates
- MCTV Lion’s Telethon - Helping children with XMAS gifts
- Food Hamper distribution
- Advocacy For Families and Children
- Family Support
- Referrals supporting families requiring assistance
- Stanley Cup
- Cyber Bullying
- WRFN XMAS Wrapping
- Silver City youth night
- Game Night
The Community Support Program helps to strengthen families and children by providing family support, advocacy, educational programming, recreational activities and traditional arts and crafts. The focus is on building healthy, strong, loving and resilient families and reducing the need to child welfare interventions.

The Youth Prevention Program provides prevention programs, movie nights, recreational activities, coordination of workshops for youth to attend, youth drop in centre. Youth programming includes youth having access to Internet, pool table, TV, DVD player and games at the youth centre.

Completed by Carolyn Sinclair on behalf of Whitefish River First Nation
Community Support

The Community Support program is a community based program. The program offers support, prevention and early intervention services to families and children who may be at risk of child welfare interventions. Also, the program is intended to influence positive change, promote self-reliance, encourage family unity and focus on creating an environment where children and families can maximize their full potential.

These services are provided in partnership with other band programs and agencies which may include:

- Child Development
- Short &/or Long Term Goal Planning
- Life Skills
- Cross Cultural Development
- Social & Community Events
- Peer Contact
- Crisis Intervention Advocacy & Referrals

- Community Education
- Promotion of Early Learning & Care
- Food &/or Nutrition Support
- Health & Safety
- Mutual Support
- Cultural Awareness & Teachings with our Elders

Parenting Curriculums which may include the following: Infant Development, Parenting and Teen Workshops, Referrals, Advocacy and Cultural Awareness and Knowledge.

Guiding Principles:

- Programs are available to families at risk of child welfare involvement.
- Programs focus on prevention and early intervention.
- Programs work in partnership with families and communities to meet the expressed needs.
- Programs complement existing services by building networks and linkages to advocate for programs and services that support families.
- Programs value and encourage mutual assistance and peer support.
- Programs affirm parenting is a life-long learning process.
- Programs value the voluntary nature of participation in services.
- Programs promote relationships based on fairness and respect for diversity.
- Programs advocate non-violence to ensure safety and security for all families.
- Programs continually seek to improve their practice by reflecting on what they do and how they do it.

The Community Support program is a Band based program with affiliation with Kina Gbezhgomi Child and Family Services. Direction Supervision: Band Manager
1st Quarter Highlights: Baby Sitting Course, Baby Moss Bags, Pre-Natal Fair, Puberty Workshops, P.D. Day Activities.

2nd Quarter Highlights: Kids Summer Program – Eco Adventure/Tree Top Trekking/Zip Line, Bullying Workshop, Youth Conference Alcohol & Drug.

3rd Quarter Highlights: After School Program, Health & Social Services Fall Fair, Baby Moccasin Workshop, Amulet Bag Workshop, Woman’s Group, Christmas Initiative Program, P.D. Day Activity

4th Quarter Highlight: Cedar Bath Teachings, Bullying Workshop, Woman’s Wellness Day, Men’s Wellness Day, Teaching and Making Smudge, P.D. Day Activities.
Sessions – Provide support services, workshops to band and community members that will help to promote positive well-being, healthy living, positive self-reliance and positive self-esteem.

Clients and Participants – Develop skills and knowledge of self awareness and learn leadership skills that will increase self-esteem and individuality.

Permission Slip are always signed and handed in with parents/guardians signature, when activity takes the children out of the community. Permission Slips entail the following: Date – Time (depart/return) – Allergy to foods – Cost – Behavior will be reported to parent/guardian.

Families – Provide workshops/programs that may increase awareness in parenting skills for parents with children/pre-teens/teens and programs/workshops are designed to nurture and guide parents/families that may aid in providing appropriate effective knowledge/skills to help in building healthy relationships for the family unit.

Children – Provide workshops/programs that will enhance socializing, friendship, increase self awareness, healthy living and positive behavior. And are designed to promote fitness, problem solve, family unity, develop social skills, discipline, team work and responsibility, learn positive behavior, respect, and leadership.

Direct Hours – Provide Advocacy and Referrals – One on One counseling, referrals to other service providers, food hamper referrals to local food bank, provide support services for families that will assist in reducing the need for child protection services, influence positive change and promote self-reliance and family unity. Through the services provided, workshops/programs, the participants will learn positive behavior, positive self-esteem.

Indirect Hours – Include: Participate in on-going training and workshops, which aid in the development of skills and knowledge that enable the Community Support to deal with various situations that may arise.

Band Representative – Rotation for on-call services, home visits with Children’s Aid Society, case notes, letters, calls to Child Welfare Agencies – lawyers, Frontline workers.

Attend meetings – Monthly, quarterly, Health and Social Services, Staff, Finance (Budget), and other related meetings as directed by Supervisor and submission of monthly and quarterly reports, and attendance.

Submission of Annual Work Plan – Planning for activities for the community, families, children, meet with other service providers.

Community Education – Plan and provide workshops/programs for the community that may enhance awareness and knowledge which help to minimize risks to children and families.

Annual Leave, Flex-Time & Sick Leave – accounted for in the indirect hours.

Education – Enrolled in Honors Bachelor of Social Work, Native Human Services, Laurentian University
Family Support

I WOULD LIKE TO THIS TIME AND INTRODUCE MYSELF… My name is Lois Nahwegahbow and I am very pleased and honored to be the successful candidate for the position of Family Support Worker, which started August 13, 2012.

**Education Background** – Diploma in Community Health Care and Counseling, experience in Mental Health and Addictions working as a front line worker in an urban setting.

**Cultural Background** – Sweat Lodge, Fast, and Sun Dance which has brought clarity and understanding of our Culture and Traditions.

My overall experience, thus far, has been pleasurable and exciting. Providing support, advocating for families as Band Representative, includes referrals, home visits, and assist with home visits with Children’s Aid Society and Kina Gbezhgomi Child and Family Services.

**Goal** – Implement traditional and cultural ceremonies for families, individuals of the community, e.g.: Sweat Lodge, Pipe, Bundle ceremonies and other related teachings.

As an employee of Aundeck Omni Kaning promotion of the Family Support Program and Health & Social Services programs; due to the sensitive nature of the program, clients and agency information, “Confidentiality” is maintained at all times. I have committed myself to helping families and individuals achieve and strengthen a well balanced, healthy lifestyle.

Miigwech,

Debbie Shawana, Community Support Worker
Lois Nahwegahbow, Family Support Worker
I am pleased to submit the annual report on behalf of Zhiibaahaasing First Nation. I am the Community Support Worker and Child and Family Services Worker that completed the programming. Throughout the past year, many community events were held for the children and families of Zhiibaahaasing First Nation.

Zhiibaahaasing First Nation is located on the west end of Mnidoo Mnising. The on reserve population from the community risk indicator completed in June 2011 showed that 51% is under the age of 18 years old.

In the fall of 2010, the First Nation purchased a porter room for the youth to use as a youth center. In the spring of 2011, I completed a proposal for the youth center. We received the funding dollars in the spring of 2011 due to construction of the youth center ordering was put on hold. By the end of March 2012 we were able to start ordering supplies for infant supplies, books, cook ware, sports equipment, tables and chairs.

Some of the events that took places this year are our as follows:

- Easter Bonnet Making
- Easter egg colouring
- Easter colouring Contest
- Annual Easter Monday on Easter Monday we have the judging of the colouring pages and a parade that displays the Easter Bonnets. We also play games, Easter egg hunt and a feast
- Mother’s day craft nights - this year we made homemade gifts for the mothers; the gifts were the handprint poem, child’s age on mother’s day, and the child’s name; along with a homemade card
- Mother’s day breakfast - at this breakfast the children presented the gifts to the mother’s one at a time
- Outreach films
- Men’s circle
- Kids club
- Bon fire
- Movie Night
- Ladies craft
- Full Moon ceremony
Road Hockey
Father’s day craft - this year to stay with mother’s craft we used the child’s foot print
Comfort play teach - programming for mothers and toddlers
First Nations Day - this year we made a banner with the intent to add the children’s hands each year until it is full, so we can watch them grow over the years. First Nations Day is a fun filled day with games, storytelling, a skit by the youth and end the day off with fire works
Potted plants workshop
Graduation Party and schools out for the summer dance - with four graduates one from public school, two from high school and one from college
Annual Language camp - during this event completed two workshops throughout the week dream catcher making and rattle making
Customary care in the community
Back to school trip
20 year celebration for Chief Irene Kells
Pumpkin carving
Halloween party
National Aboriginal Addictions Awareness Week - week filled with learning of addictions, not just the common addiction to alcohol and drugs; others discussed gambling, sex, social networks, abuse and much more. This event was completed with the NNADAP worker and CHR.
Remember Movember
AIDS Awareness week - completed two workshops Mno-Zhiyaawai and Burdz and the Beez
Christmas crafts
Annual Christmas Concert - Special thanks to Crystal Shawanda
Christmas gift for families with children - gift certificates for grocery store
New born baby craft - foot print
Family Games Night - this was started in January to bring families together once a month to get them interacting with each other without video games or television
Leather glove making - this was a weeklong workshop for the adults
• Walking the path - ten week program with UCCM Anishinabek Police Service, Sheshegwaning Brighter futures worker, Zhiibaahaasing NNADAP worker and myself. This program was for the youth of Zhiibaahaasing and Sheshegwaning First Nation’s. During this program the youth learned about the culture and self-esteem. At the end of the program we held a graduation for the participants.

• Annual winter carnival - family day weekend was three days. This event was a great success with fun filled activities all weekend for the whole family. Winter carnival events (team events) also individual events; card board sled races, snow sculptures, log cutting, nail driving, spaghetti contest, chill and scone contest. The spaghetti and chill contest were our dinner on two of the nights. We also had hockey shoot and water rescue with UCCM Police. This year was a first in ten years of the Annual Winter carnival to hand out medals to the participants.

• Table tennis

• Programming for spring break, fall break and March break this are dates that the students are out of school. This program is designed to keep the children learning and having fun while on their breaks. These events have themes for learning.

**Training**

• CRP and First Aid
• Train the Trainer healthy relationships

Completed by,

Bobbi-Sue Kells-Riberdy, Community/Family Support Worker
Family Support

The Family Support Worker, on behalf of on-reserve M’Chigeeng First Nation children, youth, and families, provides a voluntary service, on a one-to-one basis. The services provided aim to reduce the removal of M’Chigeeng First Nation children from their family, culture, and community.

Service Description

- Up-hold protocols of MFN By-Law 001/01 and MFN BRC 3347
- Up-hold Protocols of Legislation such as: Section 72 and Part X of the Child & Family Services Act
- Case Management/Administration:
  - Ensure privacy and confidentiality of all child welfare matters
  - Maintain accurate client records/files
  - Maintain statistical data
  - Provide referrals to local resources such as:
  - Individual and family counseling, alcohol and drug rehabilitation centers/programs, cultural and traditional services, parent education programs/workshops, anger management programs, domestic violence workshops/programs, life skills development programs/workshops, self-esteem workshops/programs, etc.
  - Collaboratively develop plans of care and ensure follow-up of aftercare plans with MFN families
  - Advocate on behalf of MFN children, youth, and families

Successes

The Family Resources Department successfully secured Kristin Debassige for the position of Family Support Worker, with Kristin beginning her placement on January 9, 2012. During the months of January to March 2012, the Family Support Worker closed 11 files. While these 11 files closed, 17 children were no longer deemed at risk or in need of protection. The Family Support Worker closed these 11 files, for the following reasons: truancy no longer an issue, custody secured, the relocation of clients/ transferred to the Child Advocate, some children were non-band members of MFN, decline of services, and no protection concerns.
Challenges

The position remained vacant from August 3, 2011 to January 8, 2012. With this large gap of time, many files were not up to date, making it difficult to develop casework plans. In addition, some challenges faced by the Family Support Worker is building and establishing the trusting relationship that is needed to work with the families. Furthermore, trying to encourage clients to actively engage in services that are beneficial is also a challenge; many cannot see the benefits of accessing the support services.

2010 – 2011 Statistical Data

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Indirect hours include those contacts made with other worker’s through meetings, correspondence or by telephone

Direct hours include those contacts made with a client through home visits, community, case-conferences, and plans of care or by telephone

2011 – 2012 Statistical Data

* Note: Statistical Data, for April to December 2011, reflected in this graph was compiled by the previous FSW.
Direct Service – The time spent with a client, whether in a group or individually, face to face or over the phone

Indirect Service – The time spent interacting with collaterals, on behalf of a client, whether in a group or individually, face to face or over the phone and administrative duties

**Next Steps**

The Family Support Worker will continue to assist children, youth and families, with their wellness plans, by working as a team with the Family Resource Department; in addition to networking with and amalgamating all other M’Chigeeng First Nation professional support services. Furthermore, the Family Support Worker will continue to strive to reduce the amount of children being removed from their families, culture, and community.
Community Support

Overview:

The Community Support Program focuses on providing support, early intervention and prevention activities for children, parents and community members.

Due to a service gap for children 7-12 years of age, the Community Support Program focuses mainly on this target group. The service gap was identified by parents and service providers of M’Chigeeng; where M’Chigeeng programs provide a Healthy Babies Healthy Children program that services children 0-6 years of age and a Youth Program that services 13-29 year olds.

The CSW program continues to support families and children that are below the intervention line but are at risk of being involved with CAS.

Programming and services fall into 5 key areas that include parenting programs, recreational programs, annual events, cultural programs and case management. These areas of interest combine to support the medicine wheel approach to help balance the physical, emotional, mental and spiritual aspects of life.

Successes:

The CSW program has been successful in providing consistent programs and activities for children and parents throughout the 2011 – 2012 fiscal year. The CSW program partnered with the Mental Health Department to do an Active Parenting Program for parents with children 4 – 12 years of age. The Active Parenting Program began in June 2011 with 15 parents starting the program and 8 parents graduating and receiving their Certificates.

Children’s Recreational programs have been consistent and the number of children accessing the program has been steady. The Youth Program and CSW program partnered to organize a structured Basketball tournament for 7-12 year olds and 13-29 year olds in which we seen a total of 28 children and youth participate.

Challenges:

The challenge of the CSW program is increasing the direct service hours or face to face contact; where meetings, preparation and administration tasks make up the majority of service hours. The goal of direct service hours is 50% of total working hours. To date the CSW Program is only hitting 19.2% of the direct service hour’s goal of 50%.

Next Steps:

In order to meet the goal of the direct service hours of 50%; the CSW Program is planning to implement a couple of programs that will increase face to face contact with children, parents, and community members. A Second Step Program will be implemented at Lakeview School or elsewhere, which will run throughout the school year for all grades. The other program to be implemented is a Life Skills program which will run two eight week programs during the summer and winter months.
<table>
<thead>
<tr>
<th>FISCAL YEARS</th>
<th>PROGRAMS AND SERVICES</th>
<th># OF FAMILIES SERVED</th>
<th># OF CHILDREN SERVED</th>
<th>PROGRAM PARTICIPATION</th>
<th>TOTAL DIRECT SERVICE HOUR</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009/2010</td>
<td>20</td>
<td>38</td>
<td>62</td>
<td>580</td>
<td>143.20</td>
</tr>
<tr>
<td>2010/2011</td>
<td>18</td>
<td>26</td>
<td>150</td>
<td>1251</td>
<td>244.30</td>
</tr>
<tr>
<td>2011/2012</td>
<td>26</td>
<td>29</td>
<td>82</td>
<td>1043</td>
<td>305.5</td>
</tr>
</tbody>
</table>

*Figure 1 is the percentage of service hours for comparison over 3 fiscal years.*

**Direct Services Hours:**

Direct service hours are programs and services that are face to face contact with clients, children and community members. The programs and services include: Home visits, in office visits, brief service, parenting programs, children’s programs, and annual events.

**Indirect Service Hours:**

Indirect service hours include preparation, coordination, reports, case notes and correspondence.

**Administration:**

Administration includes a vast list of duties that include: budget tracking, MFN reports, proposal submissions, tracking stats, proposal reports, annual leave, sick leave, overtime leave, band holidays, stat holidays and policy procedures.

**Meetings:**

Meetings include program planning meetings, partnership meetings, MFN meetings, FRD meetings, training and Kina Gbezghomi CSW meetings.
Notes:
The CSW program was without a worker for the 2nd quarter in 2009-2010 from July to September, thus the report reflects 3 quarters.

Figure 2 chart depicts case management service visits for a 3 year comparison

Figure 3 is a 3 year comparison of program participation.

Areas of service:
Recreational Programs include:

- Gym nights
- Ball hockey nights
- Basketball tournaments
- Baseball
- Badminton nights
- Family fun weekend
- Hockey breakfast program
- Winter Carnival
- Family Swims
- Celebrating Relationships
Cultural Programs:
- Aboriginal Day
- Community Drum
- Fire Keeping Training

Skill Based Education:
- Active parenting now
- Strengthening Families Program
- Essay/Poster Contests

Case Management:
- Home visits
- Office visits
- Case Conference
- Brief Service
- Phone calls
- Travel Support

Grievance Circle
- Creation Story Telling
- Family Ties

More than fish sticks workshop
- Food Handling Training

Respectfully,

Kristen Debassige, Family Support Worker
Les Corbiere, Community Support Worker
Family Support

The Child and Family Services Program encompasses supportive counseling services for children and their families with the objective of preventing the need for Child Welfare intervention.

The Child and Family Services Program assists with problem solving, encouragement, and empowerment of family units and will facilitate making healthy choices for their families.

The Child and Family Services worker will encourage support systems that exist in the community by improving advocacy and essential services that will prevent and or reduce the necessity of protection services.

Primary Role & Responsibility:

- Work Collaboratively with INDIVIDUAL, FAMILY, AND COMMUNITY.
- Provide ADVOCACY and LIAISON services.
- Develop Plan of Care & provide Case Management
- Assessment & Referral
- Provide Crisis Intervention

Activities & Programs Delivered to date (2012)

- Easter Hunt
- Mother’s Day
- Open House
- Health Fair
- Cooking Class
- Bullying Program
- Safe Swimming
- Family Fun Day
Community Support – Sheshegwaning Health Centre

Over the past year the Sheshegwaning Community Support Program has held many different programs in our community to help support our families and children.

Special Programming:

- Winter Fun Day
- Summer Fun Day
- Summer Day Camp
- Regalia Workshops
- Parenting
- Food Bank
- Christmas Hampers
- Send a Kid to Camp

Other programs we run in our community include:

- Wreath making
- Beading workshops
- Ribbon shirts * Ribbon skirts
- Seasonal workshops for the children and community families
- Family pumpkin carving and contest
- Traditional teachings for children and community members
- Scrapbooking
- Traditional teachings for different styles of regalia
- Easter egg hunt and Easter egg coloring for families
- Bullying workshop
- Fishing Derby
- Leather mitts * Moccasins * Rattle making
- Potted plant/container gardening
- NAAW Wk– Alcohol
- Family portraits
- Dads and tots cooking

As Community Support Worker I am on call one to two weeks of every month in case a family emergency arises. I also collaborate with the UCCM Police and Mnaamodzawin Health Services to run different programming at the school. This year we are running “The Bod Squad” program for our school age children. We also ran a program on vandalism, theft and bike safety. Every summer we have the Day Star group that visits our community and runs programming for our children and neighboring communities.

Sherry Dayfox, Family Support Worker
Melinda Sampson, Community Support Worker
Kina Gbezhgomi Child and Family Services
(a not-for-profit organization incorporated without share capital)

Financial Statements

Year ended March 31, 2012
INDEPENDENT AUDITORS’ REPORT

To: The Directors of Kina Gbezhgomi Child and Family Services, and the Ontario Ministry of Community and Social Services

Report on the Financial Statements
We have audited the accompanying financial statements of Kina Gbezhgomi Child and Family Services which comprise the statement of financial position as at March 31, 2012, and the statements of operations and changes in net surplus (deficit) for the year then ended. These financial statements have been prepared by management to comply with reporting requirements established by the Ontario Ministry of Community and Social Services using the basis of accounting described in note 2(a) of the financial statements.

Managements’ Responsibility for the Financial Statements
Management is responsible for the preparation and fair presentation of these financial statements in accordance with the basis of accounting described in note 2(a) of the financial statements, 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.

Continued on next page
INDEPENDENT AUDITORS' REPORT - Continued

Opinion
In our opinion, the financial statements present fairly, in all material respects, the financial position of Kina Gbezhgomi Child and Family Services as at March 31, 2012, and the results of its operations and its cash flows for the year then ended in accordance with note 2(a) of the financial statements.

Emphasis of Matter
Our examination was made for the purpose of forming an opinion on the financial statements taken as a whole. The supplementary information included in the Schedules is presented for purposes of additional analysis and is not a required part of the financial statements. Such information has been subjected to the auditing procedures applied in the examination of the financial statements and, in our opinion, is fairly stated in all material respects in relation to the financial statements taken as whole.

Basis of Accounting and Restriction on Distribution
These financial statements have been prepared to comply with the reporting requirements established by the Ontario Ministry of Community and Social Services as described in note 2(a) of the financial statements. These financial statements, which have not been, and were not intended to be, prepared in accordance with Canadian generally accepted accounting principles, are solely for the information and use of the Directors and management of Kina Gbezhgomi Child and Family Services and the Ontario Ministry of Community and Social Services. The financial statements are not intended to be and should not be used by anyone other than the specified users or for any other purposes. Our report is intended solely for the Directors and management of Kina Gbezhgomi Child and Family Services and the Ontario Ministry of Community and Social Services and should not be distributed to parties other than the Directors and management of Kina Gbezhgomi Child and Family Services and the Ontario Ministry of Community and Social Services.

Freelandt Caldwell Reilly LLP

FREELANDT CALDWELL REILLY LLP
Chartered Accountants
Licensed Public Accountants

Sudbury, Canada
August 30, 2012
Kina Gbezhgomi Child and Family Services

Statement of Financial Position

March 31, 2012 with comparative figures for 2011

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Current assets:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash</td>
<td>- $</td>
<td>$ 40,286</td>
</tr>
<tr>
<td>Accounts receivable (note 3)</td>
<td>228,395</td>
<td>290,075</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>- $</td>
<td>41,731</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td>$ 228,395</td>
<td>$ 372,092</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Liabilities and net surplus (deficit)</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Current liabilities:</strong></td>
</tr>
<tr>
<td>Bank indebtedness (note 4)</td>
</tr>
<tr>
<td>Operating loan (note 5)</td>
</tr>
<tr>
<td>Accounts payable and accrued liabilities (note 6)</td>
</tr>
<tr>
<td><strong>Total Current Liabilities</strong></td>
</tr>
<tr>
<td><strong>Net surplus (deficit):</strong></td>
</tr>
<tr>
<td>Accumulated unrestricted agency surplus (deficit) (note 7)</td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
</tr>
</tbody>
</table>

Contingent liability (note 8)

See accompanying notes to financial statements
## Kina Gbezhgomi Child and Family Services
### Statement of Operations

Year ended March 31, 2012 with comparative figures for 2011

<table>
<thead>
<tr>
<th>Revenue:</th>
<th>2012</th>
<th>Actual</th>
<th>2011</th>
<th>Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>Children’s Aid Societies</td>
<td>$2,074,966</td>
<td>$1,797,883</td>
<td>$1,768,035</td>
<td></td>
</tr>
<tr>
<td>Ministry of Community and Social Services - operating</td>
<td>1,795,443</td>
<td>1,795,443</td>
<td>1,519,966</td>
<td></td>
</tr>
<tr>
<td>Child and Family Centre - Ngodweangizwin Aaskaagewin</td>
<td>60,000</td>
<td>60,000</td>
<td>60,000</td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>-</td>
<td>22,591</td>
<td>38,198</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>3,930,409</td>
<td>3,675,917</td>
<td>3,386,199</td>
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</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Expenditure:</th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries and benefits</td>
<td>2,173,080</td>
<td>1,969,890</td>
<td>1,540,096</td>
<td></td>
</tr>
<tr>
<td>Per diem expenditures</td>
<td>842,813</td>
<td>903,165</td>
<td>836,558</td>
<td></td>
</tr>
<tr>
<td>Transfer to First Nations - Child Welfare</td>
<td>204,097</td>
<td>204,072</td>
<td>204,072</td>
<td></td>
</tr>
<tr>
<td>Office, furniture, fixtures and other</td>
<td>136,726</td>
<td>220,010</td>
<td>317,825</td>
<td></td>
</tr>
<tr>
<td>Travel</td>
<td>75,429</td>
<td>161,442</td>
<td>153,628</td>
<td></td>
</tr>
<tr>
<td>Committee expenses</td>
<td>71,347</td>
<td>85,081</td>
<td>67,316</td>
<td></td>
</tr>
<tr>
<td>Rent</td>
<td>97,495</td>
<td>84,765</td>
<td>68,465</td>
<td></td>
</tr>
<tr>
<td>Training</td>
<td>113,515</td>
<td>82,440</td>
<td>65,281</td>
<td></td>
</tr>
<tr>
<td>Technology</td>
<td>59,828</td>
<td>81,523</td>
<td>74,352</td>
<td></td>
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<tr>
<td>Telephone</td>
<td>53,035</td>
<td>55,554</td>
<td>50,455</td>
<td></td>
</tr>
<tr>
<td>Insurance</td>
<td>41,731</td>
<td>41,730</td>
<td>34,224</td>
<td></td>
</tr>
<tr>
<td>Workshops</td>
<td>28,313</td>
<td>17,265</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Advertising and promotion</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cultural</td>
<td>21,000</td>
<td>15,684</td>
<td>28,974</td>
<td></td>
</tr>
<tr>
<td>Penliu maintenance</td>
<td>12,000</td>
<td>12,541</td>
<td>25,370</td>
<td></td>
</tr>
<tr>
<td>Membership fees</td>
<td></td>
<td>6,300</td>
<td>7,534</td>
<td></td>
</tr>
<tr>
<td>Annual meeting</td>
<td></td>
<td>3,468</td>
<td>3,470</td>
<td></td>
</tr>
<tr>
<td>Repaid to funder</td>
<td></td>
<td>737</td>
<td>2,557</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>3,930,409</td>
<td>3,945,667</td>
<td>3,480,177</td>
<td></td>
</tr>
</tbody>
</table>

### Net Variance

| Net Variance                        | $ - | $(295,443) | $(93,978)  |

### Net Variance consists of the following:

- **Agency surplus (deficit) - General Program (Schedule 1)**
  - $ - $(4,922) $ -

- **Agency surplus (deficit) - Foster Care Program (Schedule 3)**
  - $(296,791) $(91,377)

- **Agency surplus (deficit) - Therapeutic Foster Care Program (Schedule 4)**
  - 7,279 $(2,601)

- **Agency surplus - Child Welfare Program (Schedule 5)**
  - $(1,009) $ -

- **Total** $ - $(295,443) $(93,978)

See accompanying notes to financial statements
Kina Gbezhgomi Child and Family Services  
Statement of Changes in Net Surplus (Deficit)  
Year ended March 31, 2012 with comparative figures for 2011

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accumulated unrestricted agency surplus, beginning of year</td>
<td>$218,370</td>
<td>$312,348</td>
</tr>
<tr>
<td>Net variance</td>
<td>(295,443)</td>
<td>(93,978)</td>
</tr>
<tr>
<td>Accumulated unrestricted agency surplus (deficit), end of year (note 7)</td>
<td>$(77,073)</td>
<td>$218,370</td>
</tr>
</tbody>
</table>

See accompanying notes to financial statements
1. **Nature of operations:**

Kina Gbezhgomi Child and Family Services is a non-profit organization incorporated without share capital under the laws of Ontario and its principal activity is to plan, design, implement and deliver culturally appropriate child and family services within its service area. The organization is not taxable under the Income Tax Act (Canada).

2. **Significant accounting policies:**

   (a) **Basis of accounting:**

   These financial statements have been prepared in accordance with the significant accounting policies set out below to comply with the reporting requirements established by the Ministry of Community and Social Services. The basis of accounting used in these financial statements materially differs from Canadian generally accepted accounting principles because:

   (i) Capital asset expenditures are charged to current expenditures unless financed by long-term debt.

   (ii) Amortization is not provided on capital assets over their estimated useful lives but rather at a rate equal to the annual principal reduction of the related long-term debt.

   (iii) Capital assets are included on the statement of financial position only to the extent of the balances of the related long-term debt outstanding or anticipated at the end of the fiscal year. Principal and interest on long-term debt are included in expenditures on the accrual basis of accounting.

   (b) **Revenue recognition:**

   The organization follows the deferral method of accounting for contributions. Funds externally restricted under the terms of applicable funding agreements are recognized as revenue in the year in which the related expenditures are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.
2. Significant accounting policies (continued):

(c) Financial instruments:

At inception all financial instruments that meet the definition of a financial asset or liability are recorded at fair value, unless fair value cannot be reliably determined. Revenues, expenditures, gains and losses relating to the financial instruments are reported in the statement of operations. Subsequent measurements of each financial instrument depend on their classification in the statement of financial position selected by the organization.

The organization has selected the following classifications with respect to its financial assets and liabilities:

Cash and cash equivalents

Cash is a financial asset classified as “held-for-trading”, which is measured at fair value.

Accounts receivable

Accounts receivable are classified as loans and receivables, which are measured at amortized cost, which, upon initial recognition, is considered equivalent to fair value; subsequent measurements are recorded at amortized cost using the effective interest rate method.

Bank indebtedness, operating loan, and accounts payable and accrued liabilities

Bank indebtedness, operating loan, and accounts payable and accrued liabilities are financial liabilities classified as “other financial liabilities” and are initially measured at their fair value. Subsequent measurements are recorded at amortized cost using the effective interest rate method.
3. **Accounts receivable:**

<table>
<thead>
<tr>
<th>Account</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sudbury Children’s Aid Society</td>
<td>$197,040</td>
<td>$148,889</td>
</tr>
<tr>
<td>Dilico Children’s Aid Society</td>
<td>12,720</td>
<td>17,914</td>
</tr>
<tr>
<td>Toronto Children’s Aid Society</td>
<td>6,572</td>
<td>6,572</td>
</tr>
<tr>
<td>Canada Revenue Agency</td>
<td>5,195</td>
<td>26,538</td>
</tr>
<tr>
<td>The Child and Family Centre Ngodweaangizwin Aaskaagewin</td>
<td>5,000</td>
<td>10,000</td>
</tr>
<tr>
<td>United Chiefs and Councils of Manitoulin</td>
<td></td>
<td>52,708</td>
</tr>
<tr>
<td>Simcoe Children’s Aid Society</td>
<td></td>
<td>10,388</td>
</tr>
<tr>
<td>Timmins Children’s Aid Society</td>
<td></td>
<td>9,540</td>
</tr>
<tr>
<td>Halton Children’s Aid Society</td>
<td></td>
<td>3,286</td>
</tr>
<tr>
<td>Niagara Children’s Aid Society</td>
<td></td>
<td>2,544</td>
</tr>
<tr>
<td>Other</td>
<td>1,868</td>
<td>1,696</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$228,395</strong></td>
<td><strong>$290,075</strong></td>
</tr>
</tbody>
</table>

4. **Bank indebtedness:**

Bank indebtedness consists of a bank balance of $2,203 less outstanding cheques in the amount of $65,741.

5. **Operating loan:**

An operating loan has been authorized by the Toronto Dominion Bank to a maximum of $100,000 and bears interest at the bank’s prime lending rate plus 3% per annum. A general security agreement covering all assets has been pledged as security. The amount outstanding on the loan at year end is $30,000 (2011 – $Nil).

6. **Accounts payable and accrued liabilities:**

<table>
<thead>
<tr>
<th>Account</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries and Benefits</td>
<td>$127,266</td>
<td>$ 29,275</td>
</tr>
<tr>
<td>Canada Revenue Agency</td>
<td>14,838</td>
<td>4,528</td>
</tr>
<tr>
<td>London Life</td>
<td>9,698</td>
<td>8,139</td>
</tr>
<tr>
<td>Penlieu Consultants Inc.</td>
<td>-</td>
<td>24,516</td>
</tr>
<tr>
<td>Delta Hotel and Conference Centre</td>
<td>-</td>
<td>17,263</td>
</tr>
<tr>
<td>Motion Specialties Sudbury</td>
<td>-</td>
<td>16,433</td>
</tr>
<tr>
<td>Other</td>
<td>60,128</td>
<td>53,568</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$211,930</strong></td>
<td><strong>$153,722</strong></td>
</tr>
</tbody>
</table>
Kina Gbezhgomi Child and Family Services
Notes to Financial Statements
March 31, 2012

7. Accumulated unrestricted agency surplus (deficit):

<table>
<thead>
<tr>
<th>Program</th>
<th>Accumulated unrestricted agency surplus (deficit), beginning of year</th>
<th>Net Variance</th>
<th>Accumulated unrestricted agency surplus (deficit), end of year</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Program (Schedule 1)</td>
<td>$ (6,913)</td>
<td>$ (4,922)</td>
<td>$ (11,835)</td>
</tr>
<tr>
<td>Foster Care Program (Schedule 3)</td>
<td>245,611</td>
<td>(296,791)</td>
<td>(51,180)</td>
</tr>
<tr>
<td>Therapeutic Foster Care Program (Schedule 4)</td>
<td>(13,502)</td>
<td>7,279</td>
<td>(6,223)</td>
</tr>
<tr>
<td>Child Welfare Program (Schedule 5)</td>
<td>-</td>
<td>(1,009)</td>
<td>(1,009)</td>
</tr>
<tr>
<td>Capacity Building Program</td>
<td>(7,165)</td>
<td>-</td>
<td>(7,165)</td>
</tr>
<tr>
<td>Foster Parent Recruitment</td>
<td>2,659</td>
<td>-</td>
<td>2,659</td>
</tr>
<tr>
<td>Computer Support Program</td>
<td>(70)</td>
<td>-</td>
<td>(70)</td>
</tr>
<tr>
<td>Other</td>
<td>(2,250)</td>
<td>-</td>
<td>(2,250)</td>
</tr>
<tr>
<td></td>
<td>$ 218,370</td>
<td>$ (295,443)</td>
<td>$ (77,073)</td>
</tr>
</tbody>
</table>

8. Contingent liability:

Contribution agreements:

The organization has entered into accountable contribution arrangements with the Ministry of Community and Social Services and all such programs are subject to review and audit by them. Funding received or repayments of excess funding are recorded in the year in which the funding adjustment is determined.

9. Financial instruments:

The organization’s financial instruments consist of accounts receivable, bank indebtedness, operating loan, and accounts payable and accrued liabilities. Unless otherwise noted it is management’s opinion that the organization is not exposed to significant interest, currency or credit risks and that the fair value of these items are not materially different from the carrying amounts as presented in the statement of financial position.
10. Economic dependence:

The organization has contribution arrangements with the Ministry of Community and Social Services to provide funds to administer operations and provide services. As these contribution arrangements constitute the organization's major source of revenue, its ability to continue viable operations is dependent upon maintaining these funding arrangements.

11. Capital disclosure

The organization considers its capital to be the balance maintained in its accumulated unrestricted agency surplus (deficit). The primary objective of the organization is to invest its capital in a manner that will allow it to continue as a going concern and comply with its stated objectives. Capital is invested under the direction of the Board of Directors of the organization with the objective of providing a reasonable rate of return, minimizing risk and ensuring adequate liquid investment are on hand for current cash flow requirements. The organization is required to conduct its operations in accordance with specified funding agreements.

12. Comparative figures:

The financial statements have been reclassified, where applicable, to conform to the presentation used in the current year. The changes do not affect prior year net variance.

13. Cash flow statement:

A cash flow statement has not been presented as it would not provide any additional meaningful information.
<table>
<thead>
<tr>
<th></th>
<th>2012 Budget</th>
<th>2012 Actual</th>
<th>2011 Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenue:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ministry of Community and Social Services - operating</td>
<td>$1,519,966</td>
<td>$1,519,966</td>
<td>$1,519,966</td>
</tr>
<tr>
<td>Other</td>
<td>-</td>
<td>-</td>
<td>12,700</td>
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<tr>
<td></td>
<td>1,519,966</td>
<td>1,519,966</td>
<td>1,532,666</td>
</tr>
<tr>
<td><strong>Expenditure:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salaries and benefits</td>
<td>800,941</td>
<td>749,911</td>
<td>729,438</td>
</tr>
<tr>
<td>Transfer to First Nations</td>
<td>204,097</td>
<td>204,072</td>
<td>204,072</td>
</tr>
<tr>
<td>Allocated administration (schedule 2)</td>
<td>172,831</td>
<td>149,374</td>
<td>166,278</td>
</tr>
<tr>
<td>Travel</td>
<td>33,000</td>
<td>67,652</td>
<td>67,904</td>
</tr>
<tr>
<td>Rent</td>
<td>50,299</td>
<td>54,307</td>
<td>51,990</td>
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<tr>
<td>Training</td>
<td>51,000</td>
<td>52,641</td>
<td>50,669</td>
</tr>
<tr>
<td>Technology</td>
<td>32,164</td>
<td>46,653</td>
<td>37,347</td>
</tr>
<tr>
<td>Office, furniture, fixtures and other</td>
<td>34,086</td>
<td>39,206</td>
<td>31,900</td>
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<tr>
<td>Committee expenses</td>
<td>50,000</td>
<td>37,063</td>
<td>67,316</td>
</tr>
<tr>
<td>Telephone</td>
<td>29,120</td>
<td>32,145</td>
<td>30,632</td>
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<tr>
<td>Insurance</td>
<td>20,865</td>
<td>20,865</td>
<td>17,119</td>
</tr>
<tr>
<td>Workshops</td>
<td>28,313</td>
<td>17,265</td>
<td>1,598</td>
</tr>
<tr>
<td>Professional fees</td>
<td>10,250</td>
<td>12,785</td>
<td>23,656</td>
</tr>
<tr>
<td>Penlieu maintenance</td>
<td>-</td>
<td>6,300</td>
<td>7,534</td>
</tr>
<tr>
<td>Advertising and promotion</td>
<td>3,000</td>
<td>4,751</td>
<td>13,493</td>
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<tr>
<td>Membership fees</td>
<td>-</td>
<td>3,468</td>
<td>3,470</td>
</tr>
<tr>
<td>Annual meeting</td>
<td>-</td>
<td>737</td>
<td>2,557</td>
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<tr>
<td></td>
<td>1,519,966</td>
<td>1,499,195</td>
<td>1,506,973</td>
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<tr>
<td>Excess of revenue over expenditure before undernoted items</td>
<td>-</td>
<td>20,771</td>
<td>25,693</td>
</tr>
<tr>
<td>Repaid to funder</td>
<td>-</td>
<td>(25,693)</td>
<td>-</td>
</tr>
<tr>
<td>Transfer to foster care program (schedule 3)</td>
<td>-</td>
<td>-</td>
<td>(25,693)</td>
</tr>
<tr>
<td><strong>Net variance</strong></td>
<td>$</td>
<td>$ (4,922)</td>
<td>$ -</td>
</tr>
</tbody>
</table>
### Kina Gbezhgomi Child and Family Services
#### Schedule of Allocated Administration

Year ended March 31, 2012 with comparative figures for 2011

<table>
<thead>
<tr>
<th></th>
<th>2012 Budget</th>
<th>2012 Actual</th>
<th>2011 Budget</th>
<th>2011 Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Expenditure:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salaries and benefits</td>
<td>$153,331</td>
<td>$125,205</td>
<td>$143,874</td>
<td></td>
</tr>
<tr>
<td>Travel</td>
<td>5,500</td>
<td>12,974</td>
<td>11,412</td>
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<tr>
<td>Interest and bank charges</td>
<td>-</td>
<td>6,261</td>
<td>4,865</td>
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<tr>
<td>Office, furniture, fixtures and other</td>
<td>2,000</td>
<td>4,626</td>
<td>3,433</td>
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<tr>
<td>Training</td>
<td>12,000</td>
<td>308</td>
<td>2,694</td>
<td></td>
</tr>
<tr>
<td></td>
<td>$172,831</td>
<td>$149,374</td>
<td>$166,278</td>
<td></td>
</tr>
</tbody>
</table>

<p>| <strong>Program allocation:</strong>   |             |             |             |             |
| General program (schedule 1) | $172,831    | $149,374    | $166,278    |             |</p>
<table>
<thead>
<tr>
<th></th>
<th>2012 Budget</th>
<th>2012 Actual</th>
<th>2011 Budget</th>
<th>2011 Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenue:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Children's Aid Societies</td>
<td>$2,074,966</td>
<td>$1,797,883</td>
<td>$1,768,035</td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>-</td>
<td>22,591</td>
<td>25,498</td>
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</tr>
<tr>
<td><strong>Total Revenue:</strong></td>
<td>$2,074,966</td>
<td>$1,820,474</td>
<td>$1,793,533</td>
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<tr>
<td><strong>Expenditure:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Salaries and benefits</td>
<td>1,025,874</td>
<td>926,278</td>
<td>617,320</td>
<td></td>
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<tr>
<td>Per diem expenditures</td>
<td>842,813</td>
<td>903,165</td>
<td>836,558</td>
<td></td>
</tr>
<tr>
<td>Office, furniture, fixtures and other</td>
<td>40,974</td>
<td>97,909</td>
<td>240,834</td>
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<td>Travel</td>
<td>18,899</td>
<td>73,613</td>
<td>74,312</td>
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<td>Technology</td>
<td>27,664</td>
<td>34,870</td>
<td>37,005</td>
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<td>Telephone</td>
<td>21,400</td>
<td>21,186</td>
<td>19,823</td>
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<td>Insurance</td>
<td>20,866</td>
<td>20,865</td>
<td>17,105</td>
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<td>Rent</td>
<td>16,476</td>
<td>16,475</td>
<td>16,475</td>
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<tr>
<td>Cultural</td>
<td>12,000</td>
<td>12,541</td>
<td>25,370</td>
<td></td>
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<tr>
<td>Advertising and promotion</td>
<td>-</td>
<td>5,925</td>
<td>5,481</td>
<td></td>
</tr>
<tr>
<td>Training</td>
<td>48,000</td>
<td>4,438</td>
<td>10,320</td>
<td></td>
</tr>
<tr>
<td><strong>Total Expenditure:</strong></td>
<td>$2,074,966</td>
<td>$2,117,265</td>
<td>$1,910,603</td>
<td></td>
</tr>
<tr>
<td><strong>Deficiency of revenue over expenditure before undenoted item</strong></td>
<td>-</td>
<td>(296,791)</td>
<td>(117,070)</td>
<td></td>
</tr>
<tr>
<td><strong>Transfer from general program (schedule 1)</strong></td>
<td>-</td>
<td>-</td>
<td>25,693</td>
<td></td>
</tr>
<tr>
<td><strong>Net variance</strong></td>
<td>$</td>
<td>$ (296,791)</td>
<td>$ (91,377)</td>
<td></td>
</tr>
</tbody>
</table>
## Kina Gbezhgomi Child and Family Services
### Therapeutic Foster Care Program
### Schedule of Revenue and Expenditure

Year ended March 31, 2012 with comparative figures for 2011

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th></th>
<th></th>
<th>2011</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Budget</td>
<td>Actual</td>
<td></td>
<td>Actual</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Revenue:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Child and Family Centre - Ngodweaangizwin Aaskaagewin</td>
<td>$60,000</td>
<td>$60,000</td>
<td></td>
<td>$60,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Expenditure:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salaries and benefits</td>
<td>55,399</td>
<td>47,329</td>
<td></td>
<td>49,464</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Office, furniture, fixtures, and other</td>
<td>4,601</td>
<td>5,392</td>
<td></td>
<td>13,137</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>60,000</td>
<td>52,721</td>
<td></td>
<td>62,601</td>
<td></td>
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<tr>
<td><strong>Net variance</strong></td>
<td>$-</td>
<td>$7,279</td>
<td></td>
<td>$(2,601)</td>
<td></td>
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</tbody>
</table>
Kina Gbezhgomi Child and Family Services
Child Welfare Initiative Program
Schedule of Revenue and Expenditure
Year ended March 31, 2012 with comparative figures for 2011

<table>
<thead>
<tr>
<th></th>
<th>2012 Budget</th>
<th>2012 Actual</th>
<th>2011 Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenue:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ministry of Community and Social Services - operating</td>
<td>$275,477</td>
<td>$275,477</td>
<td>$</td>
</tr>
<tr>
<td><strong>Expenditure:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salaries and benefits</td>
<td>137,535</td>
<td>121,167</td>
<td>-</td>
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<tr>
<td>Committee expenses</td>
<td>21,347</td>
<td>48,018</td>
<td>-</td>
</tr>
<tr>
<td>Professional fees</td>
<td>42,000</td>
<td>42,643</td>
<td>-</td>
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<tr>
<td>Training</td>
<td>2,515</td>
<td>25,053</td>
<td>-</td>
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<tr>
<td>Rent</td>
<td>30,720</td>
<td>13,983</td>
<td>-</td>
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<td>Office, furniture, fixtures and other</td>
<td>2,815</td>
<td>11,188</td>
<td>-</td>
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<tr>
<td>Travel</td>
<td>18,030</td>
<td>7,203</td>
<td>-</td>
</tr>
<tr>
<td>Advertising and promotion</td>
<td>18,000</td>
<td>5,008</td>
<td>-</td>
</tr>
<tr>
<td>Telephone</td>
<td>2,515</td>
<td>2,223</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total:</strong></td>
<td>$275,477</td>
<td>$276,486</td>
<td>$</td>
</tr>
<tr>
<td><strong>Net variance</strong></td>
<td>$</td>
<td>$ (1,009)</td>
<td>$</td>
</tr>
</tbody>
</table>
Member First Nation Communities

- Aundeck Omni Kaning First Nation
- M’Chigeeng First Nation
- Sheguiandah First Nation
- Sheshegwaning First Nation
- Whitefish River First Nation
- Wikwemikong Unceded Indian Reserve
- Zhiibaahaasing First Nation

Acknowledgement of Funders

- MINISTRY OF CHILDREN AND YOUTH SERVICES
- CHILD AND FAMILY CENTRE
- CENTRE DE L’ENFANT ET DE LA FAMILLE
- NGODWEAANGIZWIN AASKAAGEWIN

KINA GBEZHGOMI CHILD AND FAMILY SERVICES

MAIN OFFICE - 98 Pottawatomi Avenue, Wikwemikong, Ontario POP 2J0
Toll Free: 1-800-268-1899 / Direct: (705) 859-2100 / Fax: (705) 859-2195

FOSTER CARE OFFICE – Wikwemikong Band Administrative Office - 19A Complex Drive, Wikwemikong, Ontario POP 2J0
Toll Free: 1-877-379-1010 / Direct: (705) 859-1010 / Fax: (705) 859-1621

M’CHIGEENG OFFICE – 72 Highway 551, Unit 2, P.O. Box 370, M’Chigeeng, Ontario POP 1G0
Toll Free: 1-855-377-5404 / Direct: (705) 377-5404 / Fax: (705) 377-5403
Opening Pipe Ceremony and Song – Elder Bill Antoine and Thunder Earth Drum

Roll Call Voting Members of the Corporation: Kevin Mossip, Board Chairperson, Zhiibaahaasing First Nation
Sharon Debassige, Secretary-Treasurer, M’Chigeeng First Nation
Diane Abotossaway, Director, Aundeck Omni Kaning First Nation
Derek Assiniwe, Director, Sheguiandah First Nation
Janice Cada, Director, Sheshegwaning First Nation
Margaret (Tish) Manitowabi, Director, Wikwemikong Unceded Indian Reserve
Leona Nahwegahbow, Director, Whitefish River First Nation

Introductions: Special Guests / First Nation Chiefs / and Attendees

Order of Business: 1. Adoption of the Agenda
2. 20th Annual General Meeting Minutes – April 11, 2012
3. Reading of the Financial Report – Auditor
5. Appointment of Auditor 2012-2013 Fiscal Year
6. Resolutions:
   a. Appointment of Directors
   b. Corporate By-Law
   c. Letter’s Patent
7. Closure of Annual General Meeting

Ceremonial: Blessing of Agency Bundle
History of Kina Gbezhgomi Name and Logo / Naming Ceremony / Presentation / Honour Song
Ceremonial Feast and Give-Away

Guest Speakers: Deputy Grand Chief Glen Hare, Union of Ontario Indians – History of Kina Gbezhgomi CFS
Denise Morrow, Executive Director – Agency Update

Acknowledgements / Special Presentations:
1. Special Presentations
   a. Original Visionaries
   b. First Nations Chiefs
   c. Board of Directors
   d. Agency Staff
2. Honour Song

Closing Pipe Ceremony and Song

Celebration: Open Drum / Social
KINA GBEZHGMOMI Child and Family Services
Aundeck Omni Kaning * M’Chigeeng * Sheguiandah * Sheshegwaning * Whitefish River * Wikwemikong * Zhiibaahaasing

20th ANNUAL GENERAL MEETING
Wednesday, April 11, 2012 @ 10:30 a.m., Sheshegwaning Community Centre, Sheshegwaning, Ontario

CORPORATE MEMBERS PRESENT | ABSENT and / or ACKNOWLEDGED
Diane Abotossaway, Board Member (Aundeck Omni Kaning) PRESENT
Sharon Debassige, Secretary-Treasurer (M’Chigeeng) PRESENT left at 12:50 p.m.
Derek Assiniwe, Board Member (Sheguiandah) PRESENT
Gene Cada, Board Members (Sheshegwaning) PRESENT
Kenneth Jacko, Board Member (Wikwemikong) Absent & Acknowledged
Kevin Mossip, Chairperson (Zhiibaahaasing) Absent & Acknowledged
Leona Nahwegahbow, Board Member (Whitefish River) Absent & Acknowledged

4 MEMBERS PRESENT / QUORUM ACHIEVED

FIRST NATION CHIEFS
Chief Patsy Corbiere, Aundeck Omni Kaning ABSENT
Chief Joseph Hare, M’Chigeeng First Nation PRESENT left at 11:55 a.m.
Chief Orville Aguonie, Sheguiandah First Nation PRESENT left at 11:55 a.m.
Chief Joe Endanawas, Sheshegwaning First Nation ABSENT
Chief Franklin Paibomsai, Whitefish River First Nation ABSENT
Chief Hazel Fox-Recollet, Wikwemikong Unceded Indian Reserve Absent & Acknowledged
Chief Irene Kells, Zhiibaahaasing First Nation ABSENT

IN ATTENDANCE
NAME and TITLE ORGANIZATION
Geoff Kendall (Auditor) Freelandt, Caldwell Reilly Chartered Accountants
Loretta Roy, UCCMM Elders Advisory Committee Sheshegwaning
Margaret “Tish” Manitowabi Wikwemikong
Chi-Geezis Singers
Bill Antoine, Elder Zhiibaahaasing
Ken Antoine, Elder Zhiibaahaasing
Forry Hare
Cheryl Peltier M’Chigeeng
Richard Peltier Wikwemikong
Melinda Sampson Community Support Program, Sheshegwaning
Amy Wabegijik (Endanawas) Sheshegwaning
Denise Morrow, Executive Director Kina Gbezhgomi Child and Family Services
Carolyn Sinclair, Manager of Resources Kina Gbezhgomi Child and Family Services
Michael McGregor, Manager of Administration Kina Gbezhgomi Child and Family Services
Christine Migwans, Coordinator of Training and Planning Kina Gbezhgomi Child and Family Services
Scott Madahbee, Supervisor of Alternative Care Kina Gbezhgomi Child and Family Services
Karen Shawanda, Foster Care Resource Worker Kina Gbezhgomi Child and Family Services
Todd Wabegijik, Manager of Finance and Administration Kina Gbezhgomi Child and Family Services
Debi Shawanda, HR / Finance Assistant Kina Gbezhgomi Child and Family Services
June Manitowabi, Supervisor of Support Services Kina Gbezhgomi Child and Family Services
Wilma Debassige, Child and Family Services Worker Kina Gbezhgomi Child and Family Services
Gail Assiniwe, Executive Assistant Kina Gbezhgomi Child and Family Services

OPENING OF MEETING
Meeting Called by: Voting Members of the Corporation / Board of Directors
Opening Prayer / Smudge by: Loretta Roy / Sheshegwaning Elder
Welcome / Roll Call of Corporate Members and Introductions of Attendees Derek Assiniwe, Board of Director
Meeting Called to Order at: 10:54 a.m.
BRIEFING:

1. Derek Assiniwe welcomed everyone to the 20th Annual General Meeting. Roll Call completed. Notation made that Sharon Debassige, M’Chigeeng Board of Director is on her way to attend this meeting.

2. Margaret Manitowabi presented a letter signed by Chief Hazel Fox-Recollet identifying Margaret Manitowabi as “proxy” representing Wikwemikong Unceded Indian Reserve at this Annual General Meeting. Letter also indicated that Wikwemikong will be suggesting additional seats on the Kina Gbezhgomi Child and Family Services Board of Directors.

3. Denise Morrow highlighted and summarized the following areas within the Annual General Report:
   a) Annual General Report emphasizes program statistics.
   b) Annual General Meeting will revert to its original schedule this Fall and will include a celebratory occasion commemorating the agency’s 20 Years of Service.
   c) The agency will be hosting the Annual Provincial Anishinabek Child Welfare Conference this Fall.
   d) Collaborative work between the Board of Directors and First Nation Chiefs were successful this past year and half as we are now progressing the agency in a number of areas.
   e) Community Models have been completed and are now operable within the UCCMM First Nation communities thereby transition of workers became effective as of April 1, 2012 with exception to Wikwemikong. The agency will continue to manage Wikwemikong services until completion of their Community Model and readiness.
   f) Political advocacy is now required to enhance prevention funding in accordance to the submitted Community Models. Statistics for Wikwemikong demonstrate an increase of activities of 373 from previous fiscal year.

4. Power Point Presentation – Overview of Service Departments 2010/2011

5. Question raised by Chief Joseph Hare to the validity of the “proxy” appointment of Margaret Manitowabi in relation to the agency’s Corporate By-Law.

6. Denise Morrow, Executive Director requested temporary recess and attempted to receive advice from Legal counsel (Weaver Simmons) of what is identified for proxy within the agency’s Corporate By-Law. Confirmation indicated that Margaret Manitowabi could not be accepted as “proxy” for this meeting as she is currently not a duly appointed board member representing Wikwemikong Unceded Indian Reserve.

7. This recess period was prolonged than expected. During this period, both Chief Joseph Hare and Chief Orville Aquonie left for the remainder of this meeting at 11:55 a.m.

8. Sharon Debassige, Board of Director arrived at 12:05 p.m. / Quorum established and meeting continued.

<table>
<thead>
<tr>
<th>MOTIONS / RESOLUTIONS</th>
</tr>
</thead>
</table>
| 1. Appointment of Chairperson
  Moved by: Gene Cada
  Seconded by: Sharon Debassige
  MOTION: #001/2012
  That we appoint Denise Morrow, Executive Director as Chairperson for this Annual General Meeting only in order to establish quorum.
  Resolution: CARRIED

| 2. Adoption of the Agenda
  Moved by: Gene Cada
  Seconded by: Derek Assiniwe
  MOTION: #002/2012
  That we adopt the agenda as presented.
  Resolution: CARRIED
  There is no Declaration of Conflict of Interests based upon the agenda. No abstains. |
3. **19th Annual General Meeting Minutes**

   **Moved by:** Derek Assiniwe  
   **Seconded by:** Gene Cada  
   **MOTION:** 
   That we accept the minutes of Kina Gbezgomi Child and Family Services’ 19th Annual General Meeting of January 12th 2011 hosted by Sheguiandah First Nation as presented.  
   **Resolution:** CARRIED

4. **Annual Financial Statement year ending March 31, 2011**

   **Moved by:** Gene Cada  
   **Seconded by:** Derek Assiniwe  
   **MOTION:** 
   BE IT RESOLVED that we acknowledge the presentation of the financial statements for the corporation for the financial year ending March 31st 2011 as presented by Geoff Kendall of Freelandt Caldwell Reilly at this meeting, be and the same are hereby adopted and approved.  
   **Resolution:** CARRIED

5. **Appointment of Auditors 2012/2013**

   **Moved by:** Derek Assiniwe  
   **Seconded by:** Gene Cada  
   **MOTION:** 
   BE IT RESOLVED that Freelandt, Caldwell, Reilly, Chartered Accountants is hereby appointed as auditors of the corporation to hold office until the next annual meeting of the shareholders at such remuneration as the Board of Directors from time to time determines.  
   **Resolution:** CARRIED

6. **Letter’s Patent / Corporate By-Law**

   **Moved by:** Diane Abotossaway  
   **Seconded by:** Sharon Debassige  
   **MOTION:** 
   Resolved that we DEFER item #6 – Letter’s Patent / Corporate By-Law due to letter received from Wikwemikong Chief, Hazel Fox-Recollet with potential of request to increase Wikwemikong representation on the Board of Directors to three (3) seats in total; thereby, may be requirement to schedule of Special Meeting of the Corporation for this purpose.  
   **Resolution:** CARRIED

7. **Conclusion of Meeting**

   **Moved by:** Derek Assiniwe  
   **Seconded by:** Gene Cada  
   **MOTION:** 
   That we adjourn and conclude this meeting in its entirety.  
   **Resolution:** CARRIED

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**CLOSURE OF MEETING**

**Closing Prayer:** Loretta Roy, Elder, Sheshegwaning First Nation  
Chi-Geezis Drum - Closing Song

**Closure of Meeting at:** 12:58 p.m.  
**Recorder:** Gail Assiniwe, Executive Assistant

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**For recording purposes:** APPROVAL / Motion #  
File Location
In Special Recognition
and Honour of...

the original visionaries of
Kina Gbezhgomi Child and Family Services

Original Vision: to develop a Native Child Welfare Agency

March 1984 – “Our Children, Our Responsibility” Proposal; A Solution – Indian people must assume responsibility for the care and protection of Indian children. They must look after them, care for them, support them, protect them, teach them and love them.

January 1991 – Kina Gbezhgomi Child and Family Services became incorporated

Chief Joseph Hare
M’Chigeeng First Nation

FOUNDATION: April 1984 First Nation Chiefs

The late Chief John Ronald “Ronnie” Wakegijig - bah,
Wikwemikong Unceded Indian Reserve

Chief Joseph Hare, M’Chigeeng First Nation; formerly West Bay

Chief Norman Aguonie, Sheguiandah First Nation

Chief William Antoine, Sheshegwanning First Nation

Chief Clayton Abotosaway, Aundeck Omni Kaping
First Nation; formerly Sucker Creek

Chief Leona Nahwegahbow, Whitefish River First Nation

The late... Chief John Ronald “Ronnie” Wakegijig - bah
(1943 – 2011) Wikwemikong Unceded Indian Reserve
DESCRIPTION of Kina Gbezhgomi Child and Family Services Logo:

The four directions represent the qualities that families should strive for such as: Love, Unity, Safety and Security. For children and families to remain strong and connected, there must be love and a sense of unity between family members. A good family home should provide a safe and secure environment for all family members and children who live there to foster growth and strong family connections. The child is surrounded and protected by family members; thereby the Child is the focus and is nurtured by the family. The family is connected by the circle of life. The child is “brown” including the families on both sides to represent the Anishinaabe. The inter circle is filled with “green” to represent the Anishinaabe original family in accordance to our teachings. The outer circle is filled with the “sunrise” colours to represent a new day, a new beginning. The two bottom circles are “green” to represent mother earth; and the two top circles are “blue” to represent grandfather sky.
# BOARD of DIRECTORS

<table>
<thead>
<tr>
<th>ZHIBAAHAASING FIRST NATION</th>
<th>M'CHIGEENG FIRST NATION</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Kevin Mossip</strong></td>
<td><strong>Sharon Debassige</strong></td>
</tr>
<tr>
<td>Appointed March 5, 2010</td>
<td>Appointed March 5, 2010</td>
</tr>
<tr>
<td><em>Board Chairperson</em></td>
<td><em>Secretary-Treasurer</em></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>AUNDECK OMNI KANING FIRST NATION</th>
<th>SHEGUIANDAH FIRST NATION</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Diane Abotossaway</strong></td>
<td><strong>Derek Assiniwe</strong></td>
</tr>
<tr>
<td>Appointed March 5, 2010</td>
<td>Appointed March 5, 2010</td>
</tr>
<tr>
<td><em>Board of Director</em></td>
<td><em>Board of Director</em></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SHESHEGWANING FIRST NATION</th>
<th>WIKWEMIKONG UNCEDED INDIAN RESERVE</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Janice Cada</strong></td>
<td><strong>Margaret “Tish” Manitowabi</strong></td>
</tr>
<tr>
<td>Appointed April 30, 2012</td>
<td>Appointed August 27, 2012</td>
</tr>
<tr>
<td><em>Board of Director</em></td>
<td><em>Board of Director</em></td>
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<table>
<thead>
<tr>
<th>WHITEFISH RIVER FIRST NATION</th>
<th>SPECIAL RECOGNITION</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Leona Nahwegahbow</strong></td>
<td>Recent Board of Directors</td>
</tr>
<tr>
<td>Appointed August 31, 2011</td>
<td>1. Valarie McGregor, Whitefish River</td>
</tr>
<tr>
<td><em>Board of Director</em></td>
<td>2. Gene Cada, Sheshegwaning</td>
</tr>
<tr>
<td></td>
<td>3. Kenneth Jacko, Wikwemikong</td>
</tr>
</tbody>
</table>
# Kina Gbezhgomi Child and Family Services Staff Recognition of Years of Service

<table>
<thead>
<tr>
<th>15 Yrs of Service</th>
<th>Yrs of Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gail Assiniwe</td>
<td>Executive Assistant</td>
</tr>
<tr>
<td>Darlene McGregor</td>
<td>Child and Family Services Worker</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>10 Yrs of Service</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>June Manitowabi</td>
<td>Supervisor of Support Services</td>
</tr>
<tr>
<td>Todd Wabegijig</td>
<td>Manager of Finance and Administration</td>
</tr>
<tr>
<td>Vanessa Paibomsai-Prince</td>
<td>Foster Care Resource Worker</td>
</tr>
<tr>
<td>Connie Trudeau</td>
<td>Receptionist</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>5 Yrs of Service</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Karen Trudeau</td>
<td>Information Systems Technician</td>
</tr>
<tr>
<td>Bonnie Trudeau</td>
<td>Foster Care Resource Worker</td>
</tr>
<tr>
<td>Wilma Debassige</td>
<td>Child and Family Services Worker</td>
</tr>
<tr>
<td>Lorraine Bebamikawe</td>
<td>Foster Care Resource Worker</td>
</tr>
<tr>
<td>Maureen Trudeau</td>
<td>Community Support Worker &amp; Interim Supervisor</td>
</tr>
<tr>
<td>Margaret Jackson</td>
<td>Community Support Worker</td>
</tr>
<tr>
<td>Joanna Pheasant</td>
<td>Community Support Worker</td>
</tr>
<tr>
<td>Valerie Lavallee</td>
<td>Community Support Worker</td>
</tr>
<tr>
<td>Winnie Wassegijig</td>
<td>Child and Family Services Worker</td>
</tr>
<tr>
<td>Carolyn Sinclair</td>
<td>Manager of Resource Services</td>
</tr>
<tr>
<td>Troy Thibault</td>
<td>Information and Technology Supervisor</td>
</tr>
<tr>
<td>Caroline Jacko</td>
<td>Community Support Worker</td>
</tr>
<tr>
<td>Natalie Flamand</td>
<td>Foster Care Resource Worker</td>
</tr>
<tr>
<td>Jacquie Allen</td>
<td>Child Care Consultant</td>
</tr>
</tbody>
</table>