25th ANNUAL REPORT
2015-2016

‘Our Children, Our Responsibility’

Kina Gbezhgomi Child and Family Services

www.kgcfs.org
# Table of Contents

Kina Gbezhgomi Child and Family Services / Vision / Mission / Service Principles 1

Board of Directors / Senior Management / Looking Ahead 2

Message from the Board Chairperson and Executive Director 3 - 4

Community Partnerships / Protocols 5 - 7

Mobilization of Services / UCCMM / Wikwemikong 8 - 10

Cultural Services 11 - 14

ADMINISTRATION 14 - 19


Children in Care 25 - 26

Kinship Services 26 - 27

Youth Leaving Care 27

Youth in Transition Program 27 - 28

Family Counselling Services 28 - 29

Customary Care Services 29 - 31

Legal Services 32

Alternative Care Services 33 - 35

Specialized Services 36 - 37

PREVENTION SERVICES - UCCMM First Nations / Wikwemikong 37 - 44

Photo Gallery 45 - 52
Kina Gbezhgomi Child and Family Services

Vision Statement
Kina Gbezhgomi Child and Family Services will honour and support our family’s and community’s inherent authority to care for their children based on unity, traditions, values, beliefs and customs.

Mission Statement
Our services ensure children are protected and stay connected with their culture, language and community while strengthening family and community relationships.

Service Principles

1. That all Prevention and Child Welfare Services delivered are culturally based utilizing traditions and practices that strengthen cultural identity for children and families.
2. That all Prevention and Child Welfare Services delivered will support children remaining in their communities with healthy caregivers to stay connected with their roots, culture and language.
3. That Child Welfare Services will be family-centered and family-focused while not compromising the safety and well-being of the child.
4. That Child Welfare Services will use innovative, collaborative processes that empower children, families and communities to participate in all aspects of case planning and decision making.
5. That all Prevention and Child Welfare Services will place emphasis on supporting families based on honest and open communication to create relationships and partnerships.
Highlights of a Progressive Year

BOARD of DIRECTORS

OFFICERS

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kevin Mossip</td>
<td>Board Chairperson, Zhiibaahaasing First Nation</td>
</tr>
<tr>
<td>Margaret Manitowabi</td>
<td>Board Vice-Chairperson, Wikwemikong Unceded Indian Reserve</td>
</tr>
<tr>
<td>Sherry Dayfox</td>
<td>Board Secretary-Treasurer, Sheshegwanning First Nation</td>
</tr>
</tbody>
</table>

DIRECTORS

<table>
<thead>
<tr>
<th>Name</th>
<th>First Nation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Allison Aguonie</td>
<td>Sheguiandah First Nation</td>
</tr>
<tr>
<td>Marvin Assinewai</td>
<td>Aundeck Omni Kaning First Nation</td>
</tr>
<tr>
<td>Susan Hare</td>
<td>M’Chigeeng First Nation</td>
</tr>
<tr>
<td>Leona Nahwegahbow</td>
<td>Whitefish River First Nation</td>
</tr>
</tbody>
</table>

SENIOR MANAGEMENT

EXECUTIVE MANAGEMENT

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Denise Morrow</td>
<td>Executive Director</td>
</tr>
<tr>
<td>Carolyn Sinclair</td>
<td>Manager of Resources</td>
</tr>
<tr>
<td>Mark Hardy</td>
<td>Manager of Alternative Care</td>
</tr>
<tr>
<td>Michael McGregor</td>
<td>Manager of Administration</td>
</tr>
<tr>
<td>Joyce Carrick</td>
<td>Quality Assurance Manager</td>
</tr>
</tbody>
</table>

SUPERVISORS

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Christina Ferris</td>
<td>Service Supervisor, Child Welfare Island Team 1</td>
</tr>
<tr>
<td>Erin Pickard</td>
<td>Service Supervisor, Child Welfare Island Team 2</td>
</tr>
<tr>
<td>Jamie Lea Pollack</td>
<td>Service Supervisor, Child Welfare Sudbury Team 1</td>
</tr>
<tr>
<td>Christine Dokis</td>
<td>Service Supervisor, Sudbury Team 1</td>
</tr>
<tr>
<td>Dawna Chartrand</td>
<td>Service Supervisor, Island Team 1</td>
</tr>
<tr>
<td>Scott Madahbee</td>
<td>Service Supervisor, Foster Care</td>
</tr>
<tr>
<td>Rachel Mishibinijima</td>
<td>Service Supervisor, Specialized Services</td>
</tr>
<tr>
<td>Todd Wabegijig</td>
<td>Supervisor, Finance</td>
</tr>
<tr>
<td>Troy Thibault</td>
<td>Supervisor, Information and Technology</td>
</tr>
<tr>
<td>Sarah Spencer</td>
<td>Service Supervisor</td>
</tr>
</tbody>
</table>

Looking Ahead

Kina Gbezhgomi Child and Family Services has developed at 5 Year Strategic Plan (2013-2018) which set the agency’s strategic priorities, goals and objectives. The agency continues to realign its resources to achieve its vision and mission delivered inclusively to involve our First Nations Leadership, Board of Directors and Management, Staff and Volunteers.
Message from the Board Chairperson and Executive Director

In order to begin to understand the development of Kina Gbezhgomi Child and Family Services, it is important to examine the social and political climate that gave rise to the trend of moving a significant degree of control and autonomy back into our First Native communities at that time.

In 1979, Native communities within northern Ontario began to express concern regarding the high number of our Native children being apprehended and placed into care of the Children’s Aid Society. Native people speak with passion about the manner in which their children were swept away from home communities and could be viewed as a practice of ‘genocide’ as practices utilized by mainstream organizations during this period including:

- apprehension as the preferred course of action;
- predominantly placing Native children into care under court orders;
- placing Native children outside their First Nation communities including adoptions;
- alienation of Native children from their cultural heritage contributing to loss;
- providing little support and assistance to Native parents to empower healing;
- giving minimal focus related to Native customs as healing practices; and
- acknowledgement of community standards of care including placements of community care utilizing extended family.

Native leaders repeatedly stated that in the course of intervention into Native family life, case workers projected their own cultural biases when observing and making decisions about Native children and their families.

Kina Gbezhgomi Child and Family Services became one of a number of Native controlled agencies developed across Canada in response to a political outcry by Native people. The intent was to create cultural-specific organizations emphasizing Native approaches to child welfare.

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 and the preservation of their Indian culture within the Indian family.

In 1982 a Native Child Welfare Prevention Program through a Tri-partite agreement was created. On August 9 within this same year, a suspension of Native Child Welfare Prevention Program occurred following a transfer of program to the Department of Indian Affairs. On November 1st, reinstatement of Native Child Welfare Prevention Program was completed under a legal agreement between the Sudbury/Manitoulin Children’s Aid Society and the Ministry of Community and Social Services and continued to operate under the two party agreement to March 31, 1984.
On March 17, 1984 Chief Joseph Hare submitted a proposal entitled ‘Our Children - Our Responsibility’ which outlined guidelines for the establishment of a care and maintenance program for Indian Children under the auspices of the United Chiefs and Councils of Manitoulin Island (Ontario). It is important to note that the Wikwemikong Unceded Indian Reserve was part of UCCM at this time and that the late Chief Ronald Wakegijig-bah was instrumental in this process. Thereafter, an Advisory Committee was formed and developed a 5 year plan.

In 1986, the first work plan for effecting the proposed development of Native directed child welfare services was agreed upon and approved by the Advisory Committee. During 1987 through 1989 consultants were seconded to prepare a status report on the child welfare initiative and to make recommendations on specific steps to be taken to effect some concrete development of the dream, which were ratified at a UCCM Assembly in 1987.

Between 1987 through 1989 further presentations of work plans and agency models were made by consultants. A Regional Child and Family Services Committee was developed and UCCM had also established a ‘Steering Committee’ whose purpose was to effect the birth of a First Nations Child and Family Services.

On January 15, 1991, Kina Gbezhgomi Child and Family Services became incorporated with a Board of Directors and approved Corporate By-Laws. Initially the Head Office was within the West Bay [M’Chigeeng] First Nation and in February 1992 the head office transferred to the Wikwemikong Unceded Indian Reserve.

Since incorporation, Kina Gbezhgomi Child and Family Services remained vigilant to achieve its original vision in achieving the child welfare protection mandate and this achievement was not without its obstacles and challenges.

In retrospect, these experiences contributed not only to the physical growth of Kina Gbezhgomi Child and Family Services, rather contributed to the agency’s maturity of spiritual growth. In belief of our Anishinabek traditions, Kina Gbezhgomi Child and Family Services had matured from pre-conception, to birth, to childhood, to adolescence, to becoming a young adult during its 25 years of development. It is within the concept of our Indigenous worldview that Kina Gbezhgomi Child and Family Services has prepared itself (meaning the spirit of the organization) to assume the responsibility of the protection mandate.

We are now gathered here today to celebrate the agency’s spirit as a young adult ready to serve our Anishinabek people with the sacred responsibility for the care and nurturance of our Anishinabek children that was entrusted to each one of us by the Creator.

Kina Gbezhgomi Child and Family Services continues to celebrate this year in achievement of its original vision starting with the designation of the child welfare protection mandate on April 1st 2015. We continue on the journey together to further the spiritual and cultural growth of Kina Gbezhgomi Child and Family Services and empower healing of children, youth, families and communities.

'I've got 150% confidence we can take over this program right now if it was given to us today. We’ve got the personnel to do it. I think we’ve already proven ourselves for the past 150 years. Prior to that, we didn’t require special services to place orphan children in homes or to place neglected children in homes. That was done by the community itself and that experience is a long lasting one. We haven’t forgotten how to raise our children or how to look after them." -- UCCM Native Child Welfare Project Meeting, October 30, 1987
Community Partnerships

PROTOCOLS

In preparation for the role of providing Child Welfare Services as of April 1, 2015 the agency has completed protocols with agencies and organizations within the Police, Health, Education, Healthy Babies, Healthy Children and Violence Against Women sectors.

Protocols serve as a collaboration tool and assist in clarifying mutual expectations, roles and responsibilities and also establish accountability, build capacity and strengthen relationships. Protocols also serve as a roadmap and assist in providing new staff orientation. Furthermore, protocols promote community accountability, mutual respect and cooperation and opportunities to enhance mutual partnerships.
On December 2, 2015 Kina Gbezhgomi Child and Family Services team members and members of the UCCM Anishinaabe Police Services completed a joint training session on the protocol developed between KGCFS and UCCM Anishinaabe Police Services.

We also invited the local police officers to join training coordinated by Kina Gbezhgomi in the areas of forensic interviewing related to Child Welfare services.

In 2015/2016 KGCFS completed five (5) out of seven (7) protocols with the member First Nations that outline the delivery of Child Welfare services by KGCFS with the member First Nations in accordance to the service models developed by the First Nations.
KGCFS would also like to recognize the following community partners whom engaged with KGCFS to finalize the following protocols in 2015/2016:

1) The U.C.C.M. Anishnaabe Police Service
2) The Wikwemikong Unceded Indian Reserve Tribal Police
3) The Greater Sudbury Police Service
4) YWCA Sudbury
5) The Manitoulin Health Centre
6) The Espanola Hospital and Health Centre
7) Manitoulin North Shore Victim Crisis Assistance and Referral Services
8) Sudbury and District Health Unit
9) Joint Protocol for Student Achievement with Sudbury CAS and Seven (7) School Boards within the Districts of Sudbury and Manitoulin
10) Joint protocol – Community Threat Assessment Protocol – A Collaborative Response to Student Threat Making Behaviours with 16 Community partners

We have many more protocols in the final stages of review with additional requests from community partners to complete new protocols. We look forward to the year ahead in terms of continuing to strengthen our community partnerships to enhance services, collaboration and partnerships for the children and families served by KGCFS.

KGCFS also brought together all of the primary children service organizations servicing First Nations with the Districts of Sudbury to review the TRC Calls to Action in terms of enhancing services and supports to member First Nations residing in the Sudbury area and strengthening joint collaborative and partnerships.
MOBILIZATION OF SERVICES

UCCMM First Nations

Kina Gbezhgomi Child and Family Services (KGCFS) is part of the Community Mobilization of Services through Gchi Mino Naadmaadwin Teg (GMNT). GMNT describes the ultimate level of services based on the integration of sectors to proactively respond to situations requiring coordinated action. GMNT is the result of an integration strategy of Maamwi Naadamadadaa that KGCFS is also a collaborative member.

The focus on this integration strategy through GMNT is to strengthen the connection between sector services specifically when offering services to those who continue to demonstrate negative integrational effects such as drug abuse, violence and poor parenting skills. Often those at highest risk are not requesting supports until it is too late. GMNT when aware of a need will offer the supports through the mobilization of services. What makes our approach unique is the involvement of cultural resource people and faith keepers, elder involvement for guidance, insight, experience, teachings and counselling support and embedding cultural practices and tradition in the structure, values and approaches used.

Service Model

The model consists of weekly discussions in order to mobilize services within multiple sectors for the purpose of implementing early interventions and rapid responses to situations that pose imminent risk.

Structure

The traditional Anishinabek social structures and / or governance framework are based on the Clan System. The Clan System defines our roles and responsibilities within our communities. There were seven original Anishinabek clans and each worked together and cooperated to achieve their goals. The Clan System had built in equal justice, voice, law and order and it reinforced the teachings and principles of a sacred way of life. (Benton Benai, 1981).

A multi-cross sectorial approach to addressing situations is based upon this teaching. Everyone has something to offer. By working together in Education, Health, Policing and Justice, Child Welfare, Social Services and Employment and Training, partners can problem solve from a wholistic perspective. This structure leads to increased access to wellness supports for those struggling with Mental Health and Addictions issues.

Values

Gchi Mino Naadmaadwin Teg is guided by the seven grandfather teachings. These teachings were given to Anishnaabek to guide all that we do. These gifts are the foundational values that guide discussions in Gchi Mino Naadmaadwin Teg sharing circles.
Approach
Gchi Mino Naadmaadwin Teg discussions will use a traditional circle approach with the inherent protocols established over time blended with a modern reporting and technological standards required for statistical data tracking.

Gchi Mino Naadmaadwin Teg is an integrated affiliate response and community partnership representing key sectors in the human services system.

The need and desire to implement Gchi Mino Naadmaadwin Teg for responding to situations of acutely elevated risk is presented and demonstrated in the commitment from the Executive Management Team, Maamwi Naadamadaa.

Community Mobilization
Gchi Mino Naadmaadwin Teg is not a service delivery mechanism, but rather a way of utilizing and mobilizing existing services and resources in a timely manner.

Partners
Maamwi Naadamadaa Executive Management Team consists of Senior Executives from UCCMM and UCCMM Affiliates, including:

- United Chiefs and Councils of Mnidoo Mnising Tribal Council (Umbrella Agency)
- Kenjgewin Teg Educational Institute
- UCCM Anishinaabe Police Service
- UCCMM Justice Department
- Kina Gbezhgomi Child and Family Services
- Ojibway Cultural Foundation
- UCCMM Elders Council
- Noojmowin Teg Health Services
- Mnaamodzawin Health Services and
- M’Chigeeng Health Services.

Forry Hare, KGCFS Customary Care Coordinator has been the primary active member attending the GMNT community mobilization circles representing KGCFS on a weekly basis. Jacquie Allen, Coordinator of Training and Planning has recently been assigned as the alternate representative. The weekly meetings attended have been of assistance to meet the needs of individuals, families and communities that require service outreach, support, and education and communication regarding available services. The GMNT ensures that families are aware of all available community agencies and services Nations. Matters at the circle often involve further referrals to community agencies and/or services. A wholistic approach to services is valuable to ensure that families are assisted prior to matters leading to a crisis where urgent medical or other police interventions are required. KGCFS has provided support and guidance relative to Child Welfare matters that are brought to the circle.

Kina Gbezhgomi Child and Family Services is also a member of the Maamwi Naadamadaa Integrated Services –Excellence in Action along with the other UCCMM Affiliated Programs and Services. Maamwi Naadamadaa translated means “Let’s work together.” Maamwi Naadamadaa was established in 2009 as a result of an Island wide community meeting that called for agencies providing services to the members of Mnidoo Mnising to work together.
Maamwi Naadamadaa operates with support and direction from the United Chiefs and Councils of Mnidoo Mnising. Maamwi Naadamadaa functions as a multi-sectorial executive management team and meets on a monthly basis to address issues of concern namely cultural/language preservation and revitalization and individual, family and community health and wellness.

This community and agency partnership has been excellent in terms of enhancing services with the member First Nations and community organizations. KGCFS has participated in the Three Fires Gathering, Kenjgewin Teg Fall Harvest, Christmas Toy and Food Drive, Quarterly Newsletter, Joint Training initiatives and current Strategic Planning and reporting in 2015/2016.

It was also at this table that Kina Gbezhgomi recommended the development of a cultural training and resource guide for new staff, foster parents and youth in care. The Maamwi Naadamadaa supported this idea and a Mino-Goondawin Committee was formed consisting of Elders and representatives from OCF, KTEI, Noojmowin Teg and KGCFS to lead the development. The Objiwe Cultural Foundation and Kenjgewin Teg Educational Institute are now continuing to assist and lead the further development to finalize a resource for all organizations.

As part of Maamwi Naadamadaa Kina Gbezhgomi Executive Director, Cultural Coordinator and Executive Assistant and other members of the organization also attended with the UCCMM Elders Advisory Council to complete prayer ties for the organization through ceremony. The Kina Gbezhgomi Cultural Coordinator also continues to attend many of the UCCMM Elders Advisory Council meetings as required in terms of ongoing support to enhance Kina Gbezhgomi culturally based services.

Wikwemikong Unceded Indian Reserve

In relation to community partnerships, Kina Gbezhgomi Child and Family Services is also a member of the Wikwemikong Interagency Committee. This is a committee of Executive Directors and Managers or agency representatives representing all organizations and services, departments and programs servicing Wikwemikong. KGCFS is privileged and honoured to join this table to assist in participating in the Wikwemikong community comprehensive plans of action and resulting interagency plan to address health and wellness.

Through this forum, KGCFS has participated in many community presentations with the community relative to returning to school, and general community outreach events to communicate program supports and services including “open house” events at all office locations in Wikwemikong. KGCFS has also joined in the delivery of the Wikwemikong Fun Day Event with an information booth regarding services in addition to assisting with the event, along with providing an information booth at the Wikwemikong Annual Cultural Festival. KGCFS has also recently been involved in participating in feedback sessions regarding planning in terms of the community wellness work plan and the services and infrastructure required to wholistic healing.

KGCFS also has a direct reporting relationship with the Wikwemikong in terms of regular reporting to the Health and Social Well Being Committee along with other Wikwemikong program and services. This has been a helpful forum to receive further community feedback and guidance, and further collaborative opportunities relative to services with Wikwemikong.
CULTURAL SERVICES

Kina Gbezhgomi Child and Family Services continues to provide and deliver culturally appropriate programs and services and continues to develop further outreach of cultural support services with youth in care and families serviced by Kina Gbezhgomi. There have been many significant cultural developments in 2015-2016 as referenced below:

**Designation Celebrations:** The agency received designation on April 1st, 2015 and celebrated this significant milestone on three (3) separate occasions. The first celebration was held on April 14 at the M’Chigeeng First Nation Complex officiated by a traditional sunrise ceremony and a pipe ceremony followed by formal event with invited government delegates, First Nations leadership and collateral service providers. Minister Tracey MacCharles from the Ministry of Children and Youth Services was unable to join us on this day and a subsequent celebration was delivered on May 8, 2016 held at the agency’s Newgate (Urban) Office in Sudbury. The third event was held on June 12, 2016 at the Aundeck Omni Kaning First Nation which coincided with the Cultural Day Event of which each member First Nation’s eagle staff was invited.

**Ministry Reviews:** Following the designation of Kina Gbezhgomi, the Ministry of Children and Youth Services completed on-site reviews to assess agency progress and compliance relative to children in care and foster care services. Efforts were made to assure that this process were delivered in a respectful manner recognizing the agency’s spirit. The Wikwemikong Nahndahweh Tchigehgamig Health Centre Medicine Lodge was utilized and a sacred fire was lit during this time. This allowed for the opening and closing to be held within a traditional context and allow opportunity for staff and review team members to offer prayers. Traditional teachings, hand drum singing and sweat lodge ceremonies were also coordinated throughout the various reviews.

**Special Events:** There were 2 separate Cultural Day Events held in the fiscal year; one at the Aundeck Omni Kaning Pow-Wow Grounds on Friday, June 12 and Saturday, June 13, 2015 and in the Wikwemikong Unceded Indian Reserve on October 16 and 17, 2015.

The intent of delivering Cultural Day Events is part of Kina Gbezhgomi’s strategic plan to assure children stay connected with their culture, language and community while strengthening family and community relationships utilizing Elder or Traditional supports and resources; thereby, ensure opportunities are provided to children to know their cultural identity and community history.

The delivery of traditional teachings also allow an opportunity for individuals to gain an awareness in these areas that may attribute to a spiritual connection to further progress within their own individual healing paths. Other areas promoted within the Cultural Day Events to enrich our Anishinaabe culture included theatre, dance, music and arts are also offered. On average, we receive over 200 participants who attend our Cultural Days Events.
The Ontario Association of Children’s Aid Societies’ Aboriginal Services Advisory Committee Meeting was hosted by Kina Gbezhgomi Child and Family Services in October 2015 which involved other Anishinabek delegates from Ontario. This meeting created the stage of development of a MOU between OACAS and the Association of Native Child and Family Service Agencies of Ontario. To educate and promote our culture, traditional teachings were offered and delivered at the Ojibwe Cultural Foundation and a sweat was held in Wikwemikong Unceded Indian Reserve.

An annual Foster Care family Christmas Dinner was held on December 4, 2015 and Foster Parent Conference on February 27 and 28/16 of which ceremonies were incorporated as a central component of the events including drumming, prayer and traditional teachings along with Elder support.

The Kina Gbezhgomi Child and Family Services Cultural Coordinator, Executive Assistant (Chair of the Cultural Wellness Committee) and Executive Director have also attended ceremonies such as the Raindance ceremony in Wikwemikong on June 7 to seek the agency’s clan and spirit colours. We have also attended numerous additional visits with traditional supports to seek advice relative to the strengthening the spirit of Kina Gbezhgomi including offering of prayer clothes with the United Chiefs and Councils of Mnidoo Mnising (UCCMM) Elders Advisory Group.

**General Staff Meetings:** Agency staff attend General Staff Meetings on a quarterly basis that alternate in locations between the Island and Sudbury. A cultural component forms part of the agenda to allow cultural activities and celebration to coincide with the change of seasons. Standard agenda items include the feasting of bundles / agency bundle, welcoming ceremony including the delivery of traditional teachings, i.e. – water teachings, medicine teachings, sweat lodge teachings, etc.

**Ceremonies:** When appropriate, ceremonies may also be offered for staff to voluntarily participate in talking circles or pipe ceremony as we also focus upon staff wellness. Smudge bowls and bundle bags were distributed to assist staff in the collection of their own personal bundles. A staff retreat also occurred in the Whitefish River First Nation with invite to the First Nation prevention teams and the one day retreat enhanced relationship building within KGCFS and with the member First Nation teams in addition to fun interactive activities to enhance communications, team building and collaboration.

**Cultural Wellness Committee Meetings:** KGCFS has its own committee comprised of agency staff represented from each respective department whom serve on a voluntary basis. This committee provides a consultative planning forum which allows an opportunity to provide advice and support on the planning, implementation, monitoring, evaluation and reporting of cultural and wellness activities through administration, programs and services delivered by Kina Gbezhgomi. A total of 23 meetings were held during the 2015 calendar year which also included planning meetings to deliver the bi-annual Cultural Day Events.
CULTURAL SUPPORTS

- 16 sweats (66 participants) were delivered and offered to agency staff, children in care and others. This allowed an opportunity to assist individuals in their personal well-being for physical, emotional, mental and spiritual cleansing.
- 5 staff circles (49 participants) were coordinated and facilitated by a traditional resource to assist in staff wellness.
- 36 Lunch and Learn Sessions (90 participants) offered to agency staff to assist in learning the Anishinabemowin Language at M’Chigeeng, Wikwemikong and Sudbury office sites.
- Cultural services assisted with the coordination of 12 case conferences (60 participants) in a traditional format were delivered in Sudbury and Island locations utilizing traditional format, e.g. medicine lodge or talking circles. Case conferences may differ according to case specifics and will be delivered via traditional resource with involvement of child, youth, family members, band reps, workers and service collaterals.
- 6 cedar baths (18 participants) were completed to assist staff and clients delivered by trained agency team members.
- 43 teachings sessions (200 participants) were offered within varied areas delivered through General Staff Meetings, Cultural Day Events and special functions and meetings.
- 7 cultural sessions (37 participants) delivered, i.e. - drum making sessions for staff to continually build upon their bundles to assist in the culturally restorative practices and in working with families and regalia making sessions for foster parents.
- 10 ceremonies (160 participants) delivered ranging from Sunrise Ceremony, Pipe Ceremony, Raindance Ceremony, etc. The first Reunification Ceremony was held in June 2015 in Sheshwegwening First Nation. KGCF-S provided assistance by co-hosting this significant event whereby children were returned to their family through this sacred ceremony.

Cultural Services - (# may be based upon Averages due to large functions and members not signing in/ not capturing full attendance)
Elders have been involved in agency training sessions to assure availability and traditional teachings when required including individual supports to foster parents / children and clients as requested. An Elders Advisory Council Terms of Reference was developed in 2015/2016 for full implementation of further culturally based planning in 2016/2017.

Additional training was offered for Kina Gbezgomi staff and First Nation prevention teams in the areas of Culturally Restorative Practices and Lateral Violence through the Institute for Culturally Restorative Practices and Cultural Competency Training with the Ontario Federation of Indigenous Friendship Centres.

**ADMINISTRATION**

New Kina Gbezgomi Child and Family Services Offices – In 2015-2016 fiscal year, the Administration Department was instrumental in the set-up and staffing of above two new office sites.

*Left Photo: New Agency Administration Office, (Edward Street in Wikwemikong)*
*Right Photo: Newly expanded Sudbury Office (Newgate Avenue)*

**INFORMATION TECHNOLOGY (IT) DEPARTMENT HIGHLIGHTS**

The objective of the I.T. department is to effectively integrate people, information and communications technologies to support organizational strategic goals and business processes.

To improve vital services such as telecommunications, critical applications, reporting and backup/failover services, we set-up high speed fiber Internet access at all agency offices. Setting up high speed services throughout the agency has also supported our communications goal of having all agency office site phone systems linked together with a single point of access for the public.

As a newly designated agency our IT team has been involved in implementing many initiatives. Over the past year, one of the most integral and demanding areas has been coordinating the set-up and maintenance of the various agency office sites, which include three in Wikwemikong, one in M’Chigeeng, and one in Sudbury. This work has involved ensuring all essential IT and Communications services are setup and ready for immediate staff use.
Various initiatives led by the IT Department over the past year include:
- Migrating our servers from Windows Server 2008 to the Windows Server 2012 platform
- Migrated our Exchange Server 2010 to Exchange 2013
- Setting out mapped drives through group policy for efficient shared file access
- Networking all offices through a site-to-site virtual private network
- Linking all Manitoulin Island offices telecommunications to dial by extension
- Required hardware and software updates and upgrades where required
- Developed a user-friendly I.T. ticketing system to improve resolution times and reporting
- Setup trials for providing Bell Turbo-Hubs to After Hours workers that reside in rural areas with poor Internet speeds
- Purchased Team Viewer to reduce travel and response times for assisting staff
- Setup of a Dropbox account to easily share files between Agency management, Board of Directors and First Nation stakeholders
- Scanners for administrative positions to align with our paperless transition
- Use of ActiveSync for improved communications for our mobile/smart phone users
- Defined and improved Frontline CMS for reporting, tracking and ease of use
- Preparing agency security systems
- Setup of failover servers
- Divorcemate (Family Court Forms)

IT has also coordinated the implementation of various other mandatory IT systems as required by our funding ministry such as Teleform for AAR submissions, setup of trusted accounts to allow our services staff access to FastTrack and financial staff access to the CRA for submitting special allowances electronically, and Frontline (client and financial services software).

Further, on-going collaborative work with other agencies will continue with various provincial working groups, including the OACAS IT Network Group, Frontline Design Group, CPIN IFWG.

Finally, to support the IT Department’s growing areas of responsibility due to the influx of numerous new staff and the set-up of new offices, a Help Desk Technician contract position has been recruited. This position has allowed our IT Department to keep pace with the agency’s significant growth curve and has resulted in an increase in the overall staff satisfaction with the department.
## FINANCE DEPARTMENT

### CONDENSED STATEMENT OF OPERATIONS
FOR THE YEAR ENDED MARCH 31, 2016

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REVENUE</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ministry of Children and Youth Services</td>
<td>$11,078,734</td>
<td>$5,048,966</td>
</tr>
<tr>
<td>Children's Aid Societies</td>
<td>-</td>
<td>2,452,139</td>
</tr>
<tr>
<td>Other revenue</td>
<td>494,769</td>
<td>182,317</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>11,573,503</td>
<td>7,683,422</td>
</tr>
<tr>
<td><strong>EXPENSES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salary and Benefits</td>
<td>4,967,648</td>
<td>3,525,206</td>
</tr>
<tr>
<td>Boarding Rates</td>
<td>2,384,066</td>
<td>837,274</td>
</tr>
<tr>
<td>Other Operating Expenses</td>
<td>2,909,318</td>
<td>2,449,734</td>
</tr>
<tr>
<td>Transfers to First Nations - Prevention</td>
<td>1,367,999</td>
<td>718,460</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>11,629,031</td>
<td>7,530,674</td>
</tr>
<tr>
<td><strong>SUMMARY OF OPERATIONS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Revenue</td>
<td>11,573,503</td>
<td>7,683,422</td>
</tr>
<tr>
<td>Expenses</td>
<td>11,629,031</td>
<td>7,530,674</td>
</tr>
<tr>
<td><strong>EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES</strong></td>
<td>-$55,528</td>
<td>$152,748</td>
</tr>
</tbody>
</table>

This is a summary of the details within the 2015-2016 Financial Statements audited by KPMG.
Highlights of a Progressive Year

HUMAN RESOURCE DEPARTMENTS EMPLOYEE PROFILE

Recruitment Highlights

- 35 new employees hired in 2015-16
- 92 total employees at March 31, 2016

% of Aboriginal Employees

- 80% Aboriginal
- 20% Non-Aboriginal

Years of Service Milestones

- 2 employees completed 15 years of service
- 3 employees completed 10 years of service
- 3 employees completed 5 years of service

Gender of Employees

- 15% Male
- 85% Female

Percentage of Employees per Department

- Foster Care 14%
- Child In Care 15%
- Services/After Hours 32%
- Specialized Services 7%
- Team/Admin Assistants 13%
- Administration Personnel 19%

Average Age of Kina Gbezghomi Child and Family Service Employees

- Management Staff 42
- Administration Support 43
- Direct Service Workers 43
- Other Professional Staff 41
### TRAINING DELIVERED

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
<th>Event Date</th>
<th>Training Hours</th>
<th>Total Participants</th>
<th>KGCFS</th>
<th>Community Prevention</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>KGCFS Staff &amp; Community Prevention Teams</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Child Welfare Professional Training (CWPT)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Module 1 Collaborations in Child Welfare: Past, Present and Future</td>
<td>April 28 &amp; 29 2015</td>
<td>12</td>
<td>14</td>
<td>13</td>
<td>0</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Module 2 Protecting Children and Strengthening Families – Part 1</td>
<td>May 12-14 2015</td>
<td>18</td>
<td>16</td>
<td>14</td>
<td>1</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Module 3 Protecting Children and Strengthening Families – Part 2</td>
<td>June 2 &amp; 3 2015</td>
<td>12</td>
<td>11</td>
<td>9</td>
<td>1</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Module 4 Understanding and Responding to Children’s Needs</td>
<td>June 23-25 2015</td>
<td>18</td>
<td>18</td>
<td>9</td>
<td>0</td>
<td>9</td>
<td></td>
</tr>
<tr>
<td>Module 5 Engaging Families</td>
<td>Aug 11-13 2015</td>
<td>18</td>
<td>22</td>
<td>11</td>
<td>1</td>
<td>10</td>
<td></td>
</tr>
<tr>
<td>Module 6 Permanency and Continuity of Care</td>
<td>Sep 15, 16 &amp; 28 2015</td>
<td>18</td>
<td>20</td>
<td>9</td>
<td>0</td>
<td>11</td>
<td></td>
</tr>
<tr>
<td>Module 7 Legal and Court Processes</td>
<td>Oct 6 &amp; 7 2015</td>
<td>12</td>
<td>10</td>
<td>10</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td><strong>Total Child Welfare Professional Training</strong></td>
<td></td>
<td></td>
<td>108</td>
<td>111</td>
<td>75</td>
<td>3</td>
<td>33</td>
</tr>
<tr>
<td>Crisis Prevention and Intervention Training</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>June 30 2015</td>
<td></td>
<td></td>
<td>6</td>
<td>2</td>
<td>2</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>July 2 2015</td>
<td></td>
<td></td>
<td>6</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Aug 18 2015</td>
<td></td>
<td></td>
<td>3</td>
<td>10</td>
<td>10</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Aug 20 2015</td>
<td></td>
<td></td>
<td>6</td>
<td>18</td>
<td>10</td>
<td>8</td>
<td>0</td>
</tr>
<tr>
<td>Aug 26 2015</td>
<td></td>
<td></td>
<td>3</td>
<td>6</td>
<td>4</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total Crisis Prevention Training</strong></td>
<td></td>
<td></td>
<td>24</td>
<td>38</td>
<td>27</td>
<td>11</td>
<td>0</td>
</tr>
<tr>
<td>Crown Ward Review Training</td>
<td>May 26-27 2015</td>
<td>12</td>
<td>40</td>
<td>40</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Family Counsellor Program Orientation</td>
<td>June 16 2015</td>
<td>26</td>
<td>25</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Serious Occurrence Training</td>
<td>June 23 &amp; July 7 2015</td>
<td>4</td>
<td>37</td>
<td>37</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Staff Development Day</td>
<td>July 23 2015</td>
<td>6</td>
<td>38</td>
<td>32</td>
<td>6</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Frontline Training</td>
<td>Sep 18, Dec 11 2015, Jan 7 &amp;8 2016</td>
<td>22</td>
<td>27</td>
<td>27</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Affadavit Writing</td>
<td>Oct 1 2015</td>
<td>6</td>
<td>9</td>
<td>9</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Health &amp; Safety Committee Certification Training</td>
<td>Oct 13, 14 &amp; 22 2015</td>
<td>18</td>
<td>6</td>
<td>6</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Ontario Child Benefit Equivalency Training</td>
<td>June 16 Oct 15 2015</td>
<td>2</td>
<td>24</td>
<td>24</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Administrative Training Front Desk Management</td>
<td>Nov 4 2015</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Accelerated Risk Training</td>
<td>Sep 1 Oct 21 2015 Jan 29 Mar 31 2016</td>
<td>24</td>
<td>12</td>
<td>12</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Survey Monkey Training</td>
<td>Oct 27 2015</td>
<td>2</td>
<td>3</td>
<td>3</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Forensic Interviewing</td>
<td>Nov 11 &amp; 12 2015</td>
<td>12</td>
<td>16</td>
<td>14</td>
<td>1</td>
<td>1</td>
<td></td>
</tr>
</tbody>
</table>

---

**Understanding Stress & Trauma Training (March 29 - 30, 2016)**
Highlights of a Progressive Year

<table>
<thead>
<tr>
<th>Training Event</th>
<th>Date</th>
<th>Total Participants</th>
<th>Foster Parents</th>
<th>KGCS Staff</th>
<th>Community Prevention</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administative Training Assertiveness</td>
<td>Nov 19 Dec 8 2015</td>
<td>4</td>
<td>4</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Culturally Restorative Practises</td>
<td>Nov 24-26 2015</td>
<td>18</td>
<td>35</td>
<td>19</td>
<td>16</td>
</tr>
<tr>
<td>UCCM Police KGFCFS Joint Protocol Review</td>
<td>Dec 2 2015</td>
<td>2</td>
<td>29</td>
<td>17</td>
<td>0</td>
</tr>
<tr>
<td>MSW Information Session</td>
<td>Jan 20 2016</td>
<td>1</td>
<td>5</td>
<td>5</td>
<td>0</td>
</tr>
<tr>
<td>Case Note Training</td>
<td>Jan 21, Mar 9 2016</td>
<td>2</td>
<td>15</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Gchi Mino Naadmaadwin Teg Committee Lunch &amp; Learn</td>
<td>Jan 26 &amp; Feb 4 2016</td>
<td>1</td>
<td>19</td>
<td>19</td>
<td>0</td>
</tr>
<tr>
<td>Wikwemikong Police KGFCFS Joint Protocol Review</td>
<td>Feb 18 2016</td>
<td>2</td>
<td>12</td>
<td>10</td>
<td>0</td>
</tr>
<tr>
<td>Minute Taking Training</td>
<td>Feb 22 &amp; 29 2016</td>
<td>7</td>
<td>5</td>
<td>5</td>
<td>0</td>
</tr>
<tr>
<td>Child Death Review</td>
<td>Feb 22 &amp; 23 2016</td>
<td>6</td>
<td>14</td>
<td>14</td>
<td>0</td>
</tr>
<tr>
<td>Community Case Conferencing</td>
<td>Feb 24 2016</td>
<td>6</td>
<td>13</td>
<td>8</td>
<td>5</td>
</tr>
<tr>
<td>Cultural Competency Training</td>
<td>March 10 2016</td>
<td>6</td>
<td>14</td>
<td>14</td>
<td>0</td>
</tr>
<tr>
<td>Paediatric Death Review Annual Report Webinar</td>
<td>Mar 15 2016</td>
<td>1</td>
<td>10</td>
<td>10</td>
<td>0</td>
</tr>
<tr>
<td>Eligibility Spectrum Webinar</td>
<td>Mar 24 2016</td>
<td>2</td>
<td>3</td>
<td>3</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total Miscellaneous Staff Training</strong></td>
<td><strong>507</strong></td>
<td><strong>417</strong></td>
<td><strong>335</strong></td>
<td><strong>28</strong></td>
<td><strong>15</strong></td>
</tr>
</tbody>
</table>

| Trainer Development | | | | |
|---------------------|-----------------|-----------------|-----------------|
| PRIDE Pre-Service Training | May 30-June 7 2015 | 24 | 9 | 8 | 1 |
| PRIDE Pre-Service Training | Nov 14, 15, 28, & 29 2015 | 24 | 29 | 0 | 21 |
| Foster Parent Conference | Feb 26, 27 & 28 2016 | 13 | 35 | 25 | 8 |
| Child Passenger Safety Training | Feb 29 2016 | 2 | 6 | 1 | 5 |
| First Aid and CPR Training | Mar 7 & 8 2016 | 12 | 11 | 4 | 7 |
| Understanding Stress and Trauma and Healing Exercises for Aboriginal Children | Mar 29 & 30 2016 | 12 | 27 | 11 | 9 |
| **Total Foster Parent Training** | **87** | **117** | **49** | **51** | **18** |

| Total Training Hours | 493 |
| Total Training Hours Hosted by KGFCFS | 420 |
SERVICES

CHILD WELFARE SERVICES

Kina Gbezhgomi Child and Family Services’ delivery model is a unique, holistic approach for serving Aboriginal children, youth and families whereby each community has developed its own model that defines how the community will work with Kina Gbezhgomi Child and Family Services to keep children safe and families together. Each First Nations community takes on a leadership role in caring for their children. The foundation of the model encompasses both child welfare prevention and child protection services to serve the best interests of the First Nations children and families in each community. Protocols have been developed with each First Nation community to govern relationships and ensure cooperation, communication and coordination of services. Kina Gbezhgomi Child and Family Services has developed a creative service delivery model that complies with legislative and ministry requirements and meets the cultural needs of each First Nations community.

WHAT ARE CHILD WELFARE SERVICES?

Child welfare services are provided to children in need of protection. The governing legislation for child welfare in Ontario is the *Child and Family Services Act* (CFSA). The paramount goal of the CFSA is “to promote the best interests, protection and well-being of children.”

Kina Gbezhgomi Child and Family Services was designated as of April 1, 2015 to provide Child Welfare Services. This is a new role for Kina Gbezhgomi Child and Family Services and we have achieved a lot of positive areas within our first year of Child Welfare Services with many areas to enhance within the years ahead. There are many mechanisms for families and community stakeholders to complain about Child Welfare services provincially and from a strengths based perspective Kina Gbezhgomi Child and Family Services is also developing mechanisms to gather positive feedback from families and community stakeholders relative to comments and compliments to focus on building upon the strengths.

In Ontario, CASs are designated by the Minister of Children and Youth Services. As a First Nation organization governed by the member First Nation Board of Directors we also have a paramount mandate with our member First Nations and exist in our function through the authority entrusted to the organization by the member First Nations. There are many First Nation expectations of the agency and community based strategic directions that surpass the CFSA requirements.

Under the CFSA, CASs have the authority to respond to all allegations of abuse and/or neglect by a caregiver within set timeframes. This is completed working jointly with each First Nation team to support children and families.

Under the CFSA, CASs are mandated to:

- Investigate allegations or evidence that children under the age of 16 years or under the CAS’s supervision or care may be in need of protection.
• Protect, where necessary, children who are under the age of 16 years or in the care of or under the supervision of a society.
• Provide guidance, counselling and other services to families for protecting children or for the prevention of circumstances requiring the protection of children.
• Provide care for children assigned or committed to their care under the CFSA.
• Supervise children assigned to its care under the CFSA.
• Place children for adoption.

In terms of adoption services, Kina Gbezhgomi Child and Family Services under the direction of the leadership does not provide a mainstream adoption service and adoptions are completed only with family and First Nation consents and completed by the local Children's Aid Society through an intake referral process.

CASs provide the following services and programs:
• Protection services for children living at home or in placements with kin or community members;
• Temporary care and custody and permanency planning for children who cannot remain safely at home through kinship, foster or group care, or legal custody;
• Support and supervision for Formal Customary Care of First Nation children;
• Permanent care for Crown wards up to their 18th birthday through foster, kinship, or group home care;
• Adoption services;
• Renewed Youth Supports program, which provides financial and/or other supports to 16- and 17-year-olds whose court-ordered care or Formal Customary Care agreements were terminated at ages 16 or 17;
• The Continued Care and Support for Youth (CCSY) program (formerly known as Extended Care and Maintenance), which provides financial and/or other supports to youth leaving care between the ages of 18-21 years; and,
• Prevention services to support families to prevent at-risk children and youth from coming into care.

As a First Nation organization the requirements of Kina Gbezhgomi Child and Family Services exceed the services mandated by MCYS and include participation in joint community events and organizational training, participating in joint community partnerships and delivery of culturally appropriate services that empower families to address the challenges of the historical impacts and trauma created by colonization, residential schools and the impacts of child welfare organizations since this time.
The following chart compares and contrasts the mainstream, Child Welfare components with the current focus of Child Welfare services within KGCFS:

<table>
<thead>
<tr>
<th>Current Mainstream Practice</th>
<th>Kina Gbezhgomi Child and Family Services</th>
</tr>
</thead>
</table>
| Court utilized for protection services: Interim Wardship, Society Wardship, Crown Wardship, Supervision Orders | • Court utilized as a last resort  
• Voluntary agreements with families  
• Customary Care utilized for alternative care requirements |
| Family visits and meetings in accordance with legislated requirements | Community Based Case Conferences: Integration with all community based service providers, Family Circles, Traditional supports, Ceremonies, Teachings and Healing |
| Child’s Plan of Care completed with caregivers and Child in Care Worker | Integrated Family and Child’s Service Plans: wholistic healing plans, Elders participation and community based resources |
| Legislated Rights of Children in Care | Anishinaabe Rights in Care: right to language, culture, teachings, spirit name, clan, family, Wikwemikong Unceded Children’s Bill of Rights, etc. |
| Clinical Counselling and Assessments | Traditional practices: Elders, Traditional Healers, Ceremonies, Teachings, Family Circles, Medicines, Bundles, etc. |
Referral Reasons 2015-2016
1313 referrals

- REQUEST FOR ASSISTANCE: 132
- VOLUNTEER SERVICES: 6
- FOSTER CARE SERVICES: 109
- REQUEST FOR ADOPTION SERVICES: 0
- REQUEST FOR COUNSELLING: 17
- CAREGIVER CAPACITY: 63
- ABANDONMENT/SEPARATION: 264
- EMOTIONAL HARM/CONFLICT: 168
- HARM BY OMISSION: 150
- PHYSICAL/SEXUAL HARM BY COMMISSION: 10

Approved Foster Homes by Locality

<table>
<thead>
<tr>
<th>Locality</th>
<th>Apr 2015</th>
<th>Mar 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rural</td>
<td>10</td>
<td>7</td>
</tr>
<tr>
<td>Urban</td>
<td>10</td>
<td>13</td>
</tr>
<tr>
<td>On Reserve</td>
<td>23</td>
<td>24</td>
</tr>
</tbody>
</table>
Highlights of a Progressive Year

- CW = Crown Wardship as at July 13, 2016, an additional 4 Crown Wards have had a changed status with current planning underway to actively change status for an additional 8
- CC = Customary Care - 9 long term Customary Care children were discharged to parent/s within the year

Children in Care by age as of March 31, 2016

- 0-5 yrs: 32
- 6-10 yrs: 27
- 11-15 yrs: 20
- 16-17 yrs: 7
- 18-21 yrs: 15
CHILDREN IN CARE

Discharges of Crown Wardship status has seen great success this year with further work to be completed:

10 legal status/discharge changes with the following breakdown:
- 4 children moved to CCSY (Continued Care and Supports for Youth)
- 5 children were discharged to a parent
- 1 child was discharged to custody agreement with long term caregivers

There are a further 8 matters that are pending discharge at year end- 1 to CCA, 4 to extended family custody with these applications before the courts. Three are placed with extended family on adoption probation. This planning and the already completed status changes bring that number to 18. Thirty seven Crown wards were transferred to us, so we are making good progress with more work needed for the remaining Crown Wards this coming year.

We have as at April 1 2016, 43 children with Customary Care Agreement status, as at designation we had 41 children with CCA status transferred and we have discharged 9 of these children after the transfer. All 9 were discharged to a parent.

Within the original number we have 30 of those children still in care under CCA, we have therefore an additional 12 children admitted under a Customary Care Agreement this past year. There are a number of TCA’s, 7 in total that we are working towards completion of CCAs.

There are two CCA’s as a result of repatriation from another jurisdiction.

In our first year 50 children were admitted to care and 33 of these children have not remained in care and have been discharged from care. This indicates that most children admitted to care as new admissions were not in care for a significant amount of time. This reflects the ongoing joint service planning with the member First Nations in relation to supporting families to address the areas of risk through strengths based and community based wholistic planning.

Of the original 93 transfers from the local CAS, 20 children in this group have been discharged from care. These were typically children whom were experiencing long term care. This number is encouraging in relation to the focus of repatriation and reunification.
In our first year of implementation we were transferred 105 Children in Care from the Children’s Aid Society and 11 CCSY. We currently have 113 Children in Care including 15 CCSY (youth over 18 years that are requesting they maintain a relationship with us). Although the number of children in care has not decreased dramatically, the above data shows that we are accomplishing this work in a cooperative and voluntary manner and providing supports relative to the joint planning with the member First Nations. We also have some children and youth with exceptional needs – behavioural and emotional and we continue to advocate for the coordination of community based access to specialized services to support the families in providing care. We also continue to strive to ensure parental rights remain in place relative to customary care.

**KINSHIP SERVICES**

An in-depth analysis of the year trends are outlined below.

In the last fiscal year, we had 62 children in total who experienced Kinship out of care placements. This number is high and reflects the work done to prevent child care admissions. Unfortunately kinship out of care services are underfunded and we had 10 of these children that had to move from Kinship out of care status to In Care status as the caregivers were struggling financially and at times with the specialized needs of the youth in care. Kinship out of care services is not funded by MCYS with the exception of emergency assistance only.

The following matters moved in 2015/2016 from kinship out of care services to in care status.

- 2 moved to a legal status of apprehension
- 1 moved to a CCA (Customary Care Agreement) legal status
Highlights of a Progressive Year

- 7 moved to a TCA legal status (Temporary Care Agreement) (working towards a CCA status) at year end

It is important to note that the preferred option would be CCA status at the outset however time constraints and review and obtaining the consent of all signing agreements from all parties and obtaining BCRs requires significant resources and coordination by the Customary Care Coordinators. A TCA avoids the court process while the Customary Care Agreements are being coordinated.

YOUTH LEAVING CARE

There is evidence that when youth leave the care of a CAS, they do not do as well as other young adults. The needs of youth leaving CAS care are complex and interconnected. At the age of 18, these youth must assume responsibility for their own health and well-being, relationships, employment, education, and building connections within their communities. Many youth also face the challenge of transitioning to adult support systems, including health and mental health, criminal justice, and social services systems. Some of these youth may lack the knowledge and skills to navigate these service systems.

Youth leaving the care of CASs or Formal Customary Care are more likely to achieve improved outcomes when they are provided with supports and guidance.

On January 24, 2013, the Minister of Children and Youth Services announced new resources and supports for youth transitioning from care, which include: extending financial supports for youth in post-secondary education or training, caregiver training, kin searching, mentorship, student achievement protocols, and community-based youth in transition workers.

YOUTH IN TRANSITION PROGRAM

Kina Gbezhgomi Child and Family Services received funding for one Youth-in-Transition Worker in 2015/2016. The YITW Program aims to support youth to transition from the child welfare system into adulthood. Currently, eligible youth between the ages of 18 to 21 receive financial and / or non-financial supports through the CCSY Program; however, the YITW Program will extend non-financial supports to youth ages 16 to 24 (inclusive).

Supports offered will include:

- Help eligible youth develop the goals they would like to achieve;
- Support eligible youth leaving care to identify, access and navigate adult service systems relevant to their needs, and transition to adulthood;
- Connect youth to existing supports and resources in the community, i.e. – housing supports, education resources, employment services and training, life skills training and prevention support, financial management, household management, cultural supports and resources, health and mental health services, and, legal services.

Kina Gbezhgomi had a Youth in Transition Worker in place for the majority of three quarters of 2015/2016 whom provided support to 9 youth participants in the program.
Highlights of a Progressive Year

In terms of age of youth participants, 6 youth referred were between the ages of 16 to 18 years and 3 between the ages of 19 to 21 years.

As the program was not fully operational within this fiscal year, we did not achieve the full service target of youth to be served. The position started in the first quarter with the program support starting in the 2nd quarter and the position vacated in the 4th quarter with recruitment now completed for the 2016/2017 fiscal year.

FAMILY COUNSELLING SERVICES

Kina Gbezhgomi Child and Family Services' Family Counselling Program was derived from Michigan’s Families First Program - Families First Model which was created in response to growing public concern over the state wide increase in child abuse, neglect, and delinquency cases.

The New Family Counselling Program within Kina Gbezhgomi Child and Family Services was developed to provide intensive brief family intervention in Child Welfare matters to ensure that situations of high risk where a child may have to leave the home are addressed to support the family in terms of children remaining safely in the home. The other intention of the program is to offer intensive supports to ensure support through the repatriation of children in care to their families and extended families.

The Family Counselling program offers families with children 0-18, intensive, short-term crisis intervention, and family education services in their home.

This is a “Family Preservation Program” that is family focused, ecological, strengths based and action focused. The program provides families in crisis – with a broad range of support services on an intensive, short-term basis. The Family Counselling program attempts to stabilize the family by addressing the underlying sources of stress that often lead to neglect and/or violence. Many program services are offered in the home, allowing caseworkers to strengthen, empower, and preserve families, rather than protecting children by removing them from their homes. The purpose of the interventions also include empowering families to engage with formal and informal community services and supports including cultural services to strengthen the circle of care.

Kina Gbezhgomi Child and Family Services Alternative Care Department employed two (2) Family Counsellors in February 2015 and they attended Training in Detroit, Michigan for 3 weeks in March, April and May of 2015 with Michigan’s Families First model. Both Family Counsellors are First Nation and have significant experience and expertise in the area of mental health and addictions. The duration and intensity of the program is four (4) weeks with a possibility of a two week (2) week extension and a worker typically spends up to ten (10) hours per week in the family home working with the family.
The workers offer a lot of support and resources to assist families in meeting their goals and providing key strategies to assist families in coping with multiple stressors and trauma related issues.

There were a total of twenty-one (21) referrals received for the fiscal year with two (2) re-referrals, servicing a total of twenty-one (21) families. This is significant given the goal of the program to keep families together and that the program became operational in September 2015. Referrals received are those families most at risk of children coming into care and therefore twenty-one (21) families could have been negatively impacted if intensive supports were not provided.

Along with providing intensive direct in home support with the families that are being served, KGCFS has assisted with reunification including a child whom had been a crown ward for over seven (7) years as well reunification of children from short-term care to family.

CUSTOMARY CARE SERVICES

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 Court 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. The proposed targets and services objectives for 2015-2016 are:

- Ongoing completion of Annual Reviews for all Customary Care Agreements.
- Ongoing work on culturally related systems of care and coordination of services for child welfare involved children, youth, and families regardless of where or how they enter the system.
- Continue to work with the Cultural Committee to offer cultural facilitated activities for children in care i.e. naming ceremonies and receiving their clan and colours, vision and fasting ceremonies for youth, welcoming ceremonies, coming out ceremony i.e. regalia, cedar bath ceremony, reunification ceremony, culture and language camps for children, family fun days and cultural service delivery.
approaches that work strategically in partnership with families and other formal and informal supports to address the children’s cultural and unique needs.

• Continue to engage staff, families, children in care, and foster parents in traditional and cultural activities and teachings.

• Develop a collective infrastructure to bring together efforts toward the common goals of safety, permanency and wellbeing.

The Customary Care Coordinators are both working on their personal and professional development in the area of their cultural knowledge, connections and most importantly, the spirituality aspect which will greatly enhance their work and will be a vital asset to Kina Gbezhgomi when working with our children, families and to the vision of the agency. In the 2015/2016 year we anticipated family engagement with our transitional plans of care for children to be reunited with their families.

On June 20, 2015, Kina Gbezhgomi Child and Family Services had their first Customary Care Reunification Ceremony which was conducted in Sheshegwaning where two young boys were reunited with their family. It was an emotional day for the families and parties involved as they witnessed a beautiful sacred ceremony which was conducted and facilitated by all parties signatory to the agreement. This particular ceremony was planned at the Case Conference Annual Review of their Customary Care Agreement.

All parties meeting on an annual basis to review long-term Customary Care Agreements that involve review of the child’s placement, planning and circumstances and the parents are the key informants on advising us how they are addressing their protection concerns and the time needed to resume their parental responsibility.

It is never too late for families to address healing through Customary Care and when the parties agreed that a parent is ready to be re-assessed a referral is completed through the protection services to complete the parental assessment with the member First Nation team member/s.

On November 18, 2015, Kina Gbezhgomi Child and Family Services with the assistance of the Customary Care program had their first Naming Ceremony in a hospital setting for a medically fragile child. The biological family participated and the child is thriving and doing well.

The Customary Care Coordinators continue to participate in key planning forums including membership with the Health and Safety Committee, Cultural Wellness Committee and UCCMM Maamwi Naadamadaa Integrated Service.

Ongoing Customary Care Presentations have been completed to new and existing staff and at the foster care conference.

Families from the seven First Nations are opting for Customary Care due to the benefits of retaining parental rights and ensuring cultural and community connections for the children.

For this fiscal year we had 4 placement breakdowns of existing Customary Care Agreements and subsequent planning had to occur. A request for review and notification to the Customary Care Coordinators of foster care home breakdown is key
as this changes the existing Customary Care Agreement and the legal status. Ongoing support to Customary Caregivers continues to be enhanced.

Customary Care planning involves all parties signatory to the agreement including traditional resources which recognizes traditional First Nation values and customs and is compatible to the needs of the community in which they reside.

An ongoing challenge is that many children are not registered at birth and as such are not eligible to be registered with their member First Nation for those whom are eligible for registration.

During the course of the year, the Customary Care Coordinators are diligent with organizing Annual Case Conference Reviews with all parties signatory to the Customary Care Agreements. Lately, it is challenging when parents whom are experiencing life challenges are absent at the meeting table. Additional meetings will occur relative to high risk teens or medically fragile child(ren) as additional reporting and monitoring is required due to the high level of care that is provided.

Bi-Annual reviews and special rates involve planning and development in this area will be ongoing to meet the exceptional needs and specialized placement requirements.

An additional challenge is when the father’s name is not listed on birth certification. The 1985 amendment of the Indian Act provide that a person’s entitlement to registration is determined on the basis of his or her parents’ respective entitlement to registration and evidence of parentage is a key determination. In relation to unstated paternity on Birth Certificates whereby a child’s birth certificate does not contain the biological’s father name, the Office of the Indian Registrar has identified which documents are acceptable to support an application for Indian Status.

Customary Care services are provided within the Districts of Sudbury and Manitoulin and the Customary Care Coordinator have also worked with other CASs outside the service delivery area as the member First Nations request support. The Customary Care Coordinators have also been successful in locating parents in the urban area and whom are transient to engage in Customary Care.

We continue to work with our partners that are signatory to our Agreements by supporting and coordinating specific services to address the protection concerns to meet the individualized needs of children and families which is key to achieving family reunification and ensuring children’s safety, stability, security, cultural identity and most of all love and nurturance. Annual agreement reviews also include ceremonies to address the review through a community culturally based appropriate circle or case conference format.

- When families experience a sense of autonomy they will learn responsibility.
- When families are encouraged to take part in the decision making process they will start making changes to their lives.
- When families are assisted to see the positive choices they can make in their lives will change take place.
Legals Services

We have been transferred 21 court files as of April 1, 2016 and completed significant work completed prior to designation relative to moving matters out of the court process.

Currently we have 17 cases before the courts of which 2 are in relation to discharges of children from in care status. We have 15 current matters compared to the beginning number of 21. We received a Phase 2 court file that is not one of our member FN’s which we have been unable to move to voluntary services. We also have one supervision order that was put in place to protect a First Nation parent in agreement with the parent and member First Nation. Further work will be required in 2016/2017 related to transitioning the remaining matters out of the court process. 13 court files are currently being planned for additional internal review and additional intensive planning with the First Nation relative to transitioning the remaining matters outside the court process.
ALTERNATIVE CARE SERVICES

In the role of being designated to provide Child Welfare services within the Child and Family Services Act, Kina Gbezhgomi Child and Family Services (KGCFs) has participated in two MCYS reviews within 2015/2016, in addition to additional and standard reporting as a new Child Welfare agency.

KGCFs participated in the first MCYS Crown Ward Review as a Child Welfare organization that occurred from October 5-8, 2015. All Crown wards were transferred from The Children’s Aid Society of the Districts of Sudbury and Manitoulin and 27 Crown ward services were reviewed including file audits and interviews with youth, caregivers and the service team. In terms of crown ward review the main findings related to Outcomes as defined within MCYS standards, policies and directives are as following:

- Safety – 100%
- Permanency 96%
- Well-Being 91%

In terms of compliance to timelines and crown ward MCYS requirements the agency achieved full and high compliance in 90.5% of the services, moderate in 9.5% of the services with no areas of low compliance. The MCYS Crown Ward Review team indicated at the exit meeting that the agency excels in connection with culturally based services and supports and connecting the Action and Assessment Record into the child’s Plan of Care document.

KGCFs participated in the annual foster care licensing review from November 10-12, 2015. Eighteen (18) services files were reviewed along with youth in care, caregivers and KGCFs team members. KGCFs received a full foster care license and in relation to strengths based practice it was indicated that the files were well organization, maintained all required documentation along with completion of MCYS required documentation. It was indicated that the majority of the children and youth interviewed felt loved, well taken care of and safe with their foster parents. The youth were familiar with the rights and responsibilities in care. It was also indicated in the findings that many of the children and youth were involved with after school activities i.e. hockey, swimming, music lessons, cooking lessons, drawing courses and horseback riding and some have a tutor to increase their academic potential. The children/youth were very appreciative of the agency’s support and many were involved in cultural supportive services and offered opportunities in this area. All foster parents interviewed felt well supported by their foster care workers, the staff and management and indicated most go over and beyond their duties to support foster families and children. Fosters parents indicated they are kept up-to-date with training, local events, cultural activities, language sessions and Ministry requirements with the monthly newsletter provided by the agency. Most of the foster parents have a good relationship with their foster care worker and felt most inquiries are quickly answered. Some of the foster parents who have children/youth with special needs indicated the agency is very supportive to them and the foster children/youth with special needs.

Caregiver recommendations included to develop monthly calendars to assist foster parents in being prepared for access and changes, and to develop a support group for foster parents. As well it was recommended by caregivers to continue with the Foster Parent Conference, trips with the children and youth, cultural activities, and day events for both foster children/youth and foster families.
It was acknowledged in the report that KGCFS provides families the opportunity to be involved in traditional practices and cultural activities i.e. Pow wows, circles, hunting/fishing. Many foster parents indicated the Cultural Day Events and ceremonies have had a significant positive impact on the foster children/youth and foster families. Also, some foster parents are impressed with the agency having provided language apps to children in care and their foster families and also supporting foster families to attend an annual Language Conference on a yearly basis.

The overall summary provided within the Foster Care Licensing report indicated the following:

- During this past fiscal year the agency has had to manage several challenging developments such as the work toward designation but at the same time they have maintained the quality of placements, planning and monitoring of children/youth and foster parents.
- Some of the positive aspects observed are the agency’s dedication to enhance the lives and outcome of the children/youth and foster families by providing them the opportunity to be involved in traditional practices and cultural activities within their community.
- The agency works diligently to maintain a positive relationship with the seven First Nations and the communities they serve. The agency’s strong traditional cultural and community involvement is viewed positively by the communities they serve.
- All staff and management were very welcoming and accommodating throughout the entire licensing process. The agency was well prepared for the licensing review with the opening and closing ceremonies, power point presentation, coordination of interviews, availability of files and exit meeting.
- The children/youth and foster parent files reviewed and interviewed demonstrated the agency’s exceptional attention towards ensuring quality detailed work. More specifically with the focus on the transitional youth in care, the children/youth with special needs and the ongoing recognition and appreciation of their foster families.
- Staff seem proud to work for the agency and insightful as to the functioning of the agency and the support they receive by their co-workers, supervisors and management.

It was indicated in the report that the overall licensing review demonstrates all findings having surpassed the standards and licensing requirements.

KGCFS continues to enhance services to foster and customary care parents and is implementing further cultural supports with youth and caregivers and a caregiver support group.
Hi-gii-ye-naa-nik Gi-nii-jaan-si-naa-nik “Bringing our Children Home” Foster Parent Conference was held on February 27 – 28, 2016. The conference’s main goal was to relay the message that Kina Gbezhgomi’s mission is to foster children but ultimately return children to their biological parent(s), extended family, or community members.

Our main keynote speaker was Myles Himmelreich who is an inspiring motivational speaker, co-author, and strong advocate for individuals and their families living with FASD. Based on his experiences living with FASD, Myles provided a multidimensional educational perspective to parent, youth, and professional groups since 2003. He is featured in a documentary entitled, “Realities and Possibilities – the Myles Himmelreich Story” (Saskatchewan Prevention Institute ©2009).

Myles has acted as media spokesman for several televised programs. Completes volunteer work with the Calgary John Howard Society, provides training to medical residents from the University of Calgary, consults for the Government of Alberta as part of the Alberta FASD Family Advisory Council including various committees, FASD Youth Ambassador Program with the Institute of Health and is also a recipient of the Starrfish Award, successfully audited the OBD (Organic Brain Dysfunction) Triage Training.

We later found out that it was Myles birthday on February 27th and the Foster Care Team felt that even though he is far away from family and friends he should still celebrate. The team hung up birthday decorations in the conference room, bought a birthday card, balloons and a birthday crown. During lunch, we all wore birthday party hats, sang happy birthday and ate birthday cake. The participants readily joined singing.

Not only was Myles’ birthday a highlight, but his presentation itself was a highlight. He was very inspiring and everyone loved the story of his life. There were some emotional moments that brought tears to our eyes, but there were also some funny moments that had the whole room filled with laughter. More importantly there was a lot of “ah-hah” moments and a new perspective of understanding what children living with FASD are going through.

Overall, the Foster Care Departments feels it accomplished its goal in providing essential information to our foster parents and the Foster Care Team looks forward to planning and implementing the next conference in 2017.
SPECIALIZED SERVICES

The Specialized Services delivery includes the Volunteer Services Program and the Specialized Services Program. They both encompass to enhance, strengthen and augment the agency’s services to families and children. Our Volunteers provide a proven and valuable asset to the agency through providing a vital link in the delivery of services. We are committed to the recruitment of appropriate Specialized Services Contract Workers to enhance services to clients. They are representatives of the communities who are able to meet the challenges of specialized needs in a child welfare setting.

In the fiscal year of 2015/2016 promotion of the services along with recruitment for Casual support workers and volunteers was the focus of the program. Program development was finalized relative to the administration forms and processes to prepare for the hiring of Casual support workers. Casual Support Workers provide support for up to 20 hours per week in the areas of one-on-one support to children in care, parent support and access support. Volunteer Drivers assist with transportation of children in care and families to facilitate access and visits and to attend appointments.

A training plan for volunteer drivers and casual support workers was also finalized in 2015/2016 to support training and capacity development. In 2015/2016 Case note and CPR and First Aid training was offered to the Casual Support Workers. The Specialized Services Coordinator is also a member of the Cultural Wellness Committee and KGCFS drumming group and is involved with the delivery of Cedar bath teachings and ceremonies. Delivery of culturally based services and training in this area is key in terms of specialized supports.

KGCFS also enhanced the mileage rates in 2015/2016 to align with the local CAS to assist with enhancing volunteer drivers that were in urgent need in the Sudbury area.

We have completed various public relations and recruitment drives in the following First Nation communities:

- Zhiibahassing First Nation on April 27 2015 Health Fair – 2 interests
- Aundeck Omni Kaning on June 12-13 Cultural Days Event
- Sudbury on June 19 Education Cultural Day - June 19, 2015 – 4 interests
- Wikwemikong from August 1-3 Annual Cultural Festival (Lost Cub Patrol)
- Wikwemikong on September 18 Back to School Information
- Wikwemikong on October 16-17 Cultural Days Event
- M’Chigeeng on September 24 KTEI Fall Harvest – I recruit

This is a new program for Kina Gbezhgomi Child and Family Services and we have been successful to date in recruiting the following supports in this area within the fiscal year:

**Volunteer Drivers**

- Audette, Antoine
- Connell, Rosaline
- Eshkawkogan, Jay
- Greene, Vander

Aundek Omni Kaning First Nation – March 29, 2016
Kagawong, already a volunteer driver in 2015/2016
Wikwemikong – March 29, 2016
Capreol – July 13, 2015
In 2015/2016 the volunteer drivers drove a total of 113,575 kilometres to provide support to families and children. The volunteer drivers provide much more than transportation as they are developing relationships with families and children and providing informal supports through relationship building. Volunteering is a valuable rewarding service and we continue to complete recruitment in this area.

**Casual Support Workers**

- Debassige, Ernestine  
  M’Chigeeng First Nation – March 7, 2016
- Francis, Nicholas  
  Whitefish River First Nation – March 7, 2016

**PREVENTION SERVICES**

Kina Gbezhgomi Child and Family Services devolved prevention services through contribution agreements with six of the United Chiefs and Councils of Mnidoo Mnising First Nations as of April 1, 2012. Kina Gbezhgomi Child and Family Services has devolved services to Wikwemikong Unceded Indian Reserve as of April 1, 2015 with the full staffing completed as of June 1, 2015. The transfer of authority to member First Nations was key in relation to the implementation of the child welfare models that consist of community-based prevention services working through a circle of care approach with child welfare services. The Kina Gbezhgomi Manager of Resources continues to support the First Nation prevention teams and KGCFS continues to include the First Nation teams in all agency based training.

**APPROACH TO PREVENTION**

Prevention programs are community-based, community-developed and community-delivered. Many are delivered in collaboration with other community-based services and support programs. Prevention services are aligned with the member First Nation community needs and the community-based strategic plan and wellness strategies. KGCFS was honoured to participate in a process of development of First Nation community models that outline the full resources required at each First Nation level to prevent child abuse and neglect. At this time the agency is continuing to support the need for enhanced prevention resources required at the First Nation level.

Many prevention programs are based on best practice models including Anishinaabe programs, traditional teachings and ceremonies. Central to many prevention services are cultural teachings and ceremonies that focus on strengthening families through holistic wellbeing and wellness. Many programs also include components of language and culture that are central to strengthening self-identity.
The First Nation prevention programs are key to the integrated community-based model of child welfare service delivery working in collaboration with child welfare in relation to family and community-based planning. Prevention workers assist families to prevent child welfare involvement and ensure access to cultural and community-based services and supports. The agency has had many family circles that have demonstrated positive outcomes for children and families through incorporating elders, traditional ceremonies and traditional supports that promote family empowerment.

**PREVENTION PROGRAMS AND SERVICES**

Prevention services are delivered through two programs, the Community Support Program, and the Child and Family Service (Family Support) Program.

**Community Support Program**

Community support services include the following general framework of support services and specific programs and services are defined at the First Nation community-based level:

- Advocacy and Referral
- Cultural Awareness
- Community Education Promoting Healthy Lifestyles
- Life Skills
- Support and Counselling Services
- Family and Parent Education

**Child and Family Service (Family Support) Program**

Family Support services include the following general framework of support services within the following areas:

- Individual and Family Support and Direct Services
- Assessment and Service Planning for Individual and Families
- Advocacy and Liaison Services
- Education and Skill Development and Planning
- Information and Referral Services and Planning
- Tangible Support Services and Planning
- Service Planning and Conference Involvement as it Relates to Child Welfare Matters
- Collaboration and Planning Services

**United Chiefs and Councils of Mnidoo Mnising (UCCMM) First Nations Prevention Programs**

As prevention services are delivered and directed by the community, there is a variety of structured prevention-based services delivered with UCCMM First Nations.

As well, many prevention employees at the First Nation level have completed the Fetal Alcohol Spectrum Disorder program at the Anishinabek Nation. This allows prevention workers to increase the general level of awareness and knowledge of First Nation community, and foster community ownership and action around the issue. It also enhances the capacity of trained workers to deliver training and education to address the issue at a First Nation community level.

There are various parenting programs being delivered that include the following:
**Healthy Relationships: Native Wellness Institute**

**Description:** This program is a three-day training program that certifies those who are involved in healthy relationship education programs in their communities. The Native Wellness Institute is a U.S.-based non-profit organization that offers training and other services focused on bringing about positive changes to First Nations.

**Objective:** To provide certified training.

**Program Elements:** The curriculum includes the following eight areas:

1. Introduction: Healthy relationships and Native Wellness;
2. Historical Trauma, Healing and Wellness: Growing beyond multi-generational impacts of historical trauma;
3. Healthy Gender Roles: Recognizing the strengths in gender differences;
4. Healthy Conflict Resolution: Practicing healthy ways to resolve conflict in relationships;
5. Healthy Communication: Improving current communication skills;
6. Creating Healthy Relationships: Bringing two people closer together as a couple;
7. Healthy Sexuality: Discovering healthy intimacy; and
8. Living in Balance: Creating the relationship you want.

---

**Strengthening Families for the Future**

**Description:** Strengthening Families for the Future is a prevention program for families with children between the ages of seven and 11 who may be at risk for substance use problems, depression, violence, delinquency and school failure. The program is effective because it involves the whole family.

**Objective:** The goals of the program are to reduce children’s or adolescents’ intention to use alcohol and/or drugs and reduce other behaviour problems; and to increase children’s resilience and life skills, positive and effective parenting, and family communication.

**Program Elements:** The program is presented in 14 consecutive weekly sessions that last about three hours and include a communal meal. At the beginning of each session, parents and children meet to share a meal. This is followed by separate one-hour sessions for parents and children. Finally, the families come back together for the family session, where they practise skills they learned in their separate sessions. The sessions are fun and activity-based. The parent and child sessions are each led by the two co-facilitators. All four facilitators are present for the family session. Strengthening Families has been listed as a best practice program by Health Canada. The program was developed in 2006 by Dr. Karol Kumpfer of the University of Utah and the Centre for Addiction and Mental Health (CAMH), Toronto.

---

**Common Sense Parenting of Toddlers and Preschoolers**

**Description:** Parents learn how to balance nurturing behaviours that demonstrate love and affection with the discipline all children need to learn and thrive. This program, developed by Bridget Barnes and Steven York, shows parents how discipline can be more about teaching than punishment and more positive than negative for both parent and child.

**Objective:** To show parents that discipline can be more about teaching than punishment.

**Program Elements:** The program areas included in the curriculum include:

- How to set reasonable expectations based on child’s age, development and abilities;
- How to use a parent’s version of “show and tell” to both prevent problems and correct
Highlights of a Progressive Year

misbehaviour:
• How to use praise like a compass, helping your child stay on the right path;
• How to create plans for staying calm for parent and child;
• How to use consistency, consequences, and practice to help child learn what you expect of him or her; and
• How to celebrate special rituals and everyday routines as cherished family traditions.

Traditional Family Parenting Program

Description: The KGCFs prevention team prior to the devolution of prevention services also developed training capacity in the Traditional Family Parenting program delivered through Mahkesis Consulting and trainer Janet Fox. This traditional parenting program is based on traditional family systems and the four cycles of life, and incorporates traditional teachings.

Objective: To teach parents traditional parenting skills.

Program Elements: Key components include:
• How ancestors raised their children:
• Importance of bonding, soft spot, moss bag, swing:
• Lateral Violence – healing from colonization: and
• Renew parenting skills using the teachings and values.

Second Step: A Violence Prevention Curriculum

Description: Second Step is a universal prevention program designed to reduce impulsive and aggressive behaviour in children and adolescents by increasing their social competency skills. Students are taught to reduce impulsive, high-risk, and aggressive behaviours, and increase their socio-emotional competence and other protection factors.

Objective: To reduce aggressive behaviours and increase social competency skills.

Program Elements: The program is composed of three grade-specific curricula: preschool/kindergarten (Pre-K), elementary school (Grades 1-5) and middle school (Grades 6-8). The curricula are designed for teachers and other youth service providers to present in a classroom or other group setting. A parent education component, "A Family Guide to Second Step" for Pre-K through Grade 5 is also available.

The program is delivered in collaboration with one of the First Nation schools.

Anger Management Program

Description: The program is delivered in one community and consists of structured eight to 10 sessions to assist clients in recognizing the roots of their anger, develop awareness of the negative effects of excessive anger and learn anger mastery.

Objective: To manage anger and understand its negative effects.

Program Elements: Eight to 10 sessions over a one- to two-month period. Each session is approximately 45 minutes. During the sessions clients explore what are some of the main triggers of excessive anger, and how excessive anger can be damaging to his/her relationship and other topics related to managing one’s anger effectively.
Other Programs:

There are also many traditional and culturally-based teachings and ceremonies delivered at the community level with youth and their families. This includes welcoming ceremony, naming ceremony, full moon ceremony, regalia-making, moccasin and drum-making, sweat lodges and traditional teachings. Many other support groups exist for children and their families. Expressive arts groups are occurring with youth at risk. Life skills training is also occurring in relation to social and life skills in the areas of budgeting, cooking etc.

As funding is limited within all of the First Nations many prevention programs collaborate with other partner organizations and First Nation departments to cost share in the delivery of programs and services.

Wikwemikong Unceded Indian Reserve Prevention Program

Wikwemikong Unceded Territory in collaboration with Kina Gbezhgomi Child and Family Services delivers prevention services to ensure children remain in their communities with healthy caregivers and to ensure they remain connected with their culture, language and traditions. Secondary prevention programs and activities are geared to individuals and specifically to parents. They are also available in group settings to facilitate cultural/self-awareness and parenting skills. Prevention services are delivered through two programs, the Community Support Program, and the Family Support Program, based upon the community wellness work plan and the Children’s Bill of Rights through two teams of family support and community support workers managed at the First Nation level. All prevention programs and services are based on culture, using traditional practices that strengthen cultural identity for children and families.

Community Support Program

Description: This is a voluntary service and programming offered includes community-based support and prevention services for children and youth up to 18 years old, and their families. Services are focused on: advocacy and referral, cultural awareness, community education promoting healthy lifestyles, support and counselling services, and family and parent education.

Objective: To provide community-based support and prevention services according to community’s wellness plans and its Children’s Bill of Rights.

Family Support Program

Description: Assists with educational programs for children, public relations and awareness, networking and collaborating with other service providers, life skills, budgeting, social and recreational programs, cultural and traditional teachings, healing circles, advocacy, referrals and case management for family support.

Structured programs delivered within Wikwemikong Unceded Indian Reserve include as follows:

Parenting Programs

Description: The following four programs are designed for ages and circumstances. They have been developed by Active Parenting Publishers, a U.S. company that specializes in video-based parenting classes.

1,2,3,4 Parents! A Program for Parents of Young Children

- This program is a video and discussion program for parents of children one to four years
Highlights of a Progressive Year

of age and addresses basic parenting skills. It is considered for the new parent.

- The program is divided into three 90-minute sessions and is recommended for groups of 10 to 20 parents.
- The program reviews ages and stages of development, bonding, activities, how to use non-violent discipline skills, choices and consequences, power of encouragement and caring for the caregiver.

**Active Parenting Now: A Program for Teaching Parents of Children Ages 5 to 12**

- Six sessions of a comprehensive parenting education course.
- Active Parenting Now helps teach parents how to raise responsible, cooperative children who are prepared to meet the challenges of the teen years.
- Using this program, parents will be assisted with skill development to assist them in developing cooperation, responsibility and self-esteem in their children.
- Parents will learn positive, non-violent discipline techniques so they can avoid power struggles.

**Active Parenting for Stepfamilies: A Program for Parents and Stepparents**

- Six sessions that include video-based discussion programs to help couples work together to raise children in the challenging stepfamily environment. The program also teaches how to use powerful communication and negotiation skills to strengthen marriage and family. Designed both for parents and stepparents. Active Parenting for Stepfamilies is also useful for foster parents, adoptive parents, single parents and others affected by loss and change. A shorter version of the program is also available and can be delivered through a “lunch and learn” format.

**Active Parenting of Teens: Families in Action**

- This program uses a family systems approach in which families attend sessions and learn skills.
- Each of the sessions includes time during which parents and youth meet in separate groups and time during which all family members meet together.
- The program is offered in six weekly two-hour sessions. Typical groups consist of five to 12 families.
- Sessions use videos, group discussion, and role plays plus high-energy activities for the teens.
- Two leaders are needed, one for the parent portion and one for the teen portion, with one of the two leaders also leading the parents and teens combined.
- Modules address parent-child communication, positive behaviour management, interpersonal relationships for adolescents, ways for families to have fun together, enhancement of the adolescent’s self-esteem, and factors that promote school success.
- Youth are taught about the negative social and physical effects of substance use, they learn general life skills and social resistance skills, and they are provided opportunities to practice these skills. Parents are taught skills to help reinforce their teen’s skill training.
- During the portion of each session involving the youth and parents together, they participate in a family enrichment activity and receive a homework assignment to complete before the next session.

All parenting programs are enriched with cultural content relative to the traditional parenting skills and knowledge in relation to the community of Wikwemikong and parents learn about the impacts of colonization on family systems.
Monthly Events and Activities

Monthly activities and events include crafts, sports, guest speakers and the provision of a snack. It focuses on character-building and enhancing self-esteem. Often, it includes an outing with the programs i.e. Strawberry-picking, school shopping, and picnics.

**Car Seat Clinic:** Educational sessions are given by a trained child seat technician who explains which restraint is appropriate, how to correctly install a child seat and how to position a child in the seat.

**Good Food Box:** Good Food Boxes are affordable boxes of fresh produce that can be purchased once a month. The community worked together with Wikwemikong Health Centre and Sudbury’s program for the first year in 2013. Now the program runs directly out of Little Current, and promotes healthy eating, cooking and gardening skills for at-risk families.

**Traditional Elders and Healing Services:** Traditional teachers, helpers and traditional healers are consulted by individual or community request.

**Service of Remembrance:** A service is held every year on June 21st to remember band members who have passed away within the past year and a half. This service helps community members with their healing process. Candles are lit and band members participate with readings in the service.

**Family Activities:** These activities are intended for families to promote healthy choices and life skills, with the fundamentals of food preparation in community kitchen sessions. The sessions educate families on meal planning and encourage family communication and health activities.

**Family Support Program**

**Description:** Provides intensive and direct services to children and their families in the form of supportive counseling services to help prevent the need for child welfare interventions and support families involved with child welfare services through the community model framework. Workers encourage the use of support systems that exist in the community by providing advocacy and essential services that will prevent and reduce the necessity for protection services.

**Objective:** To assist with problem-solving while empowering families to make healthy choices. The primary goal is to help prevent child welfare interventions.

**Program Elements:** The program offers intensive and direct services for children and families to support and prevent child welfare matters. Early intervention services seek to prevent specific events from occurring by providing supports earlier and being responsive to needs. Early intervention provides individual and integrated supports/services to assist the development of spiritual, mental, emotional, and social needs and provide educational information to children and families through resources and referral services.

**Grief and Recovery Method Outreach Program - The Grief Recovery Method**

**The Action Program for Moving Beyond Death, Divorce, and Other Losses**

The Wikwemikong Certified Grief Recovery Specialist is certified to use four formats of grief recovery including: 1) Eight-week Grief Recovery Method: Support Groups; 2)
Highlights of a Progressive Year


The six-week program currently being delivered addresses grief and addresses myths about grief. The program assists participants in recognizing and processing grief and loss. Grief is one of the most powerful yet one of the most neglected emotions to process.

**Healing and Support Groups**: Special support programs are for individuals and families going through difficult times. These include addictions counselling, individual and family counseling, case management, and advocacy group programs such as healthy parenting practices and referrals to other programs and resources.

**Language and Cultural Programs**: These include the community seasonal events which include hand-drumming, Full Moon ceremonies, Elders, sweat lodge ceremonies, medicine walks and Anishinabemowin language activities and integration of language into all traditional events and activities.

**2015-2016 First Nation Prevention Statistics**

---

![Bar chart for Community Support Program](chart1.png)

- **Community Support Program**
- **Total Direct Hours**
- **Total of Number of Children Served**

![Bar chart for Family Support Program](chart2.png)

- **Family Support Program**
- **Direct Hours of Service**
- **Number of Children Served**
PHOTO GALLERY

Designation Celebration, April 14, 2015 – M’Chigeeng Community Complex
Highlights of a Progressive Year

Ogimaa Duke Peltier, Wikwemikong
Chief Irene Kells, Zhiibaahaasing
Chief Patsy Corbiere, Aundeck Omni Kaning
Grand Council Chief Patrick Madahbee, UOI

Designation Celebration, April 14, 2015 – M’Chigeeng Community Complex

Deputy Minister, Alexander Bezzina, MCYS
Assistant Deputy Minister, Rachel Kampus, MCYS
Colette Prevost, ED, CASDSM
Highlights of a Progressive Year

June Kelloway-Tarrant, Regional Director, MCYS
Silvana Nelli, Program Supervisor, MCYS
Theresa Stevens, ED Anishinabbe Abinoojii CFS

Steven Vanloffeld, Carrie Tabobondung, Association of Native Child and Family Services Agencies of Ontario

Designation Celebration, April 14, 2015 – M’Chigeeng Community Complex
Designation Celebration, April 14, 2015 –
M’Chigeeng Community Complex
Highlights of a Progressive Year

Designation Celebration – May 8, 2015 Newgate Office

Tracy MacCharles, Minister, MCYS
Gordon Waindubence, Elder
Glen Hare, Deputy Grand Chief, UOI

Young Thunderbird Singers
Highlights of a Progressive Year

Cultural Day Event
June 12 – 13, 2015
Aundeck Omni Kaning First Nation

Below: Staff Development Day, July 24, 2016 – Rainbow Lodge, Whitefish River FN
Highlights of a Progressive Year

Cultural Day Event – October 16 – 17, Wikwemikong

Debajehmujig Theatre
Highlights of a Progressive Year

24th Annual General Meeting
September 17, 2015
Whitefish River Community Centre

Waabnoong Bernjiwang AFN Tribal Council Meeting
March 30, 2016

Specialized Foster Care Home - Wikwemikong