



KINA NIIGANABDAA

"We All Look Forward"



NOGDAWINDAMIN
FAMILY AND COMMUNITY SERVICES

Annual Report
2023-2024

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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 2023-2024 Annual Report, entitled, *Kina Niiganabdaa – We All Look Forward*.

The theme of looking forward could not be more fitting, as both our North Shore Anishinaabe communities and our Agency feel poised for momentous changes. At the community level, the settlement of the Robinson Huron Treaty Annuities case promises a much-needed redress of a historic wrong and along with it a once-in-a-lifetime infusion of wealth for community members. For

Nogdawindamin's part, an increasingly large share of

our planning over the past year has come to centre on planning for the devolution of programs and resources to community control, preparing for the resolution of the federal First Nations Child and Family Services reform process, and anticipating how the Agency might operate in the future under one or more community-developed Indigenous child welfare laws.



While the near future is fascinating in both its possibilities and uncertainties, it's also important for us not to discount the achievements that have happened in the present and near past. The 2023-24 fiscal year saw the number of children and youth in out of home placements decline, albeit slightly, for a second consecutive year. Although this trend downwards has been modest it has also been consistent, leaving room for cautious optimism that we have passed the peak of child welfare activity on the North Shore. Also notable in 2023-24 was the Agency being approved for new mental health funding from the provincial Ministry of Health. This annualized funding will be used to hire a Youth Addictions Worker dedicated to each North Shore Community and to support community-level activities. The year also marked the first full year of operations for our Post Majority Care team, which succeeded in obtaining close to \$900,000 in supports for eligible young adults who were formerly in care or preparing to exit from care.

Another area where we continued to experience success was in partnering with communities on funding applications. For the year, we were able to secure close to \$18.7 million in funding for community needs through Jordan's Principle and the Canadian Human Rights Tribunal (CHRT). Amongst these approvals were major capital projects including \$13.8 million for a new social service building in Mississauga First Nation and over \$3 million for a Cultural Camp in Thessalon First Nation. In another major step forward, Nogdawindamin also concluded its first formal devolution agreement with Mississauga First Nation. This agreement transfers prevention funding from Nogdawindamin to the community so that the First Nation itself can begin delivery of priority prevention services.

We would like to acknowledge our outgoing board member, Brandi Nolan, for her contributions and commitment to Nogdawindamin. We would also like to express our sincere gratitude to all our dedicated employees, our valued community partners, and our Indigenous and mainstream collaterals who have worked in concert with us this past year. Undoing the harms of colonialism and building a brighter future for our Anishinaabe children and families is an endeavour that requires all of us to keep looking forward and moving forward, together. **Chi-Miigwetch.**

A handwritten signature in blue ink, appearing to read 'Leila Macumber'.

Leila Macumber, Board President

A handwritten signature in blue ink, appearing to read 'Kerry Francis'.

Kerry Francis, Chief Executive Officer

Communities of the North Shore Tribal Council



Batchewana First Nation - *Chief Mark McCoy*
Natalie Atkinson, Chief Operating Officer

Garden River First Nation - *Chief Karen Bell*
Luanne Povey, Child and Family Services Manager



Thessalon First Nation - *Chief Joseph Wabigwan*
Wendy Pekalski, Health Director

Mississauga First Nation - *Chief Brent Niganobe*
Samantha Robinson, Social Services Director



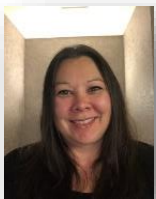
Serpent River First Nation - *Chief Wilma-Lee Johnston*
Leila Macumber, Health Director

Sagamok Anishnawbek - *Chief Angus Toulouse*
Juanita Skruibis, Director of Family and Community Support Services



Atikameksheng Anishnawbek - *Chief Craig Nootchtai*
Rachel Pattison, Director of Social Services

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 Fernyhough 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 19 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 – Lee-Ann Gamble: *Aaniin E-Zoongigaabowid-Kwe n'dishnikaaz, Ketegaunseebee n'doonjibaa, mukwa dodem. Anishinaabe Kwe n'dow.*

My spirit name is Stand Strong Sound Woman, I am a proud Garden River First Nation Council Member who comes from the Bear Clan. I have over twenty years' experience in the social service field including front line roles working with people in addressing domestic violence, addictions, employment and training. I am currently the Anishnaabe Language and Culture Coordinator at Shingwauk

Kinoomaage Gamig

Director – Chief Mark McCoy is a member of the Bear Clan from Batchewana First Nation. He is currently in his first term as Chief for BFN after serving two terms previously as a Councillor. 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.

Outgoing Board Members

Director – Brandi Nolan is a member of Garden River First Nation. Brandi was appointed to the Board by Chief and Council. She served as 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. In her capacity as a Councillor she participated on several Boards and Committees.



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.



Carol Hermiston Aaniin. Omagakii ikwe nindizhinikaaz, Migizi ndoodem Batchewana First Nation ndoonijibaa. Anishinaabe ndaw. I Am seventy-two years old and I have lived in the area of Batchewana all my life. I am the third oldest of eight children and my parents were Ann Nolan and William MacLean. I worked as Community Health Nurse for thirty years in Batchewana First Nation and Garden River First Nation. My background is in Mental Health and Child and Family Health. I have been married for fifty-two years and I have a son, a daughter, and three grandchildren. When I retired from Nursing seven years ago, I decided to go back to school and I entered Algoma University and three years later graduated with a degree in Indigenous Studies. I am a Woman’s Traditional Dancer and I love to go to as many Pow Wows as I can. I was elected to the position of Councillor for Batchewana First Nation in August 2023. It is an honour to be involved in the Elders Council for Nogdawindamin. I have met so many wonderful people and been able to take part in some very special ceremonies. I believe that we are the caretakers of our people. It is important to remember who we are, how we got here and what our responsibilities are. We need to always remember to be humble, kind, and respectful.

Emma Meawasige is a member of Serpent River First Nation. She is 84 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.

Outgoing Elders' Council Member



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.

Prevention Services

Nogdawindamin offers a comprehensive suite of prevention-focused programs that serve to support family and child well-being while lessening the risk of involvement with the child protection system. Prevention services are delivered in an integrated fashion across three levels: primary (community), secondary (family), and tertiary (individual level). Over the past several years, an assessment of both prevailing child welfare risk factors and family needs have led to the creation of specialized prevention supports, including the Neonatal Caring Services and Behavioural Therapy Model programs.

As part of a wholistic approach to prevention, Nogdawindamin is also working closely with its First Nations communities to assist them in building and enhancing community capacity for prevention services delivery. Using funding agreements, the Agency transfers a portion of funding each year to support community-delivered prevention services. Nogdawindamin is also working with communities that have expressed an interest in devolving services from the Agency to the community level. A first formal prevention transition agreement was signed with Mississauga First Nation during the 2023-24 year.

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

The Anishinaabe Aadziwin program had another full slate of programming in 2023-24. The program completed **1,202** referrals during the year and provided **8,998** hours of direct service and **3,963** hours of indirect service. The program observed a notable increase in the number of referrals and requests received from external communities and partners.

Anishinaabe Aadziwin Service Volumes, 2023-24

	Q1	Q2	Q3	Q4	Total
Referrals	359	349	264	233	1,202
Direct Service Hours	1630.55	1585.85	1934.10	3848.05	8,998.55
Indirect Service Hours	975.90	837.95	820.25	1329.60	3,963.70

The Anishinaabe Aadziwin team also organized numerous major cultural events throughout the year. Highlights included a fall Pow Wow held in Serpent River First Nation that drew more than 300 participants, along with dancers, drummers, and vendors. Youth programming the Summer Youth Culture Camp took place in July and a fall youth Harvest Camp in September, both of which had with 12 youths take part, as well as a winter harvest camp that had 21 participants. During the winter months, the Cultural Services team took the lead on coordinating a winter culture teaching series with Great Lakes Cultural Camps. One culture camp event was held in each of the seven North Shore communities, with a concluding eighth event to cap off the series. The camps were open to families and proved popular, covering such topics as wilderness living, life in the sugar bush, and traditional foods.

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. There have been 362 Nogdawindamin employees trained in Pathways since the program's

inception. Cultural Services staff also lowered a seventh teaching lodge in Thessalon First Nation. There is now a teaching lodge in each North Shore community.

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. In 2023-24, 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.

The program was also continued its use of the ACHWM (Aanish Naa Gegii: the Children’s Health and Well-Being Measure) survey tool for youth service users. Surveys are completed at the onset of services and again when files are closed. The survey results determine health ratings in the four quadrants of health and are used to determine the impact of CMH Counselling services on the children’s overall wellness. An early report shows the following outcomes:

ACHWM Reported Health Improvements – CMH Service Users

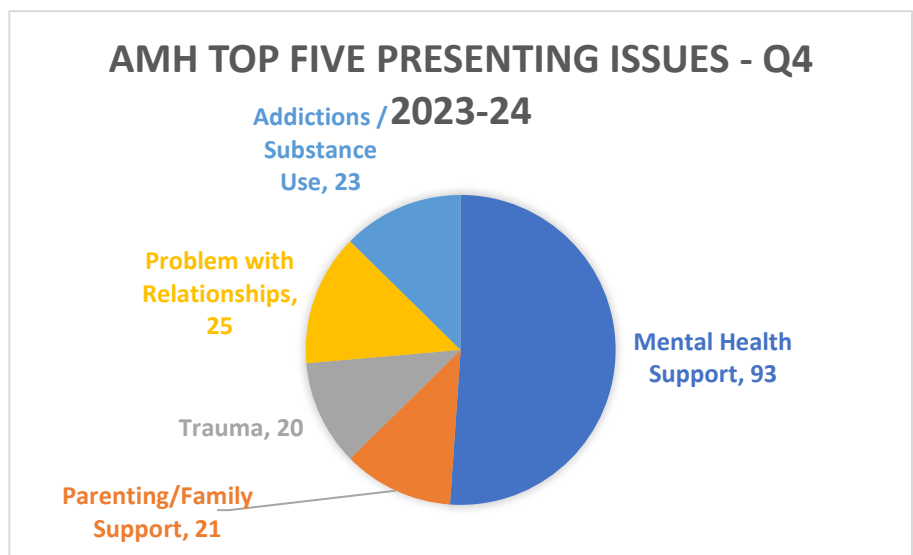
Spiritual	Emotional	Physical	Mental
+6.2%	+14.3%	+6.1%	+19.9%

The pronounced improvements in emotional and mental wellness are encouraging and suggests a beneficial impact from counselling services. CMH clinicians will continue efforts to gather more post-service data through the tool in 2024-25.

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.

During the year, Adult Mental Health facilitated several rotations of the Red Path



Addictions Program, which helps practitioners address the underlying problems associated with addictive behaviours. For a second year running, the AMH program also hosted a community conference on Mental Health and Addictions during National Addictions Awareness Week in November.

Wellness Centre



Above: Interior of the 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 continued to increase in 2023-24, with an average monthly caseload of 46, as compared to 41 for the preceding year. The most common 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. The program saw a growth in usage during the year, with average monthly caseloads rising to 39, compared to 30 in 2022-23.

With a team of 15 in place, the Behavioural Therapy Model provides services across the region in west, central, and east locations. During the year, program offerings included four ABA-based curriculums that are offered as afterschool programs. In March 2024, the program also hosted a conference entitled, “The ABCs of ABA” at the Quattro Conference Centre in Sault Ste. Marie. The conference was tailored to Alternative Care and Kinship families, with information, strategies, and tools based on ABA principles being presented that caregivers could use in their own homes.

SUCCESS STORY

A 5-year-old client, a member of Sagamok First Nation, with a diagnosis of Autism Level 3, has made a successful transition to a half day of Kindergarten in Blind River. Through the support of his behavioural Therapist who provides him with daily 1:1 ABA intervention with the focus to increasing communication, and self-regulation, this client has come to enjoy going to school, has learned his school routine, and there has been a dramatic reduction in instances of historic challenging behaviours including biting and meltdowns.

Parenting Time (Access Support Program)

Nogdawindamin currently offers Parenting Time services from eight 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 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.

Specialized Services – Volunteer and Casual Drivers

The Specialized Services Volunteer and Casual Drivers Program supported many children and families involved with Agency services in 2023-24. Drivers transport children, youth, and families to scheduled activities, events, school, appointments, and Parenting Time visits. Transportation services are also provided to biological parents who require transportation to visits or appointments. In 2023-24, drivers completed 1,439 drives and provided transportation to 371 children and 168 adults.

The Specialized Services team was pleased to once again be able to offer an in-person driver appreciation event in March 2024 for the first time since the onset of the COVID-19 pandemic in 2020. The event was held at the Delta Hotel in Sault Ste. Marie. The drivers were thanked for their service and the important role they play. Several former drivers who had sadly passed away in recent years were also honoured at the event.

SUCCESS STORY

A driver recounted how she developed a rapport with a young child that she regularly drove to or from daycare during the week. The child was cheerful and always enjoyed the driver's company and they shared many pleasant trips together. Eventually, the child reached the start of Junior Kindergarten and was ready to begin riding the bus to school, meaning they would no longer need the services of the driver. On the day of the last drop-off from daycare, the child excitedly asked the driver if she would be able to come inside the child's house for a few minutes. The driver agreed and when she went inside the child's family presented her with a cake to show their gratitude for her longtime service as their driver. The child also gave her a thank you card that she had made.

Recently, the driver was making a drop-off of another child at an elementary school and while at the school she saw the same child she had driven to daycare so many times. Even though some time had passed, they still instantly recognized each other, and they happily reconnected.

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 2023-24, 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.

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 obtained 566 Jordan's Principle approvals to support 884 distinct children, with a total value of \$6,972,988. Since inception of the program, until March 31st, 2024, Jordan's Principle Case Managers have received 3,579 approvals for individual applications for North Shore First Nations members and secured cumulative funding of \$27,522,725 to support children and families. Moving into the 2024-25 year, Nogdawindamin's Jordan's Principle Team will begin implementing an internal approach to fund and approve claims of up to \$5,000. The team will also be working with Sagamok Anishnawbek as the First Nation works to mobilize a community-based Jordan's Principle Team.

Community	# Distinct Children Supported
Atikameksheng Anishnawbek	111
Batchewana First Nation	211
Garden River First Nation	107
Mississauga First Nation	56
Sagamok Anishnawbek	240
Serpent River First Nation	67
Thessalon First Nation	55
Other First Nations	42

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, 2023, and March 31st, 2024, the Agency secured \$4,846,941.85 in additional federal funding that flowed directly to communities and partners. These funds supported the delivery of Children's Mental Health services, community prevention services, and improving Aboriginal Health Access through Maamwesying.

Community Partnership Highlights

Throughout 2023-24, 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 five of our seven communities on major capital submissions under Canadian Human Rights Tribunal Order 41. During the year, approvals totaling approximately \$18 million were received.

Community Capital Funding Approvals, 2023-2024

Community	Project	Funding Approval
Batchewana First Nation	Social Services Building	\$144,240
Mississauga First Nation	Social Services Building	\$13,825,244
Mississauga First Nation	Safe Home	\$1,026,304
Sagamok Anishnawbek	Home Repairs	\$21,000
Serpent River First Nation	Social Services Building	\$26,000
Thessalon First Nation	Cultural Camp	\$3,003,866
	Total:	\$18,046,654

During the year, construction was completed on several projects within the region. These included the Serpent River First Nation Child and Family Services Home, the Mississauga First Nation Safe Home, and the Mississauga Cultural Space at Chiblow Lake. There is also ongoing work happening with several communities on other forthcoming capital applications.



Above: Interior of the Thessalon First Nation Healing Lodge.

Top Right: Bunkhouses at the Mississauga First Nation Cultural Camp at Chiblow Lake.

Bottom Middle: Mississauga First Nation Safe Home.



Jordan's Principle 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:



\$107, 830

to support communities in sending youth and families to the 2024 Little NHL tournament.



\$305, 430

for specialized education supports and assessments in Thessalon First Nation.



\$209,436

for a Jordan's Principle Worker, Youth Advocacy Worker, and After-School Program in Mississauga First Nation.

Community Event Series

To help boost Nogdawindamin's visibility within the North Shore First Nations, the Agency partnered to deliver summer or back-to-school barbecue celebrations in six of the seven communities during July to September 2023.

Nogdawindamin provided volunteers and supplies for barbecuing, making popcorn and cotton candy, running children's games and activities—such as the always-popular “fishpond”—and staffing booths with information on Agency programs and services.

The event series proved extremely popular and allowed community members to meet and interact with Nogdawindamin staff who provide service to the communities in a fun, positive, and cheerful setting. The barbecue series will be returning in 2024-25 with a goal of holding events in all seven communities.



Above: Scene from the annual Anishinabek Police Service and Alternative Care Community Barbecue in Garden River First Nation.

Prevention Transition Agreement with Mississauga First Nation

On October 19th, 2023, representatives from Mississauga First Nation and Nogdawindamin’s Senior Management Team gathered at the Council Chambers in Mississauga to formally conclude a prevention transition agreement between the community and the Agency. Resulting from extensive collaboration, the agreement provided for the transfer of \$378, 303 from Nogdawindamin to the community to support the hiring of six new positions for the purposes of prevention services delivery and to prepare for future program expansion.

During the winter of 2024, both Mississauga First Nation and Sagamok Anishnawbek provided notice to Indigenous Services Canada that they wished to have their 2024-25 prevention funding be flowed directly to their respective communities as opposed to being flown through Nogdawindamin. The Agency has continued to work with both communities as they plan and make refinements to their prevention service delivery models.



Above: Members of Mississauga First Nation Council and Administration with CEO Kerry Francis (fifth from the right) at the signing ceremony on October 19th, 2023.

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 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 91 families each month during 2023-24.

Family Well-Being	Q1	Q2	Q3	Q4
Referrals	64	60	47	122
Families Supported	83	75	98	99
Active Goal Plans	34	46	77	83

Family Well-Being Group	Q1	Q2	Q3	Q4
Total Group Participation	472	312	128	294
Unique Participants	107	52	103	80

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. Popular offerings in 23-24 included Healthy Cooking groups and groups with a focus on cultural activities, such as beading, painting, or reading with elders.

SUCCESS STORY

Family Well-Being began working with a mother just after she completed her treatment program. At that time, she returned to her mother's home where her children had been living while she was away. The mother worked on her sobriety and her main goal was to have her and her children back in their own home. In the new year, the mother moved out of her mother's and returned to her home with her two children. Family Well-Being continued to work with her once a week to accomplish her goals. One of the goals was to ensure her home was appropriate and maintained. Family Well-Being provided the mother with financial assistance for paint and painting supplies. She painted her living room, hallway and one of the bedrooms and then hung some artwork and décor within the home. A reunification ceremony to honour the mother, her children, and the family's successes was held in March 2024. The children were dancing and singing to the drumming and then a feast took place, where the family was gifted a blanket and an eagle feather to have in their home. The mother continues to strive to provide the best love and support towards her children.

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

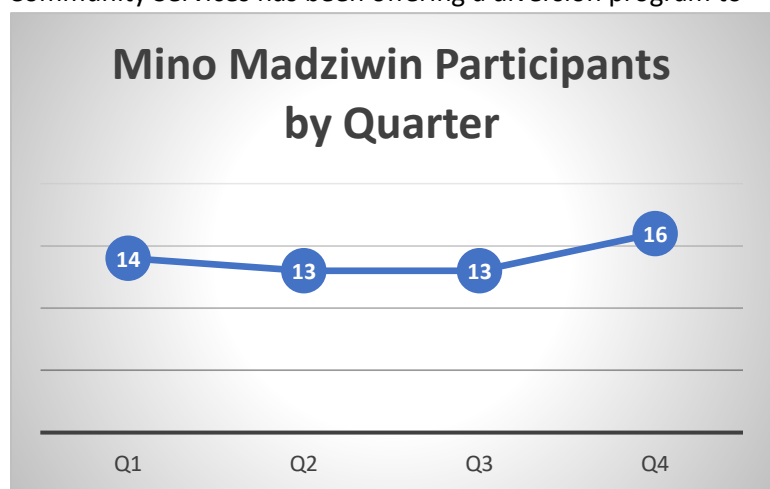
deemed to have fulfilled the required

sanctions imposed by the court and

will have their charges withdrawn. The service volume for the program remained steady during 2023-24,

with between 13 to 16 youths participating each quarter. In total, 23 youths received service through

the program over the course of the year. To ensure ongoing awareness of the program, the Mino



Madzwin worker conducted outreach activities with police services, probation officers and communities throughout the region, in addition to soliciting referrals internally from other Agency program areas.

Waankii Yendam – Youth in Transition Program

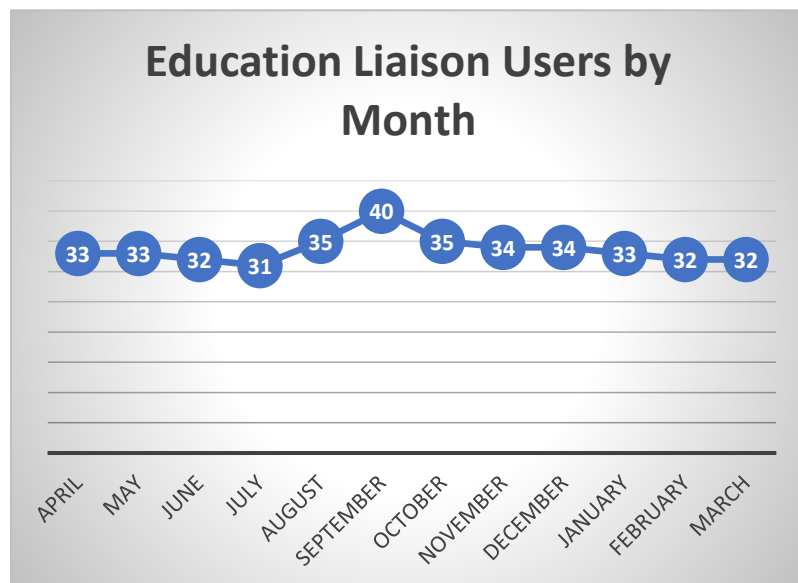
The Youth in Transition (YIT) program provides culturally based supports to youth that are transitioning out of the child welfare system into adulthood. The target group are youth between the ages of 16 and 24 who are members of the North Shore First Nations and living within the Nogdawindamin jurisdiction. 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.

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 33 learners. Usage increased in August and September to coincide with the beginning of the school year, before decreasing slightly thereafter. 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 2023-2024 fiscal year, 21 Anishinaabe mothers gave birth to 23 infants while receiving services from the program. Of the children born, 12 remained with their birth parent(s), while nine were placed in voluntary or kinship placements or taken to a place of safety.

Neonatal Caring Services also provides oversight of the Agency's volunteer Baby Cuddler program. 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. Typically, 4-6 infants are supported each quarter by the cuddler program.



Above: Staff from the Neonatal Hub participate in the Halloween on Queen event.



Above: Organizers and attendees of the 2024 East Region Language Conference held in Sudbury.

Language Revitalization - Ganawedamin Inwewinan Anishinaabemowin Bimaadiziimagad Project

The Language Revitalization project concluded successfully in 2023-2024, as this was the final year of funding for the project from the First Nations Confederacy of Cultural Education Centres (FNCCEC). Working with the Regional Anishinaabemowin Steering Committee, the Language Project Lead was able to complete a survey on Language Loss, Fluency, and Attitudes in six of the seven North Shore Communities. A Community Needs Assessment for language

was also completed with six of the seven communities. The project also assembled Anishnaabemowin

resource kits, containing books and literature with English translations that were suitable for a range of language learners, from children to adults. The kits were distributed to the North Shore communities and internally to several Nogdawindamin departments.

As in previous years, the project teamed up with Nogdawindamin’s Anishinaabe Aadziwin team to co-host two language culture conferences, one in Sault Ste. Marie and one in Sudbury. The conferences were well attended with over 100 participants at each. The project also organized two youth language camps for boys and girls aged 12-18 years old. Though the project itself has now concluded, the research findings and steering committee recommendations will help guide Nogdawindamin’s efforts to incorporate the Anishinaabemowin language into service delivery and will assist with future language revitalization initiatives.

Child 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 and Investigation

During the year, Nogdawindamin processed 1,681 referrals. These referrals led to the opening of 332 investigations, which was somewhat higher than the 277 investigations that were opened during 2022-23. A total of 361 investigations were completed during the year, with 61 files remaining active as of March 31st, 2024.

The chart below shows a breakdown of referrals received during the year. Almost three-fifths of referrals (59 per cent)

originate from three sources: other Children’s Aid Societies, Police Services, and internally from Nogdawindamin employees. All referrals are followed up and assessed using a standardized tool to determine if an investigation is necessary. Communities are also notified when referrals are received.

FY24	Q1	Q1	Q1	Q2	Q2	Q2	Q3	Q3	Q3	Q4	Q4	Q4		
Referral Source	April	May	June	July	August	September	October	November	December	January	February	March	Total	%
Other CAS	33	42	34	36	43	38	37	35	29	32	31	35	425	25.3%
Police	24	25	29	29	33	29	27	32	23	21	31	25	328	19.5%
Internal	16	18	22	22	16	15	29	17	18	32	20	13	238	14.2%
Education	8	12	7	1	0	10	23	14	12	15	17	14	133	7.9%
Community	7	10	15	10	11	5	11	10	10	7	8	9	113	6.7%
Self	6	7	14	10	5	8	9	16	7	10	8	11	111	6.6%
Relative	5	8	8	6	6	10	16	12	3	12	7	8	101	6.0%
Health	8	3	7	6	4	6	7	5	6	7	6	2	67	4.0%
Other	3	10	8	6	5	4	3	5	5	7	4	4	64	3.8%
Legal	5	4	7	3	4	2	5	5	1	2	6	4	48	2.9%
Social Services	1	7	0	1	6	3	2	4	0	2	1	0	27	1.6%
Anonymous	0	1	3	4	5	2	6	1	0	3	0	1	26	1.5%
Total	116	147	154	134	138	132	175	156	114	150	139	126	1681	

Ongoing

The overall number of ongoing files served in 2023-24 remained comparable to past years, with an average of 161 files open per month. A gradual reduction in the number of ongoing files was observed over the course of the year, with 149 files remaining open as of March 31st, 2024. In all, 467 files were served during the fiscal year.

Legal Services

Nogdawindamin continues to put significant effort in reducing legal interventions where possible. The Agency ended the year with 47 open files before the court, representing a slight decrease from 2022-23 (51 open files).

New Legal File Openings by Quarter

Q1	Q2	Q3	Q4
6	5	7	7

Out of Home Placements

For the year ending on March 31st, 2024, Nogdawindamin provided service to 257 children who required out of home placements, under a variety of permanency options. This representing a slight decrease from the end of the 2022-23 fiscal year (263 children receiving support).



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

The establishment of Kinship Services within Nogdawindamin Family & Community Services was 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 during 2023-24, with a modest increase being recorded during the second half of the year. As of March 31st, 2024, the Agency was supporting 41 kinship homes across the service region, with 72 children residing in those homes. A new initiative of the program in 2023-24 was the establishment of a Kinship Connection Worker, whose role is to increase kinship placements and assist with the reunification of children to their families, while maintaining strong ties to community.

Customary Care

As of March 31st, 2024, the Agency had 118 Formal Customary Care Agreements in place. Customary Care placements remain the preferred permanency option for our Families and Communities.

118
Formal Customary Care
Agreements
As of March 31st, 2024

Children in Extended Care Review

The Ministry of Children, Community and Social Services' Children in Extended Care Review took place from November 20-24th, 2023. For this year's review, 28 Children in Extended Care and three (3) adoption probation files were audited. The auditors noted that Nogdawindamin has the best plans of care and safety plans amongst all the Child and Family Services Agencies they reviewed in the province.

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

- Compliance scores of 100% for First Nations Identification, child safety, and permanency planning.
- Scores of 100% for plans of care and social histories.
- Compliance score of 89.3% for medical and dental needs.
- All directives with respect to an identified high-risk youth were completed within specified timeframes.



SUCCESS STORY

One of Nogdawindamin's employees has been with the Agency for over five (5) years as a child-in-care worker. She had received six (6) children in care as part of her first caseload. As of October 2023, all these children have now been reunified with their parents or extended family members. The worker has noted that she often sees these children out in the community, and they are happy and doing well.

Voluntary Youth Service Agreements (VYSA)

1
Youth Supported Under
VYSAs
As of March 31st, 2024

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. The number of youths on VYSA agreements decreased over the course of they year with only one youth continuing to be supported as of March 31st, 2024.

Ready Set Go

Through the Ready Set Go program, Nogdawindamin supports youth ages 18-23 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, 2024, Nogdawindamin was supporting 48 youths through the program. The 2023-2024 year was the first for the Ready Set Go program, which replaced the former Continuing Care and Support for Youth (CCSY) initiative. 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.

48
Youths Supported Through
Ready Set GO
As of March 31st, 2024

Alternative Care

The Alternative Care continued to support Alternative Care families through the 2023-24 year. Annual recognition events were held during Alternative Care Appreciation Month in October and regional Christmas parties took place in December. 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 also co-hosted their annual barbecue and fun day in partnership with the Anishinabek Police Service on August 24th at the Garden River Recreational Centre.

	2023-24	2022-2023
Approved Alternative Care Homes	112	123

Across Ontario, there has been a noted decrease in the availability of Alternative Care homes (foster care) over the last several years, with decreases of up to 30% being reported in some areas. This province-wide trend has begun to affect Nogdawindamin, as after several years of stability the Agency's number of available homes dropped over the course of the year. To counteract this trend, staff in the Alternative Care department are working with other key Agency employees to develop new marketing and recruitment approaches to encourage the onboarding and opening of new homes.

In 2023-24 members of the Alternative Care team and staff from numerous other departments came together the third edition of the Nogdawindamin Golf Classic to support Alternative Care children and families. This year's event was held on September 15th, 2023, at Silver Creek golf course in Garden River and raised more than \$14,000 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 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 2023-24, Nogdawindamin's Post Majority Care Case Managers secured approvals for 1,007 items with a cumulative value of \$897,810 to support the needs of older youth and young adults. As of March 31st, 2024 there were 66 youth active on the program's roster. Of the funding approvals, almost half (\$435,830) was for housing or financial assistance. Given the challenges experienced with helping youth find suitable housing, Nogdawindamin has begun exploring a partnership with Ontario Aboriginal Housing to develop a transitional housing model.

Ganawejigaazogamik – Children's Residences



To provide culturally safe homes for Indigenous children and youth who have been placed in care and have complex needs, Nogdawindamin has acquired two homes and one apartment in Sault Ste. Marie and one home in Greater Sudbury. As of March 31st, 2024, there were eight (8) youths being served in the Agency's residential homes. NFCS employs 25 full-time staff and 19 part-time/casual In-Home staff 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.

The Ministry of Children, Community and Social Services completed a full audit for one of the Sault Ste. Marie homes during the year. The Ministry once again shared only positive feedback about the Agency and its commitment to the youth. The full reviews for the remaining three (3) homes will occur in May and June of 2024.

Finance and Administration

Training

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

Mentorship Program

Nogdawindamin’s Child Welfare Mentor 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 377 employees. Due to improvements in year-over-year employee retention along with ongoing hiring and recruitment, the Agency concluded the fiscal year with 410 employees.

Key initiatives supported by the Human Resources department in 2023-24 included:

- The introduction of a quarterly staff recognition program.
- The adoption of “stay interviews” to assist with employee retention and engagement.



Above: Nogdawindamin staff at an outreach event in Sault Ste. Marie.

- The administration of a one-time Health Care Spending account to support employee health care needs.
- Representing the Agency at numerous career fairs and job seeker events held throughout the region.

During the 2023-2024 fiscal year, the Wellness Committee continued to promote healthy living through a variety of initiatives. These included the Step Into Spring team fitness challenge, a 21-day mental wellness program, and several informational sessions and act of kindness events.

Collaboration with the Koognaasewin Project Team

In 2018, the North Shore Tribal Council passed a resolution recognizing the need to restore Anishinaabe jurisdiction over child welfare. This led to the establishment of the Koognaasewin project, a multi-year initiative focused on developing a new child welfare law for the North Shore First Nations. Incepted in 2021, Koognaasewin has developed a five-year workplan with objectives mapped out into the 2025-26 fiscal year.



KOOGNAASEWIN
Child Well-being Law

Nogdawindamin has worked closely with Koognaasewin since the project’s establishment. The Agency has hosted several engagement sessions for Nogdawindamin staff and the Nogdawindamin Elders Council to provide input to the project team. Nogdawindamin also participates on the Joint Working Group and Technical Committee that guides the project’s activities.

LGBT2SQ+ Committee

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 with Kairyn Potts. Kairyn is a two-spirited Indigenous content creator with lived experience in the child welfare system. All Agency staff were invited to sessions where Kairyn shared insights on how to support two-spirited and gender diverse youth. Committee members also facilitated Nogdawindamin’s participation in community pride events happening throughout the region.



Above: Nogdawindamin participants in the Serpent River First Nation Pride

Holiday Toy Drives and Donation Drives for Children in Care

The partnership between Nogdawindamin and The Salvation Army led to a major holiday toy drive for children and families for a second consecutive year. The Salvation Army was once again able to secure a large shipment of toys and household items, with Nogdawindamin staff taking on the responsibility of organizing and delivering the items to North Shore families in December 2023.

As well during the 2023 holiday season, Walmart Sault Ste. Marie partnered with Nogdawindamin on the “Chi-Ode – Big Heart” holiday toy drive to support children in care for a third consecutive year, while in Greater Sudbury a toy drive was held at the Lasalle Boulevard Walmart for the first time. Through the generosity of community members, many gifts were donated through the respective campaigns. Finally, Nogdawindamin was also pleased to be selected by PetSmart Sault Ste. Marie as one of the beneficiaries of the “Chance and Friends” donation drive. This campaign allowed PetSmart shoppers to purchase and donate stuffies for the enjoyment of family pets. The Agency would like to offer a sincere “Chi-Miigwetch” to all of our partners who helped to brighten the holidays for North Shore families in 2023!

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 2022 to December 2023, a total of **\$24, 173** in holiday funds were raised through the voluntary program. The donations were used to purchase \$300 gift cards that were distributed to 80 families across the region to enable the purchase of groceries and household items.

Nogdawindamin Family and Community Services – Statement of Financial Position

NOGDAWINDAMIN FAMILY AND COMMUNITY SERVICES

Statement of Financial Position

March 31, 2024, with comparative information for 2023

	2024	2023
Assets		
Current assets:		
Cash	\$ 34,666,695	19,243,136
Accounts receivable (note 3)	6,531,207	982,904
Prepaid expenses and deposits	44,442	67,834
	<u>41,242,344</u>	<u>20,293,874</u>
Capital assets (note 4)	5,259,939	3,702,688
	<u>\$ 46,502,283</u>	<u>23,996,562</u>
Liabilities and Net Assets (Deficit)		
Current liabilities:		
Accounts payable and accrued liabilities (note 5)	\$ 9,334,606	7,852,590
Due to funder (note 6)	2,078,657	2,749,124
Deferred revenue (note 8)	29,572,598	9,290,365
	<u>40,985,861</u>	<u>19,892,079</u>
Net assets (deficit):		
Unrestricted net deficit	(99,154)	(101,112)
Reserves (note 9)	355,637	502,907
Investment in capital assets	5,259,939	3,702,688
	<u>5,516,422</u>	<u>4,104,483</u>
Commitments (note 12)		
	<u>\$ 46,502,283</u>	<u>23,996,562</u>

See accompanying notes to financial statements.

Nogdawindamin Family and Community Services – Statement of Operations

NOGDAWINDAMIN FAMILY AND COMMUNITY SERVICES

Statement of Operations

Year ended March 31, 2024, with comparative information for 2023

	2024	2023
Revenue:		
Ministry of Children, Community and Social Services	\$ 25,898,720	\$ 23,180,173
Department of Indigenous Services Canada (note 10)	35,176,612	32,819,123
Ministry of Health	1,596,748	-
Alternative care	424,068	267,553
Children's special allowance	1,039,391	1,086,906
Disability tax credit	13,203	28,894
Other	2,277,288	1,556,544
	66,426,030	58,939,193
Expenses:		
Salaries		
- Staff	29,998,443	27,955,785
- Benefits	6,904,678	6,566,282
Boarding	4,676,719	5,047,302
Building occupancy	2,696,512	2,516,790
Client personal needs	4,106,664	1,412,018
Cultural program	436,928	236,223
Financial assistance	496,289	2,101,384
Health and related costs	640,790	262,051
OCBE expenses	348,880	183,217
Office administration	492,165	498,247
Other	608,683	355,654
Programs expenses		
- Internal	2,104,115	914,173
- External	5,785,654	7,418,887
Professional services - client	1,416,314	871,155
Professional services - non- client	118,032	185,201
Promotion and publicity	158,440	59,350
Repairs and maintenance	54,342	2,856
Technology	386,063	430,339
Training and recruitment	289,577	180,919
Travel	2,426,459	1,865,608
Expenditure recovery	(427,916)	(284,086)
	63,717,831	58,779,355
Excess of revenue over expenses before amortization	2,708,199	159,838
Amortization of capital assets	1,296,260	1,334,790
Excess (deficiency) of revenue over expenses	\$ 1,411,939	\$ (1,174,952)

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.



***Dumanski Office Interiors
Algoma District Medical
Group
Corporation of the Township
of Prince***

***Spadoni's Furniture
Dance Evolution***

***Algoma Chrysler
Sault College***

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, and the First Nations Confederacy of Educational Centres (FNCCEC).

Provide Your Feedback!

Nogdawindamin Family and Community Services would like to know what you thought of our Annual Report and how it could be improved! Scan the QR code below to complete a feedback form on the report. Your input and comments will assist us with developing a more effective document in future years.



Above: Members of the Nogdawindamin Elders Council with Dr. Cindy Blackstock (centre) at the 2024 ANCFSAO Child and Family Well-Being Conference.