

*“Moving forward...honoring Northern  
children, families and communities.”*

**First Nations of Northern Manitoba  
Child and Family Services Authority**



**ANNUAL GENERAL REPORT  
2007—2008**



## VISION

*The voice for our children, a voice for our people.*

## MISSION

*We assert our natural right and responsibility for the wellbeing of our children, families, and communities.*

## VALUES

*We are committed to the wellbeing of our children, families, and communities, and to respecting our people's traditions and cultures.*



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## *Message from the Board of Directors*

### *Chairperson*

On behalf of the Board of Directors and staff of the Northern Authority, it is my pleasure to welcome all the participants to our 5th Annual General Assembly in Norway House, Manitoba.

Our theme this year is “Moving forward, honoring Northern children, families and communities”,

As First Nation People, we have a unique status in society, as well as a unique history. We need to acknowledge that our history has sometimes been painful. Our journey has often been a difficult one.

As we press on toward the future, we are mindful that we must move toward establishing a brighter future for the next generation.

We must honor our past by building a better future for our children and their families.

Ekosani,

Ed Primrose

Chairperson

*“Moving forward....honoring Northern children, families and communities.”*



## *Message from the Chief Executive Officer*

A wise person once said that the journey of a thousand miles begins with one step. As we release the 2007/2008 annual report for the First Nations of Northern Manitoba Child and Family Services Authority, I cannot help but think that this has been the case with the Northern Authority.

As the Interim Chief Executive Officer, I think back on each successive CEO and the contributions they have made for the Authority's on-going development and progress. I would like to take a moment to acknowledge their contributions and the vision which they've displayed during their terms as CEO's.

Throughout the developmental phases of the Northern Authority, each leader has remained true to the central value systems which lay the foundational building blocks of the organization. The Northern Authority is built on the tenets of respect, the principles of the AJI-CWI, and an unwavering belief in self determination for First Nation Peoples. It is our belief that services for children, families, youth, and communities can be effectively delivered with these principles intact.

I've been in the role of Interim CEO since August 29, 2008. Prior to this, I had been a Senior Policy Analyst for Changes for Children on behalf of the Authority, and just started on the Project called Differential Response for the Northern Authority.

In this brief time, I've had opportunity to meet with many of the stakeholders of Manitoba's Child Welfare System. It has become increasingly clear, that a definition of the role of the Authority is to be defined and relayed to each of the stakeholders. Much of the definition will come from the legislation, as well as established agreements of the AJI-CWI.

I've also been impressed with the importance of providing quality, effective and prompt service delivery for Agencies and Communities. As a former front line worker, I acknowledge that the work can be both rewarding, and difficult. It is therefore, essential, that services provided from the Authority, be timely and effective.

I look forward to the next year, and to the continuation of this journey.

Ekosi, Meegwetch,

Marie Lands B.S.W.



*First Nations of Northern Manitoba Child and Family Services Authority*

*Board of Directors*

<u><i>Name</i></u>	<u><i>Title</i></u>	<u><i>Agency</i></u>
Mr. Ed Primrose	Chairperson	Nisichawayasihk Cree Nation
Mr. Arnold Flett	Vice-Chairperson	Garden Hill First Nation
Mr. Larson Anderson	Board Member	Norway House Cree Nation
Mr. Daniel Hamilton	Board Member	Pimicikimak Cree Nation
Ms. Josephine Budd	Board Member	Opaskwayak Cree Nation
Mr. Darren Audy	Board Member	Wuskwi Sipiik Cree Nation

*Staff (Fiscal Year 2007-2008)*

<u><i>Name</i></u>	<u><i>Title</i></u>
Rose McKay	Chief Executive Officer
Bruce Unfried	Consultant
Cheryl Freeman	Chief Financial Officer
Shirley Allaire	Senior Manager
Anna Smith	Case Management Specialist
Henrietta Pratt	Policy Analyst
Theresa Henderson	Education & Training Coordinator
Amanda Azure	Administrative Assistant
Keith Guay	Foster Care Recruitment Coordinator
Marie Lands	Differential Response Coordinator
Garry Comegan	Resource Development Specialist
Mary Werba	FASD Specialist
Winona Young	Executive Assistant
Elijah Garson	Office Administrator

*Staff (Recruitment 2008-09)*

Joanne Crate	Statistician Clerk
Andrea Grynol	Foster Care Coordinator
Pamela Friesen	Executive Assistant
Eileen Young	Finance Clerk
Terri Sinclair	Intake Specialist
Shirlene Asham	Senior Policy Analyst
Cybil Williams	Senior Policy Analyst
Mary Sayese	Administrative Assistant
Alfred Muswagon	Interim Case Management Specialist
Eugene Peterson	Social Policy Analyst
Mary Anne Clarke	Resource Development Specialist

## Agency Executive Directors



Mr. David Monias, Executive Director  
Awasis Agency of Northern Manitoba  
101-701 Thompson Drive  
Thompson, Manitoba R8N 2A2

Sub Offices: Winnipeg, Thompson, Cross Lake, Barren Lands, Fox Lake, God's Lake Narrows, God's River, Northlands, Oxford House, Sayisi Dene, Shamattawa, Tataskeweyak, War Lake & York Factory First Nations



Ms. Linda Constant, Executive Director  
Cree Nation Child & Family Caring Agency  
P.O. Box 10130  
The Pas, Manitoba R0B 2J0

Sub Offices: Winnipeg, Thompson, Chemawawin, Grand Rapids, Marcel Colomb, Mathias Colomb, Mosahiken, Sapotaweyak & Wuskwi Sipiik First Nations



Mr. Alfred Wood, Executive Director  
Island Lake First Nations Family Services  
General Delivery  
Garden Hill, Manitoba R0B 0T0

Sub Offices: Winnipeg, Garden Hill, Red Sucker Lake, St. Theresa Point & Wasagamack First Nations



Mr. Clarence Paupanekis  
Executive Director  
Kinosao Sipi Minisowin Agency  
P.O. Box 640  
Norway House, Manitoba R0B 1B0

Sub Offices: Winnipeg



Mr. Felix Walker, Executive Director  
Nisichawayasihk Cree Nation Family & Community Wellness Centre  
P.O. Box 451  
Nelson House, Manitoba R0B 1B0

Sub Offices: Winnipeg, Thompson, Nelson House & O-Pipon-Na-Piwin Cree Nation



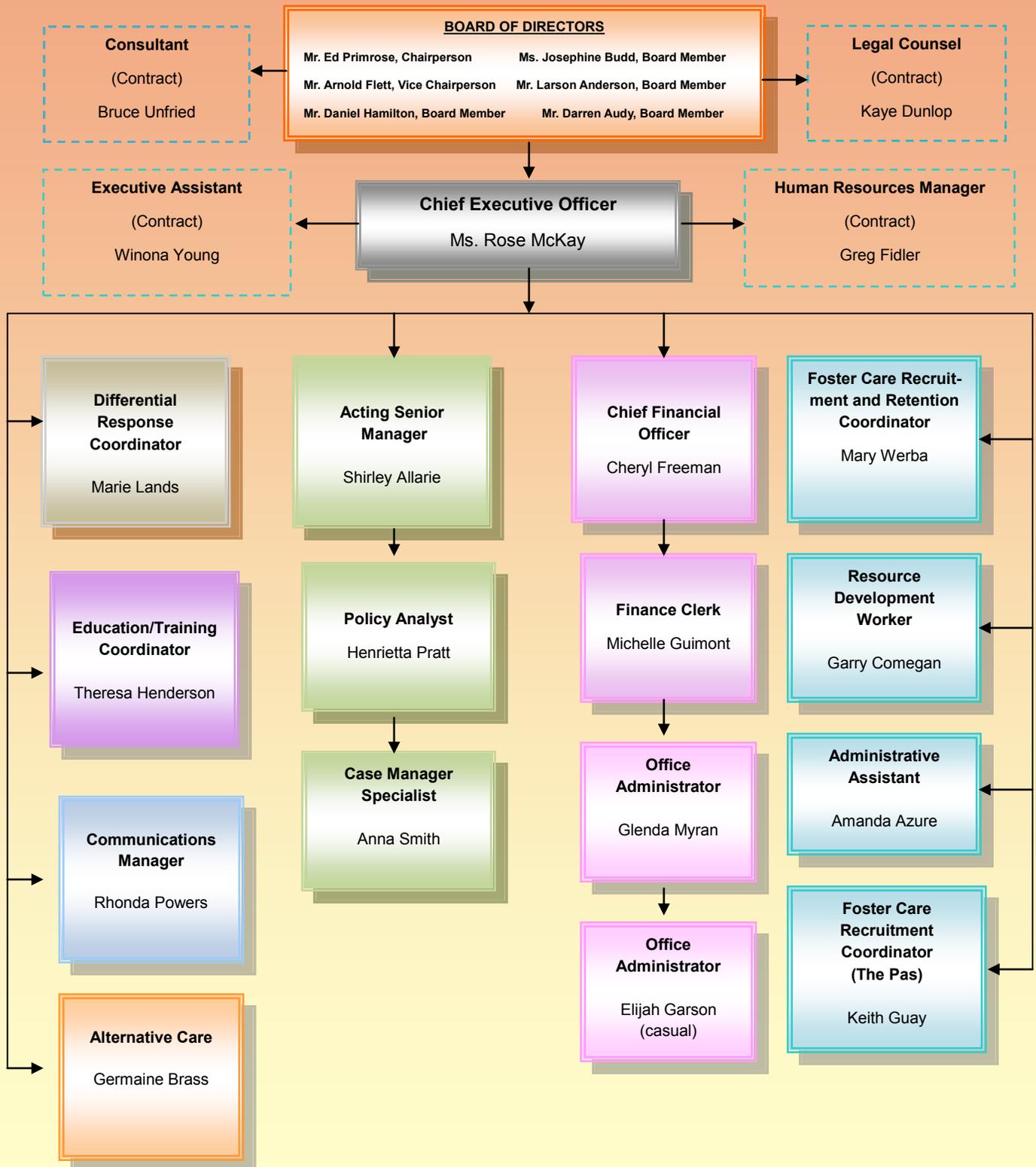
Ms. Diane Deschambeault,  
Executive Director  
Opaskwayak Cree Nation Child & Family Services  
Box 10550  
Opaskwayak, Manitoba R0B 2J0

Sub Offices: Winnipeg

# *First Nations of Northern Manitoba Child and Family Services Authority*

## *Organizational Chart*

*April 1, 2007 - March 31, 2008*





## *Northern Authority Work / Program Activities Report*

**Submitted by Bruce Unfried, Consultant**

The key work activities over the past nine months have included:

Working with the Province, Cree Nation Child and Family Caring Agency and the Designated Intake Agency (NCN) in assisting the communities of Lynn Lake, Leaf Rapids and the Marcel Colomb First Nation in developing new strategies and initiatives to deal the delivery of services to these communities. I have assumed the role of facilitator for the project and the needs assessment reports on each community have been completed. This has included trips to Lynn Lake, Leaf Rapids and Thompson for community consultations. A community meeting to begin to implement the key recommendations was held in Lynn Lake on August 25 and a similar meeting is slated for Leaf Rapids on September 4.

Working in partnership with INAC, CNCFCA and the Province in developing a work plan for the Section 4 Review of Cree Nation Child and Family Caring Agency. This review commenced on October 1, 2007. An interim report was completed in November, 2007; a Final Draft Report of the Review was completed and hand delivered to the Executive Director of the Agency on January 31, 2008. A follow up meeting was held with the Board and senior staff on March 18, 2008. A meeting to finalize the recommendations was held on set for April 16, 2008 and the Review was released on August 6, 2008.

Working in conjunction with the Awasis Agency staff in completing a series of responses to recommendations included in a child specific report of the Chief Medical Examiner;

Worked with Authority staff to develop an appeal mechanism for foster parents when children are removed from their care;

Providing case/program consultation to Agency staff (CNCFCA, ILFNFS, OCN, KSMA, AWASIS & NCN) and to staff at the Northern Authority;

Compiled information for specific job descriptions for the Northern Authority:

Involved in implementing recommendations from the Strategic Plan of the Northern Authority;



Worked on the content of the Personnel Policy Manual. This document was completed in a draft format for inclusion in the Orientation Manual;

Attended meetings with Agency Directors and senior management upon request; also attended weekly staff meetings of the Authority;

Commenced work on a proposed training schedule for the Board of Cree Nation Child and Family Caring Agency;

Developed an outline for Board development for Island Lake First Nations Family Services; and

Completed tasks as assigned by the Chief Executive Officer.



*First Nations of Northern Manitoba*

*Child and Family Services Authority - Administration Report*

**Submitted by Shirley Allarie, BSW (Senior Manager)**

The fiscal year of 2007-08 was a busy year with specific issues and in building stronger relations with the six mandated agencies. We have had very supportive staff and the agencies and I are also sad to see some of the staff leave the Authority. I would like to acknowledge the many contributions of our C.E.O. Rose McKay during this time, as her dedication and community-based approach will continue to be felt by all, and I am hopeful that our paths will cross again. We have all strived for a First Nations perspective in advocating for the Northern First Nations communities and agencies issues.

The main area of development this year was in the development of strong communication with the agencies, in an effort to work jointly together. The agencies and First Nations leadership have been instrumental in supporting the Authority's work at striving to advocate to the province for Northern First Nations governance systems. This was evident during the Section 4 Cree Nation Review which opened the door to building a stronger relationship between the leadership – M.K.O. and the Northern chiefs – and the Authority. This progress is in keeping with the training I have received since childhood, and is part of my purpose in working with Northern Authority and is what I continue to strive for.

The Authority initiated a new approach with the Cree Nation Review, in a way that has not been done in the past. The focus of the Review was to work with and empower the agency so that the recommendations can be implanted successfully at the community and agency levels. This has required additional time, resources, effort and commitment from all involved parties, and will be an ongoing learning process for all involved.

Northern Authority has a higher number of child deaths compared to the other parts of the province, due in large part to the geographic and social situations within Northern First Nations agencies and communities. The agencies have displayed commendable expertise and resiliency in their work in crisis situations. Their approach and abilities are exemplary, and they have come to request assistance from the Authority when required. A new relationship is now developing out of this joint effort of working together in a hands-on approach. It is strengthening both the Authority and the agencies.



A new Child Death Notification Report was developed in collaboration with the agencies, the province and myself on a trial basis for six months beginning on September 1<sup>st</sup>, 2007. During this time the new reporting system was developed to reflect the needs of the agencies and also to identify the fact that all of our agencies work well beyond the basic child protection mandate. The agencies ensure that multiple supports are provided to the families, communities and all affected by the loss, as is in keeping with the communities' traditions, values and resiliency that are a part of the Northern First Nations culture that has been a part of my culture. The information gathered within the Child Death Notification Reports assists the Authority in advocating even stronger for the six mandated agencies by providing us with statistics and specific recommendations to advocate for the needed resources for our agencies.

Another key role as Senior Manager was to attend weekly Standing Committee meetings with the C.E.O. and advocate to the other Authorities and province for the Northern First Nations agencies. The issues brought forth at Standing Committee were brought forward to the agency Executive Directors to keep them informed and to give them the opportunity for feedback. This gave the C.E.O. and my self the necessary information to go back to the Standing Committee to effectively advocate on their behalf.

As Senior Manager, I over see the Authority Intakes, all of the Special Needs, and Foster Care and Placement Resources staff and work. These areas require daily involvement and are very time consuming. Another major area that I cover is Human Resources, and we were successful in obtaining resources dollars for a six month term position for the Authority and we continue to advocate for the human resources positions within the agencies as well. This position also requires a lot of work with collateral authorities and agencies to make sure that they are providing culturally appropriate services to the community members of the six agencies. This will be an ongoing service from Northern Authority as it is a key and integral role and responsibility since the AJI-CWI was implemented.

Due to the re-structuring of CFS in Manitoba, Northern Authority has had to develop its own identity, work plan and processes. We have worked to develop services from a Northern basis, which meets the needs of our children and families. With the authorities being newly developed, it is an opportunity for the Northern First Nations agencies and leadership to work together and change the child welfare system to fit the needs of our First Nations communities and agencies. I look forward to continuing my work with the Authority and continuing to develop strong, open communication with the agencies and leadership in order to do my job effectively.

Ekosi  
Shirley Allarie, BSW  
Senior Manager



*First Nations of Northern Authority Manitoba Child and Family  
Services Authority Interim Changes for Children Update*

The following report is submitted by Marie Lands – Senior Policy Analyst with Changes for Children on behalf of Northern Authority. This report outlines the background information for the position and activities performed between April 1, 2008 to March 31, 2008.

**Position Summary:**

This position reports directly to the Chief Executive Officer and is responsible for representing the Northern Authority on the Changes for Children Implementation Staff Team.

The Senior Policy Analyst is involved in the development of detailed implementation plans, research activities, partnership strategies, and a communication plan. The scope of activities require the possession of an in-depth knowledge of the child welfare system, a high level of initiative, excellent communication skills, and a collaborative approach to work.

Continuous duties and responsibilities for the role of the Implementation Staff Team Member is related to research, analysis, identification and development of partnerships, communications, and liaison between Implementation Team Office and Northern Authority and Agencies.

**Development of Changes for Children Projects:**

There are 20 projects and 57 sub-projects within the Changes for Children Initiative. They are all time consuming projects and demanded a lot of research and group participation in carrying out the tasks. All the Senior Policy Analysts continued to do preparation and planning to address the 289 recommendations. All the projects had Statements of Work developed in order to direct the Design Teams working on the Projects. The focus in this reporting year was on the three larger projects below, as most other projects were operating simultaneously and directed from Standing Committee.

The Child and Family Services Information System (also known as CFSIS) was tendered to the IBM Company and is called the Information Matters Project. The first step was to consult the front-line and management employees by use of focus groups. The project will go into the next phase to analyse the information gathered and provide a report to the Standing Committee.



The Authority in consultation with the Executive Directors of the six agencies has created a Differential Response (DR) Work Plan to determine what the needs of the Agencies and Authority will require. The DR model is currently in a developmental phase. The Authority was also involved in a Research Working Group to determine a Standardized Risk Assessment Tool that will be applied when assessing the level of risk to ensure the proper streaming for Differential Response.

Throughout the year the Northern Authority has sat as advocates within the INAC Prevention Focus Approach. A Design Team was selected to create the framework. A Costing Out team was created to address what a Prevention Focus Approach would cost within First Nations Communities. Members of both teams consisted of Executive Directors, Chief Financial Officers of the First Nations Authorities and Agencies, the Province, and INAC.

The Changes for Children Staff Team met quarterly with the Office of the Ombudsman and Children's Advocate.

For further details on the projects please see the website: [www.changesforchildren.mb.ca](http://www.changesforchildren.mb.ca)

There is also a year end update distributed annually by the Changes for Children office that is mailed out to all agencies and other public agencies.

**2007/2008 Goals:**

This year a major focus of my work will be on the proposed new service delivery model called Differential Response. The task in developing a framework with the Northern Directors throughout the year will be the area of focus.

On-going work of the Changes for Children entails regular attendance at Northern Authority staff meetings and Implementation Staff Team meetings.

Changes for Children Staff Team has a formal working relationship with the Joint Training Unit to address the project recommendations related to training. Those projects are: Training in Case Management Foundational Standards, Orientation for New Child and Family Service Staff, Compilation and Distribution of Educational Materials, Specialized Training in Abuse Investigations, Developing New Training Curricula, and Freedom of Information Privacy Protection Act /Child and Family Services Act Interface.



**Acknowledgements:**

I would like to thank Rose McKay for giving me an opportunity to be exposed to a broader in-depth area of policy analysis in child welfare. The kind of work that the policy analysts were exposed to has allowed me to gain more insight into many new ways of how much more the system needs to change in meeting children, youth, family, and community needs.



## *Fetal Alcohol Spectrum Disorder Report*

**Submitted by Mary Werba, BSW, RSW (Specialist)**

I am grateful for the opportunity to represent the Northern First Nation CFS Agencies in the role of FASD Specialist. In this emerging field of work in the area of FASD I hesitate to refer to myself as a specialist. I consider myself a child welfare worker, advocate and parent of a child with a developmental disability.

I have lived and worked in many First Nation communities and experienced first hand the challenges in navigating the system and obtaining the resources that are necessary both as a worker and as a parent.

I look forward to using my past work and life experiences to work in consultation with the six agencies in defining, developing and supporting FASD related resources.

### **Position Summary:**

The incumbent serves as a policy and program development consultant with a specialty in the area of Fetal Alcohol Spectrum Disorder (FASD), substance abuse disorders and related issues for children, high-risk women and families. The incumbent will oversee the development of best practice models and service standards for working with: children affected with FASD who are involved with the child and family service system; families and/or caregivers of children affected by FASD; pregnant women at high risk of misusing substances who are involved with the child and family services system; and youth with FASD transitioning out of the child and family services system; and any other areas identified and prioritized by the CEO or by the Child and Family Services Standing Committee. The incumbent participates in the implementation of CEO or Standing Committee priorities pertaining to FASD and makes recommendations to the Authority or Standing Committee on actions taken or actions necessary.

The FASD Specialist is involved with researching, analyzing and developing Authority-specific and agency delivered programs and policies consistent with approved policies/standards and goals and the Provincial Coordinated FASD Strategy. The FASD Specialist has responsibility for developing, implementing, delivering, and evaluating the services associated with the Authority's and its agencies' FASD programs and services. The incumbent will be available to interpret policy, provide consultation, support and education for Authority and agency staff and the community on FASD programs, services and issues. The incumbent will provide leadership, expertise, support, advice to Authority and agency staffing these programs and services. The incumbent will represent the Authority on working groups, committees or teams.



## *Foster Care Recruitment & Retention Report*

**Submitted by Mary Werba, BSW, RSW (Coordinator)**

By May of 2007, the three teams developed as a part of the “Changes for Children” initiative had undertaken a number of Team related tasks and developed comprehensive Authority specific and general work plans. The identified goal was to create 300 new foster care beds.

The 2007-2008 work plan for the Foster Care Recruitment and Retention Coordinator’s activities within the Northern First Nation CFS Authority was created with the following goals in mind:

- ◆ Utilizing a consultative approach with the Agency Directors and Alternative care staff.
- ◆ Incorporation of Northern First Nation best practices in Alternative care when ever possible.
- ◆ Utilizing individual strengths and building the capacity of the six Agencies to address issues related to Alternative Care programming.

**A broad overview of the 2007-2008 Northern Authority Alternative Care Recruitment/Retention/Activities are as follows:**

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### *Joint Foster Care Recruitment and Retention Team*

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**The Joint Authority Foster Care Recruitment and Retention team activities included:**

- ◆ Hosting Information sessions for prospective foster parents throughout the province in the Recruitment effort.
- ◆ Coordinating a Foster Care Symposium in the city of Winnipeg that created a networking opportunity for agency based alternative care staff and an occasion for prospective foster parents to meet CFS agency representatives
- ◆ Ongoing coordination and support of the “Foster Care Recruitment telephone Line” as a member of the Joint Authority Foster Care Recruitment Team. This involved intake coordination on a biweekly basis.
- ◆ Compilation of data from the recruitment telephone line for statistical purposes.
- ◆ Coordination of Foster Home Study training for agency workers.
- ◆ Participation with the larger “Hotel Reduction Strategy Team” in the development of new resources, collecting statistical information, Group 2 resources (assisting community members to create facility proposals, media events regular meetings.



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*Northern Alternative Care Network Committee*

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The committee discusses topics related to Northern Alternative care and resource development and is a setting for the sharing of best practices, joint planning and communication between the six Northern First Nation CFS agencies.

- ◆ Providing ongoing support and communication with the Alternative care advisory committee -Northern Alternative Care Network. This included coordinating the development of terms of reference and preparing a schedule of ongoing meetings/agendas and chairing meetings on a rotation basis.
- ◆ Development of the Northern Foster Care orientation materials and Northern Foster Parent Manual with the Advisory sub committee members: Kim Schellenberger (KSMA), Bev Robinson (AWASIS) and Johnson Harper and Lena Monias (ILFNFS).

The emphasis was to develop materials that were concise, participant friendly, culturally and linguistically specific and relevant to the experiences of Northern care providers.

The general orientation was developed by the sub committee members with the intent that each agency could take the general orientation materials and incorporate their own Agency philosophy, mission statements, and logos, cultural and linguistic individuality.

The Authority role would be to assist with a number of group orientations and to build the capacity of agency workers to deliver their own schedule of foster parent orientation sessions or one-to-one orientations as needed.

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*Foster Care Curriculum Design Team*

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- ◆ Participation as the NA representative on the Foster Parent Curriculum Design Team.

The purpose of the Team is to develop new or modified content specific to Competency Based Training (CBT) to implement the recommendation pertaining to foster parent training made in the Ombudsman's report **Strengthen the Commitment: An External review of the Child Welfare System**, September, 2006

This work will occur in two phases. **Phase I** will result in the identification of foster parent needs (general and specialized) through review of existing foster parent materials, best practice literature and consultation (including consultation with foster parents). **Phase II** will result in the development of new or modified foster parent training curricula including additional specialty modules based on foster parent training needs identified in **Phase I**.



The final product will be the development of new or modified foster parent training curricula within the foster parent CBT modules (including specialty modules). Finalized modules will form the Foster Parent Training Manual. The team will also give consideration to how the CBT training curricula will be used to facilitate a leveling system for foster parents that will be dependant on the completion of specific training levels. The team will also discuss and make recommendations regarding a delivery system for foster parent training.

As the Northern representative in the initial meetings for this Design team the tasks involved establishing of roles and the development of the terms of reference and budget for the team. Specific efforts were made to seek out other Provincial training models that would be of benefit to Aboriginal and Northern caregivers. Preliminary discussions were underway with the BC Federation of Aboriginal Foster Parents who were currently participating in the process of revising the Provincial foster parent training curriculum.

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### *Alternative Care Sub Committee*

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This committee is a sub committee of the Standing Committee and serves to address topics related to Alternative Care such as Standards, children in care policies (passports, smoking in foster homes, bursaries for children in care, etc).

- ◆ Participation as the Northern Authority representative on the provincial Alternative Care sub committee (ACS)

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### *Authority Specific Roles and Responsibilities*

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- ◆ Intake on a Rotation basis
- ◆ Participation in Section 4 review process
- ◆ Participation in Northern Authority Operational Planning
- ◆ Development of the Foster Care Appeals committee
- ◆ Participation in the development of guidelines for the use of Youth Mentorship, Youth Engagement and Vision Catchers funding.
- ◆ Coordinated the process for establishing 2 Northern Youth Leaders for the groups "Voices! Manitoba's Youth in Care Network ".



## Foster Care Recruitment Report

Submitted by Keith Guay, BSW (Coordinator)

Tansi/Hello:

My name is Keith Guay. In 1997, I graduated from the University of Manitoba School of Social Work in Thompson, MB

I joined the team of the Northern Authority in July of 2007 and was hired to represent the Northern Authority as their Foster Care Recruitment Coordinator.

My office is located in The Pas, Manitoba. I currently rent office space from The Pas Friendship Centre.

### **Position Summary:**

This position entails the implementation of the Province's Foster Care Recruitment Initiative.

### **Roles & Responsibilities:**

My roles and responsibilities entail:

- ◆ Work in collaboration with the Resource Development Specialist and other team members
- ◆ Increase the number of available beds for children who come into care
- ◆ Develop support systems and training programs for the foster parents
- ◆ Further help develop culturally appropriate standards, Authority specific, and pertaining to alternative care
- ◆ Assist in complaints, foster home investigations, and inquiries about Foster Care Recruitment.

Activities that have taken place throughout the year commencing April of 2007 up until March 31, 2008, are as follows:

- ◆ Attend monthly meetings in Winnipeg pertaining to the following committees:
- ◆ Foster Home Appeals Committee, Resource Committee meetings, Northern Alternative Care Network Committee
- ◆ Attend CFSIS training located in Winnipeg
- ◆ Completing home studies for OCN CFS and provide support to other agencies such as, Cree Nation CFS, Cross Lake, and Norway House
- ◆ Completed Foster Care Orientation to foster parents located in The Pas, OCN and Cree Nation CFS
- ◆ Delivered Foster care Orientation to the Foster parents located in Thompson, Manitoba in conjunction with the Caring for you Department
- ◆ Working in conjunction with the "Caring for you Department" delivered a one day Foster Care Symposium in Thompson
- ◆ Foster parents representing OCN CFS and Cree Nation CFS attended CPR and First Aid training
- ◆ Foster Care Orientation will take place in the communities of Cross Lake and Norway House Manitoba on September 31<sup>st</sup>, and October 3<sup>rd</sup>.
- ◆ Future planned events and training will take place in these same communities which will include, First Aid and CPR training, and water safety training etc.

This past year has been rather busy for the Northern Authority Foster Care team and the Resource Development Specialists. Many activities/training have been implemented throughout the year as mentioned above. It should be noted that many other activities/training to take place are currently in the process of either being developed or in the process of being developed and/or researched.

In closing, I would like to take this opportunity to thank the Board of Directors, the Chief Executive Officer, Rose McKay for her continuous support and the Northern Authority team.



## *Resource Development Report*

**Submitted by Garry Comegan, BA (Specialist)**

The following report is submitted by Garry Comegan, Resource Development Specialist. This report outlines the background information for the position and activities performed between April 1, 2007 and March 31, 2008.

### **Background information for Position Summary:**

The Hotel Reduction Strategy Worker – Team II Resource Worker position was made a permanent position for the Northern Authority and renamed to Resource Development Specialist effective on March 31<sup>st</sup>, 2008. Monitoring the hotel usage for all the agencies will continue from the Northern Authority. The position requires developing positive working relationships with the Agencies and to acknowledge the hard work that is being produced by the agencies.

Hotel placements are still a priority and limited to specially-approved exceptional circumstances.

Hotel usage has been re-activated to have the agencies report on a weekly basis to the Northern Authority.

Hotel usage has not been used to a great degree, only to extreme cases of special needs individuals where the alternative is not sufficient. The Authority is in a position to approve these hotel stays.

The Authorities' hotel-use strategy is a continuing struggle having to find suitable placements for children that have special needs; it's an ongoing issue to develop specialized resources for the long term. Reasons that resources are insufficient for the Authority and the agencies to develop alternate placements.

A hotel usage stats template is still used to gather daily statistics of children placed in hotels.

The following chart is a synopsis of the last fiscal year to the total hotel usage from the agencies. There is also a line chart provided for the all the Northern Authority's agencies hotel usage for the year.

### ***Northern Authority Hotel Stats by Agency for the Months of April 1<sup>st</sup>, 2007 and March 31<sup>st</sup>, 2008***

Agency	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar
<b>Total</b>	<b>8</b>	<b>8</b>	<b>17</b>	<b>20</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>7</b>	<b>0</b>



## **Duties and Responsibilities:**

Resource Development Specialist includes developing a systems wide policy to govern new hotel admissions and protocols and procedures to reduce the number of and length of current admissions. I have assisted in the development of a job description and roles and responsibilities and it is continuously being defined as the position develops over time. Priorities in this position is monitoring the hotel usage and supporting the agencies in developing the resources they identify.

The Northern Authority created a resource committee called the Northern Authority Alternative Care Network Committee (NACNC) that is inclusive of Agency appointed Representatives. Responsibilities in this committee are shared and meet on a monthly basis. The purpose of the committee is to provide information as it relates to policy and procedures and discuss on going issues that leads to problem solving for the agencies' committee members.

During this past year the following resources were identified and created:

- The development of the Nisichawayasihk Cree Nation & Community Wellness Centre Four Bed Units in Nelson House with a lot of hard work from the agency's staff, completed.
- Ongoing resource developments in Lynn Lake and Leaf Rapids.
- The Northern Authority is also assisting with Snow Lake's proposal to develop an 8 bed residential unit in that area that will prioritize the Northern Authorities' agencies with placements.
- On-going resource development as requested by agencies

Support for OCN to build a partnership w/MYS for resource development

Additional responsibilities include participating on assigned committees such as the Youth Core Training Committee and that is to develop standards for Youth Care Workers. This will involve participating in revising the educational curriculum with the Department of Family Services and Housing, Red River Community College and the other Authorities that will address training solutions in identified areas of concerns.

The future plans for this position will continue to support agencies in identifying the needs for their children in care.

Ekosi!

*Garry Comegan, BA*

Resource Development Specialist



# *Foster Family Recruitment & Hotel Usage Strategy Report*

Submitted by Amanda Azure, Admin. Assistant

## **Position Summary:**

This position is responsible for providing needed administrative support for the Foster Family Recruitment Strategy and the Hotel Usage Reduction Strategy and includes general office duties and support for staff in preparation for and during meetings and planning sessions.

## **Duties and Responsibilities:**

<b>Responsibilities</b>	<b>Duties</b>
<i>General Administrative Support</i>	Providing general administrative support to the Foster Family Recruitment Coordinator and the Hotel Usage Strategy Coordinator, including: Taking and relaying messages, as required. Typing correspondence and other documents, as requested. Maintaining electronic and hard copy files related to both the Foster Family Recruitment and Hotel Usage strategies.
<i>Administrative Supports for Meetings</i>	Attend and act as recording secretary for meetings related to the Foster Family Recruitment strategy. Prepare information required for meetings and planning sessions. Prepare and distribute minutes and other information, as requested.
<i>Other Duties</i>	Other duties as requested by Senior Resource Specialist.

## **Brief Update:**

I started my position here at the Northern Authority on March 5, 2007. This year I have been involved in many aspects here at the authority, which has been a great learning experience for me.

I assisted in developing and designing three newsletters for the authority. I attended various meetings and was asked to do minutes for said meetings. As a part of the recruitment efforts, I assisted in coordinating and organizing various recruitment activities; such as: symposia, information sessions, and general orientations. For these events I assisted in designing brochures, flyers, PowerPoint presentations and various other items. As part of the Foster Care Recruitment & Retention Strategy between all four Authorities, I designed the year end report, and disseminated the Central Recruitment Line data for the report.



## *Education and Training Report*

Submitted by Theresa Henderson, BSW (Coordinator)

The following program report of the Education and Training Coordinator outlines the functions and activities performed to date from April 1, 2007 to March 31, 2008.

### **Position Summary:**

Under the direction and supervision of the Chief Executive Officer, the Education and Training Coordinator plays a lead role in identifying and responding to training needs within the Authority and consulting with the mandated agencies in regards to training issues and needs.

### **Brief Update:**

This past year has been an interesting and challenging year in the position as the Education and Training Coordinator especially with the training recommendations that have come out of the Child Death Reviews. Most of these training recommendations are still in the planning and development stage with all four Authorities working with the Provincial Training Coordinator and the Changes for Children working group.

The agencies have been approaching the Northern Authority with training requests and we are doing what we can to meet the requests. We have assisted by developing and facilitating training and by taking the training right to the communities.

### **BSW/Aboriginal Child and Family Services Diploma Program**

I had received 42 names of people from the different agencies who were interested in the program but only received 22 applications. These were forwarded to the U of M ACFS program. I met with Cathy Rocke and Marnie Johnastick in August 2008 as many of the applicants were having difficulty in securing sponsorship. This program has been postponed until January 2009 to give the students time to secure funding for the program.

## *Education and Training Activities*

TRAINING	TARGET GROUPS	OFFICE	NO. ATTENDED	DATES	COMMUNITY	FACILITATOR
<b>CHILD ABUSE TRAINING</b>	Supervisors and staff members	AWASIS	27	June 5-7/07	Thompson	Dr. Debbie Lindsay/ Pat Zacharias – Child Protection Centre
		ILFNFS	22	June 19-21/07	Winnipeg	
<b>CHILD DEATH NOTIFICATION TRAINING</b>	Island Lake First Nations Fam. Serv. Super/Staff	ILFNFS	15	April 24/07	Island Lake	Theresa Henderson, NA
<b>CRITICAL INCIDENT STRESS MANAGEMENT</b>	Agency supervisors and staff	CNCFCA	9	Oct 30-Nov 1/07	The Pas	Gord Favelle – Office of the Fire Comm.
		AWASIS	22	Dec 11 – 13/07	Thompson	
		ILFNFS	25	Feb 5-7/08	Island Lake	
		NA/WPG	8	Mar 11-13/08	Winnipeg	
<b>FORENSIC CHILD ABUSE INTERVIEW TECHNIQUE</b>	Agency supervisors and staff	AWASIS	3	Nov 19-23/07	Thompson	Tom Griffin – White Buffalo Consulting
		OCN	1			
	DIA staff	CFCFCA	2			
	Agency staff	NCN	1			
	DIA staff	NCN	2			
	staff	KSMA	4			
	staff	NA	1			
<b>CHILD ABUSE COMMITTEE TRAINING</b>	KSMA/NCN committee members	KSMA	6	Nov 15/07	Norway House	Anna Smith & Theresa Henderson, NA
	Staff members	KSMA	4	Feb 13/08	Thompson	
	Committee members	NCN	6			
	Staff members	NCN	2			
<b>RELATIONSHIP BASED STRENGTH APPROACH TRAINING</b>	Agency reps, authority staff, foster parents, respite workers	Partnership NA, SA, MA, GA	8	Dec 3-4/07	Winnipeg	Steve DeGoot-Myriad Consulting
			8	Dec 11-12/07	Winnipeg	
			15	Feb 27-28/08	Thompson	
			24	Mar 12-13/08	The Pas	
<b>CONFLICT RESOLUTION SKILLS TRAINING</b>	Authority staff	NA	1	Nov 28-29/07	Winnipeg	OSD
<b>FASD</b>	Agency & authority staff, foster parents and support workers	Agency	16	Feb 7-8/08	The Pas	Leilani Buschau-FAFAM
		NA	2			
		NA	15	Feb 21-22/08	Thompson	Susan Oppie-Myraid Consulting
		GA	1			
<b>ASIST T4T TRAINING</b>	NA staff and agency staff	Agency	1	Feb 25-29/08	Winnipeg	ASIST trainers
		NA	4			
<b>CHILD ABUSE TRAINING AND CHILD SEXUAL EXPLOITATION WORKSHOP</b>	Agency staff, community leaders, board and council members.	ILFNFS	29	Mar 18-19/08	St. Theresa Point	Dr. Charles Ferguson-Child Protection Centre, Wendy Scherich/Cheryl Martinez – Child Protection Branch
<b>KLINIC – CRISIS COUNSELLING TRAINING</b>	Authorities	Partnership NA, SA, GA, MA	10	Mar 17-18/08	Winnipeg	Klinic

Other Training Opportunities not arranged by E & T Coordinator but paid for by NA Education and Training Budget;

<b>TRAINING</b>	<b>OFFICE</b>	<b>DATES</b>	<b>COMMUNITY</b>
<b>CORE 101</b>	ILFNFS	Jan 8-10/08	Island Lake
<b>CORE 102</b>	ILFNFS	Jan 28-Feb 1/08	Island Lake
<b>CORE 103</b>	Island Lake	Feb 26-28/08	Island Lake
<b>CORE 104</b>	Island Lake	Mar 11-13/08	Island Lake
<b>FACILITATION SKILLS</b>	Northern Authority	Mar 4-5/08	Winnipeg
<b>GANG PREVENTION WORKSHOP</b>	NORTHERN AUTHORITY	Mar 4-5/08	Winnipeg
<b>POLICY &amp; PROCEDURES MANUAL TRAINING</b>		Mar 26-27/08	

The following are training recommendations from the Child Death Reviews that the Joint Training Unit and Provincial Training Coordinator are currently working on and the status of each project:

Orientation to the Child Welfare System with a focus on the realities of child welfare - The Joint Training Unit team had developed a five day outline for Orientation to the Child Welfare System for new and existing staff in the child welfare system. This was presented to the Standing Committee in June 2007 and it was not approved. This has been on hold since that time.

Critical Incidents Stress Debriefing Training – this training has been developed and has been presented for agency staff (see above report)

Training in Case Management Standards – This is still in the development stage.



Developing new Training Curricula – The Design and Work Development plans for supervisory and foster parent training have been recently been approved by the Standing Committee and these projects are in the initial stages. Two committees have been formed. Northern Authority representative for the Supervisor Training is Beverly Robinson from Awasis Agency and for the Foster Parent Training, the representative is Maryanne Clarke.

Mentorship of New Staff and Peer Support Stress Management Training – this project has not yet been developed.

Compilation and Distribution of Educational Materials- Suicide Prevention comic books targeted for the young audience and Water Safety pamphlets were mailed to all northern agencies and communities to be distributed. We still need to compile and distribute material on gun safety, gay, lesbian and transgender youth and proper storage of toxic substances and medications.



## *Human Resource's Report*

**Submitted by Greg Fidler, Manager**

### **Position Summary:**

The Human Resources Manager coordinates and provides a full range of HR services including the areas of staffing, classification, labor relations, human resource planning, training and development, performance management, employee counselling, HR policies and procedures and employment equity. In addition, the Manager, Human Resources will participate in a wide variety of human resource activities and projects across the Authority.

### **Duties and Responsibilities:**

#### **Core areas of responsibility:**

Provides guidance, advice and direction of management on all aspects of labor relations activities including assessing appropriate discipline, negotiating settlements to dispute issues, etc in order to mitigate the liability.

Is actively involved in investigation and remedial action, (i.e. reasonable accommodation, on problematic long-term disability, a short-term disability and Worker Compensation cases, which may result in significant cost savings to the Authority).

Responsible for investigating sexual and other harassment allegations and respectful workplace concerns and recommending appropriate corrective action.

Provides guidance and counselling to employees and supervisors relative to various benefits/programs such as Workers Compensation, Family Related Leave requests, Long term Disability and Employee Assistance Program.

#### **Recruitment & Selection:**

This position is accountable for ensuring all recruitment and selection activities are carried out in accordance with the various Acts/Regulations, policies, procedures, predetermined selection standards and collective agreements to meet operational needs.



### **Accomplishments:**

During my tenure as Human Resource Manager with the First Nations of Northern Manitoba Child and Family Service Authority from January 14, 2008 – June 27, 2008, has been very busy, especially in the area of staff recruitment, researching job positions for job posting and descriptions, salary scales, scheduling, initiating an interview team and hiring. We were successful in hiring 11 new positions giving the Northern Authority a staff compliment of 22 members.

Other duties involved recreating an organizational chart to include all positions, being part in the creation of orientation manuals for each job position and worked on the revisions of policies and procedures and appropriate forms for Board ratification. Attended meeting with both MMF and Southern Authority HR workers to review the Benefits packages of each Authority. Counsel individuals in the area of staff conflict, resolution and Labour laws. Attended weekly staff meetings and assisted in interviewing for an Administration for the Joint Training Unit. Developed proposals for the renewal of contract positions and assisted staff in areas of AGM, clarifying roles and responsibilities and developed Human Resource reports for monthly Board of Directors meetings. All in all it has been a busy few months for the Human Resource Department.

### **Acknowledgements:**

I would like to take this time to acknowledge Northern Authority for the wonderful learning opportunity bestowed on me as the Human Resource Manager. It provided me with the opportunity to learn about the many different job responsibilities that are undertaken by staff and their challenges within them. I believe that the Northern Authority have the right people staffed in the right positions giving them the manpower to make powerful and positives changes for our children, families and communities. It is a delight to meet so many hard working dedicated people all working towards the betterment of social justice for Northern Aboriginal people. It gives me great pleasure to have been apart although small in this venture. I wish the Northern Authority and its Board of Directors the very best in all their future endeavours. Again thanks for the excellent opportunity.



## Office Administration Report

Submitted by Elijah Garson, Office Administrator

### Reception Duties:

- ◆ answers incoming/outgoing calls/emails
- ◆ greets/directs clients
- ◆ distributes incoming/outgoing mail/faxes/emails
- ◆ Photocopies/faxes

Provides administrative & secretarial support to the Authority staff.

- ◆ maintains Filing/Recording Systems, Calendar's
- ◆ VPA's
- ◆ Child Death Notifications
- ◆ Special Needs
- ◆ Registration of Live Births
- ◆ Office of the Children's Advocate Letters
- ◆ Chief Medical Examiner Reports
- ◆ Monthly Calendars
- ◆ Courier pick-ups
- ◆ Conference Calls
- ◆ Informing the Board of upcoming Board meetings
- ◆ updates listing(s)
- ◆ Responsible for composing, editing and typing a variety of correspondence/letters, reports and forms
- ◆ Assists in ordering supplies.
- ◆ Various duties as assigned
- ◆ Assisting Agencies in their Forms, i.e. Creating Templates for Voluntary Placement
- ◆ Agreements, Filing

### Brief Update:

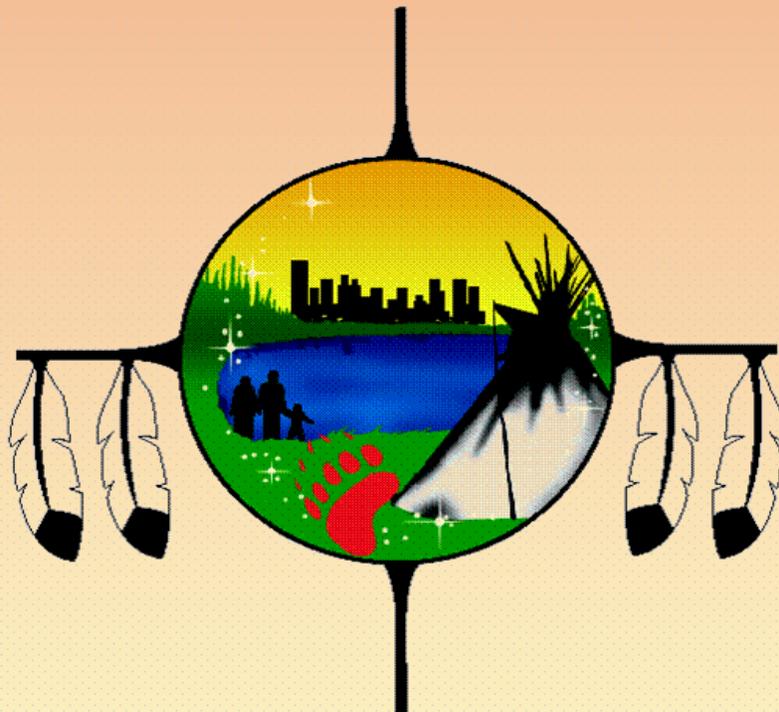
Assisting the staff in their various types of correspondence, attending and preparing pertinent reading information for new staff.



# Statistical Report

submitted by Joanne Crate

## First Nations of Northern Manitoba Child and Family Services Authority



2007 - 2008

## CHART I

### Children in Care

2006 – 2008

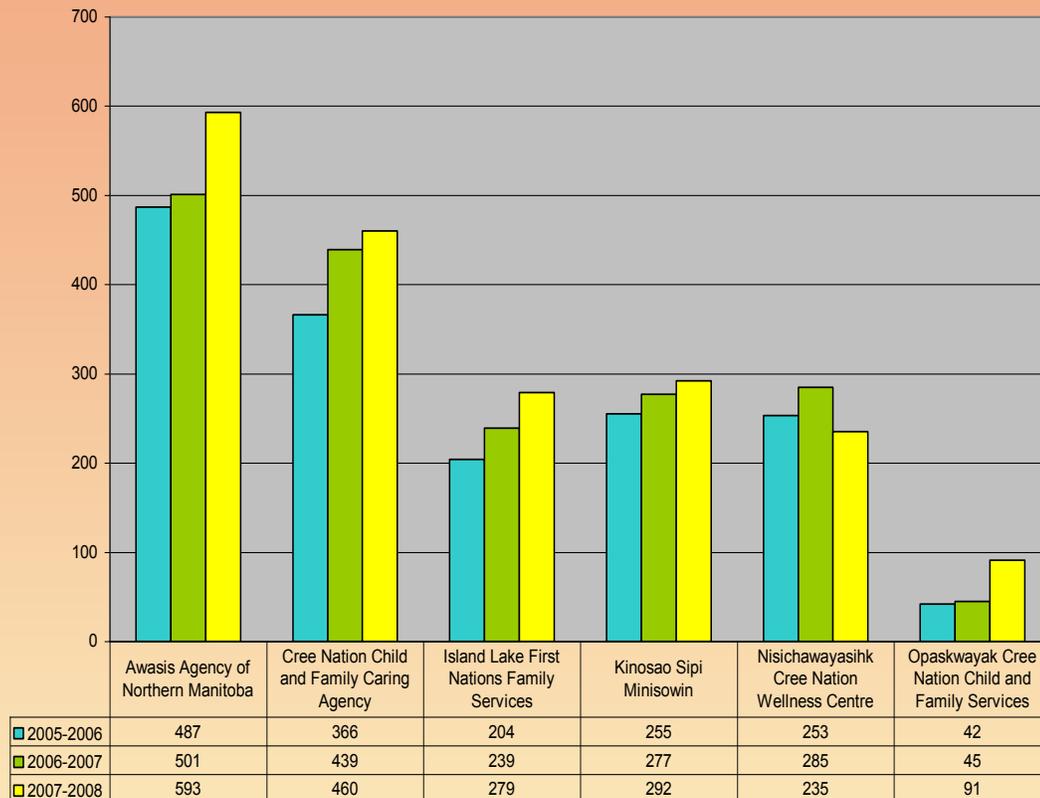


Chart I displays the total number of child in care for each First Nations of Northern Manitoba Child and Family Services agency for the past three fiscal years. A total of 1,607 children in care were reported as of March 2006 with 1,786 children in care for the following year (March 2007). The total number of children in care as of March, 2008 was 1,950. The above chart indicates figures continue to increase annually. All figures include both Federal and Provincial responsibilities.

**CHART II**

**Children in Care**

2007 - 2008

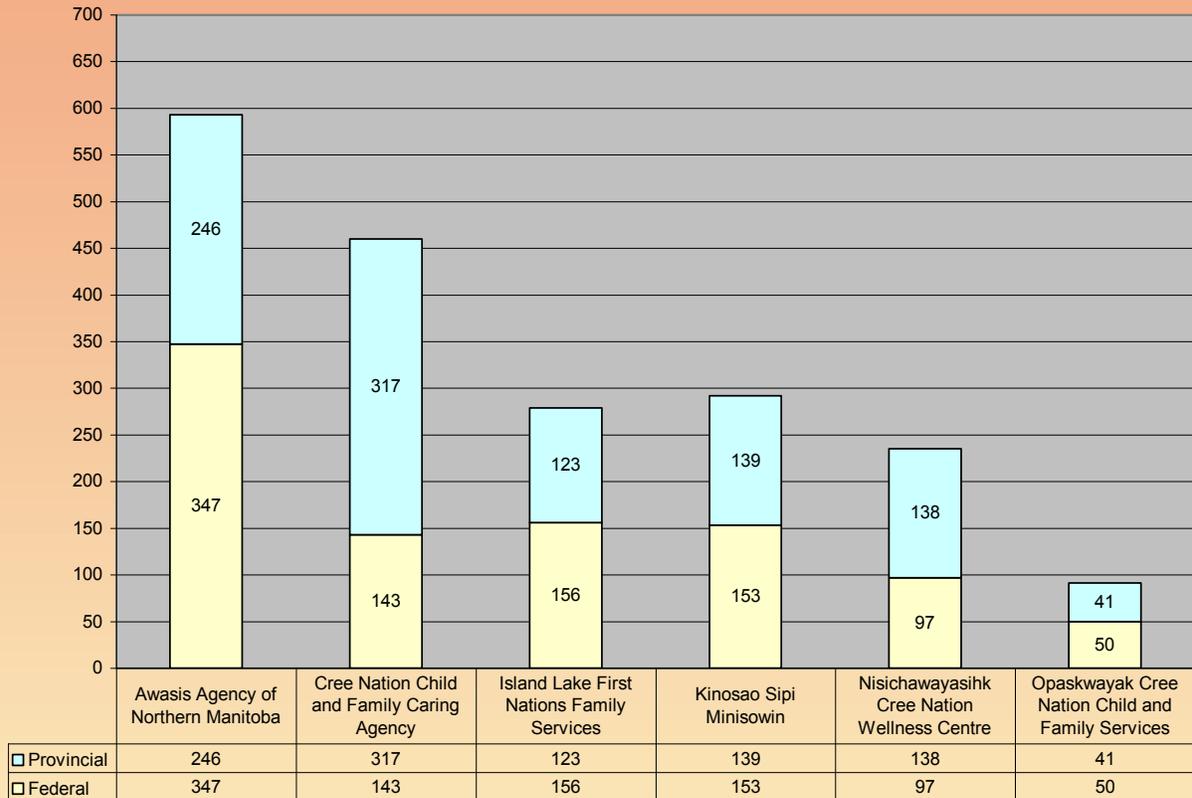
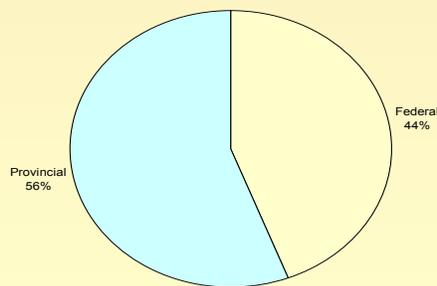


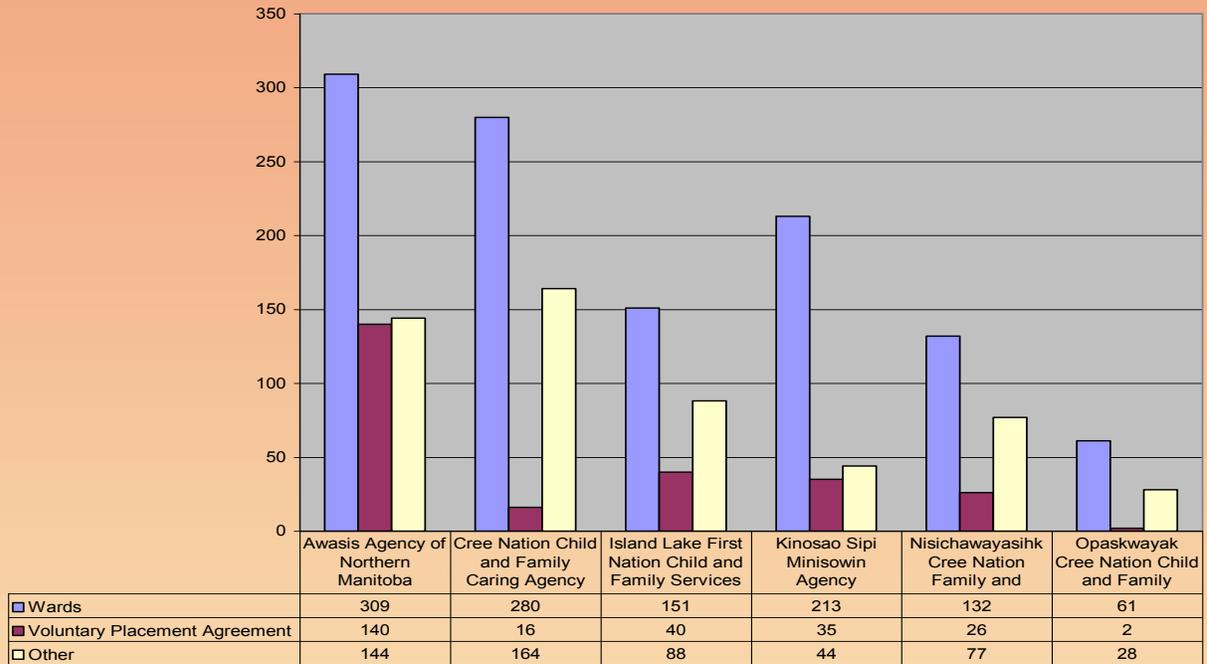
Chart II displays the number of children in care for each First Nations of Northern Manitoba CFS Authority agency as of March 31, 2008 displaying a breakdown of Provincial/Federal funding responsibilities. The pie chart below indicates the percentage value for the overall children in care by Northern Authority agencies as per funding responsibility:



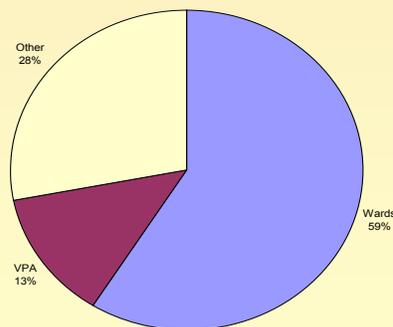
**CHART III**

**Children in Care by Legal Status**

2007-2008



The above chart displays a breakdown of all children in care for each Northern Authority agency by legal status. Wards consist of children of whom the agency is the guardian. This includes Permanent, Temporary and Surrender of Guardianship orders. Voluntary Placement Agreements include children of which the parent/guardian has entered into an agreement with the agency for placement due to unfortunate circumstances to provide adequate provision for their children. Other includes apprehension, petition for adoption and transitional planning cases. The following pie chart indicates the percentage value for the overall children in care by Northern Authority agencies as per legal status:



**CHART IV**

**Children in Care by Placement**

2007 – 2008

Agency	Foster Home	RGH	OPR	Adoption	Mental Health	Non-Pay	Other	Total
Awasis Agency of Northern Manitoba	356	14	171	0	8	39	5	593
Cree Nation Child and Family Caring Agency	118	50	207	2	0	82	1	460
Island Lake First Nation Child and Family Services	177	36	0	0	0	65	1	279
Kinosao Sipi Minisowin Agency	220	20	41	2	0	9	0	292
Nisichawayasihk Cree Nation Family and Community Wellness Agency	152	10	51	0	3	16	3	235
Opaskwayak Cree Nation Child and Family Services	45	11	32	0	0	3	0	91
<b>Total</b>	<b>1068</b>	<b>141</b>	<b>502</b>	<b>4</b>	<b>11</b>	<b>214</b>	<b>10</b>	<b>1950</b>

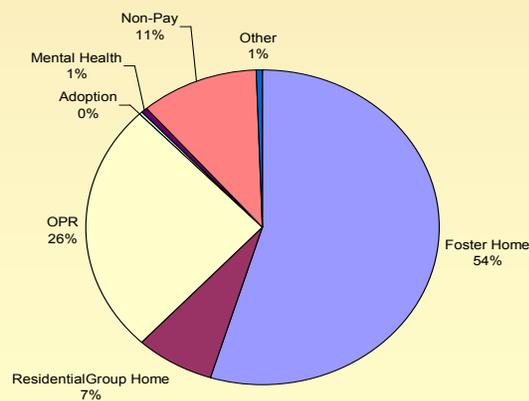


Chart IV displays the breakdown of children in placement types

breakdown of children in placement types

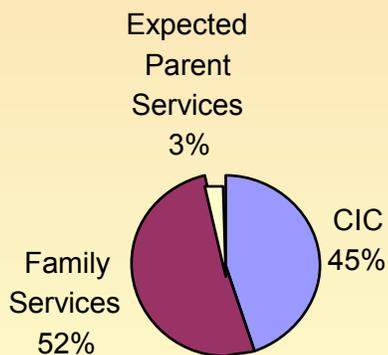
**CHART V**

**Caseload by Agency**

2007-2008

<b>AGENCY</b>	<b>CIC</b>	<b>Family Services</b>	<b>Expected Parent</b>	<b>Total</b>
Awasis Agency of Northern Manitoba	593	889	67	1549
Cree Nation Child and Family Caring Agency	460	315	12	787
Island Lake First Nation Family Services	279	268	36	583
Kinosao Sipi Minisowin Agency	292	221	13	526
Nisichawayasihk Cree Nation Family and Community Wellness Centre	235	283	5	523
Opaskwayak Cree Nation Child and Family Services	91	289	10	390
<b>Total</b>	<b>1950</b>	<b>2265</b>	<b>143</b>	<b>4358</b>

Chart V displays the caseloads for each First Nations of Northern Manitoba Child and Family Services agency. Numbers include both federal and provincial cases. Caseloads for agencies continue to rise annually in comparison to 3,252 in 2005-2006 and 3,833 cases in 2006-2007. The figure below indicates the percentage value for the 2007-2008 caseloads:



**CHART VI**

**Northern Authority Statistics**  
**INTAKES**

Intakes Opened/Closed  
 2007-2008

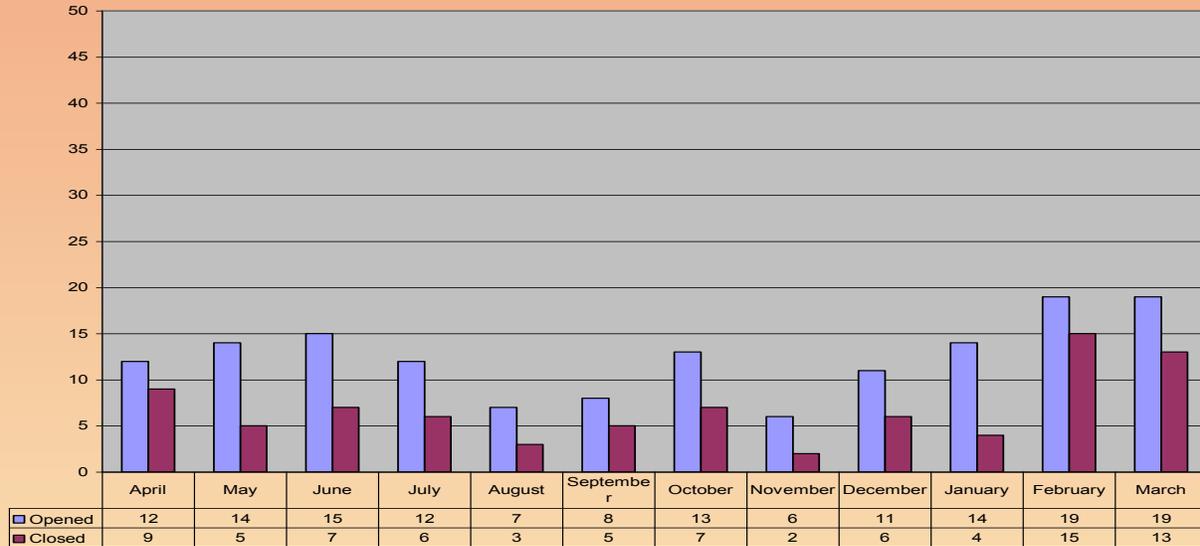


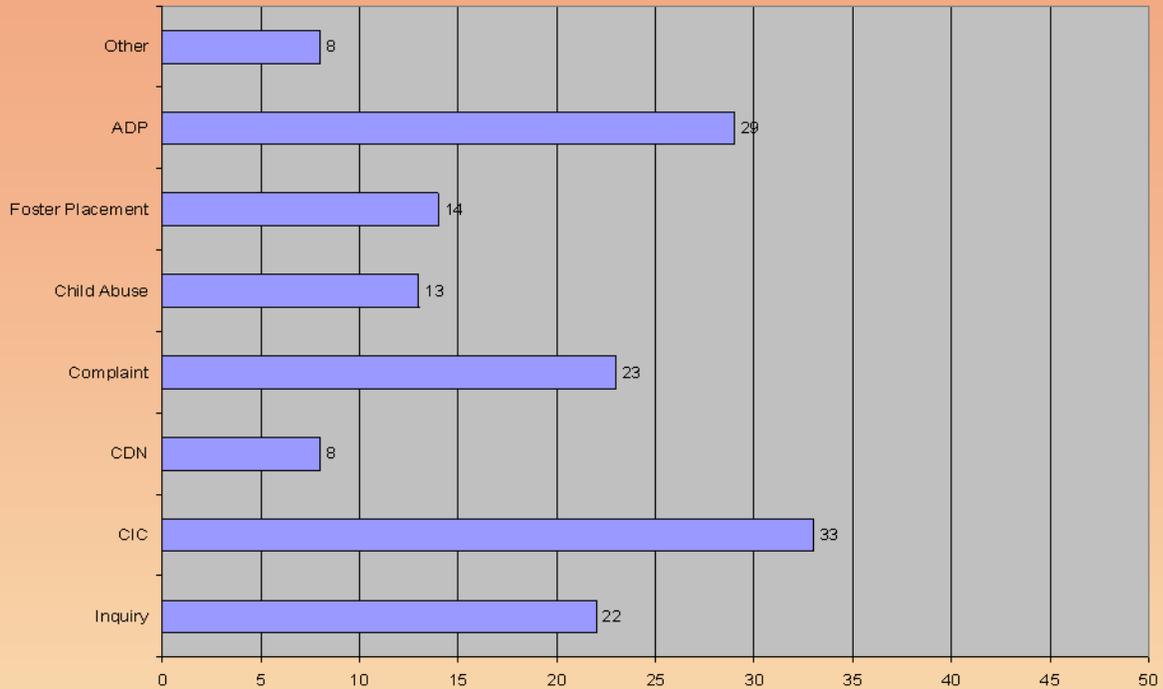
Chart VI displays a monthly breakdown of the total amount of 150 intakes for First Nations of Northern Manitoba Child and Family Services Authority. Intakes completed and closed represented 55% with 45% of intakes carried over into the next fiscal year. The figure below indicates the percentage value of opened/closed intakes and carried over to the next fiscal year:



## CHART VII

### Nature of Intakes

2007-2008



CIC = Child in Care

ADP = Authority Determination Protocol

CDN = Child Death Notification

Other = General Information

Chart VII displays the nature of intakes for the 2007-2008 fiscal period. The figure below indicates the percentage value for the Authority Determination Protocol (ADP) Intakes. There were 3 inquiries to the ADP, 19 transfers in from other agencies (3 Out-of-Province) and 7 transfers out of Northern Authority Agencies:



**CHART VIII**

**Special Needs Requests**

2007-2008

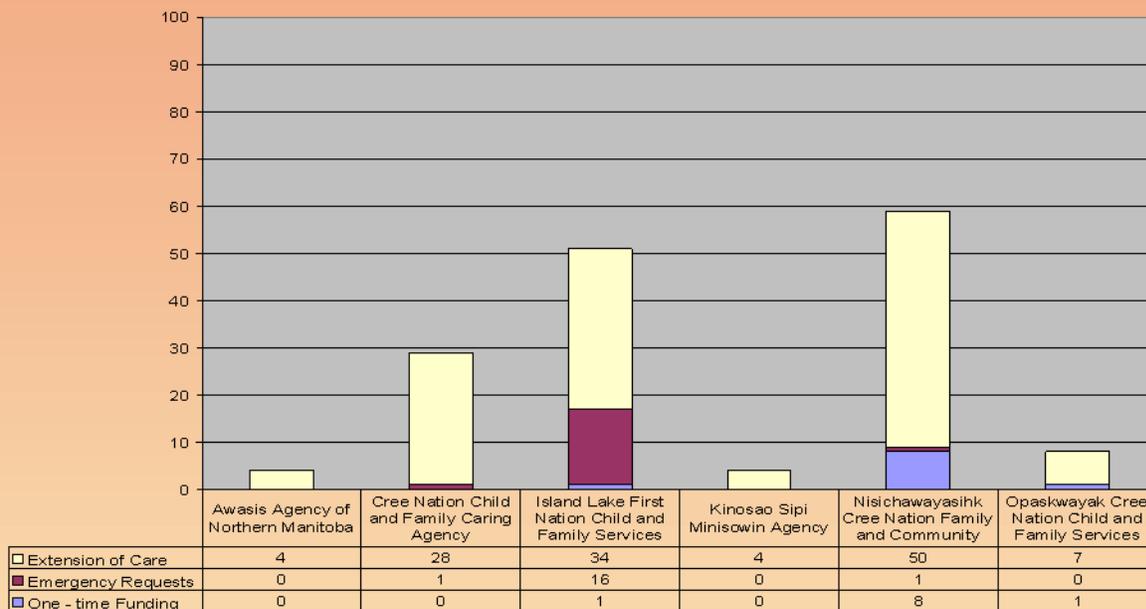
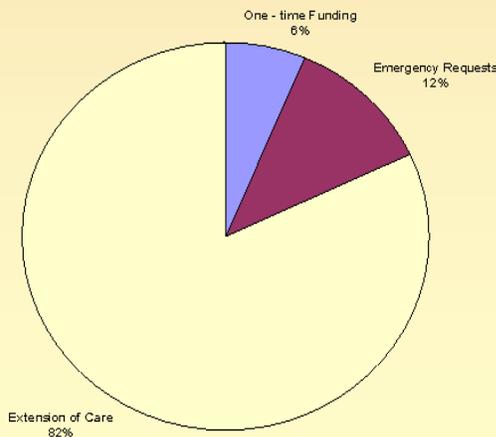


Chart VIII displays a breakdown of the 2007-2008 Special Needs Funding Requests (SNF) for each First Nations of Northern Manitoba Child and Family Services Authority agency. The total amount of SNF requests totals 127. The figure below indicates the percentage value for each SNF category. Overall, extension of care funding continues to be the most requested of all Northern Authority's agencies:





## CHART IX

### HOTEL USAGE

Number of Children in Hotels  
2007-2008

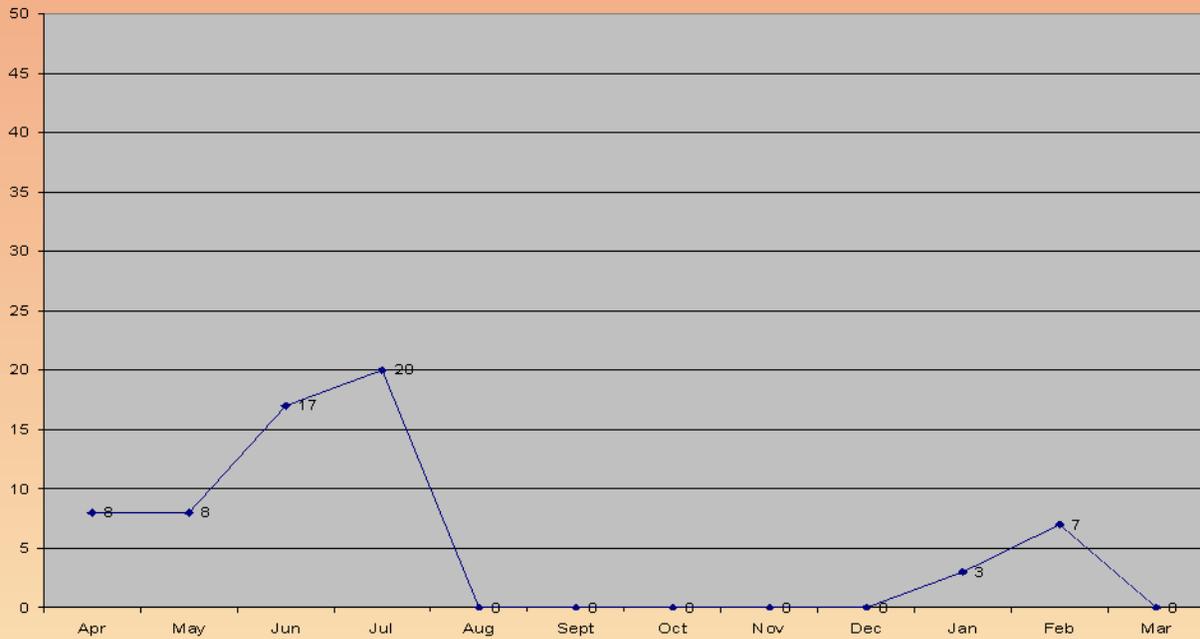


Chart IX displays a monthly breakdown of the total number of children in care using hotel placements under the First Nations of Northern Manitoba Child and Family Services Authority. Effective August 1, 2007 the Northern Authority and its affiliated agencies adopted the provincial hotel reduction strategy where hotel placements were to be used only under exceptional circumstances. As the line graph indicates, there was a dramatic decrease beginning in August, 2007. First Nations of Northern Manitoba Child and Family Services Authority agencies continue to work towards the elimination of hotel usage for children in care.

## *Staff Biographies*

The Northern Authority recruited several staff to the organization and we asked them to provide us with a small snapshot to tell us a little about who they are, past accomplishments and future endeavors. The Northern Authority Board of Directors, management and prior staff welcome the following employees:

### *Andrea Grynol – Foster Care Recruitment Coordinator*

Hon.BSoc.Sci (University of Ottawa)

I started my position as Foster Care Recruitment Coordinator with the Northern Authority on May 26, 2008. I have been orientating myself on the roles and responsibilities of the Authorities, particularly the Northern Authority and the Foster Care Resource Team. I have been getting to know the various Changes 4 Children initiatives, and how those fit in with foster care resource development. I have also become a member of various Committees related to Foster Care, and have taken on various tasks as identified by the committees.

My educational back ground is in the Social Sciences – I graduated from the University of Ottawa with an Honours Bachelor of Social Science, with a Major in Sociology and a Minor in Criminology. Much of my past work experience has been as a front line worker in custody facilities for youth as well as residential facilities for high needs children in care. Prior to coming on board with the Authority, I was in a supervisory role at a group home, and was responsible for various aspects of the home, including facilitating planning meetings, and ensuring that long term plans were up to date and in place for each youth.

Since coming on board with the Authority, I have been compiling information on various issues affecting children in foster homes in Northern Manitoba, such as the cost of caring for infants in Northern communities and cost of living in the North. This information is being used to support and lobby for the development of culturally appropriate alternatives for children in care from the North. I have played a part in identifying new foster care resources, and have been part of a collaborative effort to develop support services for agency staff and foster parents in the form of training sessions and orientation. I have also assisted in responding to intakes and inquiries from agencies and foster parents.

My first month with the Authority has been an exciting and rewarding one. There are so many exciting initiatives going on in the child welfare system in Manitoba at this time, and I feel very lucky to be a part of it. Over the next year I am looking forward to working with the different agencies, getting to know everyone, and making positive changes for our children.



*Joanne Crate - Statistician*

Tansi,

I am a Cree woman born and raised in Winnipeg and also a member of the Kinosao Sipi Cree Nation. In 1995 I graduated from the University of Winnipeg in the area of Justice and Law Enforcement. My employment background involves a wide range of multi-disciplinary positions within the public service, as well as, Aboriginal organizations.

Like many First Nation children, I was raised by my grandparents at an early age and was later reunited with my mother. I treasure the teachings I have been fortunate to inherit from my grandparents and believe this is something all our children will use and refer to right to adulthood. Now, being a grandmother myself, I strongly support the rights of grandmothers when it comes to the well-being and future of our First Nation children.

I enjoy volunteering in community events that address justice issues affecting our Aboriginal community and find it to be very educational. I believe it is highly important mainstream society is better informed and educated about Aboriginal issues, culture and traditions.

I joined the team at Manitoba First Nations Northern Authority CFS in May, 2008 and welcome the many challenges and rewards my work will bring. In addition, I look forward to working with and enhancing my knowledge of the northern First Nations CFS agencies and their services.

*Mary Sayese - Administrative Assistant*

On May 12, 2008 I was hired as Administrative Support for the Northern Authority and the Standing Committee Office. I relocated from The Pas to Winnipeg with my daughter Jewel. I am originally from Cumberland House, Saskatchewan and moved to The Pas, Manitoba when I was five years old. I grew up in The Pas and over the years I have lived in a few places in Manitoba including Brandon, Thompson, Flin Flon and Winnipeg.

I've worked for many different aboriginal organizations that include Dakota Ojibway Tribal Council, Swampy Cree Tribal Council, Island Lake Tribal Council, Opaskwayak Cree Nation Housing Authority. I've been employed with The Pas Committee for Women in Crisis (7 years), Department of Justice—Community & Youth Corrections (8 years) and recently with the Northern Authority.

My background includes administrative and financial work but I have to say that the most valuable work experience that I've had was working in small First Nations communities.

In dealing with so many different people from different walks of life I can now safely say that my interest will be focused toward assisting to better the lives of our children because they are our future.



*Shirlene Asham – Senior Policy Analyst*

B.S.W. (University of Manitoba)

My name is Shirlene Asham and I am originally from the Carry The Kettle First Nation in Saskatchewan. I have lived in Manitoba since I was 8 years old. I have six children and fourteen grandchildren.

I started at the Northern Authority April 21, 2008 as one of the senior policy analysts. I am going into my second year of Masters of Social Work, in the policy and administration stream. I have a strong desire to learn how we can effect change at the policy and administration level for our people, thus my reason for pursuing my Master's Degree.

My career in the social service field spans over the past twenty-eight years and some. My first experience in social work began when I took the New Careers training as a juvenile counselor. I worked at the Manitoba Youth Centre as a Juvenile Counselor. I then returned to school at the Brandon University in Education but realized soon that I had no desire to become a teacher. I then worked at the Brandon Friendship Center as a Program Coordinator until I moved to Peguis First Nation. Here I was employed as the Band Social Worker. At this time which was during the early 1980's I became the Chair of the local Child Care Committee as well as a member of the Regional Management Committee for ACFS in the Interlake. This was an exciting time for First Nations people in Manitoba as we were taking responsibility for our children and families in child welfare. I later became the Abuse Coordinator for Intertribal CFS and was able to develop the program and training for the abuse team from one staff to seven abuse team members. I then took a contract with the Yorkton Tribal Council to develop their Planning Phase Proposal for the implementation of their own Child and Family Services Agencies for their tribal area. I completed my contract in seven months and returned to Winnipeg. I then became the Coordinator for the Manitoba First Nation's Repatriation Program for the next seven years. I returned to Peguis First Nation and for the next seven years was employed by the University of Manitoba as a Medical Social Worker. When I decided to return to University I also started a new job in Winnipeg as the Supervisor for the Peguis CFS Outreach office which is where I came from to join the Northern Authority team.

I am excited to be apart of the Northern Authority and hope that I will be able to use my education and experience in the social service field to assist the children and families of the Northern First Nation's communities.

*Eileen Young – Finance Clerk*

Tansi,

My name is Eileen Young, a member of the Mispawistik Cree Nation, and a proud wife, mother of three and grandmother of six. I have worked for the First Nations of Northern Manitoba Child and Family Services Authority since May 2008 as Finance Clerk.

I have worked in accounting and finance with First Nations agencies for over ten years. I achieved a Level 1 CGA in June 2006 and continue to advance to achieve CGA certification. Prior to the Northern Authority, I worked for West Region Child and Family Services, Swampy Cree Tribal Council, and Wuskwatim and Keeyask Training Consortium.



*Terri Sinclair – Intake Specialist*

B.A. (University of Winnipeg)  
B.S.W. (University of Manitoba)

Tansi!

My name is Terri Sinclair and I have two wonderful boys. I am a member of the Cross Lake First Nation, I am proud to have been raised both in Norway House and Cross Lake. I have lived in Winnipeg for a number of years to pursue my post-secondary education. I graduated with a Bachelor of Arts Degree in 1996 at the University of Winnipeg and the Bachelor of Social Work Degree in 2002 at the University of Manitoba.

In the fall of 2002, I began my career as a Social Worker with the Cross Lake First Nation Home and Community Care Program that provided me an opportunity to gain knowledge and experience in program management. I then moved on to work for the Norway House Cree Nation Education, Training and Culture Division as a Post-Secondary Counsellor/Advisor in Winnipeg. In May 2008, I started my new position as an Intake Coordinator for the First Nations of Northern Manitoba Child and Family Services Authority. I am grateful for this new career path and it has and continue to be an exciting, learning experience.

I am presently working on the Masters Program in Social Work at the University of Manitoba and plan to graduate next year in October 2009. My career as a Social Worker and my continued commitment lies with working with the Manitoba First Nation communities. I look forward to meeting everyone at this year's Annual General Assembly.

Ekosi!!

*Cybil Williams – Senior Policy Analyst*

M.S.W. (University of Manitoba)  
B.A. (University of Manitoba)  
B.S.W (University of Manitoba)

My name is Cybil Williams, and I've been involved at the Northern Authority in a variety of roles. As a contract worker, I've had the privilege of travelling to many of the communities in order to gather input on provincial standards. As a Senior Policy Analyst my role is to research trends, issues and best practice standards which affect Northern child welfare service delivery. I've been involved in the social services field for a number of years, and have had the opportunity to work with children, families, and more recently, in the area of policy research and analysis. My employment background varies and includes; clinical counseling and assessment, front line protection, Sessional Instructor for U of M, resource development, and contract employment in the area of child and family services, as well as program evaluation in the general social sciences field.

Upon completing high school, I attended the University of Manitoba and completed a Bachelor of Arts Degree with a Major in Sociology. I also completed a Bachelor of Social Work, and most recently, a Master of Social Work Degree.

Throughout my time in Social Services, the following equation can summarize my personal goals as a First Nation Social Worker.

Children....Safe  
Families....Together  
Community....Healthy  
Nation....Strong



*Mary Anne Clarke – Senior Resource Specialist*

B.A. (1981, Gonzaga University)  
B.S.W. (1990, U.B.C.)  
and one year of M.S.W., Dalhousie University

Tansi and Edlanete,

It has been my honour to work with the Northern Authority since March 31<sup>st</sup>, 2008, first as a Foster Care Coordinator, and then on June 2<sup>nd</sup> as the leader of the Authority's Resource Team. My previous work experience has been with First Nations agencies since 1981. My training came from working in the early years of Tripartite Indian Child Welfare at Anishinaabe CFS and then as Coordinator of Spallumcheen Indian Band, the only First Nation with a Nation-to-Nation agreement. Several years working at Alexander First Nation in northern Alberta also provided valuable learning opportunities. In addition, I have worked at Kipohtakaw Education Authority as a school social worker, as a Crisis Counselor through FNIB, and as an Outreach Worker for an Aboriginal family violence program. I returned to Manitoba in 2005, and immediately returned to First Nations CFS.

I am a mother of two young adult daughters and one son, and grandmother to one boy. My children and extended families are my supports and inspirations. I encourage communication everyone to feel free to contact me with any questions, concerns or ideas.



*Pamela Friesen - Executive Assistant*

Hello my name is Pamela Friesen from Norway House Cree Nation

Recently I moved back to Winnipeg after living in Iqaluit, Nunavut for three years working in the Deputy Ministers office as Directorate Manager. I am currently employed with First Nations of Northern Manitoba Child and Family Services Authority as Executive Assistant to the CEO.

Currently, I am working on my Bachelor of General Studies through Athabasca University and also have graduated with honors from Red River College in Microcomputer Applications. I have my life skills coaching certificate and have taken a course in Project Management.

I have had the privilege of having lived in the communities of Norway House, Brandon, Cross Lake, God's Lake, Gillam, Winnipeg and Iqaluit, Nunavut and still maintain close ties with these Communities.

Since I started working at Northern Authority I have had the privilege on seeing first hand the work of this organization and though the tasks are often delicate, I have seen the professionalism and dedication the staff has shown while conducting their work.

*Alfred Muswagon - Case Management Specialist*

B.S.W. (University of Manitoba & University of Winnipeg)

Tansi, My name is Alfred Muswagon. I am a member with the Norway House Cree Nation. I have worked with the Northern Authority beginning mid September 2008 as a Term Case Management Specialist that will run for the next six months. I have been fortunate to have been able to complete post secondary education on a part time and full time basis. I have completed a Bachelor of Social Work in October 2006 and a Master of Public Administration completed at the Universities of Manitoba and Winnipeg in February 2008. My work within the Aboriginal Child and Family Services sector began in 1995 with Awasis Agency in Norway House. Over the several years I have had the opportunity to work with great people on the front lines, management, collaterals, and especially the clients whom we all represent in one way or another as representatives at all levels with the Aboriginal Child and Family Services. Thank you one and all for your past, present and future work. I look forward to continuing our work together.

*Moving forward...honoring Northern children, families and communities. "*



*"Moving forward...honoring Northern children, families and communities."*

## *Annual General Meeting Committee*

This year management requested that staff get together to form the Annual General Meeting Committee. The committee members held regular meetings to plan, discuss, organize and ensure that the Annual General Meeting would run smoothly.

The Annual General Meeting committee members include the following staff:

**Joanne Crate ~ Statistician Clerk**

**Eileen Young ~ Finance Clerk**

**Amanda Azure ~ Administrative Assistant**

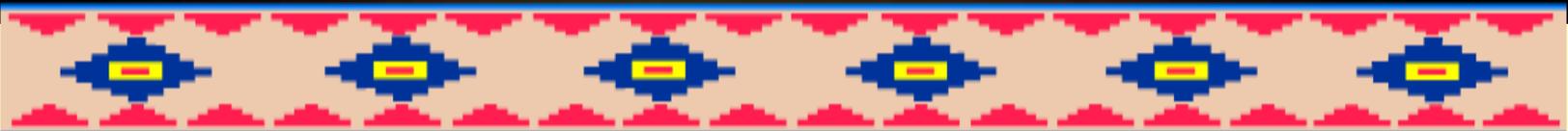
**Mary Sayese ~ Standing Committee Administrative Assistant**

**Greg Fidler ~ Human Resource Manager**

**Elijah Garson ~ Office Administrator**

The AGM committee would like to thank all staff for their input and welcome any suggestions to our next years Annual General Report.

Ekosi.....



*Appendix A.*  
*First Nations of Northern Manitoba*  
*Child and Family Services Authority*  
*Financial Statements*  
*Year Ended March 31, 2008*