



Anishinaabe Abinoojii
Family Services

ANNUAL GENERAL REPORT

April 01, 2018—March 31, 2019



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October 12, 2019

Message from the Chair

On behalf of the entire Board of Directors at Anishinaabe Abinoojii Family Services, we are very proud of the entire AAFS team and their dedication to the families they work with.

Providing services in culturally competent ways is integral to the agency as is the need to respect the family unit and communities served.

Across the organization, our people are working hard to exceed family service expectations, exploring new ideas and are committed to fulfilling our mandate.

I want to thank each member of the AAFS team for all their hard work this year. Our success is a direct result of their dedication and commitment to the organization and the children and families we serve. I appreciate each of you and I believe we will continue to execute well on our responsibilities and offer our families, beneficial services that we can all be proud of.

Miigwetch,

Maria Swain

AAFS Chairperson

September 04, 2019

Message from the Executive Director,

Aniin. Anishinaabeg. My name is Lawrence W. Jourdain, a Lynx Clan Member and I come from Lac La Croix First Nation. Maminotegueneb, Ogimajiweb and Beshaanakwad are my Anishinaabe Names. I speak Anishinaabemoowin, English and I am a Fourth Degree Midewin member.

I accepted the Traditional Oath to lead Anishinaabe Abinooji Family Services on the conditions that the Agency- dignify our people, provide quality services and aggressively pursue cultural competence and congruence. It has been 28 months and 4 days since, I entered the doors of the Agency, sat down on the Executive Director's Chair and pondered how I could contribute to progress.

We are getting the Agency organized and we are making progress. The Board has developed a Strategic Plan, we have established Teams, reviewed and revised Policies and Service Manuals and collaborating with other Indigenous organizations. An Elders Council has been implemented and they have endorsed Customary Care and Custom Adoption as the only service options for the Agency. We hold All-staff Assemblies on a quarterly basis and we meet monthly with the Transferred Agencies during our Expanded Leadership Forums to co-plan for progress. We continue to meet with the Communities and solicit community Leadership to assist the Agency in child and family matters.

Anishinaabe Abinoojii Family Services has developed Curriculum for Cultural Competence, Customary Care and Custom Adoption, Prevention and Family Preservation. We are committed to and we will continue to train our people to become culturally competent. We are positioning the Agency to a State of Readiness in the event the Grand Council announces the Abinoojii Inakonigewin as the law within our territory. The Agency will not falter in our duty to protect and promote Anishinaabe Interests in child welfare.

I would like to extend my sincere gratitude to the Leadership, Board, Management and Staff for a job well done. Thank You.

Apiichi Giichii Miigwetch.

L. W. Jourdain

Executive Director, AAFS

REPORT SOURCES / INTERPRETATION

This report presents a summary of Anishinaabe Abinoojii Family Services protection and prevention services as delivered for the agency's fiscal period of April 01, 2018– March 31, 2019.

Reports and statistics were received from departments within the agency. Each report is based on various activities performed in an administrative or fiscal responsibility, and/or both depending on need. The following program reports are presented from AAFS:

- ⇒ Finance & Administration
- ⇒ Human Resources
- ⇒ Prevention Services
- ⇒ Protection Services
- ⇒ Family Preservation



Invited to present within this document, are reports from three transferred service agencies:

- ⇒ Kitapinoonjiimiinaanik Family Services
- ⇒ Shawendasowin Family Services
- ⇒ Wabaseemoong Child Welfare Authority

HISTORY - WHO WE ARE

We are the People of Anishinaabe Park, we are the people of Grassy Narrows and Wabaseemoong Independent Nations who fought for the right to be compensated when Minimata Disease/Mercury Poisoning corrupted the English River Water System

We had the first community (Wabaseemoong Independent Nations) to be a mandated children's aid society on reserve in the Province of Ontario (1991 – 1994)

Services for prevention began in Treaty #3 in 1986. Treaty #3 has maintained an Indigenous alternative to mainstream practice of child welfare since 1991— with formation of Ojibway Tribal Family Services

Elders within Treaty #3 were instrumental in the establishment of the Residential School acknowledgement and compensation.

GOVERNANCE

Anishinaabe Abinoojii Family Services has a governance structure that works closely with the Elders and leadership of the communities served. The role of the Elders is integral in the preservation and maintenance of member community cultures. To facilitate this process, AAFS has the Elders Advisory Council in place to:

- ⇒ Provide cultural and spiritual advice and guidance, including cultural language strategies and initiatives.
- ⇒ Assist in feast, ceremonies and attend various events
- ⇒ Guide and provide direction on the AAFS Strategic Plan (2018-2024)
- ⇒ Define protocols for the Elders Advisory Council role if called upon.



The AAFS Board of Directors is comprised of 14 representatives from each nation that AAFS serves. Committees formed are the Executive, Personnel, Services and Finance. At fiscal year end March 31 2019, AAFS Board Membership included:

- ⇒ Animakee Wa Zhing #37 - Toni White,
- ⇒ Asubpeeschoseewagong Netum Anishinabek - Maria Swain (Chair)
- ⇒ Iskatewizaagaan #39 Independent Nation - Jim Mandamin
- ⇒ Migis Sahgaigan First Nation-Trisha Kavanaugh (Councillor)
- ⇒ Naotkamegwaning First Nation - Rene White (Councillor)
- ⇒ Northwest Angle #33 - Vacant
- ⇒ Obashkaandagaang First Nation - Stella Sinclair, Elder
- ⇒ Obishikokaang First Nation - Chris Lawson (Social Director)
- ⇒ Ochiichagwe “babigo”ining Ojibway Nation - Reno Cameron (Councillor)
- ⇒ Shoal Lake #40 - Julia Redsky
- ⇒ Wabauskang First Nation - Diane Munn
- ⇒ Wabaseemoong Independent Nations - E.M. Cindy Cameron
- ⇒ Wabigoon Lake Ojibway Nation - Leslie Gardner, Elder
- ⇒ Wauzhushk Onigum Nation - Eleanor Skead

OUR TEAM OF DIRECTORS AND MANAGERS

Anishinaabe Abinoojii Family Serves is a proactive and inclusive employer who recognizes and is respectful of diversity and culture in the workplace. Just as important is to understand the communities we partner with, the children and families we serve.

AAFS' Directors and Managers have the responsibility of managing a team of employees, programs and activities. The teams work under the auspices of a Board of Directors and Member Chiefs.

Our Team of Directors and Managers is as follows:

Executive Office

- ⇒ Lawrence W. Jourdain - Executive Director
- ⇒ Dennis Petiquan - Associate Director
- ⇒ Director of Strategic Planning and Direction
- ⇒ Anne Perrault - Executive Secretary

Finance Administration and Human Resources

- ⇒ Gwen Reid - Director of Finance and Administration
- ⇒ Diana Bachmann - Manager of Human Resources
- ⇒ Lisa Bull - Finance Manager
- ⇒ Todd Madison - Systems Manager

Child Welfare Services

- ⇒ Sean Spencer - Director of Services
- ⇒ Carolyn Sinclair - Director of Services
- ⇒ Judy Fobister - Program Secretary
- ⇒ Doreen Parmeter - Resource Manager, Kenora and Area Team
- ⇒ Michelle Francis - Assistant Resource Manager, Kenora and Area Team
- ⇒ Danielle Chartrand - Resource Manager, Dryden Team
- ⇒ Sandy Carlson - Resource Manager, Alternative Care Team
- ⇒ Roberta Cantin - Resource Manager, Investigation and Assessment

Cultural Services

- ⇒ Clarence White - Cultural Coordinator

Family Preservation and Prevention Services

- ⇒ Sylvia Pahpasay - Director of Preservation and Prevention Services
- ⇒ Preston Copenace - A/Resource Manager, West
- ⇒ Robert Gardner - A/Resource Manager, East
- ⇒ Cindy Piche, Resource Manager - Counselling Services
- ⇒ Niigonikaapawitang Nandaamowin Program

MAKING A DIFFERENCE

Growing and Evolving to meet the needs of our children, youth, families and communities

RECOGNIZING EMPLOYEES

(AAFS & Transferred Agencies)

5 Years of Service

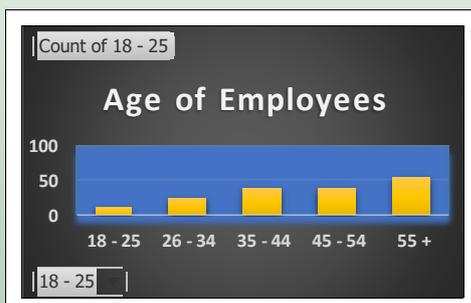
- ⇒ Charlton Pahapsay - Family Service Worker
- ⇒ Denise Dyck - Dryden Area, Family Services Worker
- ⇒ Stacey McAdam - Dryden Group Home, Resident Youth Worker

10 Years of Service

- ⇒ Preston Copenace - Prevention, Resource Manager
- ⇒ Jacalyn Diamond- IT, Systems Administrator
- ⇒ Amy Greene - Finance, Accounts Payable
- ⇒ Diane Windego - Kenora Area, Alternative Care Worker

15 Years of Service

- ⇒ Lisa Bull - Finance Manager
- ⇒ Thomas Anderson - I&A Worker
- ⇒ Carmen Bird –Director of Services
- ⇒ Roberta Cantin - I&A Resource Manager
- ⇒ Chris Cardy –Alternative Care Worker
- ⇒ Sandra Carlson –Alternative Care, Resource Manager
- ⇒ Michelle Francis –Kenora Area, Assistant Resource Manager
- ⇒ Ida Jamieson –I&A Worker
- ⇒ Serenity Nyberg –I&A Worker
- ⇒ Derek Ogden –Resource Manager
- ⇒ Doreen Parmeter –Kenora Area, Resource Manager
- ⇒ Julie Pearson - Director of Quality Assurance
- ⇒ Cynthia Peloquin –Kenora Area, Youth Transition Worker
- ⇒ Anne Perrault –Executive Office, Executive Secretary
- ⇒ Dennis Petiquan –Executive Office, Associate Director
- ⇒ Jody Smith – Statistician
- ⇒ Sean Spencer –Director of Services
- ⇒ Anna Redsky –Kenora Area, Child Care Worker
- ⇒ Glenda Ross –Finance, Finance Clerk
- ⇒ Teresa Roseborough –Director of Services



162 Total Employees

38 New Hires

(Reflecting Full-Time, Contract, Casual)

AUDITED FINANCIAL STATEMENT

Anishinaabe Abinoojii Family Services Statement of Financial Position

March 31	2019	2018
Assets		
Current		
Cash	\$ 7,395,153	\$ 3,377,196
Short-term investment (Note 2)	2,000,000	-
Accounts receivable (Note 3)	1,713,602	856,584
Prepaid expenses	94,427	7,309
	<u>11,203,182</u>	<u>4,241,089</u>
Capital Assets (Note 5)	<u>1,593,504</u>	<u>1,097,888</u>
	\$ 12,796,686	\$ 5,338,977
Liabilities and Net Assets		
Current		
Accounts payable (Note 6)	\$ 3,286,704	\$ 2,480,356
Government contributions repayable (Note 4)	5,919,857	60,538
	<u>9,206,561</u>	<u>2,540,894</u>
Deferred contributions (Note 7)	<u>4,000,820</u>	<u>1,716,851</u>
	<u>13,207,381</u>	<u>4,257,745</u>
Net Assets (Deficit)		
Invested in capital assets	1,593,504	1,097,888
Unrestricted deficit	(2,004,199)	(16,656)
	<u>(410,695)</u>	<u>1,081,232</u>
	\$ 12,796,686	\$ 5,338,977

Approved on behalf of the Board:

 Director
 Director

The accompanying notes are an integral part of these financial statements.
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Anishinaabe Abinoojii Family Services Statement of Operations

For the year ended March 31	2019	2018
Revenue		
Ministry of Child and Youth Services	\$ 23,994,938	\$ 23,621,366
Indigenous Services Canada	6,146,271	-
Other	704,865	338,137
	<u>30,846,074</u>	<u>23,959,503</u>
Expenditure		
Salaries and benefits	12,737,338	8,132,412
Travel	1,378,425	1,393,841
Training and recruitment	608,106	328,501
Building occupancy	1,053,829	1,162,111
Professional services - non client	1,920,954	2,117,913
Program expense	1,451,857	196,704
Community and cultural	610,086	-
Boarding home payments	10,053,070	9,604,940
Professional services - client	401,626	749,015
Client's personal needs	826,077	849,070
Health and related	213,884	201,063
Intake and assessment	30,000	-
Financial assistance	96,752	40,917
Admission prevention	41,216	31,271
Promotion and publicity	271,126	162,277
Office administration	467,805	380,636
Donation	100,000	-
Miscellaneous	104,295	52,818
Capital and technology	1,753,156	253,479
Customary care one-time	11,819	-
Legal custody	13,731	-
Repairs and maintenance	167,867	-
Administration	173,292	-
	<u>34,486,311</u>	<u>25,656,968</u>
Expenditure recoveries and other	1,652,694	1,697,060
	<u>32,833,617</u>	<u>23,959,908</u>
Excess of expenditure for the year	\$ (1,987,543)	\$ (405)

The accompanying notes are an integral part of these financial statements.
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ANNUAL REPORTS



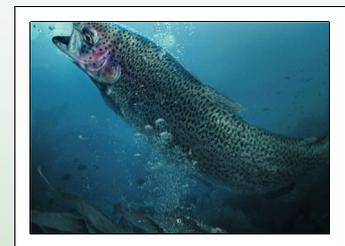
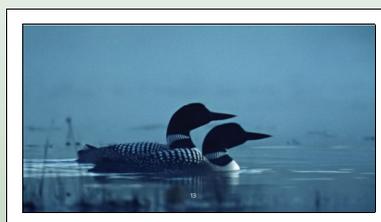
The Personnel Committee is provided quarterly statistical reports. They are also regularly kept informed of the overall personnel activity of AAFS.

This fiscal year the human resources department at Anishinaabe Abinoojii Family Services has been busy.

The human resource department was busy with the implementation of “Dayforce”. Dayforce is a global human capital management platform that transforms the employee experience. It unifies data from across the entire employee lifecycle to enable better decision-making at every level. Dayforce is a comprehensive cloud platform that combines HR, payroll, benefits, workforce management, and talent management in a single application.

The past year fiscal year saw Anishinaabe Abinoojii Family Services implement the new time and pay modules from Dayforce. Although the transition was challenging at times but the team has completed the implementation and the system was rolled out to the users.

The HR department has seen progressive changes in updating systems and reviewing current trends to ensure a streamlined process for all employees of AAFS.



ANNUAL REPORTS



The focus of AAFS has always been to provide services in a bi-cultural way, however Customary Care is our predominant practice, involving families, communities and extended families in the lives of their children at all times. We honor our children and families through annual feasts and ceremonies, and through our teachings and practices.

The Service Committee continues to review policies and procedures to ensure that culturally relevant practices remain the focus. The Directors of Services are the staff resources for information.

Services programs include: Investigation and Assessment; Kenora and Dryden area Child, Family and Foster Care Services; After-Hours; Alternative Care; Legal Services; Staff Training; Niigonikaapawitang Nanadaamowin, Family Preservation and Prevention; and Wasay-naa-goot-Dryden Specialized Group Home.

The following is the annual report summary as provided by various service departments within AAFS:

Legal Services

Legal Services works in all aspects of court cases, repatriation cases, serious occurrences and acts as a liaison between staff and the Agency child welfare lawyer. There are available legal services presentations and Serious Occurrence training to staff to clarify legal services responsibility within the CYFSA.

Investigation & Assessment

I & A is centralized at the Kenora office and provides investigation services for 11 of our 14 Treaty 3 communities in the Kenora district. The exceptions being that Shawendaasowin Child and Family Services in Naothamegwanning First Nation provides services to their community and to Northwest Angle #33, and Tikinagan Child and Family Services provides services to Lac Seul First Nation, due to proximity.

When a report is made to the agency that a child may be in need of protection, an Intake Worker captures the information then forwards to the Resource Manager who helps determine the type of service to be provided. The team then ensures the safety and well-being of children. There are many resource partners, including Prevention Services that may link families to receive support services.

Investigation and Assessment department is tasked with providing services to multiple First Nations and transferred agencies which involves adhering to many different working protocols and practices.



WINTER CAMP 2019

Photo@TomThompson



Education

The Education Liaison program is responsive to the diverse educational needs of children and youth in care, customary care to provide supports to improve their educational outcomes. Educational supports provide culturally responsive system navigation support for eligible children and youth. Education Liaisons in the program help to resolve issues that impact the educational success of eligible children and youth, and strengthen relationships among societies, public school boards, First Nations school authorities, schools, and community partners in order to improve the educational outcomes of eligible children and youth.

"A Path Way to Success" is a positive resource utilized in the program. A liaison worker attends regular meetings with the school for steps to implementing student's success plan. The success plan identifies student's strengths, current situations, diagnosis and areas of improvements.

The program focuses on youth ages 4 to 25 years. The program assisted with 742 client meetings and visits. Ensuring our program provide the opportunity for children to succeed in their education.

Child Services

AAFS works with children to support individual needs and to create positive short and long-term goals for their well-being and future growth. Various resources are provided to each child in care to nurture and protect in a safe environment of informed strengths, traditional methods, counselling services, and a wide scope of other resources available.

Family Services

AAFS works with the families to identify areas of support through service planning. Identifying short and or long-term goals and objectives. These goals are identified through reasons of why children are brought into care. These reasons can be related to alcohol, drugs, physical, sexual harm by commission, harm by omission, emotional harm, abandonment, separation and caregiver capacity.

Family Preservation and Prevention Program

"Our Mission is to protect Anishinaabe Abinoojii (Anishinaabe children) and to support the healing, wellbeing, and strengthening families through Abinoojii Inakonigewin, to achieve the preservation of families"

Each family is assigned to a Family Preservation Worker. A worker then meets with the family and together they determine the needs and what supports can be brought in to support and assist the family to stay together. Timelines and hours of direct involvement will vary from family to family however, families will generally be involved with Family Preservation for a period of 12 weeks.

The program is aimed to work with the family primarily in the home and working with all members of the family, children, youth and parents.

The department is working on getting our Family Preservation Practice Manual so that workers will have a guide that will assist and guide them when working with families. There will be a logo contest for the Family Preservation Program. As well, seeking guidance and recommendations from the Elders for Family Preservation to have an Anishinaabe name. Additionally, there is a "Youth in Transition Program" that can assist in getting resources for youth in the following areas: education resources, life skills, budgeting, home care, employment skills, health and mental health resources, housing applications

There are three Family Preservation Workers and one Youth Transition Worker, stationed out of our Kenora office. As well, two Family Preservation Workers in the Dryden office.

After Hours/On-Call Services

The After-Hours On-Call Service responds to calls of concern for any child or family in our catchment area. When calls are received, there is consultation held with the use of resources available within our communities. AAFS covers calls for the Kenora and Dryden area as well as surrounding First Nations. Continuous collaboration with Wabaseemoong Child Welfare Authority and Kitapinoonjiiminaanik Family Services to provide services to Wabaseemoong and Grassy Narrows, and with Shawendaasowin Child and Family Services in Naotkamegwaning to provide services to their community and Northwest Angle #33.

Each on-call shift consists of 13 workers and includes an On-Call Supervisor, 2 Kenora frontline workers, frontline workers in Dryden, Wabaseemoong, Grassy Narrows, Naotkamegwaning and Animakee Wa Zhing #37 Windego Island, 3 retainers in Kenora and retainers in Dryden and Wabaseemoong.

Training

The AAFS Training department coordinate webinars and workshops as well as providing or assisting with in house sessions for our staff in the following areas: Serious Occurrence reporting; After Hours/On-Call, Non-Violent Crisis Intervention, Traditional Parenting; Mental Health Safe Talk; Overview of legislative updates and Child Welfare specific.

Trainers are involved in the development and delivery of the Cultural Competency curriculum. This curriculum will train our staff to become culturally competent and proficient in traditional methods that will assist and empower them for the benefit of our clientele. They also play an active role as an agency resource coordinating and participating in cultural activities such as our annual Cultural Camp, Team retreats and Interagency Traditional events.

Kenora and Dryden Area Services

The Kenora and Dryden service teams provide child, family and alternative care services for 9 First Nations and their members in the Kenora and Dryden area. The teams participate in community events, complete case reviews with Prevention, Family Service Committee and/or other community representative on a quarterly basis.

Like I&A, the teams are required to follow varying community practices, initiatives and structures in working with its members and leadership.

Alternative Care

The Alternative Care unit has the responsibilities of caregiver recruitment, home studies, ongoing case management and crisis intervention where required. The workers collaboratively work with the Child in Care Workers, Family Service Workers, Resource Managers and any pertinent stakeholders they endeavor to create a system of support for both children and their caregivers. The program also provides training opportunities for their caregivers to ensure the necessary requirements are met for the best interests of children in care.

Programming involves encouragement of children and their caregivers to attend ceremonies, cultural events, culture congruency training and ensuring the child's rights to identity, culture, family and community

Staff Modeled Homes

The staff modeled homes manage children or youth with disruptive behaviors and work towards encouraging positive behaviors in accordance with agency policies and procedures. The home maintains Ministry standards and is required to have annual reviews for licensing. program includes case management, plans of care, encouraging prevention activities whether it be with culture, identity, family and community. The team advocates for the child when required.



AGENCY STATISTICS

277	• Children In Care
186	• Customary Care Agreements
29	• Continued Support and Renewed Care For Youth
117	• Children in Care Reunified with Family
253	• Inquiries, Brief Service, Assistance
182	• New Investigations
284	• Open Protection Files
97	• Investigations on Open Files
27	• Serious Occurrence Reports
2811	• After-Hours Calls
114	• Approved Alternative Care Homes
13	• Agency Operated Staff Model Homes
3	• Agency Operated Live-In Model Homes
70	• Staff Training Days
32	• Staff Training Sessions
600	• Staff Participants



***Providing Support Services to the Children, Families
and Communities We Serve.....***

TRANSFER SERVICE AGENCIES

Transfer Services is a process that Anishinaabe Abinoojii Family Services undergoes to transfer the day to day service functions to the First Nation Child Welfare Agencies

This is done to shift the performance of daily management of service activities in their respective First Nation.

Transfer service agencies enter into a Service Agreement which lays out the obligations of both parties.

This years' AAFS annual report has extended an invite to the three transfer services agencies to submit their respective narrative. The following is a summary from the following:





Wabaseemoong Child Welfare Authority

Provides protection, prevention and caregiver services to the communities of Islington, Swan Lake and One Man Lake

Annual Progress Report

(Reporting Dates: April 01, 2018 – March 31, 2019)

Report presented by: Adolphus Cameron, Executive Director

Wabaseemoong Independent Nations began their preliminary work in the devolution process from Anishinaabe Abinoojii Family Services. A working group was formed from AAFS and Wabaseemoong.

A Coordinator was hired to help facilitate the process. It took approximately 18 months for the working group developed a template that would involve the community to lead the process. On September 1, 2011, AAFS and W.I.N. signed an agreement that would transfer the responsibility and control for the protection, safety and care for children and families back to parents, family and community.

It was directed by Elders and leadership for the newly formed Wabaseemoong Child Welfare Authority that the Traditional Anishinaabe Law be used in caring for all children from Wabaseemoong. They would follow the Abinoojii Inakonigewin to create a Code based on the knowledge of the Elders in respect to Traditional Laws and ways of raising and caring their children and helping families and one another. The community provided their assent to Abinoojii Inakonigewin in 2013 but had declared their intention in 2012. In 2017, the Wabaseemoong Independent Nations Customary Care Code was signed in a ceremony involving children from Wabaseemoong. It has been implemented for a short time now with amazing results.

Organization:

The organization is a corporate entity owned by Chief and Council. The Wabaseemoong Independent Nations Customary Care Code is a collective compilation of knowledge, wisdom and recollection of the traditional governance systems and decision-making processes of the region of English/Winnipeg River systems. It is with that a direction was provided that a Corporate body be created that was outlined in Abinoojii Inakonigewin. It would not be a delegated body of Ontario, any other Province or Canada. It would be sanctioned by Wabaseemoong through the traditional ceremonies that is directed through spiritual guidance. These were done through the Sacred Shaking Tent ceremony, sweats and feasts. It is a continual process.

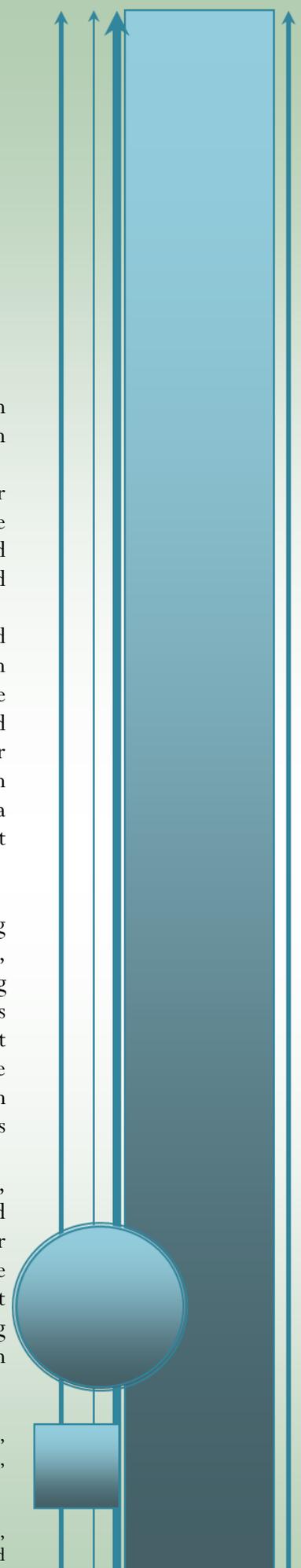
There are two basic principles that cement the foundation of partnership with AAFS, Ontario and Canada. First and foremost is the principle of protecting, taking care of and providing safety for all children of Wabaseemoong Independent Nations. The other principle is to demonstrate and maintain financial responsibility. Through one of the ceremonies that were conducted in the development of the Code and the organization, it was a strong reminder that financial responsibility cannot be placed ahead of providing protection, safety and caring for all children. Those two must work in harmony and in balance with each other.

Activities:

Feasts, Celebrations, Land-based activities, Cultural Week, Youth & Elders Gatherings, Workshops, Film Productions, External & Internal Resource Meetings. Program Manual Development, Increased Family Work

Outcomes:

Decrease in Children being in care. Program Manuals Developed. Increased Family Work, Concentration on Prevention Planning and Activities, Facilitative Social Work Practice, Identified Need for Less Intrusive Intake Process





SHAWENDAASOWIN CHILD & FAMILY SERVICES

Provides protection, prevention, investigation, assessment and Caregiver services to the Members of Naotkamegwanning First Nation. Additionally, the agency provides protection services to neighbouring Community of Northwest Angle #33 First Nation

Annual Progress Report

(Reporting Dates: April 01, 2018 – March 31, 2019)

Report Presented by:

Carmen J Bird, Director of Services

Agency Highlights/Activities:

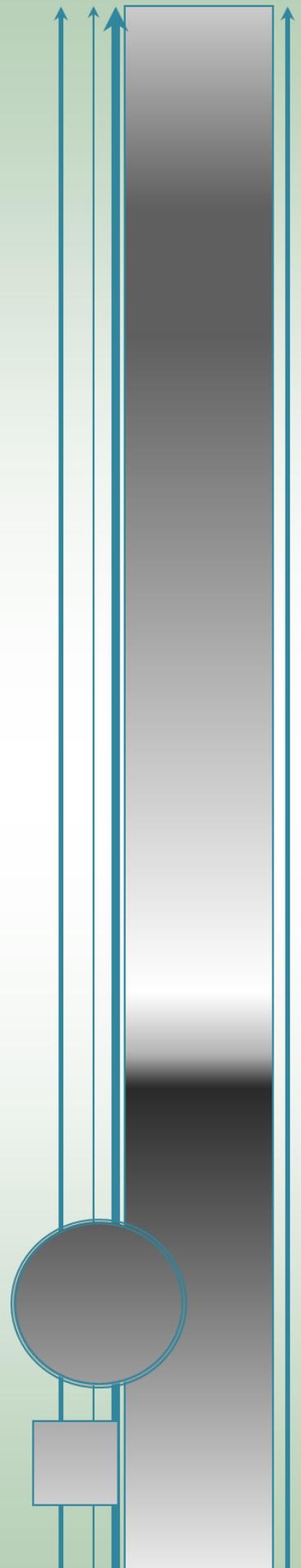
Abinoojii Inakonigewin has been initiated within our community of Naotkamegwanning; community consultations are ongoing
Annual Anishinaabe Izhitaawin Cultural Camp initiated – video documentation in place

Collaboration with Baibombeh school and community organizations for community events; various events honouring our children, youth, adults, elders
Family Day pow-wow, family retreats, community barbeques, regalia making, star quilt workshops are ongoing; creating unity within our community

Contributions to community for upgrades at our pow-wow grounds and contributions to 49th Annual Naotkamegwanning pow-wow

Outcomes Achieved:

Prevention and Family Preservation is priority before Protection
Prevention Services is focusing on cultural land-based programming
All children in care are within Customary Care placements
Results show lower case load #'s and fewer open protection cases
Culture, traditions and language is the focus in all programs
Community Elders are involved and praise the organization consistently
Agency is in the process of obtaining our agency drum and sacred items





KITAPINOONJIMINANIK FAMILY SERVICES

Provides protection, prevention and caregiver services to the Membership of Asubpeeschoseewagong Netum Anishinabek

Annual Progress Report

(Reporting Dates: April 01, 2018 – March 31, 2019)

Report Presented by:

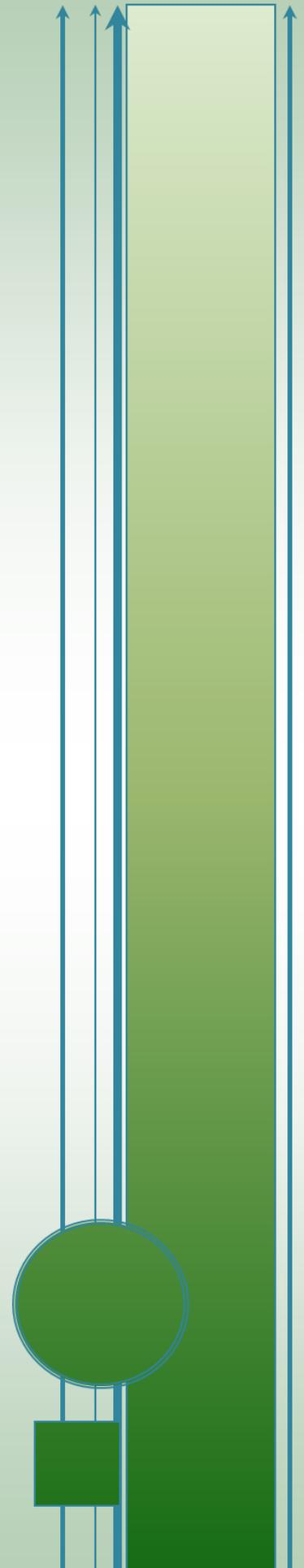
Theresa Roseborough, Director of Services

Agency Highlights/Activities:

- Cultural services have been established for children and family in community
- Cultural activities include community sweats, naming ceremonies and passage of rights ceremonies
- Culture camp for Youth and Elders at the cultural grounds
- Youth and Elder gather at Wauzhushk Onigum Nation Roundhouse
- Youth and Elder trip to Canadian Museum of Human Rights
- Our Grandmother Drum Waa bii gun nayash came to us through ceremony

Prevention, Preservation and Protection Outcomes:

- Working proactively hand in hand to reduce the numbers of children in care and families receiving protection services
- Numbers are receding due to activities and involvement
- Agency operated homes have been licensed as Staffed Model Homes
- The number of customary care homes has increased
- Family healing program pilot was a great success, participants enjoyed attending
- Family healing program has been approved funding for expansion to youth and families, will be land based with hands on experience.



Community Celebration



Culture Camp 2019



Honouring Youth, Elders, Community and Traditional Dance

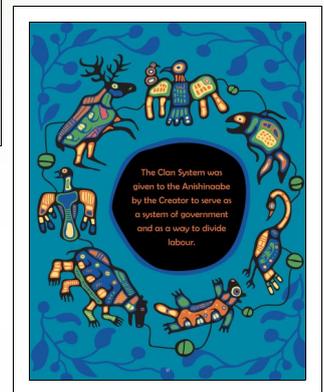
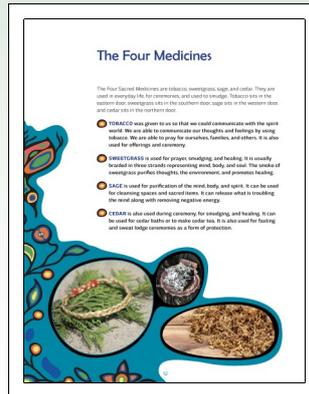
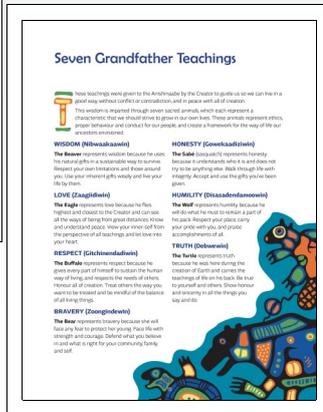
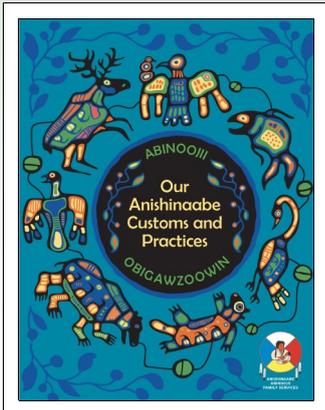


CULTURAL SERVICES

Giigidizhiminaanig, our Elder's Council, plays a pivotal role in providing guidance, direction and spiritual uplift to compliment the agency's cultural services.

Cultural services have been provided, in consultation with our Elders, to provide a full range of services that have included: Sweats, Sharing Circles, Ceremonies and Feasts.

A Cultural guide booklet was created as a resource to services provided.



Pronouncement of the Elders Council Customary Care Program of Anishinaabe Abinoojii Family Services

Respecting the services of AAFS, as a Customary Care Program for Anishinaabe children, families and communities.

We hereby pronounce and proclaim the following:

The programs and services provided by and extended by AAFS are hereby pronounced and proclaimed as the Customary Care Program of AAFS including prevention, protection, alternative care and counseling programs.

Actions:

1. The Elders Council are instructing the Board to make a similar proclamation and declaration of the Customary Care Program.
2. Thereafter, the Elders Council are instructing the Chiefs to render a similar proclamation and declaration of the Customary Care Program.
3. Henceforth, AAFS will deliver services in accordance and compliance with the Elder's Declaration dated the 23rd Day of April, 2010.



Our Voices Matter conference was held in March 2019 which had 100+ youth delegates from northern Treaty #3 territory attend. The setting was dedicated to engagement and enhanced participation on discussions relating to child and family service policies.

Elders offered guidance for the inclusion of Meenigowizewin.

Working in partnership to create this forum along with AAFS, was Wabaseemoong Child Welfare Authority and the Kenora Chiefs Advisory.

Emerging from the gathering was recommendations provided by the delegates and keynote speakers attending. Recommendations include:

- ⇒ Children and Youth in foster care and home placements need to feel safer and well cared for
- ⇒ Children in care lack a sense of belonging and need to feel accepted
- ⇒ Youth in Care require improved connections to their siblings, families and communities.
- ⇒ Supports for families of apprehended child(ren) needs improvement
- ⇒ Improvements are needed in interaction between child(ren) and CFS Workers
- ⇒ Youth in Care require improved support that is proactive and responsive
- ⇒ Reconnect with traditions, heritage and culture
- ⇒ Support cultural understanding for families, staff and caregivers
- ⇒ Youth in care need a better understanding of the CFS process
- ⇒ Improvements are required for education of CFS services, counselling services, trauma support and suicide prevention
- ⇒ Increased youth participation and feedback



MOVING FORWARD

AAFS STRATEGIC PLAN 2018-2024

Mission: To protect Anishinabe Abinoojii and to support the healing, well-being and strengthening of families through Abinoojii Inakonigewin, to achieve the preservation of families

Vision: The way we live, all together in unity for the good life..

Strategic Direction:

#1 Engage and Empower Youth -

Expected Outcomes

⇒ Language Retention, Identity Strategy, Culture Based Education, Youth Council for AAFS

#2 Tii-Baa-Chi Mowin : Develop a Strategy

Expected Outcomes

- ⇒ Strengthen and renew partnerships
- ⇒ Engage staff and partners
- ⇒ Live communication strategy that is effectively managed
- ⇒ Proper resources and tools to carry out strategy
- ⇒ Delivery of a uniformed message of board, staff and stakeholders
- ⇒ Annually validated protocols with the communities
- ⇒ Changes to policies and protocols are inclusive of staff
- ⇒ Create inclusion amongst, staff, individuals, families and communities



AAFS STRATEGIC PLAN

2018-2024

Strategic Direction:

#3 Implement Inherent Jurisdiction: Based on the natural law given by the Creator.

Expected Outcomes

- ⇒ Community Codes - Procedural Rules - Administration/Adjudication of the Codes
- ⇒ Traditional family systems based on Anishinaabe Inakinogewin re-instated through: Customary Care Practice and Extended Family roles and responsibilities, Customary Care and Adoption Home Manual and Policy, Customary Care and Custom Adoption Practice Manuals and Policy, Child Abuse Manual and Policy, Anishinaabe Healing Manual and Policy, Training Manuals and Training Plan, CIMS Systems and Forms

#4 Human Resource Strategy

Expected Outcomes

- ⇒ Staff training in align with strategic plan, Child Youth and Family Services Act, and Abinoojii Inakonigewin
- ⇒ Training tailored to specific team needs/professional development.
- ⇒ Clear training requirements in curriculum, certification/skill development and educational messaging.
- ⇒ Additional training supports and increased accessibility of training.
- ⇒ Agency curriculum easily accessible to all
- ⇒ Culturally competent, congruent and qualified workforce.



AAFS STRATEGIC PLAN

2018-2024

Strategic Direction:

#5 Strengthening Traditional Knowledge and Practices - Community Focussed and Family Preservation

Expected Outcomes

- ⇒ Traditional items/bundles and Elder's role
- ⇒ Objective to have and sustain good relationships with families
- ⇒ Create resource guide on website and in agency reception areas
- ⇒ Position descriptions clearly defined.
- ⇒ Communications strategy to align with strategic plan.
- ⇒ Accreditation and demonstration of cultural competency.
- ⇒ Culture based standards of care.
- ⇒ Caregiver training (example: Creation story—training and education)



PHILOSOPHY

The philosophy of Anishinaabe Abinoojii Family Services is founded on the recognition of the importance of the Anishinaabe family system and the potential of the many traditional methods, strengths and resources within our communities to effect change in the quality and scope of our supportive social services.





COMMUNITIES SERVED BY AAFS AND TRANSFERRED AGENCIES

PROTECTION SERVICES

- Asubpeeschoseewagong Netum Anishinabek
- Iskatewizaagegan No. 39 Independent First Nation
- Migisi Sahagaigan First Nation
- Naotkamegwanning First Nation
- Northwest Angle #33
- Animakee Wa Zhing #37
- Obashkaandagaang First Nation
- Ochiichagwe “Babigo” Ining First Nation
- Shoal Lake #40 First Nation
- Wabaseemoong Independent Nations
- Wabauskang First Nation
- Wabigoon Lake Ojibway Nation
- Wauzhushk Onigum Nation

PREVENTION SERVICES

- Asubpeeschoseewagong Netum Anishinabek
- Iskatewizaagegan No. 39 Independent First Nation
- Migisi Sahagaigan First Nation
- Naotkamegwanning First Nation
- Northwest Angle #33
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- Obashkaandagaang First Nation
- Obishikoaang First Nation
- Ochiichagwe “Babigo” Ining First Nation
- Shoal Lake #40 First Nation
- Wabaseemoong Independent Nations
- Wabauskang First Nation

WIISOKIITAATIIWIN OF ANISHINAABE ABINOOJII FAMILY SERVICES



OUR MISSION

Our Mission is to protect Anishinabe Abinoojii¹ and to support the healing, well-being and strengthening of families through Abinoojii Inakonigewin, to achieve the preservation of families.

[1] Anishinabe Abinoojii means Anishinaabe children

Values

Sacred teachings
Bravery / Courage – zoongide'iwin
Wisdom - nibwaakaawin
Respect – maanaaji'itiwin
Truth – debwewin
Honesty – gwekwaatiziwin, gaangiinaaweshkisii
Love - Zhaawenjigewin
Humility – dibaasendendiwin

Gizhe aatiziwin

To practice the sacred Teachings in respect of natural law
To practice quality and fairness
To be caring
To have respect for life
To Honor our community

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