



ANISHINAABE ABINOOJII FAMILY SERVICES

**2019-2020  
ANNUAL  
REPORT**

**CELEBRATING  
ACHIEVEMENTS IN  
ABINOOJII  
INAKONIGA'AWIN**



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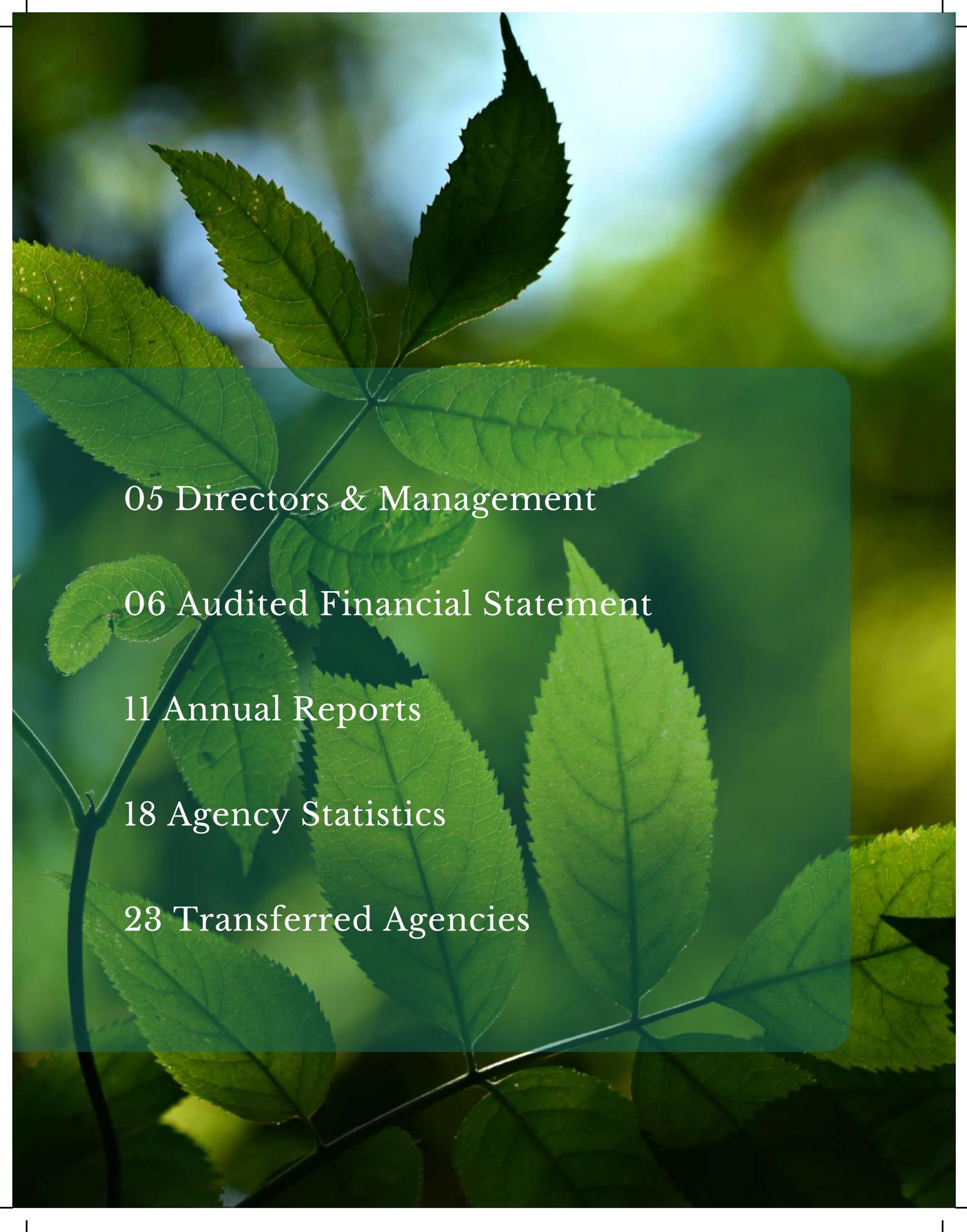
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# MESSAGE FROM BOARD CHAIR

*Jim Mandamin, Iskatewizaagegan #39 Independent Nation*

Boozhoo, my name is Jim Mandamin and I am from Iskatewizaagegan #39 Independent First Nation.

I was elected Board President of AAFS in December 2020 which was before the COVID-19 Pandemic.

This year has been definitely challenging and like other organizations we had to adapt to new ways of doing business all the while keeping out clients, caregivers, and staff of AAFS health and safety in mind as well as keeping our communities safe.

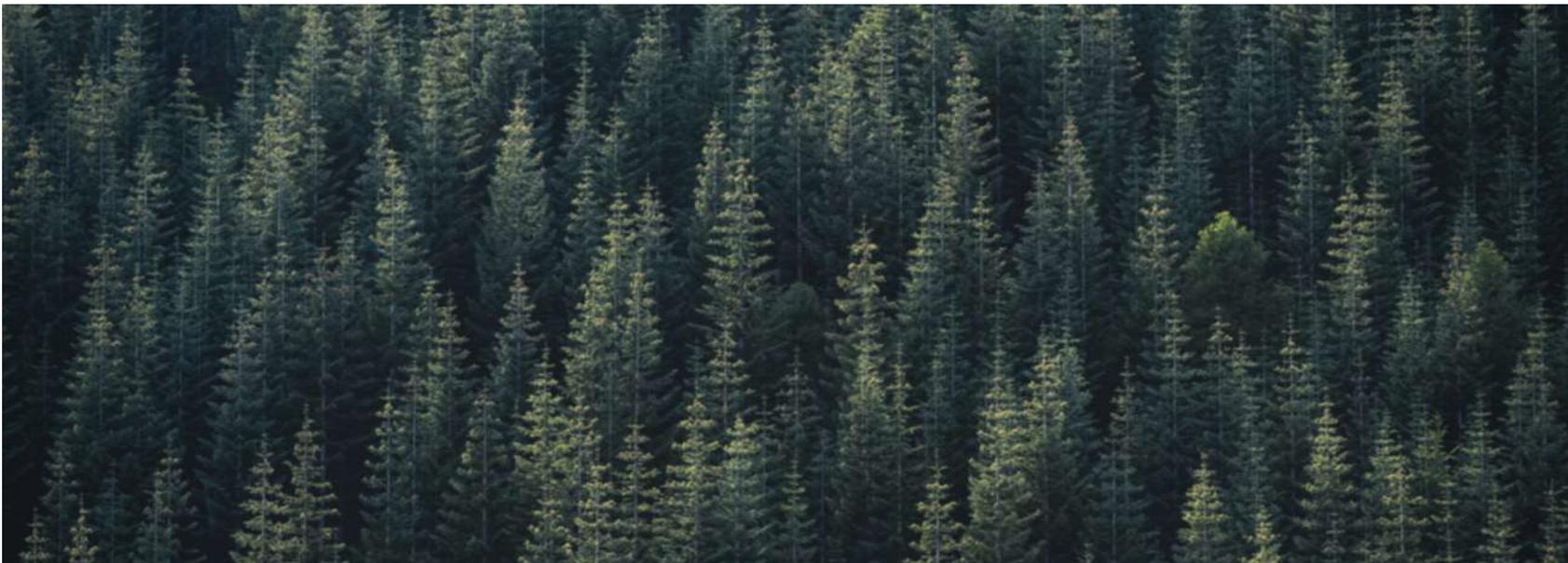
I would like to commend and thank the Directors and staff of AAFS for an outstanding job during the pandemic and an honorable mention to Dennis Petiquan, Acting Executive Director at that time. His leadership has been instrumental in our transition to the pandemic policies as well as providing his leadership throughout the pandemic. Thanks Dennis.

This year the Ontario Government has ceased the practice of birth alerts (S. 42 CYFSA).

Lastly, I would like to encourage everyone to do their part in helping curb the pandemic and to maintain social distancing. Stay safe and May the Creator watch over our people.

Jim Mandamin

Board President, AAFS



# MESSAGE FROM EXECUTIVE DIRECTOR

*Lawrence W. Jourdain, Lac La Croix First Nation*

The Agency has undergone various pressures and demands over the last fiscal year. We have seen the appointment of new Board Members and the Selection of a new Executive Committee. Various staff have left the organization and new ones have joined us. There has been an organizational review that has resulted in Resolutions and Direction from the Chiefs. Elders have met and discussed the route that the Agency will follow.

The Resolutions has increased the oversight and involvement of the Executive Committee. The Board has developed a Strategic Plan, Teams have been developed, review and revision Policies and Service Manuals is on-going and we responding to the inquires of the Ministry of Children, Community and Social Services (MCCSS). The Elders Council has endorsed Customary Care and Custom Adoption as the only service options for the Agency. We hold All-staff Assemblies (ASA) on a quarterly basis and we meet monthly with the Transferred Agencies during our Expanded Leadership Forums (ELF) 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 Abinooji Family Services has developed various Curriculum. We are committed to training our people to become proficient in child welfare and our employees to become culturally competent. We are positioning the Agency to be in a State of Readiness due to the enactment of the First Nation, Inuit and Metis Children, Youth and Family Services Act. In this regard, Wabaseemoong Customary Care Law will come into effect on January 06, 2021. The Agency will engage in transition planning with the First Nation and Wabaseemoong Child Welfare Authority (WCWA).

The Agency has been submitting proposals to Jordan's Principal and Indigenous Services Canada (ISC) for programs and services that are not funded by MCCSS. We have been successful in acquiring funding but have a difficulty in recruiting. The Agency is expanding, and the First Nation Band Representatives and Child Advocates are an applauding addition in Anishinaabe child welfare. The Agency will not falter in our duty to protect and promote Anishinaabe Interests in child welfare.

Anishinaabe Abinooji Family Services is poised to make a difference. I would like to extend my sincere gratitude to the Leadership, Board, Management and Staff for their commitment and perseverance. Thank You.

L. W. Jourdain  
Executive Director, AAFS

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# GOVERNANCE STRUCTURE

## AAFS Elders Advisory Council

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.

The AAFS Elders Advisory Council is in place to:

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



## AAFS Board of Directors

The AAFS Board of Directors is comprised of 14 representatives from each First Nation that AAFS serves. Committees formed are the Executive, Personnel, Services, and Finance.

At fiscal year end March 31, 2020 the AAFS Board Membership included the following:

Animakee Wa Zhing #37 - Toni White  
Asubpeechoseewagong Netum Anishinabek - Maria Swain  
Iskatewizaagegan #39 Independent Nation - Jim Mandamin (Chair)  
Migisi Sahgaisan First Nation - Trisha Kavanaugh  
Naotkamegwanning First Nation - Conrad Tom  
Northwest Angle #33 -  
Washagamis Bay First Nation -  
Obishikokaang First Nation - Chris Lawson  
Niisachewan - Reno Cameron  
Shoal Lake #40 - Julia Redsky  
Wabauskang First Nation - Diane Munn  
Wabaseemoong Independent Nation - E.M. Cindy Cameron  
Wabigoon Lake Ojibway Nation - Leslie Gardner  
Wauzhushk Onigum Nation - Eleanor Skead

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# MISSION STATEMENT, HISTORY & REPORT SOURCES

## Mission Statement

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



## Who we are

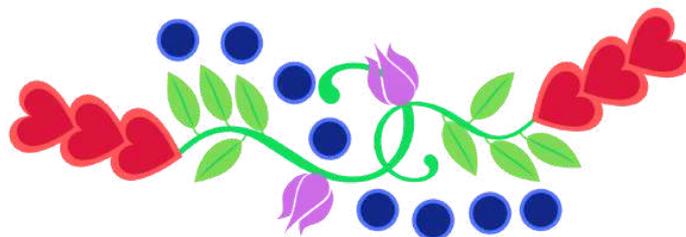
We are mandated through the province and our collective Chiefs to provide child welfare services to five communities and prevention services to fourteen First Nations in Treaty #3 northern territory. Our brother agency to the south, Weechiittewin Family Services, provides the same service provision to fourteen First Nations in the southern territory.

Additionally we carry Service Agreements with Kenora-Rainy River Districts Child and Family Services for 6 First Nations in Treaty #3 north, as an alternative to mainstream service provision, until jurisdiction is officially transferred from the Province for all First Nations to be delivered services in a culturally safe manner.

## Report Sources

This report presents a summary of Anishinaabe Abinoojii Family Services protection and prevention services as delivered for the agency's fiscal period of April 1, 2019 - March 31, 2020.

Reports and statistics were received from departments within the agency. Each report is based on various activities performed in an administrative or fiscal responsibility.



# DIRECTORS & MANAGEMENT

## *MAKING A DIFFERENCE*

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

### **Executive Office**

Lawrence W. Jourdain - Executive Director  
Dennis Petiquan - Associate Director  
Anne Perrault - Executive Secretary

### **Finance, Administration & Human Resources**

Dheeraj Sharma - Director of Finance and Administration  
Sameh Elsharkawy - Finance Controller  
Diana Bachmann - Manager of Human Resources  
Todd Madison - Systems Manager

### **Family Preservation & Prevention Services**

Sylvia Pahpasay-Wapioke - Director of Services  
Preston Copenace - A/Resource Manager, West  
Robert Gardner - A/Resource Manager, East

### **Quality Assurance**

Julie Pearson - Director of Quality Assurance  
Jody Smith - Statistician

### **Child Welfare Services**

Sean Spencer - Director of Services  
Carolyn Sinclair - Director of Services  
Doreen Parmeter - Resource Manager, Kenora and Area Team  
Danielle Chartrand - Resource Manager, Dryden and Area Team  
Sandy Carlson - Resource Manager, Alternative Care Team  
Roberta Cantin - Resource Manager, Investigation and Assessment Team

### **Cultural Services**

Clarence White - Cultural Coordinator  
Joyce White - Cultural Services Specialist

### **Niigonikaapaawitang Nanadamowin Counselling Services**

Ida Copenace - Counselor  
Nadine Kakeway - Counselor  
Shalon Adams - Counselor  
Lisa Kooshet - Counselor (Dryden)  
Catherine Hutchison - Counselor (Dryden)

*Anishinaabe Abinoojii Family Services 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, and 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.*

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# AUDITED FINANCIAL STATEMENT

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301 First Avenue S, Suite 300  
Kenora, ON P9N 4E9 Canada

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## Report of the Independent Auditor on the Summary Financial Statements

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To the Board of Directors of Anishinaabe Abinoojii Family Services

### Opinion

The summary financial statements, which comprise the summary statement of financial position as at March 31, 2020, and the summary statement of operations and summary statement of changes in net assets (deficit) for the year then ended, and related notes, are derived from the audited financial statements of Anishinaabe Abinoojii Family Services [the Entity] for the year ended March 31, 2020.

In our opinion, the accompanying summary financial statements are a fair summary of the audited financial statements, in accordance with the criteria disclosed in Note 1.

### Summary Financial Statements

The summary financial statements do not contain all the disclosure required by Canadian accounting standards for not-for-profit organizations. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the Entity's audited financial statements and the auditor's report thereon. The summary financial statements and the audited financial statements do not reflect the effects of events that occurred subsequent to the date of our report on the audited financial statements.

### The Audited Financial Statements and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial statements in our report dated October 15, 2020.

### Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of the summary consolidated financial statements in accordance with the criteria disclosed in Note 1.

### Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary financial statements are a fair summary of the audited financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standard (CAS) 810, *Engagements to Report on Summary Financial Statements*.

*BDO Canada LLP*

Chartered Professional Accountants, Licensed Public Accountants

Kenora, Ontario  
October 22, 2020

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# AUDITED FINANCIAL STATEMENT

## Anishinaabe Abinoojii Family Services Summary Statement of Financial Position

As at March 31	2020	2019
<b>Assets</b>		
<b>Current</b>		
Cash	\$ 4,400,729	\$ 7,395,153
Short term investment	-	2,000,000
Accounts receivable	1,683,377	1,713,602
Prepaid expenses	47,069	94,427
	<u>6,131,175</u>	<u>11,203,182</u>
<b>Capital Assets</b>	<u>1,782,846</u>	<u>1,593,504</u>
	<u>\$ 7,914,021</u>	<u>\$ 12,796,686</u>
<b>Liabilities and Net Assets (Deficit)</b>		
<b>Current</b>		
Accounts payable	\$ 3,515,159	\$ 3,286,704
Government contributions repayable	3,538,091	5,919,857
Deferred revenue	1,921,986	4,000,820
	<u>8,975,236</u>	<u>13,207,381</u>
<b>Net Assets (Deficit)</b>		
Invested in capital assets	1,782,846	1,593,504
Deficit	(2,844,061)	(2,004,199)
	<u>(1,061,215)</u>	<u>(410,695)</u>
	<u>\$ 7,914,021</u>	<u>\$ 12,796,686</u>

Approved on behalf of the Board:

Director *Jim Mandi*

Director *Janet Poley*

# AUDITED FINANCIAL STATEMENT

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## Anishinaabe Abinoojii Family Services Summary Statement of Operations

For the year ended March 31	2020	2019
<b>Revenue</b>		
Ministry of Children, Community and Social Services	\$ 24,315,961	\$ 23,994,938
Indigenous Services Canada	6,568,012	6,146,271
Other	73,255	704,865
	<b>30,957,228</b>	<b>30,846,074</b>
<b>Expenses</b>		
Salaries and benefits	12,160,879	12,737,338
Travel	1,370,048	1,378,425
Training and recruitment	257,542	608,106
Building occupancy	1,217,725	1,053,829
Professional services - non-client	2,182,008	1,920,954
Program expense	704,709	1,451,857
Community and cultural	-	610,086
Boarding home payments	9,910,568	10,053,070
Professional services - client	326,168	401,626
Client personal needs	799,365	826,077
Health and related	149,404	213,884
Intake and assessment	-	30,000
Financial assistance	114,447	96,752
Promotion and publicity	13,713	41,216
Admission prevention	262,024	271,126
Office administration	498,697	467,805
Donation	-	100,000
Miscellaneous	92,778	104,295
Capital and technology	3,003,440	1,753,156
Customary care	-	11,819
Legal custody	48,576	13,731
Repairs and maintenance	106,768	167,867
Administration	-	173,292
	<b>33,218,859</b>	<b>34,486,311</b>
Expenditure recoveries and other	1,421,769	1,652,694
	<b>31,797,090</b>	<b>32,833,617</b>
<b>Excess of expenditure over revenue for the year</b>	<b>\$ (839,862)</b>	<b>\$ (1,987,543)</b>

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

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# AUDITED FINANCIAL STATEMENT

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## Anishinaabe Abinoojii Family Services Summary Statement of Changes in Net Assets (Deficit)

For the year ended March 31,	Invested in Capital Assets	Unrestricted	Total 2020	Total 2019
Net assets (deficit), beginning of year	\$ 1,593,504	\$ (2,004,199)	\$ (410,695)	\$ 1,081,232
Excess of expenditure over revenue for the year	-	(839,862)	(839,862)	(1,987,543)
Capital asset additions	430,044	-	430,044	662,884
Amortization	(240,702)	-	(240,702)	(167,268)
	189,342	(839,862)	(650,520)	(1,491,927)
Net assets (deficit), end of year	\$ 1,782,846	\$ (2,844,061)	\$ (1,061,215)	\$ (410,695)

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

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## Anishinaabe Abinoojii Family Services Notes to Summary Financial Statements March 31, 2020

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### Note 1 - Summary Financial Statements

Management is responsible for the preparation of the summary financial statements. The summary financial statements are derived from the audited financial statements prepared in accordance with the financial reporting directives prescribed by the Ministry of Children, Community and Social Services, as at March 31, 2020 and for the year then ended.

The preparation of these financial statements requires management to determine the information that needs to be reflected so that they are consistent in all material respects with, or represent a fair summary of, the audited financial statements.

Management prepared these summary financial statements using the following criteria:

- a) The summary financial statements include the statement of financial position, the statement of operations and the statement of changes in net assets (deficit);
  - b) Management determined that the statement of cash flows does not provide additional useful information and as such, has not included it as a part of the summary financial statements;
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# AUDITED FINANCIAL STATEMENT

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c) Information in the summary financial statements agree with the related information in the complete audited financial statements including comparative information and all major subtotals and totals; and

d) In all material respects, the summary financial statements contain the information necessary to avoid distorting or obscuring matters disclosed in the related complete audited financial statements, including significant accounting policies and notes thereto.

Copies of the March 31, 2020 audited financial statements are available upon request by contacting Anishinaabe Abinoojii Family Services.

## Note 2 - Basis of Accounting

These financial statements have been prepared using Canadian public sector accounting standards for not-for-profit organizations as the underlying basis of accounting. In accordance with the financial reporting directives prescribed by the Ministry of Children, Community and Social Services, the Agency follows Canadian public sector accounting standards for not-for-profit organizations except for the following:

a) Modified Accrual Basis - these financial statements were prepared using the modified accrual basis of accounting. The modified accrual basis recognizes revenues as they become available and measurable within the 30 day period subsequent to year end; expenditures are recognized as they become incurred and measurable in the fiscal year and within a 30 day period subsequent to year end.

b) Ontario Child Benefit Equivalent (OCBE) Funds - OCBE funds are accounted for in accordance with Policy Directive CW 002-18. OCBE funds can only be used for expenditures articulated in the Directive (higher education achievement, higher degree of resiliency, social skills and relationship development, smoother transition to adulthood and eligible savings program payouts). The funds shall be accounted for separately from the Agency's child welfare and other operating funds, and unspent funds may be retained for use in a future year only for the purposes described in the Directive.

c) Capital Asset Acquisitions - capital asset acquisitions are recorded as expenditures in the year of purchase. Capital assets are also recorded in the Statement of Financial Position at cost with an off-setting entry to Net Assets Invested in Capital Assets. Amortization is charged against Net Assets Invested in Capital Assets and not as an expense in the Statement of Operations.

d) Vacation Pay and Other Employee Benefits - vacation pay expense and other employee benefits are not accrued and no liability is recorded in the financial statements until paid.

## Note 3 - Commitments and Contingent Liabilities

a) Vacation pay - As at March 31, 2020, unrecorded vacation pay amounted to \$435,862 (2019 - \$388,106)

b) Outstanding claims - the Agency has legal claims and possible legal claims pending against it. The outcome of these claims is not yet determinable and as such, no amounts have been recorded in the accounts relating to these claims and possible claims.

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## Services

*The focus of AAFS has always been to provide services in a culturally congruent way. Customary Care is our predominant practice, involving families, communities, and extended families in the lives of their children at all times. We honour our children and families through our teachings and practices which include annual feasts and ceremonies.*

*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.*

*Service 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

Our Legal Services Coordinator (LSC) case conferences with workers and teams in all aspects of court cases, repatriation cases, and serious occurrences and acts as a liaison between staff and the Agency child welfare lawyer. The LSC provides legal services presentations and Serious Occurrence training to staff to clarify legal services responsibility within the CYFSA as well as Worker/Legal Coordinator responsibility within the Agency.

In November 2019 the province implemented the Serious Occurrence Reporting and Residential Licensing (SOR-RL) system. This is a digital tool that automates business practices and enables secure and timely two-way communication between service providers and the ministry, replacing current paper processes for the submission of SORs and for Children's Residential Licensing.

### Investigation and Assessment

The Investigation & Assessment Team, centralized at the Kenora office, 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 Naotkamegwanning 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, the 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 whom we may link families to receive support services.

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

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# ANNUAL REPORTS

## Services

### After-Hours/On-Call Services

AAFS has an On-Call Coordinator responsible for scheduling workers, updating and preparing required documentation each week, compiling statistics, as well as hiring and training on-call workers.

Our After-Hours service responds to all calls of concern for any child or family in our catchment area. When calls are received, we consult with and use resources available within our communities. AAFS covers calls for the Kenora and Dryden area as well as our surrounding First Nations. We coordinate and collaborate 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 Nautkamegwaning 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, Nautkamegwaning and Animakee Wa Zhing #37 Windego Island, 3 retainers in Kenora and retainers in Dryden and Wabaseemoong.

**Anishinaabe Abinoojii Family Services had a total of 2996 contacts after hours between April 1, 2019 and March 31, 2020.**

### Training

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

Agency training priorities include Cultural Competency, Customary Care and Custom Adoption, Prevention Services Curriculum development, Heart and Spirit and the Indigenous New Worker Training Program.

The trainers also play an active role as an agency resource coordinating and participating in activities such as Cultural Camp, Team retreats and Interagency events.

### Kenora and Dryden Area Service Teams

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, and complete case reviews with Prevention, Family Service Committees and/or other community representatives on a regular basis.

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

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# ANNUAL REPORTS

## Services

### Alternative Care

Alternative Care workers are to establish and maintain trusting relationships with the Children, Caregivers, Families, Workers and Outside Resources. Focus is made at all levels to provide services that are culturally congruent to the Children and Families that we serve.

There are two Alternative Care Workers (ACW's) who manage Caregiver homes within the Kenora and Dryden area. Duties and responsibilities are Caregiver recruitment, home studies, ongoing case management and crisis intervention where required. Working collaboratively 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. ACW's also provide training opportunities for their Caregivers. In addition, ACW's provide recruitment strategies for caregivers. Programming involves encouragement of children and their caregivers to attend ceremonies, cultural events and the children's community of origin events. We also have an assigned Alternative Care Worker to work with the Staff Model Home for Kenora which develops work scheduling for One to One workers and Casual Workers. There are meals plans, plans of cares and Ministry requirements that need to be maintained to be fully operational and licensed.

### Education

The Education Liaison is responsible for working with Child in Care Workers and the Schools Systems to make sure that each child is on a path to success. This is done by having regular meetings with school administration and the children's teachers exclusively to discuss the Students Success Plan. These plans identify students' strengths, current situations, diagnoses and areas of weakness. They will then develop a plan that takes all those things into account that will meet specific needs in each student. Children with a higher level of need will also have their Caregivers, parents or ACW present where applicable so that they can help develop the plan. Also, this program helps Children who are aging out access tools required for higher education such as laptops, phones or applicable bursaries. The Education Liaison also identifies Children that will need extra support after they age out and make necessary recommendations to caregivers or youth in transition workers. This worker creates vital links between Anishinaabe Abinoojii Family Services and the School Boards to make sure our Children are receiving the best education to be successful.

### FASD Specialized Group Home

FASD Specialized Group Home works with Fetal Alcohol Spectrum Disorders in accordance with agency and group home policies and procedures, agency training, individual plans of care, behavior management and safety plans are developed to support the youth in care by maintaining the parameters of the CYFSA and provincial standards.

Group home staff interact with the residents and encourage positive communication such as encourage mealtimes to be social occasions. The staff models appropriate behavior and use communication techniques such as plain language recommended for youth with FASD.

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## Services

### Staff Modelled Homes

Staff Modelled Homes manage children or youth with high risk disruptive behaviors and work towards encouraging positive behaviors in accordance with agency and group home policies and procedures, individual plans of care, behavior management plans and safety plans. Schedules are made for staffing, meals and directions provided by the One to Workers, Casual Workers and Resource Manager and within the parameters of the CFSA and provincial standards.

The management of our Staff Modeled Homes requires that they complete all staff schedules, maintain an AOHR schedule, ensure Ministry compliance within each home both regarding paperwork and the physical home itself. In addition, this ACW works collaboratively with the Child in Care Workers to ensure that the children's needs are being met regarding safety, skill building, education and staff interactions. ACW will also encourage staff to build meaningful relationships with the children in the home so that the children can feel safe and supported. Team building and establishing a good rapport with staff is paramount to managing this vital to providing quality services to our Children in Care. Programming revolves around social outings, fields trips, ceremonies and other cultural events.

### Family Services

The Family Service workers work with the family to identify areas that need family support and reasons why a child came into care. It could be related to alcohol, drugs, physical, sexual harm, harm by omission, emotional harm, abandonment, separation and caregiver capacity.

The Family Service worker develops a service plan with the parents to identify areas of concerns relating to children coming into care. They work towards family support, advocacy and making referrals to resources. They ensure that parents are part of the process of the goals and objectives within the service plans and reunification.

Family Service workers ensure referrals are made to Cultural Coordinator, Prevention for Family Preservation when requiring family support, Family Interventions. Reunification planning when working towards children returning to family and supports with discharge planning. Case conferencing occur with the family and ensure Family Preservation & Prevention services are notified and are involved with the discharge (safety planning).

AAFS's goal is to have children returned home to family, extended family or any other First Nation.

### Makwa Ganaatamaaget Mobile Crisis Program

Makwa Ganaatamaaget is a mobile crisis team that works with missing, AWOL and our high-risk youth that require our teams to search and rescue our youth whom may be in harms way.

Its is an essential service that provides support to our high-risk youth and their vulnerabilities.

The program works closely and in collaboration with Ontario Provincial Police, Kenora Chief's Advisory and our Treaty #3 Police.

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## Services

### Child-in-Care

Child-in-Care workers work with the children in care and provide advocacy for children whether it be for education, recreation, health and planning for positive initiatives in children's plans of care. Working towards goals and objectives. Encouraging child's identity, culture, community and family.

Duties and responsibilities for the Child in Care worker provides case management. Which may include advocating for education, recreational activities, develops and implement Plans of Care, Complete Private visits/home visit, Review Rights & Responsibilities, complete CCSY Agreements/Youth Care Plans, ensure frequent contact with caregivers - contact with extended Family, contact w/First Nation child belongs to -Move children to new placements when required-complete documentation for placements (child background, legal agreements, placement memorandums), complete referrals (assessments-speech, telepsychology, medical, FASD, developmental etc) -Attend medical appts when necessary, attends school meeting when necessary, work closely w/AC to provide support to children and families, attend/supervise family visits when FSW is not available - Transportation to out of town medicals when required, transportation to extracurricular activities when required - Documentation/Data Entry-Case notes, plans of care, financials, works with outside agencies for OSW CIC's-attend plan of care meetings, ensure documentation is received (Case notes, Plans of Care, completes referrals for interagency programs (Education Liaison, Niigoni, Cultural Coordinator) and ensures Ministry Standards are maintained.A strong foundation of planning and implementation has been established with working with the Cultural Coordinator, Family Preservation workers and Prevention workers to support planning. The Family Preservation will attend home visits with Family Services workers and establish relationships and communication with a strong support for families and children.

A strong foundation of planning and implementation has been established with working with the Cultural Coordinator, Family Preservation workers and Prevention workers to support planning. The Family Preservation will attend home visits with Family Services workers and establish relationships and communication with a strong support for families and children.

### Family Preservation

The Family Preservation program is a culturally safe program with the primary goal of keeping families together. Specifically, the program addresses the emotional, physical, mental and spiritual needs of the children and parents. The program is designed to engage and support families by connecting them with resources to expand their knowledge on skills such as child care and child development, parenting and cultural teachings.

Each family is assigned to a Family Preservation worker. The 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 the program for a period of 12 weeks.

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

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## Services

### Youth in Transition

The primary role of the youth in transition worker is to help youth to transition into adulthood out of the child welfare system.

Additionally, the program 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, and housing applications.

### Prevention

AAFS provides Prevention Services for 6 tribal communities; Eagle Lake, Wabigoon Lake, Wauzhushuk Onigum, Washagamis Bay, Shoal Lake 40 and Northwest Angle #37.

Community education services are used to prevent problems from occurring in the community at primary, secondary and tertiary levels as outlined below:

Primary services; children/youth, community social activities, educational workshops, fun activities that encourage working together

Secondary services; one on one family support/counseling, support for families through group activities, referrals for services from other service providers, resource coordination for families.

Tertiary levels; crisis support services, referrals and advocacy, resource coordination for individuals and families

### Niigonikaapawiiitang Nanadamowin

The Niigonikaapawiiitang Nanadamowin program has a healing team that works directly with families and children by providing healing services and/or counseling. The types of counseling provided are crisis counseling, brief or single session counseling, and group or family counseling. The team responds to children, youth and families that have experienced significant trauma and grief and it is for this reason alone that the concepts of "teamwork" and "work family" are very important; these concepts are fundamental to a highly functional healing team.

The team works with children and youth 12-25 years old. There are two types of referral forms - 1 for individuals and 1 for families. Anyone over the age of 12 can fill out a referral form. The program offers a comfortable space for sessions and various methods of counseling styles to best fit the child/youth.

Niigonikaapawiiitang Nanadamowin program can also deliver counselling services that are deprived from western-based frameworks. There is value within these frameworks that can meet the needs of Children & Youth with special needs or those at risk of imminent harm. It is understood that some western-based models can be very helpful when dealing with modern day issues such as addiction, behavioral problems, learning issues, depression and anxiety. Niigonikaapawiiitang Nanadamowin counselors are able to work with both Anishinaabe and western worldviews and utilize skills from various times throughout the helping process.

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# ANNUAL REPORTS

## Services

### Training

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

Agency training priorities include Cultural Competency, Customary Care and Custom Adoption, Prevention Services Curriculum development, Heart and Spirit and the Indigenous New Worker Training Program.

The trainers also play an active role as an agency resource coordinating and participating in activities such as Cultural Camp, Team retreats and Interagency events.



## Internal Services

### Quality Assurance

The Quality Assurance Team was reinstated April 8, 2019 and consists of a Director, Statistician and two Quality Assurance Workers.

The QA Team promotes a client-centered service delivery system, supports accountability and informed decision-making, and measures and reports on compliance with relevant standards, regulations and First Nation mandates. To achieve this, the QA Team provides technical support, to all-agency services teams, in areas such as data integrity of the Frontline case management systems, Frontline and Form 10 & 20 data entry training, processing of the caregiver boarding home payments Edit List, compilation of a wide range of regular and adhoc service stats and reports, regular on-going case file audits, lead of the annual Children in Extended Society Care Review, co-lead of the annual Foster Care Licensing Review, and lead for the all-agency Quality Improvement Plans, Transitional Aged Youth and Performance Indicators reporting.

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# AGENCY STATISTICS

April 2019 - March 2020

## As of March 31, 2019

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Children in Care:	268
Customary Care Agreement:	184
CCSY:	28
Approved A/C Homes:	102
AOH Staff Model Homes:	13
AOH Live-In Model Homes:	3

## April 2019 - March 2020

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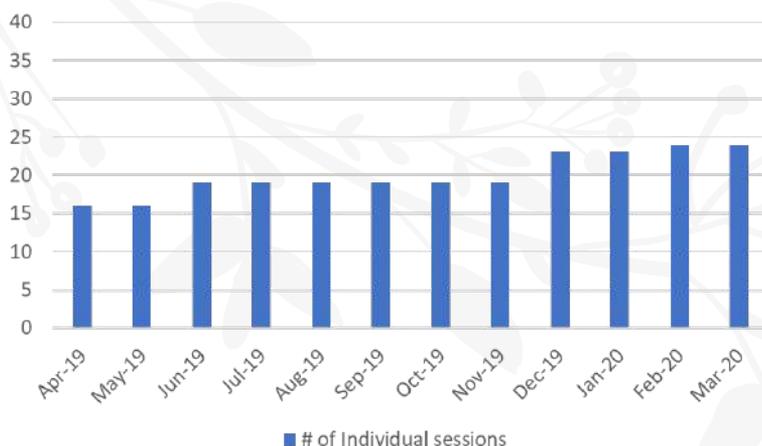
Children Discharged from Care/Reunified with Family:	105
Inq, Brief Svc, Assistance:	283
New Investigations:	189
Open Protection Files:	215
Investigations on Open Files:	127

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# AGENCY STATISTICS

April 2019 - March 2020

Monthly Service Recipients



## Youth in Transition

Reasons for Service:

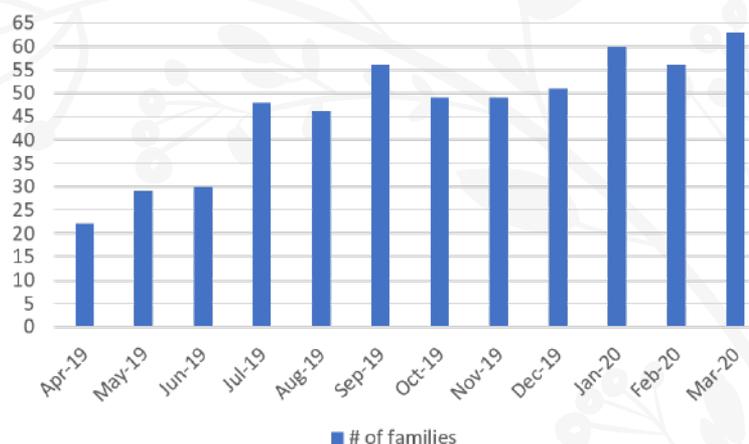
- Depression
- Poverty
- Cultural Teachings/Support
- Client Support/Advocacy
- Anger Management
- Drug & Alcohol Abuse
- F.A.S.
- Mental Health
- Budgeting
- Family Supports
- Life Skills
- Education
- COVID-19 Supports
- Pregnancy
- Aging out of Care

## Family Preservation

Reasons for Service:

- Loss & Grief
- Natural Causes
- Suicide
- Family Support
- Life Skills
- Mental Health
- School
- Suicidal Ideations
- Parenting Issues
- Alcohol Abuse
- Housing Issues
- Assistance with Moving Costs
- Violent/Aggressive Behavior
- Depression
- Harm Reduction Strategies
- Poverty
- Cultural Teachings/Support
- Client Support/Advocacy
- Support in Budgeting

Monthly Service Recipients



- Mentoring
- Coordinating with Other Services
- Unhealthy Home Environment
- Family Support
- Education in Meal Planning
- Trauma

# AGENCY STATISTICS

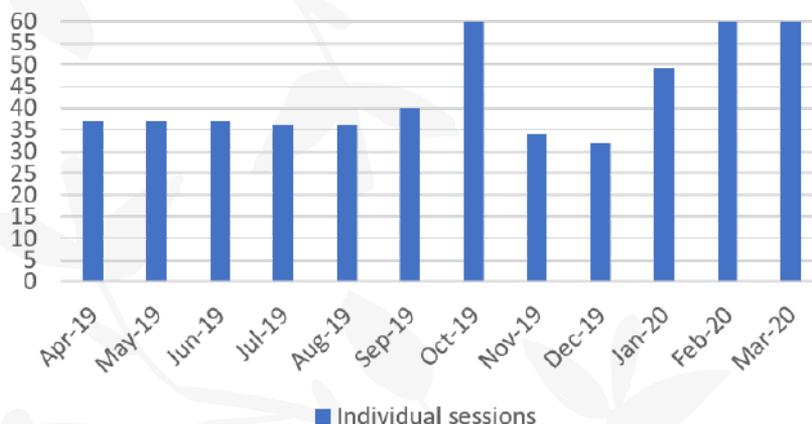
April 2019 - March 2020

## Niigonikaapawitang Nanadamowin Counseling Service

### Reasons for Service:

- Anxiety
- Depression
- Mood Behaviors
- Boundary Issues
- Oppositional Defiant Disorder
- Rebels Against Authority
- Fear
- Abuse
- Sexual Abuse/Assault
- Trauma
- Anger
- FASD
- Dietary Issues
- Low Self-Esteem
- Suicidal Ideations
- Advocating/Referring for Services
- Substance Abuse
- Avoidant Behaviors
- Cognitive Behavior Therapy
- Self-Regulation
- All About Me
- Communication Strategies
- Life Skills
- Social Skills
- Healthy Boundaries
- Building Healthy Relationships
- Anger Management
- Seven Grandfather Teachings
- Healthy Touch
- Cultural Awareness
- Coping Strategies
- Grief & Loss
- Impulse Control
- Supportive Counselling
- Bereavement & Spiritual Grieving
- Eating Disorders
- Separation/Abandonment Issues
- Personal Identity
- Emotional Sexual Trauma/Bowel Issues

Monthly clients



# ANNUAL REPORTS

## Employee Statistics

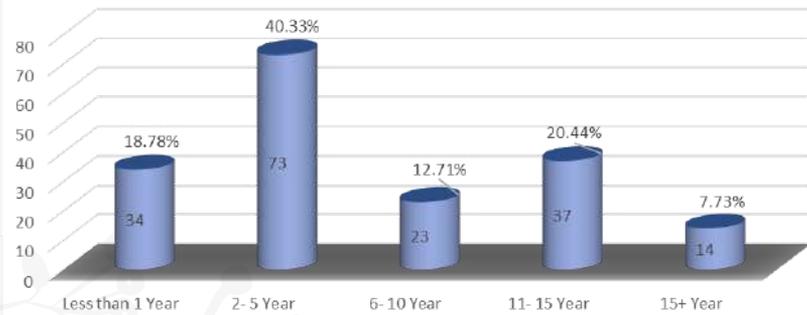
### Celebrating 5 years of Service

- Crow, Andrew - Casual Relief 1:1 Worker
- Sandy, Merlin - Casual Relief On-Call Worker

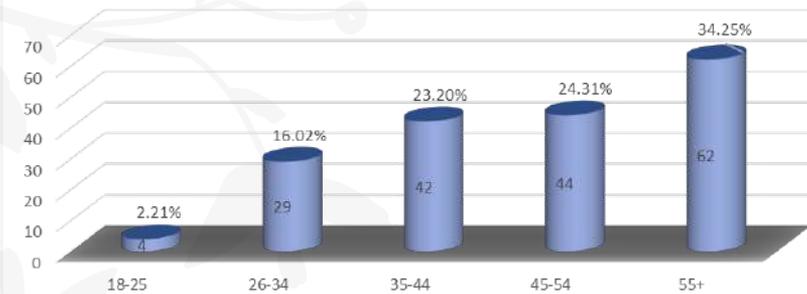
### Celebrating 15+ years of Service

- Anderson, Thomas - I&A Worker
- Cantin, Roberta - Resource Manager
- Cardy, Chris - Regular 1:1 Worker
- Carlson, Sandra - Resource Manager
- Chicago, Virginia - Senior Prevention Services Worker
- Francis, Michelle - Assistant Resource Manager
- Jamieson, Ida - I&A Worker
- Nyberg, Serenity - I&A Worker
- Parmeter, Doreen - Resource Manager
- Pearson, Julie - Director of Quality Assurance
- Peloquin, Cynthia - Family Preservation

Average Years of Staff working in AAFS



Age of Employees



- Perrault, Anne - Executive Secretary
- Petiquan, Dennis - Associate Director
- Redsky, Anna - Child Care Worker
- Ross, Glenda - Finance Clerk
- Smith, Jody - Statistician
- Spencer, Sean - Director of Services
- Thomas, Maureen - Casual Relief On-Call Worker

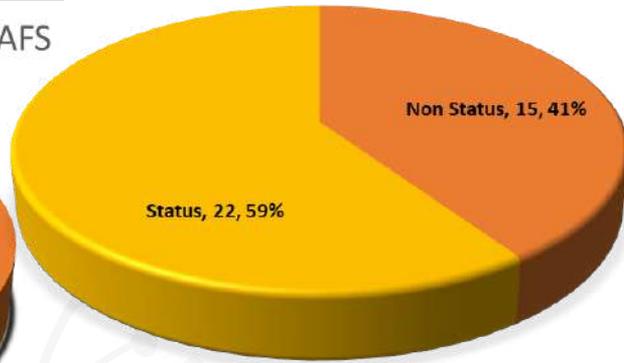
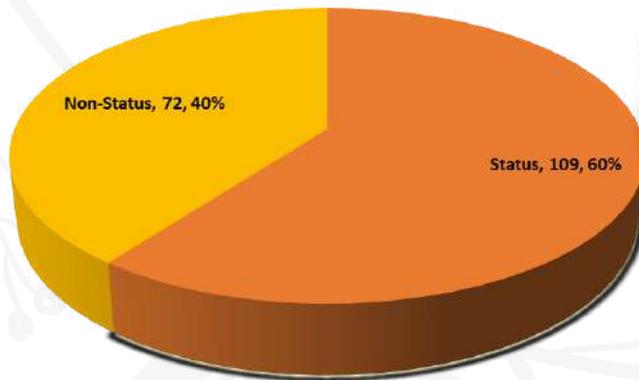


# ANNUAL REPORTS

## Employee Statistics

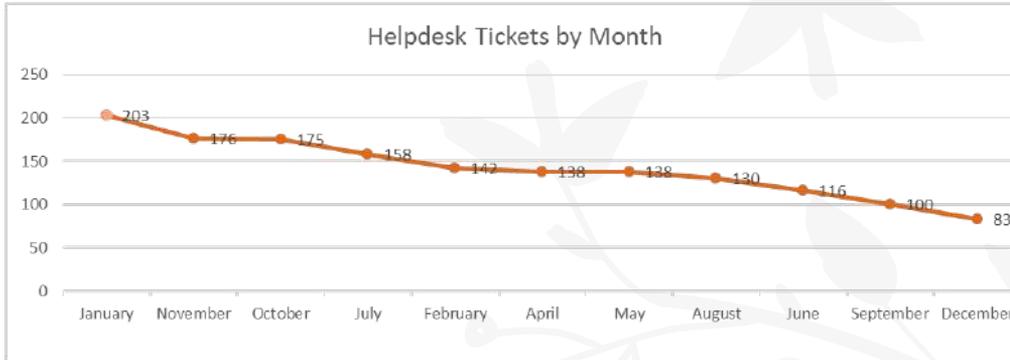
### NEW HIRES IN FY 20

Employees during the Fiscal Year 20 with AAFS

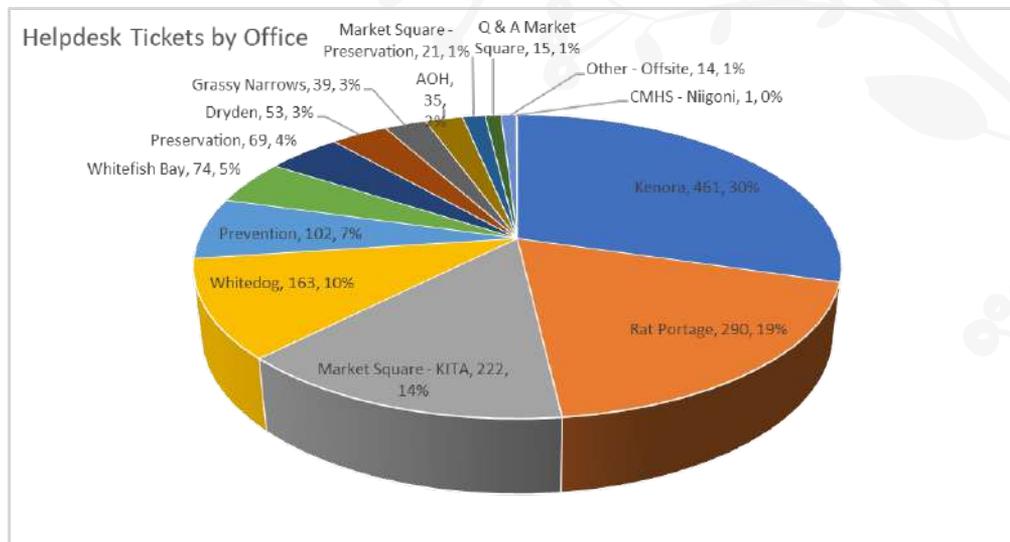


## IT Statistics

Helpdesk Tickets by Month



Helpdesk Tickets by Office



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# TRANSFERRED 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.*

## Kitapinoonjiiminaanik Family Services

### Scha-Ka-Bae Weese Cultural Program

Well, it has been another year of programming and promoting the ways of the people of Asubpeeschoseewagong. Throughout the year, there has been requests from our children and caregivers for assistance to obtain their Anishinaabeg names and clans. Caregivers and parents have come forward to be part of the sweat lodge and naming ceremonies for the children. We have been asked, along with Grandmother Drum, to assist with other community ceremonial type gatherings, i.e. naming of organizations, program feasts, elders' meetings and opening of Wabishki Makinac Lodge (Round House).

During one of our gatherings, we needed to change the name of our title. Instead of cultural coordinators, Jason and I thought we are not coordinators. We are helpers. Therefore, we decided the name, Scha-Ka-Bae Weese cultural helpers, would better fit our program.

We have been involved with other outside gatherings to help with people and ceremonies to better their lives and ease their journey. Our cultural camp, land-based outings and annual feasts have been improving since the start of the program.

Grandmother Drum has also been busy, having been asked to be part of several meetings, gatherings and celebrations. Overall, Scha-Ka-Bae Weese has been busy and successful with the journey to help the community, other organizations and most of all, our children and families.

We say miigwetch to the people and Kitapinoonjiiminaanik Agency with kind support and look forward to another good year.

Miigwetch – Hae-ho-nij-gabo

Maqua dodem

Howard Copenace

Jason Fobister

Scha-Ka-Bae Weese Cultural Helpers



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# TRANSFERRED AGENCIES

## Shawendaasowin Child and 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. After hours service is provided to Naotkamegwanning, Northwest Angle #33 & #37.

### Agency Highlights/Activities:

- Abinoojii Inakonigewin has been initiated within our community of Naotkamegwanning; community consultations are ongoing
- Successful 2nd Annual Anishinaabe Izhitaawin Cultural Camp – October 2019
- Traditional Adoption Ceremony completed in October 2019
- 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

### 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



## Wabaseemoong Child Welfare Authority

This agency provides Protection, Prevention and Caregiver services to its three communities: Islington, Swan Lake and One Man Lake. From 2003 Wabaseemoong Independent Nation initially received prevention services from us and protection services in 2005. In September, 2011 we and Wabaseemoong entered into a Service Agreement which gave over daily management of Protection, Prevention and Caregiver programs to WCWA.

The development of the Customary Care Code commenced in 2011 after it received endorsement by the Treaty #3 Chiefs at a National Assembly. Several consultations occurred with its community members and in 2017 it was codified at a special meeting of the community.

The agency's Mission Statement is "Under the guidance of the Little White Turtle, WCWA strives to provide exceptional services to children and families through our traditions, culture, values and language"

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# CONTACT US

## ANISHINAABE ABINOOJII FAMILY SERVICES

P.O. BOX 1360  
KENORA, ONTARIO  
P9N 3X7

### HEAD OFFICE (EXECUTIVE, FINANCE, HUMAN RESOURCES & ADMINISTRATION)

WAUZHAUSHK ONIGUM  
TELEPHONE: 807-548-1099  
FAX: 807-548-1345

### SERVICES (KENORA LOCATION)

20 MAIN STREET SOUTH  
KENORA, ON  
TELEPHONE: 807-468-6224  
FAX: 807-468-6643

### NIIGONIKAAPAAWITANG NANADAMOWIN COUNSELLING SERVICES, PREVENTION AND FAMILY PRESERVATION OFFICE

WAUZHAUSHK ONIGUM  
TELEPHONE: 807-548-4978  
FAX: 807-548-7696

### SERVICES (DRYDEN LOCATION)

UNIT 5-439 GOVERNMENT STREET  
DRYDEN, ON  
PHONE: 807-223-4953  
FAX: 807-223-8636

### NEED HELP?

1-866-420-9990

AVAILABLE 24 HOURS

[WWW.AAFS.CA](http://WWW.AAFS.CA)