## TABLE OF CONTENTS

Kina Gbezhgomi Child and Family Services: Vision / Mission / Service Principles ........................................ 3
Agency Preamble: Anishinabemowin Translation / English ................................................................. 4 – 5
Message from the Board Chairperson / Executive Director ............................................................... 6 – 7
Board of Directors .................................................................................................................................. 8
Internal Operational Structure ............................................................................................................. 9
Financial Report ..................................................................................................................................... 10 – 11
Communications and Public Relations Specialists Update .............................................................. 12
Training Delivery 2018-2019 ................................................................................................................. 12

**Cultural Areas:**
- Elders Advisory Council .................................................................................................................... 13 - 14
- Cultural Department ............................................................................................................................. 14 – 19

**Service Areas:**
- Foster Care ........................................................................................................................................... 24
- Specialized Home - Wikwemikong ........................................................................................................ 24
- Customary Care .................................................................................................................................... 25
- Youth in Transition Worker (YITW) Program .................................................................................. 25 - 28
- Family Counsellor Program ................................................................................................................ 28
- Aaz-Gaa-Bwi-Taad-Win (Family Team Gathering) ........................................................................... 29
- Family Finding Program ....................................................................................................................... 30 - 31
- Housing Support Worker Program .................................................................................................... 31 - 32
- Specialized Services ............................................................................................................................. 32 - 33
- Quality Assurance ............................................................................................................................... 34
- First Nations Prevention Programs .................................................................................................... 35 - 36
- Community Partnerships ................................................................................................................... 37
- In Loving Memory ............................................................................................................................... 38
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.
Preamble as translated in Anishinabemowin

Wiidjiindiwin Ekidoomgak.
(An agreement of membership).

Anishinaabek gii miingowiwiwag wiinwaa wii bmaaknidsowaad/waa eshi-nogdowendeswaat.
(The Anishinaabek were gifted to govern themselves).

Gii mjimnanaa’aa maanda. Bmaaknidsowag gwa gaawii geyaabi naasaab gchi miwzha gaabi zhi naagdowendizwaad.
(They believed in this. They govern themselves but not the same way as they did years ago).

(This Kina Gbezhgomi Child and Family Services are looking after their future. They understand that on the interim that this will be the arrangement for the membership agreement).

Anishinaabe aadiziwin miinwaa Anishinaabe maakonigewin aga penmonnaa’aa jwii waankii’endamawaad bemnaawsajig minwaa ge’e ada binoojiinhmiwaan.
(The Anishinaabe way of life and the Anishinaabe governance / sovereignty will provide the strength and confidence to move forward for the people and their families).

Biinish dash enso bezhik Anishinaabe dinokiiwiwnan ji ni piitendizwaad wii nchike bizwaad da wiijiwewag zhanda Wiijiindwining.
(Until every one of the Anishinaabe communities shall gain the strength / ability to become independent they will be members of this agreement).

(It is therefore going to happen, that Kina Gbezhgomi Child and Family Services are providing the cultural / traditional care and that we respect the Anishinaabe way of life and this is what we will use to deliver services to the Anishinaabek).

Elders Advisory Council / Draft February 21, 2017

KGCF Board of Directors Approved Motion #108/2017 – August 30, 2017
Preamble

WHEREAS, sovereignty is a natural and inherent right as gifted by Gzhe’ Mnidoo to the Anishinabek.

WHEREAS, the Anishinabek retain their sovereignty and continue to govern themselves as their ancestors have since the beginning of time.

WHEREAS, the historical intent and vision of Kina Gbezhgomi Child and Family Services was to support the establishment of a Child and Family Services Agency to act in accordance with the laws, traditions and customs of the Anishinabek to ensure the protection of their families and their children until such time member First Nations determine and assume their inherent right to provide and deliver child welfare service [responsibility] on behalf of their First Nation members.

NOW THEREFORE BE IT RESOLVED, by Kina Gbezhgomi Child and Family Services proclaim that we are an Anishinabek Agency servicing Anishinabek people to ensure services are delivered by honouring the Anishinabek way of life.

Elders Advisory Council / Draft February 21, 2017

KGCFS Board of Directors Approved Motion #108/2017 – August 30, 2017
MESSAGE from the BOARD CHAIRPERSON and EXECUTIVE DIRECTOR

Aanii and Greetings:

Kina Gbezhgomi Child and Family Services (KGCFS) has been designated since Apr. 1, 2015, and has been funded by the Ministry of Children, Community and Social Services (MCCSS) through the transitional funding model for the past four (4) years. During that time, KGCFS has grown significantly and is starting to become integrated with the surrounding First Nation communities and developing a strong cultural bond and partnerships with other Indigenous organizations that also serve children and families. Gaining trust and respect as a new Child Welfare agency takes time due to the historical traumas faced by First Nations relative to the impact of mainstream child welfare practices.

As recognized in the Ministry’s evaluation of the agency prior to and post designation, KGCFS service delivery model provides a unique, holistic approach for serving Indigenous children, youth and families whereby each community has developed its own model that defines how the community will work with KGCFS to keep children safe and families together.

Protocols have been developed with First Nation communities and community partners to govern relationships and ensure cooperation, communication and service coordination. KGCFS has developed a creative service delivery model that complies with legislative and ministry requirements and meets the cultural needs of each First Nations community.

In addition to the challenging task of developing these bonds, the agency has also gradually been expanding as KGCFS accepted a significant number of clients from the seven (7) member First Nations served in Phase 1, as of April 1, 2015. Furthermore, in 2018/2019 KGCFS has implemented a Phase II that includes Child Welfare services to other First Nations residing in the Districts of Sudbury and Manitoulin. This process has taken considerably more time than expected due to the required stabilization of the agency and cautious progress in recruitment required for the full Phase II transfers due to the late 2018/2019 funding announcement in October 2018. Over one-hundred (100) new services (protection and children in care) have transferred from the local CAS from November 2018 to March 2019 that currently represent service to 53 additional First Nations from across Ontario and Canada.

KGCFS continued to face funding challenges in 2018/2019 to address the immediate growth in phase II service volume. KGCFS engaged Indigenous Service Canada through the CHRT ruling and directives to seek additional funding to cover deficits from MCCSS in the eligible areas of Prevention, building repairs, legal costs and protection related expenditures. The agency was able to create a balanced 2018/2019 fiscal year with this support through extensive claim submissions. KGCFS is also engaging Jordan’s Principle on an individual client level where additional service supports are required to meet eligible “unmet needs” and submitted a group proposal for coordinating type positions to assist in enhancing youth and family supports, and to subsequently address funding shortfalls with the Province of Ontario.
The Board of Directors welcomed two new KGCFS Board of Directors in 2018/2019: Roger Beaudin representing M’Chigeeng First Nation and Irene Altiman, representing Aundeck Omni Kaning First Nation. KGCFS continues to address the agency infrastructure and accommodation requirements as the agency continues to grow. The Board of Directors approved to support the Joint Building Committee forum with WUIR for the new agency building, along with interim solutions to address office infrastructure resulting in the interim office portables in WUIR. The Board of Directors also supported required office renovations at the Sudbury office site to maximize current office space, and lease of one additional office adjacent to the main building. The Board of Directors also provided support for the management team through approval of additional Finance and Statistical consultant supports required to continue enhancing agency skills and knowledge. KGCFS also engaged in shared services for a portion of the fiscal year within legal services and information technology.

The Board of Directors is also excited to announce the development of a 2nd Agency Strategic Plan development as the current 1st Strategic plan concluded in 2018. KGCFS has engaged Bob Goulais from NBISIING Consulting Inc. and the agency is in the process of targeting the plan to be completed in 2019/2020. This provides the agency an opportunity to reflect on the progress, achievements and further work ahead with the agency Board of Directors, Leadership, KGCFS team, First Nation and community stakeholders.

The development and guidance provided by the KGCFS Elders Advisory Council continues to ground and balance the agency to ensure that culturally based standards of service continue to guide services, and that developments are based in Indigenous knowledge and has recently developed agency based cultural standards and cultural congruencies. We look forward to the ongoing work with the Elders Council and recommendations that flow to the Board of Directors for review and approval that are provided to the member First Nation Chief and Councils.

The Provincial Child Welfare funding landscape is changing with expected ongoing funding challenges. The agency plans to continue being a strong child welfare sector leader in cultural developments, and advocate to access the resources required with other partners such as the federal government. The agency will remain steadfast in protecting Indigenous rights and ensuring access to culturally based wholistic and bi-cultural services with the core Child Welfare service model centering on Customary Care.

Kevin Mossip
Board Chairperson

Denise Morrow
Executive Director
**BOARD of DIRECTORS**

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Service Duration</th>
<th>Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kevin Mossip, Board Chairperson</td>
<td>Zhiibaahaasing First Nation</td>
<td>Servicing since March 2010</td>
<td>Strong Operational and Financial Management including Political Advocacy and Negotiation Skills / Past and current service as a Foster/Customary Care Parent.</td>
</tr>
<tr>
<td>Margaret Manitowabi, Vice-President</td>
<td>Wikwemikong Unceded Indian Reserve</td>
<td>Servicing since August 2012 / previous years of service</td>
<td>Council Portfolio for Social Services including current Chairperson of the Wikwemikong Child, Youth and Family Services Committee. Strong Social Service knowledge including Policy Development and Strategic Planning.</td>
</tr>
<tr>
<td>Sherry Dayfox, Secretary-Treasurer</td>
<td>Sheshegwaning First Nation</td>
<td>Servicing since January 2016</td>
<td>Prevention / Family Service Worker / MSW Strong Social Service knowledge and cultural knowledge.</td>
</tr>
<tr>
<td>Leona Nahwegahbow, Director</td>
<td>Whitefish River First Nation</td>
<td>Servicing since August 2011 / previous years of service</td>
<td>Previous service in role as Chief for Whitefish River for many terms. Current and previous service on many Boards, Committee and Federal, Provincial and First Nations levels. Strong Corporate, Operational, Financial, Policy and Cultural Knowledge.</td>
</tr>
<tr>
<td>Roger Beaudin, Director</td>
<td>M'Chigeeng First Nation</td>
<td>Servicing since May 2018</td>
<td>Council member for 7 years / Previously served as the Board President for Giwednong Health Link and Waubetek / Expertise in Health Administration and government funding.</td>
</tr>
<tr>
<td>Irene Altiman, Director</td>
<td>Aundeck Omni Kaning First Nation</td>
<td>Servicing since September 2018</td>
<td>Band Councillor / Director for the Board of Mnidoo Mnising Employment and Training / Strong and versatile administrative skills and knowledge</td>
</tr>
<tr>
<td>Alison Aguonie, Director</td>
<td>Sheguiandah First Nation</td>
<td>Servicing since January 2016</td>
<td>Administration in Health Services, Band Representative and serves in many other Boards and Committees at the First Nation levels.</td>
</tr>
</tbody>
</table>
FINANCIAL REPORT 2018 / 2019:

REVENUE

<table>
<thead>
<tr>
<th>Revenue Source</th>
<th>Year ended March 31, 2019</th>
<th>Year ended March 31, 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ministry of Children, Community and Social Services</td>
<td>18,194,261.00</td>
<td>15,786,572.00</td>
</tr>
<tr>
<td>Children’s special allowances</td>
<td>712,603.00</td>
<td>585,460.00</td>
</tr>
<tr>
<td>Indigenous Services Canada</td>
<td>943,452.00</td>
<td>-</td>
</tr>
<tr>
<td>Ontario Child Benefit Equivalent</td>
<td>139,911.00</td>
<td>131,963.00</td>
</tr>
<tr>
<td>Other revenue</td>
<td>118,753.00</td>
<td>270,375.00</td>
</tr>
<tr>
<td>Gain on sale of capital assets</td>
<td>-</td>
<td>12,071.00</td>
</tr>
<tr>
<td>Total Revenue</td>
<td>20,108,980</td>
<td>16,786,441</td>
</tr>
</tbody>
</table>

Year ended March 31, 2019

- Ministry of Children, Community and Social Services
- Children’s special allowances
- Indigenous Services Canada
- Ontario Child Benefit Equivalent
- Other revenue
- Gain on sale of capital assets
### EXPENDITURES

<table>
<thead>
<tr>
<th></th>
<th>Year ended March 31, 2019</th>
<th>Year ended March 31, 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries</td>
<td>7,484,006.00</td>
<td>6,185,723.00</td>
</tr>
<tr>
<td>Benefits</td>
<td>1,293,611.00</td>
<td>1,264,447.00</td>
</tr>
<tr>
<td>Travel</td>
<td>1,075,275.00</td>
<td>730,718.00</td>
</tr>
<tr>
<td>Training and recruitment</td>
<td>147,461.00</td>
<td>212,646.00</td>
</tr>
<tr>
<td>Building occupancy</td>
<td>537,330.00</td>
<td>501,145.00</td>
</tr>
<tr>
<td>Purchased services - non-case related</td>
<td>397,074.00</td>
<td>183,953.00</td>
</tr>
<tr>
<td>Purchased services - case related</td>
<td>165,885.00</td>
<td>244,539.00</td>
</tr>
<tr>
<td>Program</td>
<td>352,939.00</td>
<td>263,149.00</td>
</tr>
<tr>
<td>Boarding rates</td>
<td>3,735,347.00</td>
<td>2,843,823.00</td>
</tr>
<tr>
<td>Clients personal needs</td>
<td>1,025,262.00</td>
<td>897,078.00</td>
</tr>
<tr>
<td>Medical and related services</td>
<td>382,888.00</td>
<td>298,263.00</td>
</tr>
<tr>
<td>Contracted Services</td>
<td>595,827.00</td>
<td>0.0%</td>
</tr>
<tr>
<td>Promotion and publicity</td>
<td>69,696.00</td>
<td>108,994.00</td>
</tr>
<tr>
<td>Office administration</td>
<td>570,378.00</td>
<td>364,056.00</td>
</tr>
<tr>
<td>Membership and other fees</td>
<td>248,335.00</td>
<td>68,075.00</td>
</tr>
<tr>
<td>Technology</td>
<td>286,368.00</td>
<td>310,629.00</td>
</tr>
<tr>
<td>Transfer to First Nations - Prevention (note 9)</td>
<td>1,423,999.00</td>
<td>2,094,671.00</td>
</tr>
<tr>
<td>Amortization of capital assets</td>
<td>262,422.00</td>
<td>255,122.00</td>
</tr>
<tr>
<td>Total Expense</td>
<td>20,054,103.00</td>
<td>16,827,031.00</td>
</tr>
</tbody>
</table>

**Year ended March 31, 2019**

- Salaries
- Benefits
- Travel
- Training and recruitment
- Building occupancy
- Purchased services - non-case related
- Purchased services - case related
- Program
- Boarding rates
COMMUNICATIONS and PUBLIC RELATIONS SPECIALIST UPDATE

In line with Kina Gbezhgomi Child and Family Services’ vision and mission statements – the KGCFS team and community partnerships continue to foster growth and awareness of Child Welfare Services through our wholistic and culturally based approaches to child-welfare services.

This Annual General Report provides a glimpse into various aspects of KGCFS and the programs and services we provide within Child Welfare service delivery. It covers events we provided in the last year, statistics and not only Ministry standards but also characteristics that have set us apart as a leader in the child-welfare landscape.

The past fiscal year has seen many obstacles such as office relocations and funding challenges, to success stories of clients becoming culturally enriched and reunification stories.

KGCFS is continually evolving to providing proven successful child-welfare services and we are continually adapting to industry changes and MCCSS changes in service requirements required for funding purposes.

KGCFS understands effective and creative planning is at the heart of all communications/public relations activity. KGCFS will continue fostering awareness and community engagement to become a top child-welfare services provider and good corporate citizen. Moreover, KGCFS will continue to focus on reputation and relationship management goals. Updates will be provided via detailed and engaging News Releases and Communique’.

In the upcoming months look out for our revitalized website, social media platforms and communications and new media plans. Our three (3) to five (5) year Strategic Plan in nearing completion with consultation through feedback by the seven (7) First Nations we service, KGCFS Board of Directors, KGCFS Elders Advisory Council, United Chiefs and Councils of Mnidoo Mnising, KGCFS Executive Staff and KGCFS team employees.

KGCFS continues to experience a noteworthy transformation while simultaneously remaining true to our mission and vision statements and providing our benchmarked child-welfare services. Miigwetch to everyone with #TeamKina.

TRAINING DELIVERY 2018-2019:

KGCFS hosted 105 training events, totalling 557 training hours. These training events are comprised of events for staff, volunteers, families, children and youth being serviced by KGCFS and community partners. The total number of participants at the training events was 979 (KGCFS staff: 805, Foster Parents: 21, Community Prevention: 46, and Other:104).

KGCFS continues to utilize staff, and community partner input via surveys and meetings to discuss the Agency’s ongoing training needs and to schedule training that promotes KGCFS service delivery model.

KGCFS also developed agency-based cultural orientation training for all new employees or as refreshers for current employees.
CULTURAL AREAS:
ELDER’S ADVISORY COUNCIL

The Elders Advisory Council (EAC) remained active and assisted KGCFS in many areas throughout the past year. A Joint Meeting was held between the KGCFS Board of Directors and EAC on May 28-29, 2018 at which time the agency’s Cultural Standards and Cultural Congruencies were approved ‘in-principal’ including a diagram to demonstrate the approval process of EAC recommendations.


Additional recommendations were identified to assist in improving service, operational or agency eventful areas:

a. Development of diagram entitled KGCFS Circle of Care for children and youth-in-care that depicts worker roles and responsibilities for educational purposes;
b. KGCFS to attend various community career and employment fairs, information sessions and including presentations at universities to assist in employee recruitment efforts;
c. Establish an Elder-in-Residence service to be secured and offered on a consistent bi-weekly basis (male and female alternating) available to service users, youth-in-transition and agency employees at agency locations;
d. KGCFS plan and coordinate functions annually or bi-annually to build trust with member First Nations which resulted in the Cultural Day Event Terms of Reference being revised by the Board of Directors to include delivery on a rotational basis with member First Nations;
e. Development of a list of Agency Sacred Items / Protocols to identify agency sacred items and special instructions;
f. For all agency manuals to be reviewed by the Cultural Wellness Committee to assess efficiencies of cultural areas which resulted in revision of Cultural Leave to Mino Biimaadzawin Leave;
g. For special consideration for a specific short-term contract position of a Cultural Services Developer be secured to focus solely on the agency’s cultural developments;
h. Representation to the Association of Native Child and Family Services Agencies of Ontario (ANCFSAO) newly formed Elders Advisory Council with appointment of one male and one female from KGCFS;
i. Approval of translations into Anishinabemowin for agency usage:
   • Ezhi Maadiziying - (how we live / to describe cultural services)
   • Anishinaabe Aadiziwin – (our way of life)
• Mino Bimaadiziwin – (living the good life)
• Niiskamgizi - (identifies one person who is doing it to describe political interference)

j. Support KGCS to explore the Wiizhaandim (Let it go / Memorial) ceremony as offered by traditional resources within Treaty 3 Area and agree to host a future ceremony in collaboration with Nogdawindamin Family and Community Services;

k. Thoroughly reviewed and provided input into the Mino Goondawin (Good Relationships) - An Employer and Community Resource Developed by and for Anishinabek Communities, and Organizations on Mnidoo Mnising (Manitoulin Island) led by Kenjgewin teg Educational Institute;

l. Identification of traditional teachings, ceremonies or practices in relation to the Anishinabe 7 Stages of Life.

KGCS and EAC members were invited to attend the ANCFSAO Traditional Gathering of Knowledge Keepers hosted by Anishinaabe Abinoojii Family Services from Kenora, Ontario from September 25 – 27, 2018 at Pow Wow Island, Wauzhushk Onigum First Nation.

There were many sister Anishinabe child welfare organizations in attendance that formed part of the agenda to either provide a presentation or a traditional teaching. KGCS presented a power point presentation entitled, ‘Cultural Service Model: Sharing our Story’ at which time EAC members were also introduced. KGCS was commended by others in the detail of cultural developments in progress.

The EAC members were both astonished in the fluency of Anishinabemowin inclusively of the area and retainment of their spiritual practices especially the big drums and sacred songs.

By attendance it allowed an opportunity for EAC members to experience, learn and network with other Elders and promote KGCS on a provincial level.

CULTURAL DEPARTMENT

KGCS collaborated with the Aboriginal Day event on June 21, 2018 in Sudbury with the N'Swakamok Friendship Centre. The event started with opening ceremonies beginning at 12pm and the Grand Entry for the Mini Pow-wow started shortly afterwards. KGCS invited an Elder to facilitate teachings on Traditional Gifts as well as Men’s Roles and Responsibilities. A tipi was set up for storytelling delivered by an Elder. Storytelling is a traditional method used to teach about cultural belief’s, values, customs, rituals, practices, relationships and Anishinabe Bimaadziwin (way of life).
KGCF also took part in the Aboriginal Day in Wikwemikong which consisted of different organizations taking part in having facilitators do workshops for the community members of Wikwemikong and guests. KGCF coordinated Brian Peltier from the Wikwemikong Heritage Organization whom facilitated Shaker Making with deer hide and a stick for the handles as well as sinew to help put it together.

Brian shared the meaning of the teaching of the Shaker which was the first sound in Creation, that people heard when Creation was happening. It was how life started and is universal in our culture. It was total darkness, but you can hear the shaker and life started to generate from the sound of the Shaker as the first sound.

It was a well-attended workshop by community members.

**Summer Camping Trip (August 2018) Wolf Lake**

KGCF in partnership with N’Swakamok Friendship Centre organized a summer camping trip in Aug 13-17,2018. A total of nine (9) youth attended the week-long camping trip which took place at Dewdney Lake and Wolf Lake. Youth were given teachings to put tobacco down to pray for a great time in the bush. The youth also gave thanks to Nibii (water) for the canoeing and fishing. The youth were taught how to bait the fish and cook the fish; fried or smoked. The youth really enjoyed the 25-45-minute hike up Wolf Mountain. By the end of the trip it was noted that the youth were helping and supporting one another and watching out for one another which was great to see.

**KGCF Cultural Day Event (Wikwemikong)**

The KGCF Cultural Days took place on September 14 & 15, 2018 in Wikwemikong. All 7 First Nations on the Island were invited as well as transportation offered from Sudbury to allow community members residing in Sudbury to attend. The Cultural Day Event consisted of 15 workshops. This allowed participants to have the opportunity to participate in the different teachings with the intent and hope that participants may be guided into the right direction to assume self-responsibility to continue their own healing paths and journeys.
**Friday, September 14, 2018 Presentations**

<table>
<thead>
<tr>
<th>Topic</th>
<th>Presenter</th>
</tr>
</thead>
<tbody>
<tr>
<td>LGBTQ</td>
<td>Roberta Oshkabewisens</td>
</tr>
<tr>
<td>Medicine Wheel Teachings</td>
<td>Alma Jean Migwans</td>
</tr>
<tr>
<td>See, Run, Do</td>
<td>Valerie Lavallee</td>
</tr>
<tr>
<td>The Red Road/The Fast Road</td>
<td>Jim Fox</td>
</tr>
<tr>
<td>Importance of having a Spirit Name</td>
<td>Gerry Kaboni</td>
</tr>
</tbody>
</table>

**Saturday, September 15, 2018 Presentations**

<table>
<thead>
<tr>
<th>Topic</th>
<th>Presenter</th>
</tr>
</thead>
<tbody>
<tr>
<td>Traditional Parenting</td>
<td>Mike Bisson</td>
</tr>
<tr>
<td>Current Information regarding Government</td>
<td>Terry Debassige</td>
</tr>
<tr>
<td>Moon Teachings</td>
<td>Roberta Oshkabewisens</td>
</tr>
<tr>
<td>Storytelling</td>
<td>Joe &amp; Rose Linda Peltier</td>
</tr>
<tr>
<td>Men &amp; Women’s Traditional Roles</td>
<td>Gerry &amp; Linda Kaboni</td>
</tr>
<tr>
<td>Moss Bag Teachings</td>
<td>Teresa McGregor</td>
</tr>
</tbody>
</table>

Other demonstrations available included:

- [Image of demonstration]
Moss Bag Teachings in Wiikwemkoong facilitated by Teresa McGregor (November 2018)
Moss Bag items donated back to KGCFS by participants

Drumming and Drum Birthing at Newgate Office facilitated by Darren McGregor (January 2019)

Snow Day with Shkagamik Kwe and City of Greater Sudbury (February 2019)
KGCFS collaborated with community partners to deliver and teach traditional methods of cooking bannock on an open fire. Residents residing in Sudbury learned ways of survival cooking techniques, appreciated the sharing of what they created, and developing new skills. KGCFS also delivered storytelling in a Tipi with Robert Oshkabewisens.
Winter Carnival with N’Swakamok Native Friendship Centre (March 2019)

KGCFS collaborated with community partners and led workshops in Soap Carving and Storytelling which were both well attended workshops.

Cultural Camp (March Break 2019)

The agency contracted a Wilderness Camp facilitator Nimkii Lavell for the 4-day Cultural Camp held at the Anishinaabe Spiritual Centre on Anderson Lake in Espanola, Ontario from March 11 to 15, 2019. Photos below are from the hoop making workshop deliver by Becky-Jo Beaudry and an ice fishing excursion.

We had 5 (five) families that attended the Cultural Camp hosted by KGCFS which consisted of children in care and their families, with children/youth ranging from 1 to 13 years of age. With the encouragement of family participation, younger children participated along with the caregivers and the program delivery was adjusted to accommodate the age ranges. It was delightful to have the KGCFS staff and families with their children participate with the program delivery.

Honouring our Water Walkers” Round Dance (March 2019)

The Annual KGCFS Round Dance was located at Cambrian College in Sudbury, Ontario immediately after their Annual Pow-Wow in the evening with good attendance. Copper cups were provided to water walkers that were in attendance as well as other dancers that participated in the Round Dance. The theme was Honouring our Water Walkers. The water walkers from Wikwemikong were in attendance and a special recognition was completed to honour them and their achievements, maintaining and educating through awareness of Nibii and to acknowledge the work the Water Walkers do for all the communities. They continue to spread the word to each of the
communities to be involved with the walk they do and to engage with the walks. The event assisted in emphasizing the sacredness of the spirit of the water.

KGCFs honoured the water walkers to demonstrate recognition and appreciation of the sacredness of the water. The people that were present were able to share their experiences in the sacred water walks with families residing within the City of Sudbury and beyond.

The water walkers were honoured through song and all the attendees participated and were provided a copper cup at the end of the song. The copper represents the purification of water, it rids of any toxins within the water.

Cultural events continued to be coordinated for KGCFs staff, volunteers, foster parents and community partners and members. KGCFs continues to host lunch and learn language sessions in Wikwemikong, M’Chigeeng and Sudbury, and all staff are welcomed and encouraged to participate. The total numbers of participants in KGCFs cultural events was 6432 of which 1680 were KGCFs staff members.

KGCFs hosted or collaborated in 244 wholistic healing / cultural events during the 2018/2019 fiscal year. The different type of events that were held during the fiscal year were:

- Adult Zumba
- Agency Sweats
- Beading & Moccasin Session
- Camping Trip
- CanSkate Partnership-WYC
- Clan Teachings & Spirit names
- Craft nights: Beaded earrings, designing scarfs, beadwork for mitts, hand drum making, drum birthing, Ribbon skirt making, Peyote stitch teaching, and sewing sessions.
- Cultural Day Events
- Cultural Orientation (KGCFs Staff)
- Drumming
- Fasting Camp
- Elders in Residence (KGCFs staff – Wikwemikong & Sudbury)
- Family Zumba
- Grass Dance Regalia making
- Hand Shaker teachings
- Heart & Spirit Curriculum Consult
- Hoop Dance making
- Lunch & Learns: Protocol teachings, language, medicine teachings, meditation, women & Traditional medicine, yoga, beadwork & designs, hand drumming, mitt making, peyote stitching, Stages of life teachings, Understanding anger, & traditional singing session.
- Moss Bag Teachings
- Naming Ceremonies & Cedar Bath Teachings
- Ribbon Skirt making
- Snow Day: Bannock making, story telling
- Staff development days
- Winter Carnival
- Winter Round dance
CHILD WELFARE SERVICE STATISTICS 2018-2019

The following chart demonstrates the growth of total primary protection services since designation on Apr. 1, 2015. This chart includes the primary statistics linked to the child welfare funding model, and does not include current cultural services, family team gatherings and other primary culturally based services incorporating the foundational elements of the current culturally based service model that are included within the AGM report. Phase I represents services within the Districts of Sudbury and Manitoulin with the seven member First Nations.

Phase II Child Welfare Services:

The following chart reflects over 100 services transferred from The Children’s Aid Society of the Districts of Sudbury and Manitoulin to other First Nations within 2018/2019. The chart also reflects new KGCFS representing service to MCCSS legislation that increased the age of protection in 2018 to include 16 and 17-year-old youth enacted on January 1, 2018. KGCFS started accepting all new referrals for other First Nations served within the Districts of Sudbury and Manitoulin as of November 2018.

Service Volume Stats - Impact of Phase II Service Growth

This table represents all child welfare services provided to client by service category for FY18/19 whereby 25% pertains to Phase 2 alone. One family could have multiple services being provided by KGCFS.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Invest</td>
<td>54</td>
<td>205</td>
<td>259</td>
</tr>
<tr>
<td>Ongoing</td>
<td>62</td>
<td>217</td>
<td>279</td>
</tr>
<tr>
<td>Child Care</td>
<td>77</td>
<td>195</td>
<td>272</td>
</tr>
<tr>
<td>Kin Service</td>
<td>5</td>
<td>28</td>
<td>33</td>
</tr>
<tr>
<td>Kin Service Placement</td>
<td>19</td>
<td>28</td>
<td>47</td>
</tr>
<tr>
<td>Legal</td>
<td>19</td>
<td>46</td>
<td>65</td>
</tr>
<tr>
<td>Totals</td>
<td>236</td>
<td>719</td>
<td>955</td>
</tr>
</tbody>
</table>
2016/17, 2017/18 and 2018/19 - Number and Type of Referrals per Child Welfare Service Categories

**Referral Reasons**

<table>
<thead>
<tr>
<th>Reason</th>
<th>2016/17</th>
<th>2017/18</th>
<th>2018/19</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non Eligibility</td>
<td>51</td>
<td>166</td>
<td>377</td>
</tr>
<tr>
<td>Request for Assistance</td>
<td>33</td>
<td>212</td>
<td>504</td>
</tr>
<tr>
<td>Volunteer Services</td>
<td>19</td>
<td>118</td>
<td>442</td>
</tr>
<tr>
<td>Foster Care Services</td>
<td>106</td>
<td>70</td>
<td>340</td>
</tr>
<tr>
<td>Request for Youth Services</td>
<td>0</td>
<td>0</td>
<td>347</td>
</tr>
<tr>
<td>Request for Adoption Services</td>
<td>0</td>
<td>2</td>
<td>180</td>
</tr>
<tr>
<td>Request for Counselling</td>
<td>34</td>
<td>45</td>
<td>268</td>
</tr>
<tr>
<td>Caregiver Capacity</td>
<td>33</td>
<td>45</td>
<td>180</td>
</tr>
<tr>
<td>Abandonment/Separation</td>
<td>90</td>
<td>95</td>
<td>311</td>
</tr>
<tr>
<td>Emotional Harm</td>
<td>81</td>
<td>90</td>
<td>241</td>
</tr>
<tr>
<td>Harm by Omission</td>
<td>241</td>
<td>268</td>
<td>311</td>
</tr>
<tr>
<td>Physical/Sexual Harm by Commission</td>
<td>176</td>
<td>180</td>
<td>311</td>
</tr>
</tbody>
</table>

**2018/2019, Services per Phase and Service Categories**

<table>
<thead>
<tr>
<th>Service Category</th>
<th>Phase I</th>
<th>Phase II</th>
</tr>
</thead>
<tbody>
<tr>
<td>Legal</td>
<td>71%</td>
<td>29%</td>
</tr>
<tr>
<td>Kin Service PLCMT</td>
<td>60%</td>
<td>40%</td>
</tr>
<tr>
<td>Kin Service Home</td>
<td>85%</td>
<td>15%</td>
</tr>
<tr>
<td>Child Care</td>
<td>72%</td>
<td>28%</td>
</tr>
<tr>
<td>Ongoing</td>
<td>78%</td>
<td>22%</td>
</tr>
<tr>
<td>Invest</td>
<td>79%</td>
<td>21%</td>
</tr>
</tbody>
</table>
Service Opening by Reason 2018/2019

- Phys/Sexual Harm By Commission: 1%
- Harm By Omission: 1%
- Emotional Harm: 6%
- Abandonment/Separation: 7%
- Caregiver Capacity: 13%
- Request for Counselling: 13%
- Foster Care Services: 15%
- Volunteer Services: 15%
- Request for Assistance: 15%
- Request for Youth Services: 26%
- Non Eligibility: 26%

Service Type Openings 2018/2019

<table>
<thead>
<tr>
<th>Service Type Openings</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non Protection Complaint</td>
<td>6</td>
</tr>
<tr>
<td>Community Link</td>
<td>19</td>
</tr>
<tr>
<td>Volunteer</td>
<td>40</td>
</tr>
<tr>
<td>Court CFSA</td>
<td>57</td>
</tr>
<tr>
<td>Kin Service Placement</td>
<td>38</td>
</tr>
<tr>
<td>Kin Service Home</td>
<td>17</td>
</tr>
<tr>
<td>Cultural Enaadaamawin</td>
<td>2</td>
</tr>
<tr>
<td>Family Finding</td>
<td>47</td>
</tr>
<tr>
<td>Family Conference</td>
<td>18</td>
</tr>
<tr>
<td>Customary Care</td>
<td>32</td>
</tr>
<tr>
<td>Kinship Care</td>
<td>15</td>
</tr>
<tr>
<td>Foster Home</td>
<td>126</td>
</tr>
<tr>
<td>Child Care</td>
<td>45</td>
</tr>
<tr>
<td>Service to Other Jurisdiction</td>
<td>13</td>
</tr>
<tr>
<td>Pregnancy Planning</td>
<td>24</td>
</tr>
<tr>
<td>Family Support/Counselling</td>
<td></td>
</tr>
<tr>
<td>Protection</td>
<td>422</td>
</tr>
</tbody>
</table>
Children In Care by Legal Status 2018/2019

<table>
<thead>
<tr>
<th></th>
<th>Female</th>
<th>Male</th>
<th>As of March 31, 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>TEMP CARE AGREE</td>
<td></td>
<td>7</td>
<td>11</td>
</tr>
<tr>
<td>CCSY</td>
<td>15</td>
<td>11</td>
<td>26</td>
</tr>
<tr>
<td>INTERIM SOCIETY CARE TO</td>
<td>10</td>
<td>16</td>
<td>26</td>
</tr>
<tr>
<td>CROWN WARD - NO ACCESS</td>
<td>0</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>EXTENDED SOCIETY CARE NO ACCESS</td>
<td>1</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>EXTENDED SOCIETY CARE W/ACCESS</td>
<td>5</td>
<td>11</td>
<td>16</td>
</tr>
<tr>
<td>CUSTOMARY CARE</td>
<td></td>
<td></td>
<td>48</td>
</tr>
<tr>
<td>INTERIM SOCIETY CARE FO</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>VYSA</td>
<td>4</td>
<td>3</td>
<td>7</td>
</tr>
</tbody>
</table>

Kinship Homes & Placements 2018-2019

<table>
<thead>
<tr>
<th></th>
<th>Homes</th>
<th>Plcmt</th>
</tr>
</thead>
<tbody>
<tr>
<td>APRIL</td>
<td>25</td>
<td>16</td>
</tr>
<tr>
<td>MAY</td>
<td>29</td>
<td>18</td>
</tr>
<tr>
<td>JUNE</td>
<td>29</td>
<td>18</td>
</tr>
<tr>
<td>JULY</td>
<td>27</td>
<td>21</td>
</tr>
<tr>
<td>AUGUST</td>
<td>29</td>
<td>21</td>
</tr>
<tr>
<td>SEPTEMBER</td>
<td>31</td>
<td>22</td>
</tr>
<tr>
<td>OCTOBER</td>
<td>29</td>
<td>23</td>
</tr>
<tr>
<td>NOVEMBER</td>
<td>32</td>
<td>25</td>
</tr>
<tr>
<td>DECEMBER</td>
<td>32</td>
<td>32</td>
</tr>
<tr>
<td>JANUARY</td>
<td>43</td>
<td>52</td>
</tr>
<tr>
<td>FEBRUARY</td>
<td>52</td>
<td>52</td>
</tr>
<tr>
<td>MARCH</td>
<td>53</td>
<td>38</td>
</tr>
</tbody>
</table>
FOSTER CARE

We are also pleased to announce that the Annual Christmas Party which was held on Friday December 7, 2018 at the Manitoulin Hotel & Conference Centre in Little Current was another success. Visiting and enjoying the company of our foster families is one of our all-time favorite times of the year. One of our best moments is always watching the children opening their gifts, seeing their reactions and smiles. Not to mention interacting with Santa is also a nice treat and he sure brings many smiles to the children’s faces as well. It was very nice to see the families dancing and enjoying the music provided by Elijah and the Backburners. Elijah and his band have become a favorite among our foster families. We had 167 guests attend this annual event.

Our next Christmas party will be held on December 13, 2019 at the Radisson Hotel in Sudbury, Ontario.

SPECIALIZED HOME – WIKWEMIKONG

The foster parents in the specialized home have resided within the home in Wikwemikong for a one-year period so far and have signed a new agreement to continue fostering for another year. Two children initially placed at the home have begun a transition back to their mother’s care.

Two additional children have been at the specialized home and have frequent informal access and visits with a parent and family visits under supervision as required to nurture family bonding. Two additional children have been recently placed which was an easy transition as the children are already familiar with the foster parents as they previously provided relief service.

The home continues to be an excellent resource in that it assures placements support to children remaining in their home community with healthy caregivers and to stay connected with their roots, culture and language.
CUSTOMARY CARE

The Customary Care team continues to receive referrals for new Customary Care Agreements to be coordinated amongst all parties and completes annual reviews and additional reviews between review periods as requested by signatory parties. The Customary Care team also supports and collaborates with the cultural team members in promoting cultural supports for employees, caregivers and youth in care.

Twenty-one (21) children were repatriated back to the member First Nations (including Whitefish River FN (3), M’Chigeeng FN (7), Sheshegwaning FN (1), Wikwemikong Unceded Indian Reserve (5), or became CCSY and are now working with the Youth in Transition program at KGCFS. Four (4) children files closed due to a custody application (Wikwemikong) and one (1) youth signed a Voluntary Youth Service Agreement (Wikwemikong). There were 129 children in Customary Care Agreements for the fiscal year.

KGCFS is also now engaging other First Nations beyond the seven member First Nations in the coordination of Customary Care Agreements and learning the preferred First Nations processes of other First Nations within Ontario. KGCFS has been successful in repatriation of children through Customary Care with other First Nations served. KGCFS continues to work in collaboration with the member First Nations and other KGCFS services such as Family Finding and Family Team Gathering to ensure that extended family members are brought together in a collaborative manner to plan for children. There are three (3) current children placed within specialized treatment facilities outside of the Districts of Sudbury to access specialized services with the goal of repatriation to extended family. KGCFS experienced additional Customary Care reviews for nine (9) children on Customary Care Agreements requiring placement reviews in 2018/2019.

YOUTH-IN-TRANSITION WORKER (YITW) PROGRAM

KGCFS continued to deliver the YITW program serving Indigenous youth ages 16 and 24 years old that are subject to a Crown Wardship Order (Extended Society Care), Legal Custody Order under Section 65.2 of the CRSA, or Formal Customary Care Agreement immediately prior to the youth’s 18th birthday; or were eligible for support under policy at ages 16 and/or 17, whether or not the youth actually received Renewed Youth Services.

Services provided by the agency include opportunities for youth to engage in services and supports, enhance their life and social skills, achieve motivation, self-esteem, address peer-pressure, competencies and knowledge to become responsible adults. Training and supports offered and engagement with community partners with the youth includes independent living and life planning, education planning, money management, consumer skills, obtaining credit, finding and maintaining employment, coordinate educational life and traditional / cultural teachings to establish positive relationships and developing strong community and cultural bonds.

As such, the agency has provided additional supports to seek cultural resources to ensure that youth have a balanced personal well-being plan that incorporates spiritual, mental, emotional and physical well-being. Many youths in care can now be fully engaged in learning their traditions, values and customs as an Elder will be assigned upon the youth’s consent to assist in guiding in this cultural development.
Program Highlights:

26 youth on regular YITW service caseload
19 youth participants were newly referred to the YITW Program
11 new youth participants were eligible and accepted to YITW program
3 youth participants continued with the Youth in Transition Program following completion of their Continued Care Support Agreement.

Several cultural referrals were made for the youth participants including and not limited to a Naming Ceremony, Cedar Baths and connections with community Elders.

Most youth participants were involved with other supportive services in their communities (such as Shkagamik-Kwe Health Centre, N’Swakamok Native Friendship Centre, Sudbury Action Centre for Youth).

9 youth participants worked towards their high school diploma
8 youth participants completed their Financial Literacy Training
4 youth participants attended the YouthCAN Conference
1 youth participant attended the Missing and Murdered Indigenous Women Conference
1 youth participant completed a 6-month treatment program to address their addictions
2 youth participants gained stable employment
18 youth participants held stable housing
6 youth participants transitioned into independence and acquired stable housing in the past year.

14 youth participants had multiple interactions with the Youth in Transition Worker and at least 3 youth participants advised that their social connections had improved because of the program.

Many of the youth had advised that they may not have kept their engagements (e.g. appointments, workshops) if they did not have the support of the Youth in Transition Worker to attend with them.

YITW collaborated with the five (5) day Youth Cultural Camp was held in partnership with the Shkagamik-Kwe Health Centre in Sudbury. This took place from August 20, 2018 until August 24, 2018. The camp was open to all youth. Workshops included Sweat Lodge teachings, team building, Indigenous Crafts, Fishing and Akinoomoshin Teachings.

KGCFS hosted a 3rd Annual Youth Conference on March 16 and 17, 2019 at the Radisson Hotel in Sudbury, Ontario. The youth conference was open to youth within the Districts of Sudbury and Manitoulin and was a public event. Workshops included cultural teachings, activities, and other information that the youth had deemed relevant at the last Youth Conference. The conference not only gave the youth the opportunity to meet other youth in a cultural and safe environment but allowed the youth to gain important knowledge relevant to their culture and traditions. An evening Pow-Wow Social was held during the conference for cultural learning and social networking.
On March 16, 2019, 83 participants attended the Youth Conference
Keynote Speaker: Neil Montague gave a teaching on the Clan System
Greg Dayfox gave a teaching on Pipe Carrying
Joseph Osawabine facilitated a workshop entitled Fun & Laughter: Storytelling and Theatre
Jim Fox gave a teaching on the KGCFS Eagle Staff
Isaac Webber facilitated a creative arts workshop
Jennifer Fox facilitated an information session with regards to Ontario Works
Sophie Pheasant facilitated two Pow Wow Information sessions

On March 17, 2019, 56 participants attended the Youth Conference
Keynote Speaker: Neil Monague gave a teaching on the Seven Stages of Life
Brenden Governor and Paige Restoule spoke to the topic of Healthy Relationships though Song and Dance
Barbara Waterfall facilitated a workshop on the Stages of Motivation
Maajiiijwan Charles Petahtegoose gave a teaching on Male Responsibilities
Julia Pegahmagabow gave a teaching on Female Responsibilities

Many of the youth that attended the 3rd Annual Youth Conference indicated that they enjoyed themselves and would attend next year.
FAMILY COUNSELLOR PROGRAM

The Family Counsellor Program offers families intensive and short-term crisis intervention and family education services in their home for four (4) weeks (with possibility of an extension up to a maximum of six week) using the Families First model. The Family Counsellors work to assist families by establishing individual family goals designed to reduce risk of out of home placement and increase child safety. After the initial four to six-week program, the family is offered booster sessions. Booster sessions are additional sessions to be completed at three months, six months, nine months and one year after the initial program. This is to assess progress and to determine if the family feels that the intervention plans are effective or if revisions are required to the current plan.

The program at KGCFs has also been extended to support families through repatriation through providing in-home support in the transition of children returning to their care. Currently the agency has two (2) Family Counsellors whom provide services to families within the Sudbury and Manitoulin Districts.

The Family Counsellors assist families in meeting goals by teaching, modeling and reinforcing appropriate parenting and by providing concrete services and connections to community services to assist in prevention a youth from coming into care or repatriation of a youth to their family. The program utilizes a strength-based approach, focusing on the family’s strengths. The focus is to assist families to recognize that their strengths, values and beliefs that assist in their own healing of rebuilding their family system.

Family Counsellor Program Statistics

- A total of 33 families were involved with the Family Counselling Program.
  - 26 new referrals and 10 re-referrals were received (some families may be referred and not ready for the voluntary program and require a subsequent referral at a later time)
  - 15 families successfully completed the program.
  - 5 families were involved in booster sessions (Family Strengthening).
- A total of 85 children were involved in the Family Counselling Program.
  - Out of the 85 children involved, 49 children and 9 teens worked directly with the Family Counsellors.
- 5 families were referred to the Family Counselling Program for reunification purposes.
  - 2 families completed the program and 4 children were returned home.
- 8 families were referred to the Family Counselling Program to prevent placement breakdown either with the biological, kin or foster care families.
  - 2 families completed the program
- Out of the 15 children involved, 8 children remained in their homes, while 7 children were moved to another placement.
- 7 families were affiliated with M’Chigeeng First Nation, 18 families were affiliated with Wiikwemkoong Unceded Indian Territory, 2 families were affiliated with Sheguiandah First Nation, 3 families were affiliated with Whitefish River First Nation, 3 families were affiliated with Aundeck Omni Kaning First Nation, 1 family was affiliated with Sagamok Anishnawbek First Nation, 1 family was affiliated with Ginoogaming First Nation and 1 family was affiliated with Nipissing First Nation. (including 3 families affiliated with more than one First Nation)
- 14 families lived within their membership/band affiliated community, while 20 families lived within the Greater Sudbury area (including 1 family whom was separated representing 2 First Nations)
AAZ-GAA-BWI-TAAD-WIN (FAMILY TEAM GATHERING)

In 2017 KGCFS developed a new service for case conferencing with the hiring of two Case Conference Coordinators. The service became renamed as Family Team Gathering with further translation in Ojibwe to AAZ-GAA-BWI-TAAD-WIN through review with the Elders Advisory Council. This service has been delivered since January 2018 with 2018-2019 being the first (1st) full year of operation.

The service provides facilitation support of family gatherings to empower the family to seek support relative to the service planning, repatriation of youth in care and alternative planning relative to moving towards voluntary services for matters before court. The purpose of the facilitation support is to empower families to bring family, extended family, community and service supports together to develop plans that keep children safe and families together while addressing the reasons for the agency involvement and incorporating traditional values of family gathering and traditional supports. The service also assists in ensuring child welfare matters can be planned without court interventions.

The service has been well received to date with the following service statistics in Q1- Q2 - Q3 - Q4 (April 2018 to March 2019):

<table>
<thead>
<tr>
<th>Month</th>
<th>Family Team Gatherings with a total of</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>April</td>
<td>7</td>
<td>65</td>
</tr>
<tr>
<td>May</td>
<td>7</td>
<td>89</td>
</tr>
<tr>
<td>June</td>
<td>4</td>
<td>8</td>
</tr>
<tr>
<td>July</td>
<td>13</td>
<td>136</td>
</tr>
<tr>
<td>August</td>
<td>5</td>
<td>36</td>
</tr>
<tr>
<td>September</td>
<td>7</td>
<td>68</td>
</tr>
<tr>
<td>October</td>
<td>3</td>
<td>28</td>
</tr>
<tr>
<td>November</td>
<td>8</td>
<td>78</td>
</tr>
<tr>
<td>December</td>
<td>8</td>
<td>93</td>
</tr>
<tr>
<td>January</td>
<td>4</td>
<td>41</td>
</tr>
<tr>
<td>February</td>
<td>5</td>
<td>39</td>
</tr>
<tr>
<td>March</td>
<td>6</td>
<td>50</td>
</tr>
</tbody>
</table>

**TOTAL**  
77 Family Team Gatherings  
731 participants

As the service continues to be delivered feedback is being received from all participants and the program development will continue relative to the feedback.

It is important to note that once an FTG Referral service is closed, a re-referral may be made for the same family with their supports. In addition, the FTG program delivers services to families whom at times are affiliated with more than member First Nations. The FTG program is also now serving other First Nations beyond the member First Nations. The program also incorporates cultural traditional supports/Elders as recommended by the leads of the family team gathering.
FAMILY FINDING PROGRAM

In 2018/2019 KGCFS developed a new program called Family Finding to enhance family-based planning for youth in care and families based on research based “Family Finding” Model. The agency hired one Family Finding position in 2018/2019 whom had the opportunity to attend the specialized training with another Child Welfare Agency, along with the Service Supervisor and Service Manager. KGCFS also invested in a large printer to create genograms through the software GenoPro to create genograms with families to promote the full exploration of all extended families.

The Family Finding Model seeks to build or maintain the youth’s Lifetime Family Support network for all youth whom are disconnected or at risk of disconnection through placement outside of their home and community. The process identifies relatives and other supportive adults, estranged from or unknown to the child, especially those who are willing to become permanent connections for the youth. Upon completion of the process, youth have a range of commitments from adults who are able to provide permanency, sustainable relationships within a kinship system and support in the transition to adulthood and beyond. Keeping safety at the forefront and using a family-driven process, families are empowered to formulate highly realistic and sustainable plans to meet the long-term needs of children and youth. Child outcomes may include increased reunification rates, improved well-being, and placement stability, transition out of the child welfare system, decreased re-entry rates, and stronger sense of belonging for children. © 2019 National Institute for Permanent Family Connectedness. All Rights Reserved

As the Family Finding Program is new to Kina Gbezhgomi Child and Family Services, our Family Finding Worker attended a number of training opportunities to be able to service the families appropriately: 1) August 28-30, 2019 - Family Finding Training with Simcoe Muskoka Family Connexions, 2) September 24-28, 2019 - Family Finding Training in Guelph with Dr. Kevin Campbell, 3) January 23, 2019 - Kin Search Work Group Meeting, 4) February 6-8, 2019 - Training Trauma Informed Practice with Maya Chacaby, 5) Feb. 28-March 6, 2019 - 5 day Basic Family Mediation Training and Skills and 6) March 28-29, 2019 - Anishinabemowin-Teg Language Conference. The KGCFS Family Finding Worker has also attended the member First Nation Joint Prevention team meeting and agency team forums to explain the new exciting service.

KGCFS is continuing to develop this program to fit the KGCFS service delivery principles and started accepting new referrals on November 27, 2018. The program has received excellent feedback to date with a number of referrals since the implementation of the services. KGCFS continues to look forward to the collaboration with families, extended families and First Nation band representatives to continue the delivery of this specialized service. KGCFS is hopeful that the service will assist with further repatriation of youth place in foster and treatment resources outside of their community and family systems and ongoing enhancement of family and community connections to ensure that the agency is planning generations ahead with families and First Nations.

Family Finding Program Statistics

As the program is new to KGCFS referrals are starting to be received. There was one successful referral to date whereby extended family supports were enhanced and genogram completed to extended supports for children within a Customary Care placement.
Five (5) additional referrals including nine (9) children provided to the Family Finding Program in the past fiscal year and within review with a number currently on a wait list for services with a focus and priority to completed family finding for all youth placed outside the Districts of Sudbury in specialized placements and for youth placed in foster homes whom are not within Customary Care or with extended family or community members. Referrals include and are not limited to exploring First Nation ancestry and lineage, father finding to identify paternal health information, extended family supports to prevent placement breakdown and stress and identification of extended family placements.

**HOUSING SUPPORT WORKER PROGRAM**

The Housing Support Worker Program is a new program introduced by MCCSS in 2018/2019 to expand the Youth in Transition Program to improve outcomes and increase the resiliency of youth. The Housing Support Worker Program provides culturally-appropriate housing supports to First Nation, youth ages 16 and 17 years old who have entered into a Voluntary Service Agreement (VYSA) by helping them: find and retain housing; and Identify, access and navigate service systems relevant to their needs as they transition to adulthood.

Services provided by the program include locating and sustaining long term housing, empowering the youth by the development and execution of the youth’s housing goals, as well as supporting the youth in the identification, access and navigation of service systems relevant to their specific needs in a culturally appropriate way. With goals to connect youth participants to existing supports and resources within their communities (on and off reserve) and culturally specific supports (for example: ceremony and elders). This is to include supports with education resources, employment services and training, life skills training (for example: financial management, household management), health and mental health services as well as legal services.

**Housing Support Worker Program Statistics**

As the Housing Support Worker position was not recruited until March 18, 2019, coupled with a small number of youths within this service category, there were a smaller number of five (5) youth participants that were serviced by the Housing Support Program. One (1) youth participant 16 years of age and four (4) youth participants 17 years of age were served. Next fiscal year there are projections of increased numbers of youth participants that will be able to take advantage of the services offered by the Housing Support Program.

**Youth Housing Conference**

KGCFS hosted the 1st Annual Youth Housing Conference on March 30, 2019 in Sudbury, Ontario. The Youth Housing Conference was an event geared to toward the youth ages 14 years to 24 years old. The goal of the Conference was to bring various service providers in one area to educate and empower the youth as they transitioned into and maintained a household. Six (6) service providers were able to attend and included the N’Swakamok Native Friendship Centre, Homeless Network, YMCA, Gezhtoojig Employment & Training, Sudbury Action Centre for Youth and Revenue Canada. Most service providers spoke to the youth participants about the services they offered and how to access said services.
George Stephen was a keynote speaker and shared his personal journey about the realities of homelessness. Nine youth (9) were present for the entirety of the conference and were engaged with the various service providers. Many of the youth asked relevant questions to their specific situation and needs. The surveys collected from the Housing Conference indicated that the youth enjoyed the conference and found the information given very useful. The youth and service providers that attended also indicated that they would attend in upcoming years and that they knew other youth that would have benefited from the conference.

SPECIALIZED SERVICES

The Specialized Services delivery includes the recruitment of Volunteers through the Volunteer Driver program, along with management of the volunteer driver program, recruitment of general volunteers, in addition to the recruitment of Casual Support Workers whom are part-time KGCFS employees. As KGCFS has moved to explore agency-based case aide positions the agency will not be recruiting additional Casual Support Workers in 2019/2020. Volunteer Drivers provide transportation services to youth in care and families served by KGCFS. Casual Support Workers provide direct supportive services for family support and supervision and support of family access and direct services to youth in care.

Within the fiscal year, there were eleven (11) new Volunteer Drivers and ten (10) Casual Support Workers approved. The agency continues to engage in planning to recruit general volunteers and tutors for support for youth in care through OCBE funding opportunities to enhance school success.

The team also coordinates training for the volunteer drivers and casual support workers with invite to other KGCFS employees as First Nation team members as possible.

Training delivered in 2018/2019 is as following:

- Car Seat Training - July 28, 2018(Hills Trail)
- Car Seat Training – October 12, 2018 (Sudbury)
Community Recruitment

The specialized team members collaborate with other teams for agency promotion of services and recruitment requirements including foster/customary care and employee recruitment. We have completed various public relations and recruitment in the following First Nations to communicate recruitment opportunities.

1. 23rd Annual Pow-wow @ M.S.S. - April 27, 2018
2. Wikwemikong Anishinabe Giizhigad at Thunderbird Park - June 21, 2018
3. Wikwemikong Annual Cultural Festival– KGCFS Lost Cub Patrol - August 4 & 5, 2018
4. Presentation @ Prevention Meeting in M’Chigeeng – November 14, 2018
5. WDC- Employment and Training Fair- November 29, 2018
7. Velocity Conference with Volunteer Sudbury - March 22, 2019
8. Round Dance Sudbury - March 23, 2019
9. Staff Development Day -March 23, 2019

Volunteer Driver Requests completed- 2018/2019

Casual Support Requests - 2018/2019
QUALITY ASSURANCE

Quality Assurance assists stakeholders such as Senior Management, Board Members and Ministry personnel, in planning and decision-making through the provision of accurate and timely reports based on high quality data and analysis. Quality Assurance provides and supports evaluation, monitoring and continuous improvement processes regarding the delivery of services to children and families.

KGCF has established Agency-wide quality assurance practices which provide for the ongoing identification, evaluation, and improvement of its services, outcomes, structures and resources. KGCF has developed a new client survey to be released in 2019/2020 to enlist further feedback regarding services. This survey requests insight from the service recipient regarding the following areas:

- Satisfaction
- Engagement in planning and decision making
- Worker’s knowledge and skills as perceived by the service recipient
- Worker availability and quality of service provided
- Culturally based services

The survey will be attached to closing letters provided to protection services with a prepaid envelope. The survey will be anonymous and no identifying information will be gathered.

KGCF continues to support a Quality Improvement Plan (QIP) Working Group to strategize compliance to MCCSS and agency based cultural standards and services that includes representation from all agency service levels.

QA Areas

- Identification of areas to be improved
- Systematic data collection that is outcome focused
- Systematic data analysis
- Communication of results
- Review of Ministry audit results
- Development and implementation of improvements
- Ongoing monitoring and improvements
- Ongoing monitoring of service Complaints, Comments and Compliments

Extended Care Review & Foster Care Licensing Review – 2018-2019

- The Extended Care Review occurred in July 2018, and the Foster Care Licensing Review occurred in November 2018 by Ministry of Children, Community and Social Services.

- Both reviews results were very positive, acknowledged the connections youth in care have with their family and communities, quality of care provided and connections to available cultural services and supports.

- KGCF was granted another full Foster Care License from November 2018 to November 2019.
FIRST NATIONS PREVENTION PROGRAMS

All First Nation prevention programs are community-based, community directed, and community delivered.

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

Kina Gbezhgomi Child and Family Services continues to provide on-going support to our member First Nation communities whom deliver community-based prevention services by assuring statistical data is accurately reported to the Ministry on a quarterly basis.

Additionally, the agency continues to coordinate team meeting forums to allow opportunities for all prevention workers to collaborate in a number of initiatives and invites the First Nation teams to agency-based training and events.

Each First Nation identified team continues to work jointly with KGCFS team members relative to service delivery from the point of referral, service planning and ongoing supports with the child welfare services.

KGCFS has coordinated quarterly joint forums between the agency and First Nation prevention teams to discuss prevention programming, along with provide collaborative opportunities for KGCFS agency updates and provision of training and supports.
* Please note WRFN Family Support stats combined with Community Support stats due to dual role
COMMUNITY PARTNERSHIPS

KGCFS continues to enhance and strengthen community partnerships within the Districts of Sudbury and Manitoulin through continued collaboration of training initiatives, joint community events and agency presentations and through formal Community networks and protocol partnerships. The agency is currently reviewing all existing protocols with community partners to continue to strengthen partnerships and ensure that the protocols reflect the new Child Welfare legislation and age of protection.

Formal Community Networks:

- Maamwi Naadamadaa (UCCMM Affiliate organizations)- Manitoulin
- Gchi Mino Naadmaadwin Teg-Manitoulin
- Aboriginal Advisory Committee -(Manitoulin-Sudbury Best Start)
- Community Threat Assessment Steering and Operational Committee-Sudbury (Violence Threat Risk Assessment)
- Crown Ward Education Champion Team-Sudbury
- WUIR Interagency Committee and Case Management Committee-WUIR
- Wiikwemkoong Ontario Works Committee-WUIR
- Violence Against Women (VAW)/CAS Collaboration Steering Committee-Manitoulin & Sudbury
- Aboriginal Community Police Advisory Committee (ACPAC) - Sudbury

Protocol Partners:

In addition to our member First Nations, the agency would also like to recognize the on-going community partners whom have engaged in formal protocols:

- The Espanola Regional Hospital & Health Centre (ERHHC)
- The Wikwemikong Unceded Indian Reserve Tribal Police (WUIR TP)
- The U.C.C.M. Anishinaabe Police Service (UCCM Police)
- The Greater Sudbury Police Service (GSPS) - Joint Protocol amongst Child Welfare Agencies
- Manitoulin Family Resources Inc. (MFR)
- YWCA Sudbury (YWCA) – Genevra House
- The Manitoulin Health Centre (MHC)
- Manitoulin North Shore Victim Crisis Assistance & Referral Services
- Sudbury & District Health Unit Healthy Babies Healthy Children (HBHC) Program
- In development: -Wiikwemkoong Ontario Works
- Nookomisnaang Shelter- Wiikwemkoong
In Loving Memory

Stella-Rose Osawamick-Hogan
‘Nitaa-Miingwewzid-Kwe’

Sunrise: February 1, 1952
Sunset: January 18, 2019

KGCFCS would like to recognize and honour Stella Rose-bah who was employed as a Receptionist at KGCFCS Main Office.

Stella Rose-bah was steadfast in the promotion of the Anishinabemowin language and taking great care of the needs of KGCFCS employees and guests.