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Message from the President and Chief Executive Officer

Leila Macumber, Board President and Kerry Francis, Chief Executive Officer



On behalf of Nogdawindamin Family and Community Services, we are pleased to present our 2022-2023 Annual Report, entitled, *We We Ni Nodmadon – We Work Together At Our Best*.

The 2022-23 fiscal year was marked by the sense of looming change. At the political level, negotiations continued on reforming the Federal Government’s First Nations Child and Family Services Program. Progress was also made towards resolving a compensation agreement for Indigenous children who were brought into care between the years of 1990 and 2022 due to the discriminatory and inequitable funding of the Indigenous Child Welfare system. Both the system reform and child compensation agreements promise to bring significant changes to Nogdawindamin and the children, youth, and families that we serve.

As the child and family services landscape continued to shift, Nogdawindamin strove to remain responsive to the needs of our North Shore families and communities. New initiatives launched in 2022-23 included the introduction of a Temporary Kinship Benefit. This monthly benefit is paid directly to eligible kinship caregivers to help meet the daily need of the children in their care, which helps to prevent placements from breaking down. Also new was the introduction of Nogdawindamin’s Post-Majority Care program. Arising from one of the immediate measures introduced as part of the federal reform process, Post-Majority Care provides supports for Indigenous youth formerly in care or preparing to leave care up to the age of 26. During 2022-23, Nogdawindamin brought on dedicated employees to work with eligible youth in negotiating the claims process to access resources available through Post-Majority Care.



Another step forward taken in the past year was the start of preliminary discussions with several of our communities about the eventual devolution of services from Nogdawindamin to the communities themselves. Devolution will be an integral step in the North Shore First Nations exerting their inherent rights and jurisdiction over child welfare matters. Although devolution will most likely be a gradual process that takes time to realize, we are excited to be opening these conversations.

We would like to acknowledge our outgoing board members, Darlene Shawbonquit and Rhonda Stonepoint-Trudeau for their contributions and commitment to Nogdawindamin. It is impossible to overstate the importance of our board and our Elders’ Council in providing leadership and direction to the Agency. We are grateful to all our board members and Elders’ Council members for their dedication and for keeping us mindful of the true purpose and meaning of our work. We are grateful as well to our dedicated staff, valued community partners, and the many collaterals who have worked with us through the preceding year. Working together has been what has kept us at our best and enabled the achievements and activities that are described in this report. **Chi-Miigwetch.**



Leila Macumber, Board President



Kerry Francis, Chief Executive Officer

Communities of the North Shore Tribal Council



Batchewana First Nation - Chief Dean Sayers
Kim Lambert, Chief Executive Officer
Natalie Atkinson, Chief Operating Officer

Garden River First Nation - Chief Andy Rickard
Jessica Grawbarger, Health Director



Thessalon First Nation - Chief Edward Boulrice
Brandie Ferneyhough, Health and Social Services Director

Mississauga First Nation - Chief Bob Chiblow
James Cada, Director of Operations



Serpent River First Nation - Chief Brent Bissaillon
Leila Macumber, Health Director

Sagamok Anishnawbek - Chief Angus Toulouse
Nicole Eshkakogan, Community Wellness Director



Atikameksheng Anishnawbek - Chief Craig Nootchtai
Carmen Nootchtai, Director, Health & Community Wellness

Our Board of Directors



President - Leila Macumber is a member of Serpent River First Nation. Community Wellness Manager. "Ozhaawashko-Giizhig Kwe" – Blue Sky Lady, graduated from the University of Windsor with a Bachelor's in Nursing Degree. Leila comes to Nogdawindamin with 25 years of experience in the Health and Social Services field. She currently sits on several Boards and Committees. Leila is a dedicated hockey mom and loves her time at the rink. She is serving her fourth term as a board member and third as President with Nogdawindamin. Leila holds the Director-At-Large position on the board.

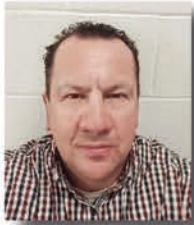
Vice President - Brandie Ferneyhough is a member of Thessalon First Nation and works as the Health and Social Services Director. "Animikii Kwe" - Thunder Woman from the Bear Clan. Brandie comes to Nogdawindamin with 18 years of experience in provincial, federal, and urban Indigenous government organizations across Ontario. Backed by frontline, human resources, and not-for-profit governance experience, she is serving her sixth term as a board member with Nogdawindamin.





Secretary/Treasurer - Gloria Daybutch is from the Turtle clan. She has been a Board appointee for the Mississauga First Nation since February 2020. Gloria sits on the NFCS Services Committee. She has a degree in Psychology from the University of Toronto and has master's certificates in Conflict Resolution (York University), and Executive Change Leadership (University Health Network).

Director - Nicole Eshkakogan is a member of Sagamok Anishnawbek. Nicole was appointed to the Board by the Chief and Council and is currently serving her first term. For over 20 years, Nicole has worked in health systems leadership and management and as an independent research/evaluation specialist for throughout Canada. Nicole is currently completing her Ph. D in Sociology at the University of Alberta.



Director - Mark McCoy is a member of the Bear Clan from Batchewana First Nation. He is currently in his second term as a member of council for BFN. Mark and his wife have been Alternative Care parents with Nogdawindamin for over 10 years. Mark has worked in Federal and Provincial corrections for 20 years. In his spare time, he loves hunting, fishing, and spending time with family.

Director - Steve Meawasige Steve Meawasige joined the Nogdawindamin Board as the representative for Serpent River First Nation in 2022 and is a member of the Services Committee. As an active member of the elected Council in Serpent River, Steve serves on the community's housing committee and is keenly interested in economic development matters. In addition to his duties on Council, for the past several years Steve has also been a key organizer for Pride events in both Serpent River and Elliot Lake.



Director - Vivian Naponse is currently employed with Atikamksheng Anishnawek as the Housing Manager. Vivian has over 15 years work experience with First Nations at the local and political territory organization levels with a strong background in Federal, Provincial and Municipal government relations. Vivian received her Bachelor of Arts Degree in Public Administration and Governance through Ryerson University and First Nations Technical Institute 2005. As a previous Nogdawindamin board member, Vivian brings a wealth of knowledge and commitment to the Nogdawindamin board.



Director - Brandi Nolan is a member of Garden River First Nation. Brandi was appointed to the Board by Chief and Council and is currently serving her first term. She is an elected member of Council for Garden River and was first elected in 2011. "Nimkii Benesi Kwe" Thunderbird Woman is from the Marten Clan. Brandi is employed by Garden River First Nation as the Governance Specialist. She currently sits on several Boards and Committees.



Outgoing Board Members

Director – Darlene Shawbonquit Atikameksheng Anishnawbek. Darlene has worked for Atikameksheng for the last 25 years as Children Programmer, Wellness Coordinator, Health Programs Manager, Director of Education and Social Services and currently the Director of Social Services. Darlene is a passionate about her current role and wants to ensure that families have the support, services, and programs to move forward with stronger and healthier foundation.



Director - Rhonda Stonepoint-Trudeau Sagamok Anishnawbek. Rhonda served on the Nogdawindamin board for three years. Rhonda has worked in the Social Services field for the last 27 years as a frontline worker in the capacity of Community Awareness Team Leader, Youth Worker, Family Support Worker, Child & Family Advocacy Manager. Rhonda is a very active member of Sagamok Anishnawbek.

NAADMAAGEJIK – Elders’ Council

Nogdawindamin is very privileged to have the ongoing support and guidance of our Elders’ Council. Each First Nation appointed the 7 Elders. The Agency has utilized their expertise and experience to assist in enhancing service delivery. The Elders are consulted regarding planning events, language, and cultural practices. They are a big part of our many events, including cultural ceremonies, Alternative Care appreciation, Pow Wow, and Social and Culture Camps. Our Elder’s Council provides our Anishinaabe names for our programs.



Harvey Bell was born on January 21, 1946. He attended St. Mary’s, St. Thomas, Sir James Dunn, Sault Tech, and Sault College. He has 4 sisters, 2 brothers, 1 daughter, and 1 granddaughter. He has spent many years serving Batchewana First Nation, including 6 years as Chief, and is a pipe carrier, pipe maker, makes medicines, and is part of a Rock and Roll Band.

Emma Meawasige is a member of Serpent River First Nation. She is 83 years young and spent 4 years in St. Joseph Residential School (Spanish), she is fluent in the language and is also an Elder for the North Shore Tribal Council.



Rose Mary Pine was born in and represents Garden River First Nation. She attended Hamilton Hospital for 2 years and also attended St. Joseph Residential School (Spanish). Rose Mary has 3 sisters, 1 brother, 5 children (3 boys and 2 girls) as well as 7 grandchildren and 2 great-grandchildren.

Mary Quisess Simon was born a member of Eabametoong First Nation & attended high school in Kenora as a boarding student. She worked for 40 years as a Personal Support Worker and she now lives in Thessalon First Nation. She has 1 sister, 2 brothers, 2 male children, has raised 3 stepchildren and a niece, and has 7 grandchildren and 7 great-grandchildren.





Gertrude Nootchtai was born on October 13, 1945, and is from Atikameksheng Anishnawbek. She attended Whitefish Lake Day School, St. Joseph Residential School (Spanish), Sudbury Secondary High School and Cambrian College. Raised by her grandparents, she has 2 sisters, 3 brothers, 1 son, 3 grandchildren, and 1 great-grandchild.

Grace Manitowabi was born on July 15, 1945 and represents Sagamok Anishnawbek. She attended Mount St. Joseph College. Her father's name is Louis Toulouse, her mother's name is Henrietta Eshkokogan, and she has 9 siblings, 2 children, and 5 grandchildren.



Willard Pine was born on June 3, 1939, and lives in Mississauga First Nation. He lived with foster parents, Dave and Maggie Morningstar, and attended reserve school until grade 8 and trade school to grade 10. He has 9 siblings, 9 children, 23 grandchildren and 34 great-grandchildren. He has served a term as Chief of Mississauga First Nation and now serves on T.E.K. Elder's Committee and Nogdawindamin Elder's Council.

Prevention Services



Anishinaabe Aadziwin (Looking After Native Culture & Way of Life) – Cultural Services Program



The Anishinaabe Aadziwin program continued to be busy in 2022-23. The program completed **1,738** referrals during the year and provided **12,110** hours of direct service and **5,271** hours of indirect service. Both referrals and hours of service increased appreciably from the previous year, in part due to the relaxation of COVID restrictions allowing for a full return to in-person service delivery.

Anishinaabe Aadziwin Service Volumes, 2022-23

	Q1	Q2	Q3	Q4	Total
Referrals	484	444	421	399	1,738
Direct Service Hours	4038.45	3077.2	3301.25	1693.45	12,110.35
Indirect Service Hours	1492	1503.1	1286.9	988.56	5,270.56

Notable events hosted by the Anishinaabe Aadziwin team included a spring Pow Wow held in Batchewana First Nation that attracted more than 250 persons, along with numerous dancers, drummers, and vendors. Youth-focused programming included a 16-week long Rites of Passage program held in the East and Central region during the spring. The program culminated with an optional fasting camp in which several participants proudly completed their first fasts. A Summer Youth Culture Camp took place in June 2022 at Ritchie Falls with 18 youths participating. A similar fall youth Harvest Camp was held in September with 11 youths taking part, with a focus on moose hunting and hunting safety.

The program also continued to provide support to Nogdawindamin staff, by helping organize cultural events such as the staff fasting camp in October. The program’s Cultural Mentor also continued working with staff individually on such topics as intergenerational trauma and integrating culture into service delivery. Regular sessions of the Anishinaabe Aadziwin Pathways training program also continued to be offered. Close to 300 Nogdawindamin employees have now taken the training since the Pathways program’s inception.

Cultural Services staff also constructed new teaching lodges in Batchewana First Nation and Sagamok Anishnawbek and relocated the existing lodge in Garden River First Nation to a new site. There are now teaching lodges in six of the seven North Shore communities and discussions are underway with Thessalon First Nation about adding the seventh.

Children’s Mental Health

The Children’s Mental Health program completed a successful year in providing culturally based mental health supports to families while adhering with the Agency’s vision and mission of strengthening families and communities. The program provides confidential and voluntary mental wellness supports to children aged 4-24 as well as to parents and caregivers.

Notably in 2022-23, the Children’s Mental Health program collaborated closely with the Agency’s Anishinaabe Aadziwin team on the delivery of several programs and groups, including the Rites of Passage program, harvest camps, and a regular youth drum group. In addition, the program also hosted a Children’s Mental Health conference in March 2023.

The program was also able to implement the ACHWM (Aanish Naa Gegii: the Children’s Health and Well-Being Measure) survey tool for youth service users for a full year, with 100 youths completing surveys. Some of the preliminary findings from the surveys are noted in the infographic below.

2022-23 ACHWM Findings

75%

Feel pride and connection to their community.

77%

Identify at least one positive personal community connection.

62%

Have hope for the future.

79%

See the beauty in nature.

Adult Mental Health

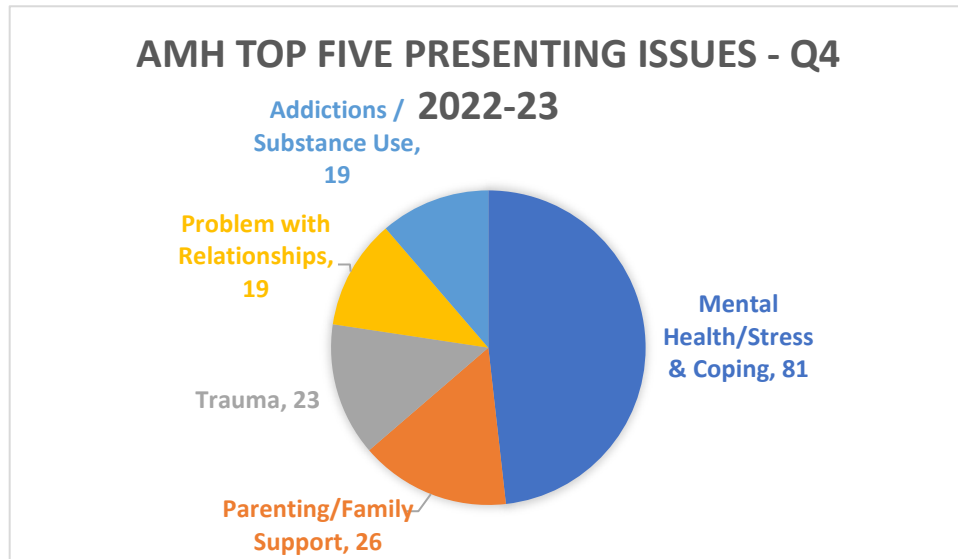
The Agency’s Adult Mental Health services program provides comprehensive mental wellness supports to parents and caregivers (aged 19 and over) from the North Shore First Nations who have a child involved with Nogdawindamin’s protection services. The goal of the program is to prevent or lessen the involvement of families with child welfare. The service continues to maintain strong relations with each community through regular communication, enhanced community engagement through case reviews, and quarterly reviews with communities where the Agency is experiencing referrals from community partners.

SUCCESS STORY

“When I first met Chantale I was nervous but after a bit she made me feel very comfortable. She was very welcoming, kind, caring, and patient. She never pushed me to talk about something I was not ready to share but encouraged me to share and just let it out. She always made it known that whenever I was with her it is a safe place and that its ok to cry. She helped me a lot not just mentally but physically as well as spiritually. She helped me find fun activities and hobbies to do. I found that I loved riding my bike and snowboarding. She also helped me understand my culture and traditions.”

-Children’s Mental Health Service User.

During the year, the Adult Mental Health program facilitated several rotations of the Red Path Addictions Program, which helps practitioners address the underlying problems associated with addictive behaviours. The AMH program also hosted a community conference on



Mental Health and Addictions during National Addictions Awareness Week in November. Several AMH team members also became trained in Dialectical Behaviour Therapy (DBT), which has been acknowledged as a service gap for both adults and youths in the region.

Wellness Centre

Since beginning operations in 2018, the Wellness Centre has evolved from a primary care mental health service to a more specialized mental health service that offers child psychiatric services within Nogdawindamin. Children and youth received individualized treatment plans and follow up by a consulting child psychiatrist who is on a fee for service arrangement.

Service volume at the Wellness Centre increased 34% in 2022-23 relative to the previous year. Staff have observed an increase in youths who are dealing with stressors related to gender identity, with approximately 9% of the service volume now experiencing this issue. The average age of service at the Wellness Centre is 13 years old and the most prevalent referral reason is medication management or exploration.



Behavioural Model

Nogdawindamin's Behavioural Therapy Model provides Applied Behaviour Analysis (ABA) services for children and youth with developmental and behavioural concerns. The program offers culturally based behavioural services to members (or affiliates) of the Seven First Nations along the North Shore. Through parent coaching opportunities and direct one-to-one support, the Behavioural Model Program aims to increase families' well-being, improve the home environment, address Child Welfare concerns and keep children in the home with their natural caregivers.

Notable changes to the program in 2022-23 were the addition to the team of 9 Behavioural Therapists, a Behavioural Analyst, and a Team Supervisor. With enhanced staffing, the program has been able to increase its clinical and administrative services to children and families in Nogdawindamin's East and Central regions. The program is now providing services from two treatment locations that support both individual and group sessions.

New programming introduced during the year included five ABA-based curriculums that are offered as afterschool programs. Through a partnership with Nogdawindamin's Anishinaabe Aadziwin team, Behavioural Services has also been hosting a weekly group program. Participants in the group can practice their social and communication skills learned in ABA sessions while taking part in fun, culturally based activities such as maple sugar-making and learning Anishinaabemowin words and phrases.

Specialized Services – Volunteer Program – Volunteer Drivers

The Specialized Services (Volunteer) Program supported the Agency's driving program in 2022-23. Volunteer drivers transport children, youth, and families to scheduled activities, events, school, appointments, and Parenting Time visits. Services are also provided to biological parents who require transportation to visits or appointments. In 2022-23, drivers provided transportation to 201 children and 157 adults.

A major development for the program during the year was receiving approval from Jordan's Principle to hire seven casual drivers across Nogdawindamin's service region. As of March 31st, 2023, the program had succeeded in recruiting four drivers to complement the Agency's volunteer roster. Recruitment for the remaining three vacant casual positions remains ongoing.

Parenting Time (Access Support Program)

Nogdawindamin currently offers Parenting Time services from seven sites across the region. Where appropriate, Parenting Time visits can also occur at alternate locations, such as at a parent's residence or in the community. The goal of the program always remains family reunification. Differing levels of supervision are employed based on the progression of participants and goals achieved, with supervision being reduced as caregivers achieve more of their wellness goals.

Children's Support workers employ therapeutic approaches and offer tools to equip parents to meet the needs of their children more effectively by increasing connections and engagement. The program supports access with extended family members as well, to ensure their continued connection with

SUCCESS STORY

Client A is a 7-year-old female diagnosed with autism, as well as being a child in-care. In December, the Behavioural Therapy team was pleased to receive a positive report from this child's classroom teacher, who in her observations noted multiple improvements in behaviour since September.

Among the cited improvements were the including this child having zero emotional outbursts over a 6-week period and showing improved ability to self-regulate by calming herself at her desk. The teacher attributed these improvements directly to the child's involvement in ABA services through Nogdawindamin.

In addition, this teacher has started generalizing the supports and strategies that Client A learned through her treatment with the rest of the classroom.

family. Customized plans have been established with families and the First Nation communities to maximize the amount of visitation time that can be offered to parents and children. Child Welfare Workers and Child in Care Workers have been integrated into Parenting Time supervision to enhance assessments with families and ensure progression towards family reunification.

Community Outreach and Prevention Services

Prevention Services focuses on identifying protective factors and an enhanced understanding of how those protective factors contribute to, or explain positive outcomes for children, families, and communities. In 2022-23, Nogdawindamin's Prevention Services Project Officers continued to work in partnership with community staff in individual First Nations, helping them to address challenges with reporting and financial requirements that are required as part of the Partner Funding Agreements between Nogdawindamin and the communities.

Family Treatment Project



The Family Treatment Project was established in response to the large number of families involved in child welfare matters because of parental mental health and addictions concerns. The project worked to document current addictions and mental health services available to the seven North Shore First Nations communities and assessing the need for a Family Treatment Model to further address addictions needs of community members as they intersect with matters of child welfare.

Nogdawindamin hosted a Family Treatment Conference on May 25th and 26th for representatives from the North Shore First Nations. More than 100 attendees took part in the conference, which featured presentations from three Family Treatment Programs from different parts of Canada.

Nogdawindamin hosted a Family Treatment

Nokomis Kidwaa - Grandmas and Aunties Program

Among the highlights for the Grandmas and Aunties program in 2022-23 was the Grandmas Retreat that was held at Melwel Lodge in May. There were 40 grandmas from the seven (7) First Nations. The purpose of the retreat was information-sharing amongst the North Shore Grandmas, Nogdawindamin, and several presenting organizations, which included Blue Thunderbird, Nisichawayasihk Cree Nation Child and Family Services, and Maamwesying.

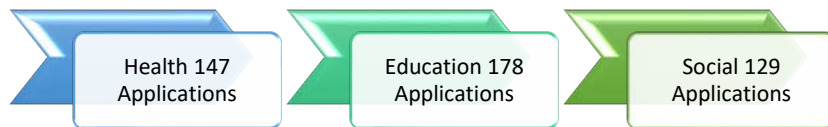


Nogdawindamin's Grandmas and Aunties Coordinator also developed a detailed training plan based on the needs and gaps that had been identified in the

communities. The training plan encompassed five pillar areas: Child Welfare, Culture, Service Delivery, Parenting, and Addictions Recovery. The training participants First Nation workers involved with the program, grandmas, aunties, parents, and children.

In March, First Nation and Nogdawindamin staff attended three sites during a trip to Manitoba: Mikaaming Mino Pimatziwn Healing Lodge, Granny’s House, and the Removal of Parent program. These programs have all show success with child welfare in Indigenous populations. These visits provided staff from the seven North Shore communities an opportunity to experience these programs first-hand, ask questions, and begin to imagine how these programs may be adapted to address gaps in services in their own communities

Jordan’s Principle



The Agency’s Jordan’s Principle Case Managers work closely with families involved with the services of Nogdawindamin to obtain funding to address identified service gaps. During the year, Jordan’s Principle

Case Managers supported 454 Jordan’s Principle applications. All submitted applications were approved, with a total value of \$5,898,827.96. Since inception of the program, Jordan’s Principle Case Managers have received over 2,900 approvals for individual applications for North Shore First Nations members and secured over \$21,000,000 to support children and families

In addition to these individual applications, the Agency’s Jordan’s Principle team also supported the North Shore communities with seven group claims, which led to total funding approvals in the amount of \$489,277.86.

Partnership Funding

Nogdawindamin Family and Community Services partnered with our First Nation leads to secure funding for priority initiatives through Jordan’s Principle and the Canadian Human Rights Tribunal. Between April 1st, 2022, and March 31st, 2023, the Agency secured \$5,271,748.03 in additional federal funding that flowed directly to communities and partners. These funds supported the delivery of Children’s Mental Health services, Grandma and Aunties initiative, Child, and Youth Program Centre in Atikameksheng Anishnawbek, and improving Aboriginal Health Access through Maamwesying.

Community / Partner	Funding
Atikameksheng Anishnawbek	\$959,393.51
Batchewana First Nation	\$638,210.71
Garden River First Nation	\$1,010,842.71
Maamwesying	\$834,022.85
Mississauga First Nation	\$570,905.67
Sagamok Anishnawbek	\$1,446,153.71
Serpent River First Nation	\$416,151.63
Thessalon First Nation	\$406,909.95
	\$5,271,748.03

Community Partnership Highlights

Throughout 2022-23, Nogdawindamin staff have been working closely with colleagues at the North Shore First Nations to advance numerous major projects and group funding requests.



Major Capital Submissions in Progress

As per the breakdown below, Nogdawindamin has been partnering with four of our seven communities on major capital submissions under Canadian Human Rights Tribunal Order 41 totaling approximately \$39.9 million in value.

Community	Project	Estimated Value
Batchewana First Nation	Head Office Expansion	\$10,900,000
Batchewana First Nation	Safe Home	\$1,900,000
Mississauga First Nation	Office Space Development	\$13,800,000
Mississauga First Nation	Safe Home	\$1,026,304
Mississauga First Nation	Cultural Space	\$207,000
Serpent River First Nation	Safe Home	\$554,000
Thessalon First Nation	Office Space Development	\$8,000,000
Thessalon First Nation	Healing Lodge	\$637,000
Thessalon First Nation	Land-Based Programming	\$2,900,000
	Total:	\$39,924,304

Approvals have now been received for the Serpent River First Nation Safe Home (\$554,000), Mississauga First Nation Safe Home (\$1,026,304) and Cultural Space (\$207,000) and the Thessalon First Nation Healing Lodge (\$637,000). Smaller funding envelopes have also been received to continue preparatory work for several of the other projects.

Group Claims

Nogdawindamin staff also collaborated and shared expertise with First Nations colleagues to secure numerous group claims through Jordan’s Principle to meet needs within the communities. Below are some of the highlights from the year:



\$437,721

to support the communities in sending youth and families to the 2023 Little NHL tournament.



\$20,899

for the Batchewana First Nation Jays Care Program.



\$141,034

for Mississauga First Nation to acquire a vehicle to transport youth and families.

Anishinaabe Audzit (Our Way of Life) – Family Well-Being

Family Well-Being is an intensive early intervention program which provides support to families to minimize identified risk of involvement in Child Welfare, mitigating protection concerns and supporting the reunification of families. The program assists families in achieving

Family Well Being	Q1	Q2	Q3	Q4
New Referrals	64	61	50	30
Families Supported	174	224	128	159
Goal Plans	151	114	91	37

sustainable outcomes by delivering culturally appropriate supports and interventions to achieve effective skills and strategies for independence, resiliency, and diversion of crises. Families are supported in taking control of their own environment and pathway to wellness through self-directed strategies and goal setting. The program supported an average of 171 families each quarter in 2022-23.

Family Well-Being Group	Q1	Q2	Q3	Q4
New Referrals	38	25	41	19
Participants	757	548	626	109

The Family Well-Being Group Program was developed to address commonly identified areas of concern identified by Child Welfare workers. Group programming helps participants learn new skills and build on their family’s unique strengths.

Programming is offered face-to-face and virtually, with the aim of building resiliency, confidence, and unity within individuals, families, and communities. Available topics include Red Path, Life Skills, Triple P Parenting, Cultural, Healthy Cooking, Activities of Daily Living, Family Enrichment, and Healthy Relationships. To maximize participation, most programming continued to be offered virtually in 2022-23.

SUCCESS STORY

A father who had been working hard towards his goals in the Family Well Being program succeeded in having his children returned to his care. The Family Well Being worker helped to celebrate this wonderful milestone by securing Soo Greyhound tickets so the family could have a fun outing together. The department also provided some extra fishing equipment to the family as well. The grateful father connected with the Family Well Being worker after these outings took place and shared photos of him and his children enjoying their quality time together.

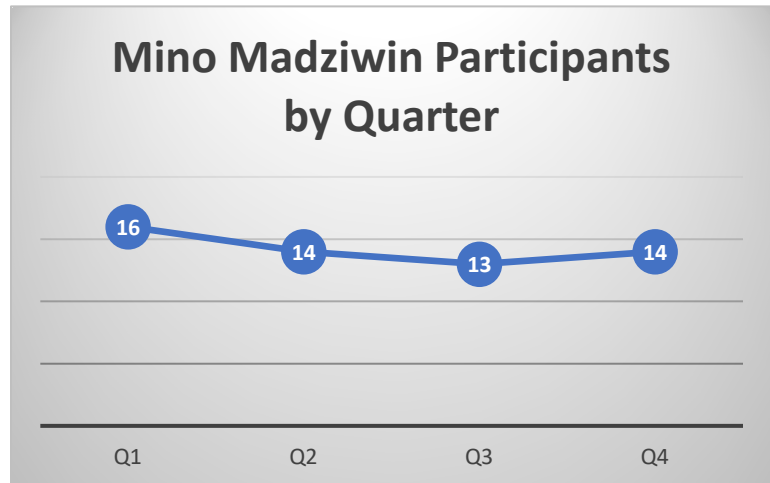
The Family Well-Being team also supports service users who are facing financial hardships by providing grocery gift cards during the holiday season, which are purchased with funds contributed by Nogdawindamin employees through payroll deduction. For Christmas 2022, the program assisted 79 families with gift cards that had a total value of over \$23,000.

Mino Madzwin Youth Justice Program

Since 2008, Nogdawindamin Family and Community Services has been offering a diversion program to Indigenous youth aged 12-17 through the Mino Madzwin Youth Justice Program. The Program is recognized as an alternative measures program under the Youth Criminal Justice Act. Participants complete assigned modules (spokes) that include Substance Abuse, Prosocial Skills, Anger Management and Family and Community. Upon completion of the computer-based program, youth are deemed to have fulfilled the required sanctions imposed by the court and will have their charges withdrawn.

While the youth are completing the spokes, the Mino Madzwin Youth Justice Worker also provides additional support to the youth and their families such as One-on-One Support, Advocacy, Life Skill, Education Support, Encouragement and Positive Reinforcement, Rehabilitation and Reintegration, Referrals to Internal and External Services and Cultural Support. Through one-on-one interactions, the Mino Madzwin worker helps youths to build skills in areas such as assertive communication, problem solving, and conflict management.

The service volume for the program was steady during 2022-23, with between 13 to 16 youths participating each quarter. To ensure ongoing awareness of the program, the Mino Madzwin worker conducted outreach activities with police services, probation officers and communities throughout the region over the course of the year, in addition to soliciting referrals internally from other Agency program areas.



Waankii Yendam – Youth in Transition Program

The Youth in Transition (YIT) program provides culturally based supports to youth that are transitioning out of the child welfare system into adulthood. The target group are youth between the ages of 16 and 24 who are members of the North Shore First Nations and living within the Nogdawindamin jurisdiction. The youth in the program work one to one with their YIT worker to develop a successful path to independence. The program offers support in the following areas: housing, education, employment, financial literacy skills, cultural supports, advocacy, links to community resources, healthy relationships, and overall life skills.

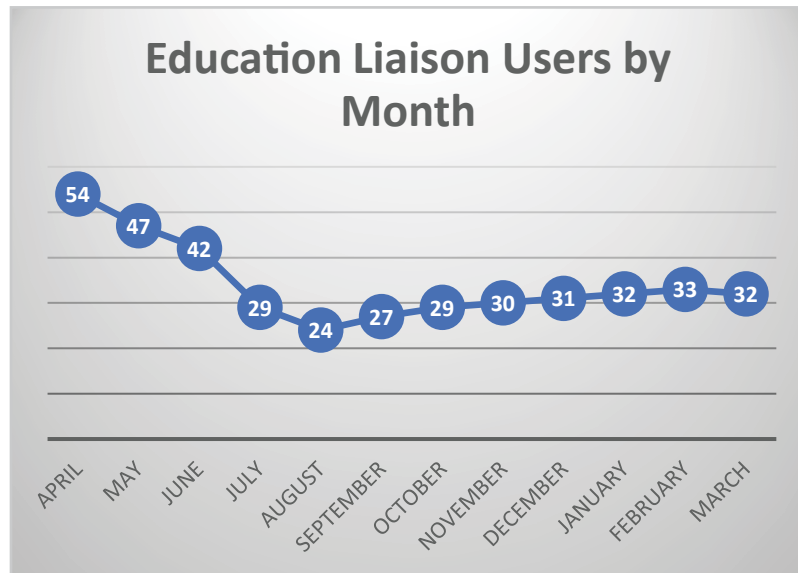
Housing Support Program

Through the housing support program Nogdawindamin assists older youth with obtaining safe, secure, and affordable housing in the community. Thanks to partnerships established by the Housing Support Worker, youths have been able to access supplementary housing supports that reduce market rent costs through subsidized housing and they can also be provided with start up allowances to purchase necessary household items.

The Housing Support Program supported six youths over the course of the year, representing a slight decrease in usage from 2021-22. The most common presenting issues of service users in the program were issues related to housing and homelessness and financial stressors.

Education Liaison Program

The education liaison program’s goal is to be responsive to the diverse educational needs of our children and youth in care, under customary care agreements and voluntary youth services agreements (VYSA) to provide supports to improve the educational outcomes of children and youth. The Education Liaison Worker acts as a navigator with school boards from Sault Ste Marie to Sudbury to resolve any issues that may impacting student learning such as, transitions between schools, assessments, suspensions, special education needs. The Liaison Worker also participates in school meetings and ensures that access to



culture is incorporated into learning.

The Education Liaison Program began the year supporting 54 learners. Usage remained high through the first quarter, before declining during the summer months when school was out of session. From September to March, the average monthly users supported by the program was 30, which is in line with the service volume for the 2020-21 year. At year’s end, the program was providing support to 32 students.

Nogdaawenmishin - Neonatal Caring Services

The Neonatal Caring Services program aims to reduce the number of First Nation infants entering out of home placements at birth and to preserve the integrity of the family unit by mitigating risk. Services and supports are provided in a flexible, non-judgmental, nurturing, respectful and accepting way to Anishnawbek women, who are pregnant, or are post-delivery with an infant under 18 months.

During the 2022-2023 fiscal year, 27 service users delivered their infants while receiving services from the Neonatal team. Of these, 17 remained with their biological caregivers, eight (8) were voluntarily placed with extended family members



Right: Neonatal staff assisting at the Batchewana First Nation “Trunk or Treat” event in October.

or out-of-home placements, and two (2) remained with mothers who were supported by a designated primary caregiver.

In 2022-23 The Neonatal Hub model expanding to the east with the opening of a new site for service delivery in Atikameksheng Anishnawbek at the Wasakwa Child and Youth Centre. Group programming was offered at both the Atikameksheng and Sault Ste. Marie hub locations, with more than 80 group activities held during the year. Neonatal Caring Services also took on oversight of the Agency's volunteer Baby Cuddler program during the year. Baby Cuddlers provide cuddling services to caregivers that require respite. Cuddlers are in direct contact with infants and their parents and caregivers. Cuddling services are provided to comfort newborn infants who are medically fragile and in the Neonatal Intensive Care Units in Sault Area Hospital and Health Sciences North, Sudbury.

SUCCESS STORY

Prior to the COVID-19 pandemic, the Neonatal program was working with a mother who was struggling with post-partum depression, with relationship issues, and the parenting challenges of being a single mom. This mom went on to become the program's most loyal and invested Hub participant. When her baby was born, the Hub staff started marking her monthly milestones with a picture. There had been 10 photos taken when COVID lockdowns forced the Hub to close its in-person programming. Regardless, the mother persevered and finished out her year of milestones and made a picture collage of baby's first year. In the spring of 2022, the staff at the Hub were honoured to reconnect with the mother and meet the now 3-year-old child who was in attendance so regularly at the Hub. Mom continues to mention the Hub and the workers often. The staff took out the milestone blanket and updated her picture, happy to share in a special moment.

Canadian Human Rights Tribunal



Through the Canadian Human Rights Tribunal Order 411, the Agency secured \$32,819,123 to implement additional preventative measures to limit the risk of children and families becoming involved with the Child Welfare system. This funding enabled Nogdawindamin Family and Community Services to assist North Shore First Nations with prevention initiatives and allowed the agency to implement core programs, including Neonatal Caring Services, Family Well-Being, Cultural Services, Grandma's and Aunties, and Mental Health Services.

Language Revitalization - Ganawedamin Inwewinan Anishinaabemowin Bimaadiziimagad Project

The Anishinaabemowin Project Development Lead is moving forward in meeting the project objectives. First, successfully attaining community representatives from Atikameksheng, Sagamok, Serpent River, Mississauga, Thessalon, and Garden River to form a Regional Anishinaabemowin Steering Committee.

Secondly, steps have been taken to gather information from Serpent River and Sagamok. So far, three youth sessions were held to deliver community Anishinaabemowin surveys in determining language levels

and attitude towards revitalizing Anishinaabemowin among the youth. Serpent River also hosted a community engagement session to generate a list of community resources and sources to support future Anishinaabemowin strategy plan.

The project teamed up with Anishinaabe Aadziwin team to co-host two language culture conferences, both successful in community and staff attendance. The workshops were geared to support language learning and it was noted in the workshop evaluations that all workshops were engaging and fun.

The First Nations Confederacy of Cultural Education Centres (FNCCEC) has continued funding the project for the 2023-2024 fiscal year. The project will continue gathering information from the remaining communities and begin developing an agency and community language strategy.



Above: Language Conference Youth Panelists (L to R) Lee Simpson-Johnston, Quin Meawasige, Brandon Petahtegoose, and Ninaatig Stats-Pangowish.

Protection Services



Child Welfare

The Child Welfare department continues to work in collaboration with the First Nations across the North Shore to enhance culture, sense of belonging and traditions into the Service Delivery while respecting and addressing each of the community's unique needs.

Intake

During the year, Nogdawindamin processed 1,037 referrals, which was slightly lower but comparable to the previous year (1,048). This led to the opening of 277 investigations. A further 40 child protection files that had been previously closed were also re-opened for investigation. A total of 323 investigations were completed during the year, with 72 files being transferred to Ongoing Protection.

Ongoing

The overall number of ongoing files served in 2022-23 was largely flat relative to 2021-22, although open files decreased markedly by the end of the year. Over the period, Nogdawindamin served 294 ongoing files, with 158 of these remaining active as of March 31st, 2023. A total of 149 subsequent investigations were conducted on ongoing files during the year.

Legal Services

Nogdawindamin continues to put significant effort in reducing legal interventions where possible.

The Agency ended the year with 51 open files before the court, representing a slight decrease from 2021-22. There are 6 adoptions in progress and two adoptions were finalized in July 2022.

New Legal File Openings by Quarter

Q1	Q2	Q3	Q4
4	6	1	9

Out of Home Placements

For the year ending on March 31st, 2023, Nogdawindamin provided service to 318 children who required out of home placements. There were 55 children discharged from care during the year, so the Agency finished the year with a total of 263 children in its care under a variety of permanency options,



representing a slight decrease from the end of the 2021-22 fiscal year (269 children in care).

The Agency's child in care department works diligently to keep children who need out of home placements connected to their families and communities. The team strives to ensure that children are placed within family placements whenever possible, followed by extended family or close acquaintances within the community. Placements within alternative care homes are used as a last resort.

Children that are placed in care receive a cultural plan to guarantee that a focus is kept on the 13 Rights of the Anishinaabe Child. Children also all supports from other Agency programs and services, such as mental health, the wellness clinic, education liaison, and youth in transition programs. To ensure that

the needs of the children are met, ongoing case conferences with regards to supports and progress are held with the First Nations.

Kinship Services

Kinship Services within Nogdawindamin Family & Community Services is in response to the Truth and Reconciliation Commission's first recommendation calls for child welfare to reduce the number of Indigenous children in care, to keep families together where it is safe to do so, and to keep children in culturally appropriate environments.

Nogdawindamin's Kinship Services team works hard to ensure kinship families are surrounded by the supports needed to make a placement of a child or children in an out of care setting successful and aim is to minimize trauma, improve well-being, increase permanency, improve behavioral and mental health outcomes, promote sibling ties, and preserves identity for children and youth.

The number of kinship homes fluctuated over the course of the year. As of March 31st, 2023, the Agency was supporting 49 kinship homes across the service region, with 68 children residing in those homes. The Kinship team have activated internal services for families and children – connecting to Cultural Services, Children's Mental Health, Adult Mental Health, and Family Wellbeing. The team have had success in securing funds through Jordan's Principle to provide service and supports to children for respite, psychological assessments, tutoring, daycare, furniture, and clothing. Also significant in 2022-23 was the securement of funding from Jordan's Principle for a Temporary Kinship Benefit that can be paid directly to kinship caregivers monthly to help assist with the needs if the children in their care.

SUCCESS STORY

The success of Kinship Services is seen within the stability of placements for children and securing services that meet identified needs. The certainty provided by Kinship placements affords time to parents and caregivers to work on their identified needs with the goal and hope of reunification. One such caregiver saw her healing journey extend to three years before reunification was achieved. The caregiver's protection file has since closed and both the caregiver and their child are doing extremely well, with no further Agency involvement necessary. These are the successes that can be experienced through Out of Care placements.

Customary Care

As of March 31st, 2023, the Agency had 111 Formal Customary Care Agreements in place. Customary Care placements remain the preferred permanency option for our Families and Communities.

111

Formal Customary Care
Agreements
As of March 31st, 2023

Children in Extended Care Review

The Ministry of Children, Community and Social Services' Children in Extended Care Review took place from November 21-25, 2022. For this year's review, 23 Children in Extended Care and two (2) adoption probation files were audited.

Overall, the outcome of the audit was positive, with the auditors noting the following as areas of strength:

- First Nation notifications and collaboration were clearly documented demonstrating the ongoing collaboration and decision-making with the First Nations.
- Permanency planning was clearly documented, with a compliance score of 100%.
- Culture was noted by the auditors to be present and very dominant in the documentation.
- Social histories were thoroughly documented with a compliance rating of 100%.

Voluntary Youth Service Agreements (VYSA)

Voluntary Youth Services Agreements (VYSA) are available for youth who are aged 16 or 17 years old; who cannot be adequately protected at home or in their current living situation; have no other safe options with family or friends; and need an out of home placement. The service supports youth who are experiencing physical abuse, sexual abuse, emotional abuse, neglect and/or abandonment, or/and at risk of any of these things. The service supports youth who have left home because of concerns about safety or risk of harm at home, or if the youth is homeless.

8
Youths Supported Under
VYSAs
As of March 31st, 2023

Continued Care and Support for Youth (CCSY)

Through the CCSY program, Nogdawindamin supports youth ages 18-21 years, with financial assistance for housing and other independent living needs as they prepare for the transition to adulthood. The youth are supported with many internal services such as culture, youth in transition and Mino Madzwin. As of March 31st, 2022, Nogdwaindamin was supporting 48 youths under CCSY agreements.

48
Youths Supported Under
CCSY Agreements
As of March 31st, 2023

In the winter of 2023, the Government of Ontario announced that the CCSY program would be undergoing changes. Effective April 1st, 2023, the programs was renamed "Ready, Set, Go." Among the important changes are an increase to the amount of financial support that youths can receive and the extension of age eligibility from 21 to 23.

Alternative Care

The Alternative Care team was excited to have its annual appreciation events return to full in-person status in 2022-23. The East region event was held on October 15, 2022 and the West event followed on October 22, 2022. Thanks to the generosity of supporting community partners and Nogdawindamin staff, each Alternative Care family received a gift basket to take home. The Alternative Care team was also pleased to help co-host a barbecue and fun day in partnership with the Anishinabek Police Service. The event—which had been paused for the last two years due to COVID-19—was held in August at the Garden River Recreational Centre.



Above: A Nogdawindamin volunteer gets dunked at Alternative Care barbecue and fun day, held in August in Garden River.

	2022-23	2022-2023
Alternative Care Homes	124	123

Although homes were both opened and closed throughout the year, the availability of Alternative Care homes remained largely stable in 2022-23. The Alternative Care Recruiters continued to actively recruit for new homes and collaborate with the Agency’s Communications Department on new marketing initiatives.

Helping to solidify a new tradition, in 2022-23 members of the Alternative Care team and staff from numerous other departments came together to host two golf tournament fundraisers to support Alternative Care children and families. The Agency’s first East-region tournament took place on June 23rd, 2022, at Timberwolf Golf Course in Sudbury, while the second annual Alternative Care Golf Classic was held on September 16th, 2022, at Silver Creek golf course in Garden River First Nation. Combined, the two tournaments raised more than \$20,000 in net proceeds for the Alternative Care program.

CUSTOMARY AND ALTERNATIVE CARE PROVIDERS ALWAYS NEEDED

If you are interested in providing care, contact our Head Office and ask for Intake. We will happily answer all questions and complete the confidential assessment process with you. We also provide training and support to all Alternative Care parents.

There is always a need to foster younger children ranging from 0 to 5 years.

CALL 1-800- 465-0999

Post-Majority Care Services

Canada's implementation of post-majority care services started on April 1, 2022, as an immediate measure in the reform of its First Nations Child and Family Services Program. The intent of post-majority care services is to provide First Nations youth and young adults who have transitioned out of care or who are preparing to transition out of care with the same support and opportunities to thrive as other youths and young adults. The program is available to Indigenous young persons between the ages of 17 and 26 who are in care or were formerly in care and considered to be ordinarily resident on reserve. Supports are available to assist eligible recipients with financial needs, housing, and education and professional development, amongst others.

During 2022-23, Nogdawindamin received Band Council Resolutions from five North Shore communities to implement post-majority care services on their behalf. The Agency sought and received funding to hire three dedicated case managers to lead the process. During the fourth quarter, applications from the Agency began to be made on behalf of young adults who were formerly in care and the first approvals for funding were obtained.



Intervention Program

The goal of the Intervention Program was to prevent the breakdown of Alternative Care home placements. at risk of placement breakdown. Often this involves working with homes where there is a special needs child or a child with known maladaptive behaviours. Treatment plans were developed to assist with addressing the child's behaviour to lower stress on the family and maintain the placement. The Intervention team worked closely with the Child in Care, Alternative Care, and Cultural Services teams, to guarantee the success of the children and youth being served. Due to uncertainties with future funding availability, the Intervention Program concluded on March 31st, 2023, with staff in the program being reassigned to other areas.

Alternative Care Licensing Review

The Ministry completed its annual audit of Alternative Care files over the period of November 14-25, 2022. A total of 76 files were review, comprising 33 open Alternative Care files, 40 child files, and three (3) closed Alternative Care files. The review included interviews with Alternative Care parents, children, and Nogdawindamin staff members. Most of the audit occurred virtually, apart from one day of in-person interviews. The audit was successful, with positive feedback being provided by the Ministry

auditors throughout. Noted areas of strength included file organization, well-developed plans of care for children, and the presence of culture within the files that were reviewed.

Ganawejigaazogamik – Children’s Residences



Nogdawindamin has acquired two homes and one apartment in Sault Ste. Marie to provide culturally safe homes for Indigenous children and youth who have been placed in care and have complex needs. There are currently five (5) youths being served in the Agency’s residential homes. NFCS employs one manager, one supervisor, 14 full-time and 13 part-time/casual In-Home Child and Youth Workers to provide around the clock care and support to these youth. The program offers support services, life skills coaching while creating a safe environment with programs and teachings embedded in cultural practices.

Multi Year Planning and Engagement

In January 2019, Indigenous Services Canada issued a directive to First Nations Child and Family Services Agencies in Canada to submit an annual multi-year plan as part of the terms and conditions of the



funding agreement. The multi-year work plan was designed to help “First Nations Child and Family Services Agencies and communities connect in the delivery of prevention services with the ultimate goal of reducing the number of children in care.”

The Multi Year Planning (MYP) team entered 2022-23 with plans to develop service integration frameworks with each North Shore community. One such initial planning session occurred with Thessalon First Nation in May 2022. However, due to uncertainties around the reform of the federal First Nations Child and Family Service program, much of this work was paused in the late spring of 2022. MYP staff subsequently assisted with several in-

community meetings to discuss initial planning for prevention service devolution from Nogdawindamin to the communities. Due to continuing uncertainty around future funding and the direction of the federal reform process, Nogdawindamin made the decision to conclude the current Multi Year Planning initiative on March 31st, 2023.

Finance & Administration



***Clockwise from top left:** Agency float at the Sault Ste. Marie Rotaryfest parade. Elders' Council members at the Agency Christmas Gathering. Employees at the the Garden River Teaching Lodge. Recruiting at the Laurentian University job fair.*

Training



2,039
Training
Hours



131
Training
Sessions



1,516
Staff
Attended



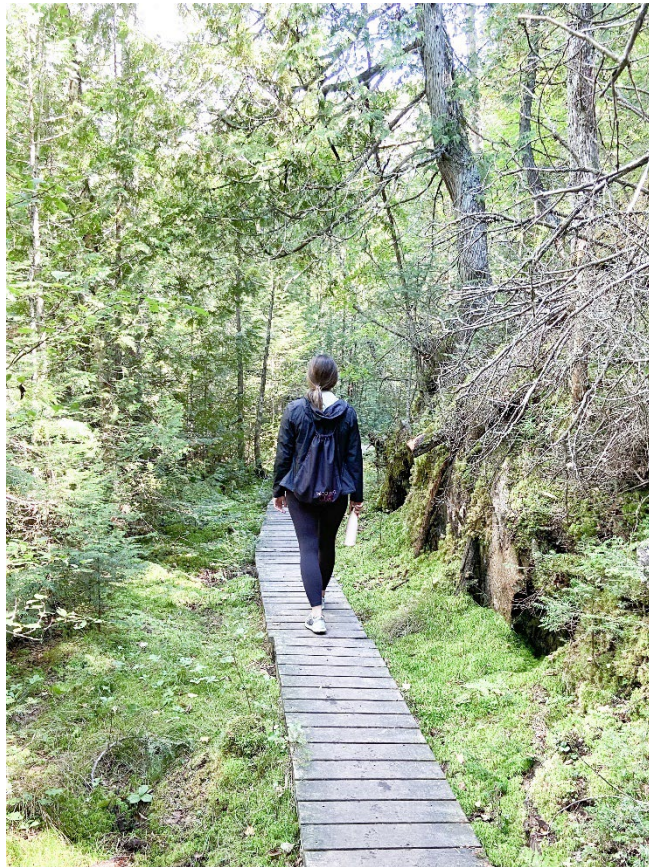
257
Community
members
Attended



\$257,822
Total
Trainer
Costs

The training department promotes Nogdawindamin's service model through professional development opportunities that are focused on helping staff provide the best outcomes possible for the children, families, and communities we serve. In addition to planning and coordinating training sessions for each department in the agency as part of an annual workplan, the trainers manage a large range of tasks on an ongoing basis, which include:

- Research and curriculum development.
- Developing an annual agency-wide training plan and corresponding training budget to be presented to and approved by the director of finance.
- Researching and coordinating appropriate training opportunities with external partners based on staff needs.
- Support staff on an ongoing basis with accessing training.
- Delivering training to community partners from the seven first nations Nogdawindamin supports as requested.
- Coordinating and/or delivering training to Alternative Care resources, including those that are mandatory to maintain compliance to ministry standards.
- Delivering a wide variety of training sessions regularly to new and existing staff, some of which are mandatory to maintain compliance to ministry standards.
- Training new protection workers as part of the authorization process
- Ongoing assessment and evolution of training
- Complete other tasks related to special projects where needed.



Mentorship Program

Nogdawindamin’s Child Welfare Mentor program entered its third year in 2021-22. The program pairs new hires with an experienced Child Welfare Mentor, who models responsibilities and provides insight into the worker’s role. Through mentorship, new hires gain an understanding of the Agency’s service model from a cultural lens, while developing competencies and receiving practical guidance on how to carry out tasks. The Mentor provides feedback to the shadowing worker, with field observations being compiled into a report card.

Human Resources

The Agency began the year with 391 employees. Due to a slight increase in year-over-year employee turnover, the Agency concluded the fiscal year with 377 employees.

Key initiatives supported by the Human Resources department in 2022-23 included:

- The implementation of a new Hybrid Work Model and associated policies.
- The introduction of a monthly Years of Service recognition to acknowledge employees as they reach their anniversary date with the Agency.
- The formation of a new Social Committee to help plan staff social events within the Agency, as well as the annual Christmas gathering.
- Representing the Agency at numerous career fairs and job seeker events held throughout the region.

SUCCESS STORY

Each year, Nogdawindamin employees are offered the choice to make a small deduction from their pay cheques to go towards holiday gifts for North Shore families. As most employees choose to donate, the contributions have become quite substantial in recent years. From December 2021 to December 2022, a total of **\$23, 828** in holiday funds were raised through the voluntary program. The donations were used to purchase \$300 gift cards that were distributed to 79 families across the region to enable the purchase of groceries and household items. The program is proof that a little individual generosity can go a long way when it is part of a collaborative effort!

The Human Resources department also remained responsive to changing circumstances and legislation. Due to an improving public health situation, the Agency’s COVID-19 was able to be formally disbanded during the year. The department also developed new policies with respect to staff’s right to disconnect from work and to be aware of electronic monitoring in response to new laws passed by the Government of Ontario.

During the 2022-2023 fiscal year, the Wellness Committee continued to promote healthy living through a variety of initiatives. This included:

- Encouraging staff to get active and exercise through an activity challenge called, “The NOG Fitness Frenzy.”
- Presenting a virtual cooking demonstration with Chef Chris from Serpent River First Nation. Chef Chris provided a recipe and instructions on making moose meat stir fry.

- A webinar was held with Tammy Watts, a nutrition and supplementation specialist, who provided staff with information on digestive health and nutrition.
- Two Acts of Kindness initiatives took place during the year: distributing strawberry moon water to staff at the Agency’s early summer gathering in June and a peer-to-peer recognition activity during January.

LGBT2SQ+ Committee



Above: Part of the Nogdawindamin delegation that took part in the Serpent River First Nation Pride Parade, which took place in June 2022.

During 2022-23, the LGBT2SQ+ committee continued efforts to support inclusivity and build understanding of working with diverse communities. Notably, the committee arranged for staff training on Gender and Sexual Diversity through Safeguards Training.

All Agency staff were invited to group sessions that covered

important knowledge and skills that are applicable for when working with or supporting 2SLGBTQ+ children and youth. Committee members also facilitated Nogdawindamin’s participation in the Serpent River First Nation Pride parade that took place in June of 2022.

Toy Drives for Children in Care

A new partnership between Nogdawindamin and The Salvation Army helped to brighten the holidays for Indigenous families across the North Shore. In early 2022, Nogdawindamin Board Member Steve Meawasige of Serpent River connected the Agency with Major Sean Furey of the Salvation Army. The two organizations then entered a formal partnership by signing a Memorandum of Understanding.

After discussing with Major Furey some of the needs of Nogdawindamin’s children in care and of children working with the Agency in prevention programs, it was agreed that a holiday toy drive would be a worthy initiative. The Salvation Army



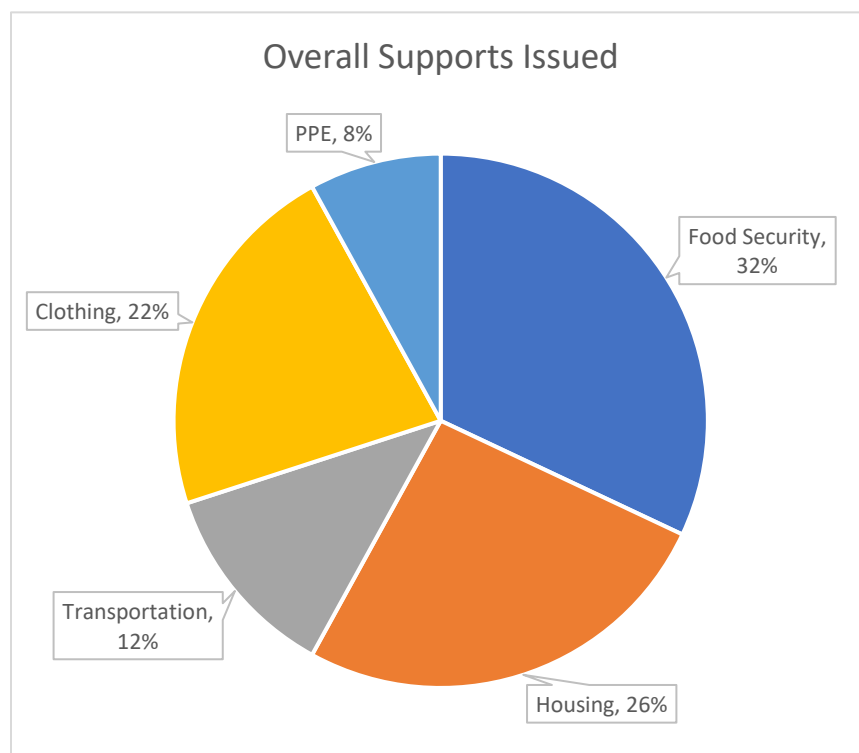
Above: Nogdawindamin Board Member Steve Meawasige (left) and Major Sean Furey of the Salvation Army.

covered the cost of transporting a shipment of toys from Southern Ontario. In all, the Agency received 29 skids of donated items. Nogdawindamin staff sorted and organized the toys over several weeks and they were distributed in December 2022 to families working with the Agency across the region.

The Salvation Army partnership is not the only way Nogdawindamin helped families celebrate the season. In November and December of 2022, Walmart Sault Ste. Marie partnered with Nogdawindamin on the “Chi-Ode – Big Heart” holiday toy drive to support children in care for a second consecutive year. Through the generosity of community members, many gifts suitable for older children were donated through the campaign.

Ngo Dwe Waangizjik

Ngo Dwe Waangizjik (We Are All One) is a collaborative of seven Indigenous governed organizations, including Nogdawindamin, that provide service to urban Indigenous residents in the City of Greater Sudbury. Working as a collective, the group has been successful in securing funding during the pandemic to provide COVID-19 related supports to the community members they serve.



In 2022-23, funding from Ngo Dwe Waangizjik for COVID supports was only available during March 2023. Despite the tight timeframe, Nogdawindamin was able to disburse \$103,725 in funding to support the ongoing needs of families in the Greater Sudbury area. Food security continued to be the most accessed support, followed by housing and clothing. To assist with ongoing food security and transportation needs, bulk orders were placed for grocery gift cards and transit passes; these will be distributed to families throughout the 2023-24 fiscal year.

Nogdawindamin Family and Community Services – Statement of Financial Position

NOGDAWINDAMIN FAMILY AND COMMUNITY SERVICES


Statement of Financial Position


March 31, 2023, with comparative information for 2022

	2023	2022
Assets		
Current assets:		
Cash	\$ 19,243,136	9,346,932
Accounts receivable (note 2)	982,904	2,280,990
Prepaid expenses and deposits	67,834	59,884
	<u>20,293,874</u>	<u>11,687,806</u>
Capital assets (note 3)	3,702,688	4,969,394
	<u>\$ 23,996,562</u>	<u>16,657,200</u>
Liabilities and Net Assets (Deficit)		
Current liabilities:		
Accounts payable and accrued liabilities (note 4)	\$ 7,852,590	5,992,430
Due to funder (note 5)	2,749,124	874,453
Deferred revenue (note 7)	9,290,365	4,510,882
	<u>19,892,079</u>	<u>11,377,765</u>
Net assets (deficit):		
Unrestricted net deficit	(101,112)	(201,776)
Reserves (note 8)	502,907	511,817
Investment in capital assets	3,702,688	4,969,394
	<u>4,104,483</u>	<u>5,279,435</u>
Commitments (note 11)		
	<u>\$ 23,996,562</u>	<u>16,657,200</u>

See accompanying notes to financial statements.

On behalf of the Board:

 _____ Director

 _____ Director

Nogdawindamin Family and Community Services – Statement of Operations

NOGDAWINDAMIN FAMILY AND COMMUNITY SERVICES

Statement of Operations

Year ended March 31, 2023, with comparative information for 2022

	2023	2022
Revenue:		
Ministry of Children, Community and Social Services	\$ 23,180,173	\$ 24,236,826
Department of Indigenous Services Canada (note 9)	32,819,123	30,459,090
Alternative care	267,553	207,231
Children's special allowance	1,086,906	986,297
Disability tax credit	28,894	31,058
Other	1,556,544	984,323
	58,939,193	56,904,825
Expenses:		
Salaries		
- Staff	27,955,785	26,379,337
- Benefits	6,566,282	6,147,979
Boarding	5,047,302	5,127,928
Building occupancy	2,516,790	2,040,145
Client personal needs	1,412,018	1,260,181
Cultural program	236,223	391,685
Financial assistance	2,101,384	2,540,123
Health and related costs	262,051	329,829
OCBE expenses	183,217	369,069
Office administration	498,247	545,549
Other	355,654	333,416
Programs expenses		
- Internal	914,173	756,087
- External	7,418,887	7,183,008
Professional services - client	871,155	678,794
Professional services - non- client	185,201	290,710
Promotion and publicity	59,350	126,568
Repairs and maintenance	2,856	13,048
Technology	430,339	438,199
Training and recruitment	180,919	408,400
Travel	1,865,608	1,148,243
Expenditure recovery	(284,086)	(206,767)
	58,779,355	56,301,531
Excess of revenue over expenses before amortization	159,838	603,294
Amortization of capital assets	1,334,790	1,504,968
Deficiency of revenue over expenses	\$ (1,174,952)	\$ (901,674)

See accompanying notes to financial statements.

**Nogdawindamin Family and Community Services –
Listing of Donors**

The Agency sincerely acknowledges with thanks the generous support of the community-minded staff, partners, and vendors who give from their hearts to help us deliver the programs and events that enrich the lives of those we serve. You make a difference in the lives of children.



*Algoma Steel
Anonymous
Carla DiLabio
Dumanski Interiors
Group Health Centre
Ken Brown
Marilyn Rowlinson
Shelly Nelson Bond*

*Aline Wellness Inc.
Bob's Smoke Shop
Crystal Kingston
Fausto DiTomasso
J. Southwind
Kim Aelick
Randy St. John
Spadoni's Furniture*

*Andy's Convenience
Brandi Bradley
Dan Tice
Great Lakes Honda
Juliette Wemigwans
Maureen Walls
Shannon McGillivray*

Acknowledgement of Funders

On behalf of Nogdawindamin Family and Community Services Board of Directors and North Shore First Nation Communities, we would like to acknowledge the ongoing support of the Federal Government (Canadian Human Rights Tribunal Orders and Jordan's Principle), Provincial Government, the First Nations Confederacy of Educational Centres (FNCCEC), and The Department of Canadian Heritage.

