



NOGDAWINDAMIN FAMILY AND COMMUNITY SERVICES

"Healthy Anishnawbek families and communities
protecting, nurturing and guiding our children"



Keeping Our Families Safe

"Kwaamdaamdizda Gwadegam Gizii"



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Message from the President and Executive Director

Fern Assinewe, Board President and Kerry Francis, Executive Director



Delivery of children and family services can be a challenge. This past fiscal year pushed the boundaries with new challenges at almost every level of our Agency. While our mission remains the same, the context has changed as we navigate the ongoing change of provincial and federal relationships and their impacts on our key relationships with families and communities we serve. Together, our staff and our community partners have achieved tremendous

successes that we acknowledge with the theme of this year's report "Kwaamdaamdizda Gwadegam Gizii" - Keeping Our Families Safe.



Maintaining our focus on the earliest possible intervention and culturally appropriate services has delivered powerful positive results. Within our Active Ongoing cases, we are seeing seventy-six (76.9%) percent of children and youth remaining within the family home. Of the 715 investigations, only 30 resulted in legal proceedings. Collaboration with community partners to seek alternatives continues to yield positive results for families. Within new investigations, we saw 41.64% being closed, and subsequent investigations, we achieved a closure rate of 77%. Continued focus on retaining family and community connectedness has resulted in 29 Customary Care agreements completed.

We saw almost four times as many cultural service referrals as in the year prior (1,391 up from 384). Also, we saw 1607 openings in Children's Mental Health Services, 136 referrals in Adult Mental Health Services, and 186 referrals to the Children and Youth Wellness Centre. There were 60 identified service users within Neonatal Caring Service, including 27 infants delivered while receiving services, and a majority (20 infants) remained in the care of their biological caregivers in stark contrast to the historical 100% apprehension rate experienced before the introduction of the service. The list of positive impacts goes on through all our services, with the common thread being the commitment of staff and community partners to the safety of children and the preservation of family unity.

The availability of alternative services has truly impacted our ability to maintain family unity wherever possible. It is often difficult to pinpoint precisely which service provides the greatest overall positive result as most of our families access multiple services. While we continue to refine and mature our analyses to ensure all services are efficient and effective, we remain confident that the key to our success has been and will continue to be the availability of a full spectrum of culturally appropriate services.

We want to acknowledge previous Board President, Elaine Johnston, for her dedication to the governing body of Nogdawindamin. Her leadership and commitment to ensuring respectful relationships with the local, provincial, and national governments were maintained and built upon for future leaders. It gives us great pleasure to present this Annual Report detailing the many services we provide and highlighting our successes in the past year. We look forward to continuing our efforts to maintain services and work directly with communities as we continue our journey together.

Chi Miigwetch!

A handwritten signature in blue ink that reads "Fern Assinewe".

Fern Assinewe, Board President

A handwritten signature in blue ink that reads "Kerry Francis".

Kerry Francis, Executive Director

Communities of the NORTH SHORE TRIBAL COUNCIL



Batchewana First Nation - Chief Dean Sayers
Teala Nadjiwon, Health Director

Garden River First Nation - Chief Andy Rickard
Pam Nolan, Health Director



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

Mississauga First Nation - Chief Reginald Niganobe
James Cada, Director of Operations



Serpent River First Nation - Chief Brent Bissaillon
Cheryl Nahwegahbow, Director of Operations
Leila Macumber, Health Director

Sagamok Anishnawbek - Chief Nelson Toulouse
Alan Ozawanimke, CEO



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

Our Board of Directors

Janice Petahtegoose - Atikameksheng Anishnawbek. Attended Laurentian University and obtained an Honors Bachelor of Social Work Degree in Native Human Resources Services, BSW. Degree. Attended Cambrian College and obtained Diploma -Native Child & Family Worker Program and Diploma- Executive Office Administration. Currently serving her first term as a Nogdawindamin Board Member and attends the Nogdawindamin Services Committee Meetings.



Fern Assinewe has over 25 years of experience in working with First Nations in the fields of health, social services, and education. She is a graduate of Laurentian University, Sudbury, Ontario, where she completed her Bachelor and Master of Social Work degrees. Her master's thesis, entitled Exploring Perceptions, Relevance, and Implementation Strategies of Integration within First Nation Health and Social Service Program, examined First Nation experiences with the integration of health and social services in the Anishinabek Territory.

Fern has 16 years of experience in working directly with First Nations and their organizations in a management capacity. Her experience includes management roles with child welfare prevention services, and health and social services management roles at the First Nation and Tribal Council levels. Most recently, she has worked as the Community Wellness Director in Sagamok Anishnawbek, where she

oversees a range of services including health, long-term care, mental health & addictions, and children and youth services. Her background includes five years as a Research Project Coordinator with Laurentian University, where she coordinated a national project entitled “Exploring How First Nations Traditional Use of Tobacco can be Utilized as a Strategy in Prevention and Intervention for Tobacco Misuse Amongst First Nations Youth.” Fern also worked as a consultant for ten years, primarily with First Nations and First Nation organizations, specializing in management support, research, evaluation, and training.

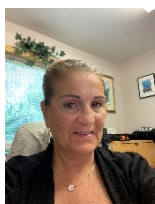
Fern has also sat on several Boards and Committees over the years. She is currently on the Board of Directors for the Nogdawindamin Family and Community Services. She is also a member of the Maamwesying North Shore Community Health Services Standing Committee, an alternate for Mamow Ahyamowen. She sits on the Leadership Group for a School Health Support Services Program.

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 22 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 first term as a board member with Nogdawindamin.



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). Gloria has spent 15 years as the Executive Director of Maamwesying North Shore Community Health Services, 5 years as the Health Director of Mississauga First Nation, and 1 year as a Human Rights Officer with the Ontario Human Rights Commission.

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 15 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 third term as a board member with Nogdawindamin.



Karen Bell was born and raised in Garden River First Nation. Karen pursued post-secondary education in Ottawa. Karen is a single parent of a previously fostered, and now adopted son. Previous employment with Indian and Northern Affairs Ottawa, Correctional Officer at Ottawa Detention Center, and Police Officer with Toronto Police Services. Currently, a police officer with Anishinabek Police Services just completed 30 years of service. Now, the interim Inspector of Anishinabek Police Services Central Region.

Currently a board member of Victim Services of Algoma, Phoenix Rising, coaching staff for Team Ontario Female (8 years) for the NAHC and Head Counselor of Garden River First Nation leadership.

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.



Outgoing Board Members



Annette Chiblow – Mississauga First Nation, Manager, APO-WAY-A-IN-WIGAMIN - Mississauga Women's Shelter. Annette spent 10 years volunteering in correctional facilities with youth and has since worked in several capacities including Parent Resource and Family Support Worker. She is currently pursuing a degree in Indigenous Social Work at Laurentian University and is a committee member for the Justice Circle in Mississauga First Nation. She is entering her second term on the Board of Directors for Nogdawindamin.

Darryl Williams-Jones - Garden River First Nation. Youth Employment Coordinator, Garden River First Nation. Attended Humber College. He has served 6 plus years in Social Service field, serving on several boards and committee including Western Boundary Land Claim Committee, AYEN board committee, and STEP board.



Elaine Johnston - Serpent River First Nation. "Waawaskonhkwe" attended Cambrian College and Laurentian University, Ambulance & Emergency Care Attendant, Paramedic, and has a diploma and degree in nursing. She has served on numerous local, regional and national Boards and Committees. Serving her 4th term with Nogdawindamin (this term as Board Chair), and has served on Council for 5 terms.

Vivian Naponse - Atikameksheng Anishnawbek. Ec. Dev. Officer, Atikameksheng Anishnawbek. BA in Public Administration and Governance through Ryerson University and First Nations Technical Institute. Worked with North Shore Tribal Council in developing Comprehensive Community Plans for 7 First Nation members.



NAADMAAGEJIK – Elder's Council

Nogdawindamin is very privileged to have the ongoing support and guidance of our elder's council. Each individual 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 Anishnaabe names for our programs.



Emma Meawasige is a member of Serpent River First Nation. She is 82 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.

Adele Madigan Batchewana First Nation. Gago Gay Equay "Raven Woman" from the Turtle Clan. BA from Laurentian University. Councillor, Batchewana First Nation. Board Member, SSM Indian Friendship Centre.

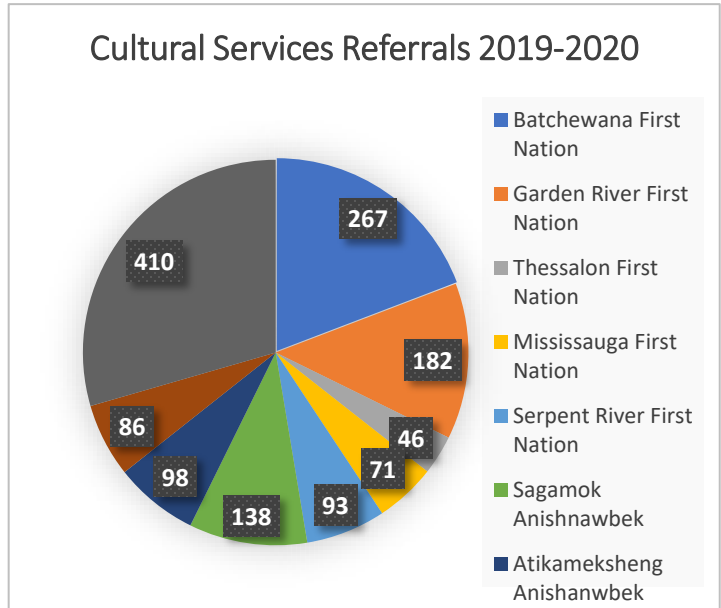


Willard Pine was born on June 3, 1939, and lives in Mississauga First Nation. He lived with foster parents, Dave and Maggie Morningstar, and attended reserve school until grade 8 and trade school to grade 10. He has 9 siblings, 9 children, 23 grandchildren and 34 great-grandchildren. He has served a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

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

Referrals continued to increase throughout the year. The total referrals for 2019 – 2020 were 1391, an increase from 384 in 2017/18. This year we received a change in our job title for the “Elders” to Traditional Knowledge Keepers/Teachers. This name was given to them by our Elders Council. The name is more in line with their role regarding their knowledge of the culture and the teachings they provide to the children, families, and communities served.

The Anishinaabe Aadziwin department hosted many events throughout the year, which included larger events such as Round Dances, Pow Wows, and Language Conferences where children, families, and communities served attended. This year the Agency hosted its first Fasting Camp. The Fasting Camp was held at the Atikameksheng Anishnawbek Pow Wow grounds. Members of Senior Management and other staff participated in their first Fasting Ceremony. A Knowledge Keeper also fasted for four days with the Agency’s sacred items.



Cultural Events Facilitated Throughout the Year	Large Events
Big Drum and/or Hand Drum	Round Dance
Case Conference	Language Conference (East and West)
Cedar Bath/Cleaning	Staff Gatherings
Family Circle	Culture Camp
Meeting Elder and Helper	Pow Wow’s
Name, Colors, Clan	Harvest Camps
New Staff - Cultural Competency	Fasting Camp
Opening Prayers and Smudging	
Regalia - Ribbon Shirt/Skirt	
Rites of Passage Teachings	
Smudge & Teaching	
Traditional Guidance	

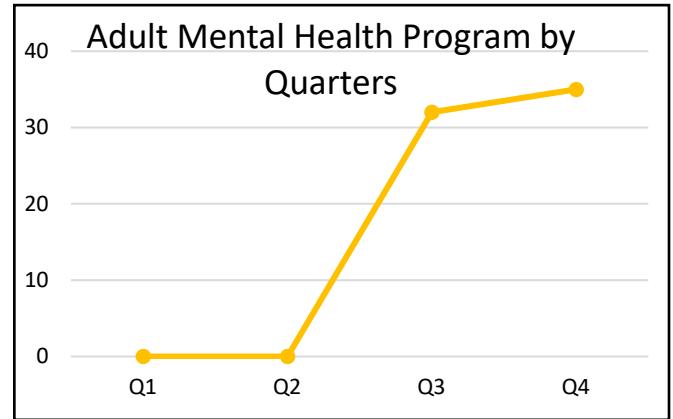
Mental Health and Intervention Programs

Adult Mental Health

Nogdawindamin pursued funding through the Canadian Human Rights Tribunal (CHRT) to deliver Adult Mental Health Services to members of the 7 North Shore First Nations. The proposal is a joint adventure with Maamwesying and Niigaaniin. The program with Nogdawindamin offers services to adults who are

over the age of 18 and are involved in other services from the Agency. Services also extend to parents seeking support that are involved in Child Welfare.

The program started delivering its service in July of 2019. This program provides individual/group therapy while harmonizing western and cultural approaches for treatment plans. The Agency has 4 Family Counsellors who report to a Team Supervisor. **The top areas of concern over the year were Addictions, Trauma, Depression, Anxiety, and PTSD.** Referrals quickly came into the Agency, and the total referrals for the year were **136**.

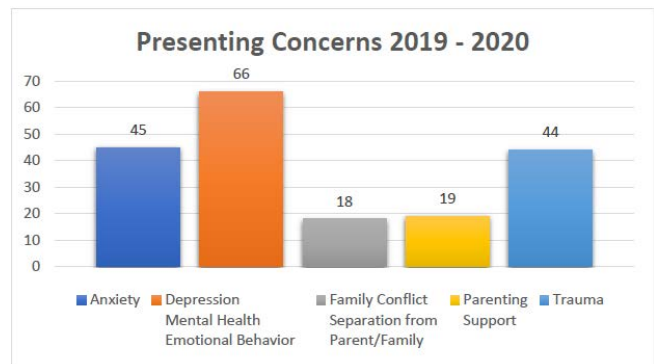


Children’s Mental Health – Binojinh Nendamowning Danishing

The primary mandate of the Children’s Mental Health program is to deliver mental health counselling/supports to children/families engaged in Child Welfare services and to build healthier families and communities. Services are offered to caregivers and their children ranging from 0 – 24 years of age. Treatment plans are developed to build on the strengths of families while harmonizing cultural and western approaches. Below is the top area of presenting challenges for children and families served. These are not an exhaustive list of concerns, and some others include ADHD, exposure to family violence, self-injury, and aggressive behavior.



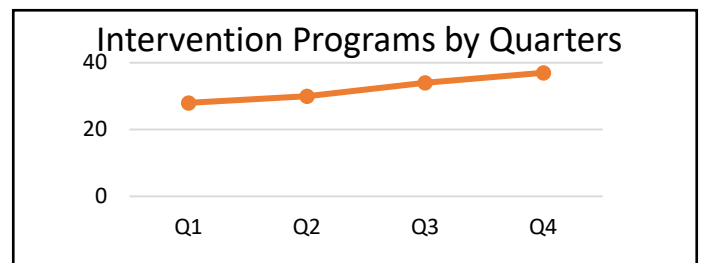
The total number of openings for the year was **1607**. The number of children in care served was **208**, and the total number of assessments was **53**. The referrals and presenting challenges assist in identifying programming for children and families and training opportunities for our staff. Over half of the referrals continue to come from the Child Welfare and Investigation and Assessment Workers.



A new initiative this year was the development and delivery of a Psycho-educational group that is based on the 7 Grandfather Teachings. This group was co-delivered with the Cultural Services Department.

Intervention Program

The Intervention Services are available to Children in Care and/or their Alternative Care Parent(s). Services aim to prevent placement breakdown and are delivered to Alternative Care homes at risk for placement breakdown (e.g., children/youth with known maladaptive behavior, children/youth who have had multiple placements, neurodevelopmental disorders such as Autism Spectrum Disorder and Fetal Alcohol Syndrome, Neonatal abstinence syndrome, families having trouble with placement).



Treatment plans are developed to assist with addressing the child's behavior to avoid placement breakdowns. This department works very closely with the Child in Care teams, and many case conferences are held to ensure there is a collaborative approach to planning for the children served. Most referrals are from Child in Care Workers and or Alternative Care Workers. The top areas of concern were Attachment Concerns, ADD/ADHD, Aggressive Behaviors, Advocacy, and Anxiety.

Children and Youth Wellness Centre

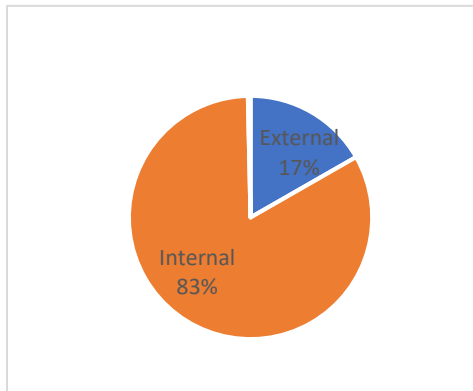
In response to the limited specialized psychiatric practitioners through publicly funded avenues and lengthy wait times of up to two years, Nogdawindamin mobilized the delivery of the Children and Youth Wellness Centre. The Children and Youth Wellness Centre provides accessible, timely, and culturally informed psychiatric services that meet the needs of North Shore First Nation children (on- and off-reserve) from 0-18 years of age. These services include assessments, diagnosis and treatment planning, medication prescription and reviews, and referrals. The Children and Youth Wellness Centre team provides services in a manner that is most convenient for the patient (e.g., home, school), offers longer appointments, and combines both mainstream and traditional methods of care. Pharmacotherapy, Psychotherapy, and Lifestyle Interviewing are the most common treatment types utilized in conjunction with the recommendation of traditional healing services and referrals to Nogdawindamin's Cultural Services.

Milestones

The Children and Youth Wellness Centre has made many strides and experienced much development since becoming operational in 2018. The Children and Youth Wellness Centre was supported by a General Physician with outpatient practice in Child and Adolescent Psychiatry for the entire fiscal year but will no longer be supporting the program moving into the next fiscal. In December 2019, a Psychiatrist on-contract joined the Children and Youth Wellness Centre for a short duration to accommodate high-risk referrals in a timely fashion. The Psychiatrist provided service from December 2019 to the end of the fiscal year and completed 12 days of service. A new Psychiatrist has since been hired on a contract basis to support the Children and Youth Wellness Centre. The Psychiatrist has over 17 years of health care experience, with the last 14 years specializing in child and adolescent psychiatry.

A significant milestone was the Children and Youth Wellness Centre's involvement in the Psychotropic Medication Reviews. The team drove many psychotropic medication process enhancements to increase safe medication practices for children and youth. The team helped outline best practices, advocated for children and families who have different healing beliefs, and streamlined the psychotropic medication process. As a direct result of the Psychotropic Medication Reviews, major improvements were made to Nogdawindamin's consent form, training and resources were developed related to conditions and medications, use of blister packaging for medications was recommended, enhanced tracking and reporting, and improved policy language.

Referral Demographics



During the 2019/2020 fiscal year (April 1, 2019 to March 31, 2020), the Children and Youth Wellness Centre received one-hundred and eighty-six (186) referrals. Thirty-one (31) referrals or seventeen percent (17%) of referrals were submitted from external services including external

physicians, nurse practitioners, and organizations.

One-hundred fifty-five (155) or eighty-three percent (83%) of referrals were submitted from internal services. One hundred and twenty-four (124) children and youth were living off-reserve, while fifty (50) were living on-reserve. Twelve (12) referrals did not indicate whether the child or youth lived on- or off-reserve. Referrals were dispersed across the seven (7) First Nations. Lastly, eighty-eight (88) children were in out of home placements through the Agency, fourteen (14) were in customary care agreements, seven (7) were in temporary care agreements, seventy-one (71) were living with natural caregivers, family, or in kinship care.

Demographic	Frequency
Sagamok Anishnawbek	41
Batchewana First Nation	43
Garden River First Nation	28
Atikameksheng Anishnawbek	23
Thessalon First Nation	13
Mississauga First Nation	12
Serpent River First Nation	12
Other	14

Demographic	Frequency
Off-Reserve	124
On-Reserve	50
Unknown	12

Demographic	Frequency
Children in Care	88
Customary care	14
Not in care	71
Temporary Care Agreement	7
Other/unknown	6

Specialized (Volunteer) Services

Access Support Program

Access Program Community Affiliation	Children Attending
Batchewana First Nation	23
Garden River First Nation	13
Thessalon First Nation	6
Mississauga First Nation	6
Serpent River First Nation	10
Sagamok Anishnawbek	19
Atikameksheng Anishnawbek	11
No Affiliation	4

The Oxford Access site was successfully established in June 2019 with providing a full range of access services for the families of Nogdawindamin. Great reviews have been received by families, parents, children, workers, and the community, of the space and the

services offered within. A total of 7 access sites are now open across the region, with each site providing appropriate spaces for access visits; this allows families to maintain connections with one another while the natural caregivers work towards re-establishing holistic health and wellbeing. Supervision is reduced as natural caregivers achieve wellness goals progressing towards unsupervised access, and ultimately reunification. As of March 16, 2020, Nogdawindamin offices were closed due to COVID 19. The Access Department has offered and continues to provide virtual access by way of telephone and or video access so that we can continue to the connection between families and children.



For the 12 months, there were 1733 visits scheduled for the region (West 761, Central 399, East 573). Community affiliation may fluctuate from month to month, due to an increase in referrals or families progressing out of the access program.

Access at a glance

- Celebrating milestones and achievements
- Attending ceremony (naming ceremony, cedar bath, community events)
- Incorporating Cultural traditions (smudging, tobacco offerings)
- Providing guidance, support and continuous connection, between the parents, children and families we service
- Providing the necessary items needed to have a successful visit (food, toys, crafts, support, transportation)

Volunteer Program – Volunteer Drivers, Mentors, and Baby Cuddlers

The Specialized Services Volunteer Program supports 3 areas; volunteer drivers, mentors, and baby cuddlers. Mentors serve as positive role models and provide one-on-one interaction with our youth. Baby Cuddlers provide cuddling services to caregivers that require respite. They also provide cuddling services to newborn infants that are in the NICU (in SAH or HSN).



2019-2020 fiscal year, 44% of children received services either through transportation, mentoring, or infant cuddling. There were 38 or 3% of parents requiring transportation services to access visits, doctor appointments, and to treatment facilities. A total of 338 or 28% of active drives by our volunteers transported these children and youth to school, access visits, extra-curricular activities, appointments, summer of march break camps. Volunteers fluctuate in different areas based on the needs of the Agency.

Due to Covid-19 and the shut-down of all businesses, schools, and daycares, drives have significantly decreased. Mentoring sessions were put on hold, and cuddling assignments are limited.

Apr 2019	May 2019	June 2019
59 children	65 children	49 children
8 parents	4 parents	4 parents
39 volunteers	41 volunteers	35 volunteers

1st Quarter - Children Serviced – 173/3=57.6%
 1st Quarter – Parents Serviced – 16/3=5.3%
 1st Quarter – Active Volunteers – 115/3=38.3%

Oct 2019	Nov 2019	Dec 2019
49 children	49 children	48 children
2 parents	2 parents	2 parents
26 volunteers	26 volunteers	25 volunteers

3rd Quarter – Children Serviced – 146/3=48.6%
 3rd Quarter – Parents Serviced – 6/3=2%
 3rd Quarter – Active Volunteers – 77/3=25.6%

July 2019	Aug 2019	Sept 2019
30 children	38 children	39 children
4 parents	3 parents	2 parents
23 volunteers	22 volunteers	29 volunteers

2nd Quarter - Children Serviced – 107/3=35.6%
 2nd Quarter – Parents Serviced – 9/3=3%
 2nd Quarter – Active Volunteers – 74/3=24.6%

Jan 2020	Feb 2020	Mar 2020
35 children	35 children	33 children
2 parents	4 parents	1 parent
23 volunteers	26 volunteers	23 volunteers

4th Quarter – Children Serviced – 103/34.3%
 4th Quarter – Parents Serviced – 7/3=2.3%
 4th Quarter – Active Volunteers – 72/3=24%

In February 2019, a review was conducted on the Specialized Services Program. An analysis was completed, and the Information was gathered and submitted to the Executive Director and Finance Consultant for review. The review concluded in September 2019. The results showed that the program

had exceeded its yearly allocation for a multitude of reasons such as geographical jurisdiction, increased program requests, case planning, and the per diem allocation.

Throughout the fiscal year, volunteers participated in training provided by the Staff Trainers of the Agency, which included; Orientation, Culture, Car Seat Safety, CPR First Aid, and Baby Cuddling/NAS training.

2nd Annual Volunteer Appreciation – “The Volunteer Factor”



Nogdawindamin Family and Community Services celebrated its 2nd Annual Volunteer Appreciation on Saturday, April 13; to celebrate, volunteers from across the region

were recognized for the valuable service they provide to Nogdawindamin Family and Community Services. We had a great turn-out with approximately 100 guests in attendance.

We wanted to show our appreciation for their work, both collectively and individually, acknowledging the efforts of all of our volunteers. Recognition provides them with a sense of belonging and involvement. Recognition is also an important component of volunteer retention.

The Specialized Services (Volunteer) Department received an email from a staff member of the Agency who wanted to share a message that her husband received from a youth, which he has been mentoring for several years.

Hi There,

I wanted to share, that on Sunday my husband got a message from his youth mentee, he stated that he wanted to say Happy Father's Day, he told my husband that he wanted to thank him for all that he has done for him over the years and stated that he has looked at him as a father figure and has done more than his biological father has ever done for him, and appreciates the fact that he has taken him under his wing. The youth mentee finished by saying he's not good at sharing his feelings but felt that he wanted to make sure my husband knew.

Anyways, I wanted to share as it warmed my heart ❤️



This is the reason why Volunteers and Mentors Work!

Community Outreach and Prevention Services

Jordan's Principle



Jordan River Anderson, a First Nations child from Norway Cree House First Nation in Manitoba, was born with complex medical needs and spent more than two years in a hospital before doctors agreed that he could leave the hospital to be cared for in a family home. Federal and Provincial jurisdictional disputes arose as to who would pay costs for in-home care resulted in an additional two years in a hospital when Jordan tragically passed away, having never spent a day in a family home. In response to this tragedy, Jordan's Principle was created to ensure First Nations children can access public services on the same terms as other children without being caught in red tape.

Jordan's Principle Case Managers work closely with families involved with the services of Nogdawindamin Family and Community Services to assist in navigation and application of funding for identified service gaps. Jordan's Principle Case Managers completed 2,262 individual applications for members of the North Shore First Nations in the last fiscal year with financial approvals of \$2,362,091. The goal of case managers is to connect families with resources to reduce substantive equality deficits and access culturally appropriate services without having an extensive waitlist to access programming. The Agency will follow the same objective into the next fiscal while improving collaboration with community-based Jordan's Principle navigators.

Family Well-Being Anishnaabe Audzit (Our Way of Life)

The Family Well-Being program has been providing admission prevention-based services to families who are at risk of, currently involved in, or have had historic Child Welfare involvement. Services focus on all aspects of one's health (mental, physical, spiritual, and emotional), which offers community members and families the opportunity to improve their home environment as well as decreasing the need for Child Welfare related intervention. The Family Well-Being Program is driven by Wellness Plans, which focuses on identifying goals to support the family in achieving those goals. The program continues to build on the strengths identified within the family.

First Nation Affiliation	# of Families
Batchewana First Nation	58
Garden River First Nation	33
Thessalon First Nation	10
Mississauga First Nation	13
Serpent River First Nation	17
Sagamok Anishnawbek First Nation	48
Atikameksheng Anishnawbek	39
Total	218

First Nation Affiliation	# of Participants
Atikameksheng Anishnawbek	10
Batchewana First Nation	22
Garden River First Nation	9
Mississauga First Nation	0
Sagamok Anishnawbek	5
Serpent River First Nation	4
Thessalon First Nation	6
Other First Nations	9
First Nation Total	65

Family Well-Being introduced group sessions in July 2019. Sessions are facilitated to be innovative and interactive. Topics for group sessions were derived by reviewing the most common reasons for referral to the Family Well-Being program, Child Welfare, as well as consultations with First Nations. Some of the session topics include behavior management strategies, budgeting, daily routines, healthy relationships, conflict resolution, stress management, traditional roles and responsibilities, the cycle of violence, loss/separation, roots of dependency, and beginning a personal journey.

Mino Madzwin Youth Justice Program

The Mino Madzwin Program is a highly interactive computer-based program that incorporates culturally sensitive approaches addressing the specific needs of Indigenous youth (ages 12 – 18) and or conditions of a sentence. The program has been recognized as an alternative measures program under the Youth Criminal Justice Act. At the end of Q4, 9 files remained opened. During the year, 3 new cases were opened, and two others completed all assigned modules. The program is delivered across the region with participation from every community as well as urban centers.

First Nation Affiliation

	BFN	GRFN	MFN	TFN	SRFN	SA	AA	No Affiliation	TOTAL
Q1	2	2	3	0	1	2	1	0	11
Q2	2	3	3	0	1	3	1	0	13
Q3	1	1	2	1	1	1	1	0	8
Q4	1	1	2	1	1	2	1	0	9

Participants complete assigned modules including Anger Management, Substance Use, Family & Community Relationships, and Proactive Social Skills.

	Substance Abuse	Prosocial Skills	Anger Management	Family & Community	TOTAL
Q1	0	4	14	1	19
Q2	1	5	16	2	24
Q3	1	3	9	2	15
Q4	3	7	9	3	22

Complementing the Mino Madzwin modules, Indigenous youth have access to the Community Learn HUB that delivers the following programs: Substance Use, Gender Equality, Self-Awareness, Employment, Finance, and Cultural Knowledge.

Community Learning HUB	Q1	Q2	Q3	Q4
# of Individuals Participated	16	12	6	8
# of Community Learning Hubs Youth Received	26	33	7	30

Youth in Transition – Waankii Yendam

The Youth in Transition program offers a wide variety of services to youth who are aging out of care. Youth involved in this program work one-on-one with the Agency's Youth in Transition Workers to assist in connecting with existing support and resources in the community necessary in the successful transition from care into independent living: housing, education,

NUMBER OF YOUTH SERVED BY AGE

	AGES 16-18	AGES 19-21	AGES 22-24	UNKNOWN	TOTAL
1 ST Q	20	8	8	0	36
2 ND Q	20	10	8	0	38
3 RD Q	24	12	16	0	42
4 TH Q	24	15	6	0	45

BREAKDOWN PER FIRST NATIONS

	BFN	GRFN	TFN	MFN	SRFN	SA	AA	OTHER	TOTAL
Q1	6	10	2	3	3	10	2	0	36
Q2	10	8	2	3	3	9	3	0	38
Q3	7	7	2	4	1	10	3	8	42
Q4	7	7	2	4	2	11	3	9	45

employment services & training, development of life skills (e.g. financial management and budgeting, shopping, etc.) legal services, healthy relationship education, cultural, etc. The Youth in

Transition Workers will help youth to develop and pursue identified goals and will support service users in accessing and navigating adult service systems relevant to their specific, identified, and individualized needs, therefore empowering them to make positive lifestyle choices reflective of future success.

Housing Support Program

The age of protection amendments to the Child, Youth, and Family Services Act was proclaimed on January 1, 2018. On June 1, 2017, Bill 89: “Supporting Children, Youth, and Family Act was passed by the Ontario Legislature. It introduced a new service option for 16- and 17-year old’s that require an out-of-home placement by making it possible to obtain services through a Voluntary Youth Services Agreement (VYSA).

BREAKDOWN PER FIRST NATION

	BFN	GRFN	TFN	MFN	SRFN	SA	AA	OTHER	TOTAL
Q1	0	0	0	0	1	0	1	0	2
Q2	1	0	0	0	1	0	0	0	2
Q3	1	0	0	0	1	0	0	0	2
Q4	1	0	0	0	2	0	0	0	3

The goal of the Housing Support Program is to give 16 and 17-year-old youth in a Voluntary Youth Services Agreement a better opportunity to reach their full potential and have better outcomes as they transition into adulthood.

Education Liaison Program

The Education Liaison Program is designed to be responsive to the diverse educational needs of children and youth in care, customary, or a Voluntary Youth Services Agreement (VYSA) and provides supports to improve their educational outcome. Education Liaison Workers coordinate education supports and

BREAKDOWN PER FIRST NATION

	BFN	GRFN	TFN	MFN	SRFN	SA	AA	OTHER	TOTAL
Q1	4	13	4	1	2	11	3	0	38
Q2	4	13	4	1	2	11	3	0	38
Q3	5	13	4	1	1	1	0	0	25
Q4	2	9	4	1	1	10	2	0	29

provide culturally response system navigation support to eligible children and youth. Education Liaison workers help to resolve issues impacting the education success of eligible children

and youth and work to strengthen relationships among society, school boards, First Nation school authorities, schools, and community partners. During the year, the Education Liaison Workers supported 130 individual cases compare to 56 in the previous fiscal year.

Neonatal Caring Services - Nogdaawenmishin



The Neonatal Caring Services program exists 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-judgemental, nurturing, respectful and accepting way to Anishnawbek women, who are pregnant, have delivered or are post-delivery

During the 2019/2020 fiscal year, twenty-seven (27) service users had delivered their infants while receiving services from the Neonatal team. Of those twenty-seven (27) infants, twenty (20) remained in the care of their biological caregivers, five (5) were in an out of home placement through Nogdawindamin, and two (2) were in voluntary placements. The low number of out of home placements in the program is evidence of the great work being done with families.

Table 1: Service User Breakdown by First Nation Community
 This past year, there were sixty (60) individuals referred to the program and were actively participating in the Neonatal Caring Services programming. Table 1 outlines the service users by First Nation Community for the 2019/2020 fiscal year. Neonatal Outreach Workers help keep these families together by providing parents with the skills, tools, and support necessary to strengthen parenting capacity and preserve the family unit.

First Nation Community	No.
Atikameksheng Anishnawbek	6
Batchewana First Nation	19
Garden River First Nation	12
Mississauga First Nation	5
Sagamok Anishnawbek	11
Serpent River First Nation	4
Thessalon First Nation	3

Neonatal Caring Services experienced growth in the attendance of group programming at the Neonatal Hub in the western region. An average of eight (8) attendees and six (6) infants per month participated in Monday’s Coffee and Conversation; an average of sixteen (16) attendees and fifteen (15) infants per month attended Wiisini Wednesday, and an average of eleven (11) attendees and eight (8) infants per month attended Self-Care and Cultural Identity programming which takes place on Friday’s. Teachings, ceremonies, and crafts are part of the programming offered. Plans are in place for the Neonatal Outreach Workers supporting the eastern region of the jurisdiction to begin providing group programming in the 2020/2021 fiscal year. Within the central region, efforts will continue to partner with other Agency programs and local community organizations to facilitate group programming with Traditional Knowledge Keepers.

There were seven (7) service users residing in the Transitional Housing units located above the Baby Lucious Neonatal Hub (669 Queen Street East, Sault Ste. Marie) during the 2019/2020 fiscal year. These service users were able to live independently in the units while working closely with their Neonatal Outreach Worker to secure long-term safe housing and develop life skills such as budgeting, cooking, cleaning, routines, and parenting skills.



There were a considerable number of referrals submitted to support service users as they explored cultural connections for themselves and their children. In the 2019/2020 fiscal year, Neonatal Caring Services staff submitted one hundred fifty-four (154) referrals to Cultural Services.

The Neonatal Caring Services Program has undergone many changes since December 2019. The Program’s management team continues to identify opportunities to improve service delivery and work with staff to offer diverse training opportunities. There are several initiatives currently in progress including; Service Delivery Model Review, Program Outreach, Specialized Training as well as building reporting capacity. These initiatives are expected to improve efficiencies and program outcomes as Neonatal Caring Services moves into its third year of operation.

Behavioral Therapy Model Program

Nogdawindamin’s Behavioural Therapy Model Program was launched in March of 2020 to address the identified need for Applied Behaviour Analysis services for children and youth with various developmental and behavioural concerns. The goal of the program is to provide Culturally based behavioural services to members (or affiliates) of the Seven First Nations along the North Shore, both on and off-reserve, who meet eligibility criteria. Clients are eligible if they have a recommendation for



Applied Behaviour Analysis Therapy by a medical/psychological professional. Additionally, clients must have approved funding through Jordan’s Principal. Nogdawindamin’s Behavioural Therapy Model Program is individualized to clients’ needs, flexible, and family-driven. Therefore, service is offered at the location and time of the family’s choice. For example, clients’ home, school, community, or Nogdawindamin office space, along with after-hours support such as evenings and weekends. Children and youth may require support in the areas of adaptive skills, school-readiness skills, communication skills, decreasing maladaptive behaviour, sleep hygiene, coping/anxiety, social skills, and play skills. Staff are trained in Applied Behavioural Analysis and come from various educational backgrounds to support a wide range of client needs. To support the children and youth, treatment plans

are designed around the medicine wheel to ensure that the overall health of the client is considered. The Behavioural Therapy closely collaborates with Cultural Team to ensure services are deep-rooted in cultural values and practices.

Parent/caregiver-coaching is a vital component of Nogdawindamin’s Behavioural Model Program. Behavioural Therapists empower parents/caregivers through teaching behavioural strategies, building upon parent/caregiver skillset, build parent/caregiver confidence, and transfer skills to parents/caregivers in aims to decrease the need for therapist support. Through parent coaching opportunities and direct one-to-one support, the Behavioural Model Program aims to increase families’ wellbeing, improve the home environment, mitigate Child Welfare concerns (e.g., teach appropriate behaviour management strategies), and keep the children in the home with their natural caregivers.

LGBT2SQ+

Over the last year, the LGBT2SQ+ committee completed the groundwork in establishing relationships and community building with the North Shore First Nations. A strong relationship was created with a local two-spirited person from Batchewana First Nation that is identified as an ambassador for LGBT2SQ+ to give the committee direction on how to support alternative care families and employees.

A competition was held to generate a logo for the LGBT2SQ+ committee, where youth from one of the North Shore First Nations won the competition. The committee looks forward to growing the platform in the coming year.



Canadian Human Rights Tribunal

On January 26, 2016, the Canadian Human Rights Tribunal ruled in favour of First Nations children, finding that the First Nations Child and Family Services Program delivered by the Department of Indigenous Services Canada, and its related funding models and federal-provincial agreements, is discriminatory contrary to section 5 of the Canadian Human Rights Act. The Tribunal further found that Indigenous Services Canada’s failure to properly implement Jordan’s Principle, a measure to ensure First

Nations children receive the public services they need when they need them, was discriminatory on the grounds of race and national ethnic origin.

Through the Canadian Human Rights Tribunal Order 411, the Agency secured \$28,307,463 to implement additional preventative measures to mitigate escalation into Child Welfare involvement. With secured funding, Nogdawindamin Family and Community Services were able to assist North Shore First Nations in support preventative initiatives and implement core programs which include Neonatal Caring Service, Family Well-Being, Cultural Services, Grandma’s and Aunties, and Mental Health Services. Through Order 411, the Agency will continue to work with Indigenous Services Canada to stabilize funding and support new initiatives in partnership with the North Shore First Nations.



Child Welfare

The Child Welfare department continues to enhance skills and develop procedures to meet the needs of our First Nation families. NFCS, in collaboration with the affiliated First Nations, continues to promote community belonging, culture, and traditions into the Services Delivery while adapting each communities’ unique needs.

Investigations and Ongoing

During the year, there were a total of 1,273 referrals processed, leading to 501 activations with 30% being resolved without having to investigate. A total of 353 investigations were initiated, with 41.64% (147) being closed. There was a total of 157 subsequent investigations (referrals received after already being opened), leading to a closure rate of 77.07% or 121 files total. The most frequently occurring

ESC	Descriptor	N. of Files
5.3.B	Caregiver with a Problem	311
3.3.H	Child Exposure to Partner Violence	91
2.1.B	Inadequate supervision	84

Figure 1: Intake Referrals Eligibility Coding

reasons for services within the investigation and assessment phase are related to caregivers with a problem and child exposure to partner violence, as demonstrated in Figure 1.

Most referrals and investigations are closed as a result of agency capacity to refer to appropriate services to support and maintain family unity. The closure rate for

files already involved with ongoing services is significantly higher. This is due to families already being involved in prevention-based services, among other factors. Removal of children from the home remains as a last resort where identified protection issues cannot be resolved.

Active Ongoing protection files across the 2019/2020 fiscal year had one hundred and fifty-six (156) files opened. While numbers demonstrate an increase of Ongoing Protection openings over the previous years, the proportion of children and youth not entering Out of Home Placements also increased. Within this fiscal, seventy-six (76.9%) percent of children and youth remained within the family home, as demonstrated in Figure 2.

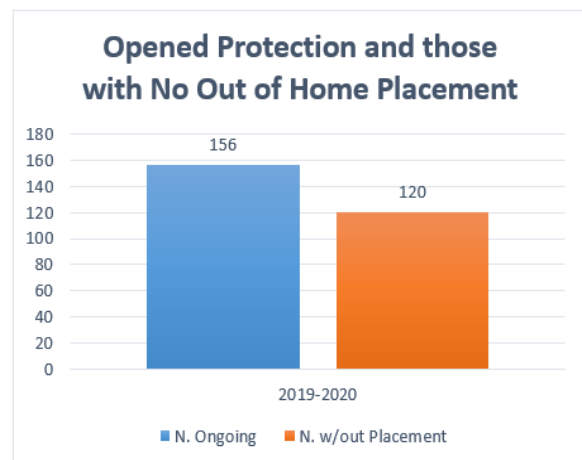


Figure 2: Opened Protection and those with No Out of home Placements.

Out of Home Placement Service Options

As part of our Vision and Mission, Nogdawindamin puts a premium on keeping children with family and in their home communities whenever possible. To this end, we have opened 132 Out of Home Placement Service files during this fiscal year. These families undergo a screening process like Alternative Care screening with the benefit of keeping children out of care. This involves caregivers undertaking the responsibility of day-to-day care while being supported by the Agency.

Case Conferencing and Case Reviews

In collaboration with the First Nations, files have been reviewed routinely. Given the influx of preventative and support services over the last year, case conferences continue to be encouraged to promote clarity on roles and responsibilities. In consultation with the First Nations, tools and systems have been enhanced ongoing to facilitate transparency and accountability. An audit was completed on Family Case Conferencing, finding that Case Conferencing was not properly documented, leading to inaccurate statistics around to process. To clarify this process, a new Case Conferencing Template was rolled out to frontline staff, and additional training was given in Q4 with respect to documentation.

Protection Closures

The closure rate for files already involved with ongoing prevention services is significantly higher. This is due to families already being involved in prevention-based services, among other factors. There is no direct data to support NCFs prevention-based services resulting in a higher closure rate. Figure 3 demonstrates prevention services associated with higher closing rates.

Prevention Programs	Program involved within 7 days of file closure	Program involved within 14 days of file closure	Total
Clinical Intake/Case Management	39	37	76
CMH – Adult Services	6	10	16
CMH-Counselling	10	12	22
Neonatal	7	4	11
Youth in Transition/Mino Madzwin	3		3
Family Well-Being	75	48	123
Wellness Clinic	1		1

Figure 3: Prevention Services involved after CW Closures

Legal Services

NFCs was successful in decreasing court files to approximately half of what was initially transferred and continue to hold between 40 to 45 files at any given time. A significant effort continues to be made to reduce legal interventions where possible by increasing internal and community supports to reduce risk. In January 2020 we welcomed Kari Barry as our internal counsel, who has the responsibility of our legal files in the West region of our jurisdiction.

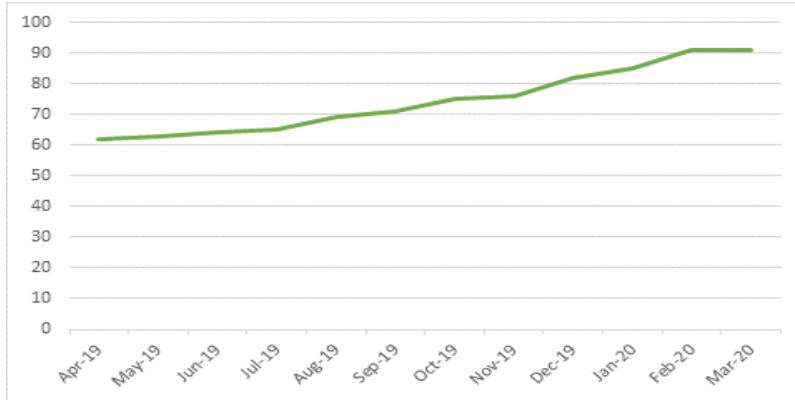
Legal files April 1, 2019 to March 31, 2020

	Q1	Q2	Q3	Q4
# of court files opened	13	5	4	8

For the 2019/2020 fiscal year, there were 450 investigations and 265 ongoing files serviced. Out of these 715 files, 30 resulted in legal proceedings. Least intrusive options continue to be explored and exhausted by Nogdawindamin, in collaboration with our Communities, prior to engagement in legal processes.

Customary Care placements have steadily increased throughout the year and continues to be the preferred permanency discussion with our Families and Communities.

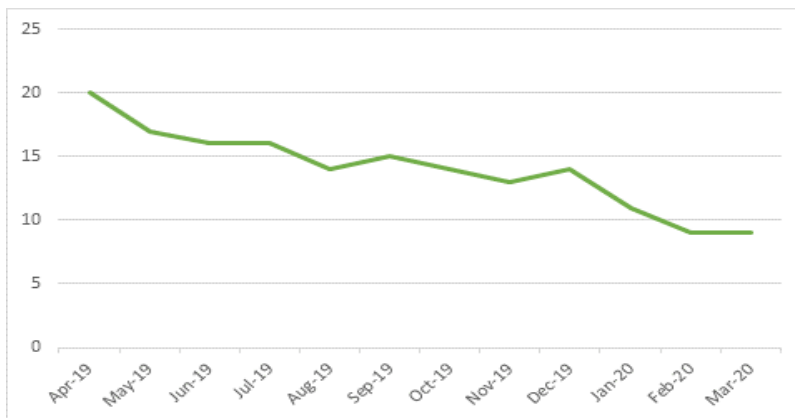
29 Customary Care were completed in this fiscal year



Another form of permanency for children that has increased over the last fiscal year is deemed custody. We finalized 9 legal files through deemed custody orders with children remaining with Family/Community members.

Temporary Care Agreements are voluntary avenue parents can utilize should they require time to address issues of risk, and there are no other family placements available. The decrease in TCAs is a result of children returning to the care of their parents and/or family placements being found.

11 Temporary Care Agreements terminated within the fiscal year



Child in Care

As of March 31, 2020, a total of 192 children received service from Nogdawindamin.

- Ninety-one (91) children were represented in Customary Care Agreements, compared to sixty-four (64) agreements last fiscal. The Agency focused on ensuring Customary Care Agreements were fully understood and supported as the preferred Community approach.
- Nine (9) children were placed in the care of Nogdawindamin FCS under out of court Temporary Care Agreements.
 - Two (2) of the children are placed in Group Home settings that offer an advanced level of support.
- Forty-One (41) children were placed in the care of Nogdawindamin FCS under long term court orders.
 - One (1) of these children is placed in Group Home setting.
- Twenty-five (25) children/youth are placed under various court orders.
 - One (1) of these children is placed in Group Home setting.
- Twenty-six (26) youth are in the care of Nogdawindamin FCS under a Continued Care and Support for Youth (CCSY) Agreement.

36% of new admission for 2019/2020 has seen placements with family (grandparents, aunts, great uncles, and community members)

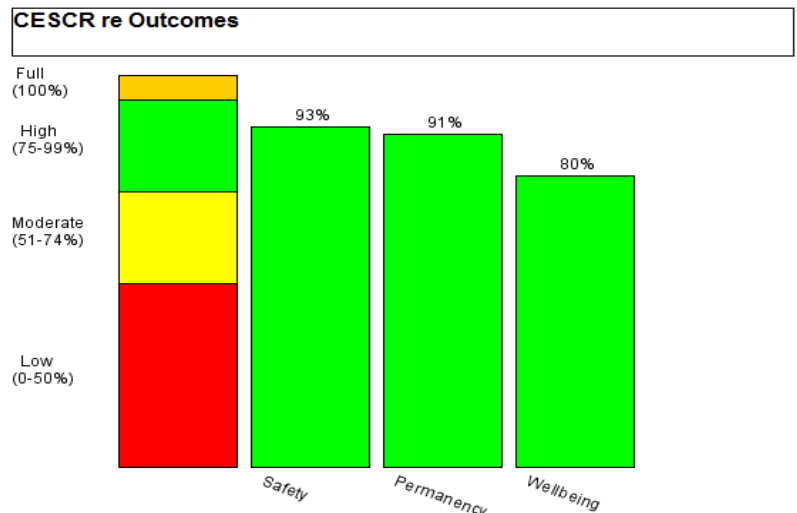
All children have access to clinical supports through Children Mental Health, the Wellness Clinic, and Anishinaabe Aadziwin programs.

Children in Extended Care Review

The Children in Extended Society Care Review (previously termed Crown Wards) took place on October 7-10, 2019. The review highlighted the quality service Agency staff are providing. Working within a multi-service agency allows us to provide a superior level of care for all children.

One youth shared, Nogdawindamin provided a positive experience by facilitating contact with community, family, and extended family. The Child in Care staff discusses permanency plans, rights in care, plans of care, and cultural services with the bands to ensure a collaborative approach to working for our communities. As well, culture is woven throughout services.

The figure below provides a summary of agency performance for children in extended society care in relation to child safety, permanency, and wellbeing.



Directives are assigned priority dependent on the severity of the requirement; with great pride, the Agency received no directives within this year's review that required immediate follow-up.

Voluntary Youth Service Agreements (VYSA)

On January 1, 2018, Ontario increased the age of protection to include all children under the age of 18 years. Voluntary Youth Services Agreements is a service that supports 16 and 17-year-old youth. VYSAs

allow wrap-around service support to youth, ensuring a smooth transition to adulthood. As of March 31, 2020, Nogdawindamin FCS supported five (5) youth under Voluntary Youth Services Agreements.

Continued Care and Support for Youth (CCSY)

Continued Care and Support Services for Youth supports youth aged 18 to 21 years old. Through CCSY, youth can receive financial and other supports. This support is intended to help youth build on their strengths and meet their goals during their transition into adulthood. As of March 31, 2020, Nogdawindamin FCS served twenty-six (26) youth under a CCSY. We are proud of all our youth. Their successes include becoming a loving mother, graduating high school, winning a pageant, and maintaining part-time jobs. One CCSY completed an apprenticeship with the Anishinaabe Aadziwin team. This young person gained valuable knowledge of Anishinaabe culture and traditions.

Alternative Care

The Alternative Care Appreciation event held on October 26, 2020, was a huge success with three hundred plus in attendance. Many of our community partners contributed to the Alternative Care appreciation by providing monetary and gift baskets. Every family was able to take home a gift basket. The gathering included childcare, child activities, guest speakers, giveaways, teachings, drumming, and a beautiful meal to end the day.

The Alternative Care program has an extensive recruitment plan for the year and meets regularly to assess recruitment planning efforts.

At year-end, there were 192 (up from 179 last fiscal) beds available in a total of 110 approved Alternative Care Homes (up from 107 last fiscal).

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.

Have you been turned down in the past but are still interested? **CALL US** – we take your self-improvement and healing journey into consideration and will reassess eligibility without passing judgement, labelling or blaming. We also provide training and support to all Alternative Care parents.

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

CALL 1 (800) 465-0999

Alternative Care Licensing Review

The Ministry audited the Alternative Care files on January 13-17, 2020; this review involved interviews with staff, Alternative Care Parents, Alternative Care Children, and file audits. The Auditors acknowledged culture being woven into service delivery and incorporated into all areas of service. The children and Alternative Care providers were linked to multiple services, and workers far exceeded standards in terms of frequency of home visits. The Auditor reported documentation that was superior and reflected the excellent work completed with our Alternative Care staff. Nogdawindamin received a regular Alternative Care License with two (2) conditions for 2019.

Multi Year Planning and Engagement

The MYP Project is a transformational activity undertaken by Nogdawindamin at the direction of the Board of Directors. The Nogdawindamin Board of Directors, in their vision, relied on their knowledge of traditional child wellbeing practices combined with the contemporary realities of the Truth and Reconciliation Commission (TRC)'s calls for commitments to changing the child welfare system to reduce the number of Indigenous children in care. In addition to this, being mindful of the global principles set out in the United Nations Declaration on the Rights of Indigenous Peoples and importantly through the 13 Rights of the Child, adopted by Nogdawindamin Family and Community Services. This reflection and action to establish community multi-year planning aligned with Indigenous Services Canada requests for planning

documents all at the same time. Hence, the multi-year planning team was formed.

At its core, the MYP is an Indigenous-focused community engagement process supporting growth, development, and partnerships for First Nation communities to reassert jurisdiction over child welfare during a period of several years (hence the term, multi-year planning). Any needs and priorities identified and validated by communities would form the basis for reasserting this jurisdiction and planning towards self-determination in child welfare. Self-determination, as we know, focuses on community control over resources in a meaningful and purpose-driven way, with an emphasis on individual, family, and community wellbeing.

MULTI-YEAR PLANNING (MYP)

Nokomis Kidwaa

Family Treatment Project

Culture & Language

Service Integration Initiative

Child Welfare Law

PRIORITY PROJECTS

The graphic features a central green triangle with four text labels. To the right is a portrait of Nokomis Kidwaa. Below the 'Family Treatment Project' label is a photo of a family. At the bottom is a detailed mind map diagram with various terms and icons related to child welfare and law.

To this end, First Nation leadership and the Board of Directors’ jointly agreed to pursue the following priority projects as a means to an end goal of child welfare self-determination:

- 1) Family Treatment Program Development for North Shore First Nations- to define and develop the feasibility for a family treatment program to service the seven (7) First Nation communities.
- 2) Child Welfare Law Development for North Shore First Nations
- 3) Nokomis Kidwaa- the Grandmas and Aunties Program, which will work to help restore the traditional roles of these important matriarchs within the family unit.
- 4) Service Integration- is an approach to managing multiple levels of services and integrating them to provide a single service by seamlessly integrating First Nation services from various internal and external service providers into holistic services to meet people’s needs.
- 5) Culture and Language- To develop a long-term plan for culture and language integration- planning within each First Nation community. This project began in January 2020 and is in the beginning stage.
- 6) Community Priorities- Each community establishes community priorities that would assist in long-term self-determination-sustainability.

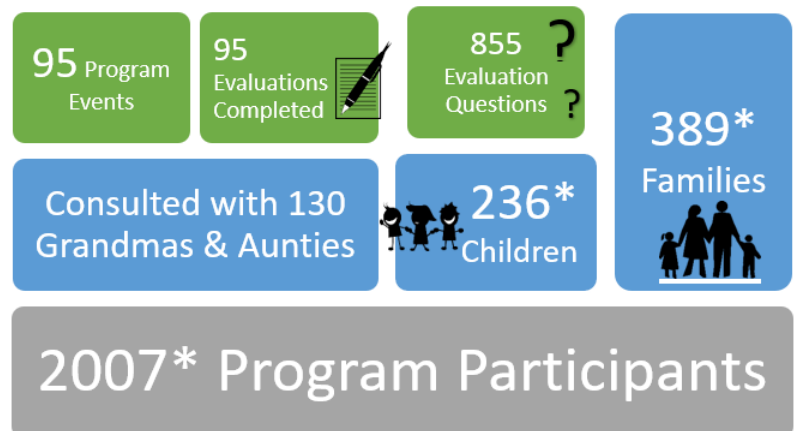
Family Treatment Project

Nogdawindamin and First Nation community leaders along the North Shore determined the need to develop a culturally appropriate Family Substance Abuse Treatment Centre for the North Shore First Nations. Though off to a late start, all (7) First Nations have consented to work together to address this gap. A Family Treatment feasibility study is currently underway to prove the need for a family-focused treatment facility within the region based initially on a study compiled by Nogdawindamin entitled, “Treatment Narratives and Pathways.”



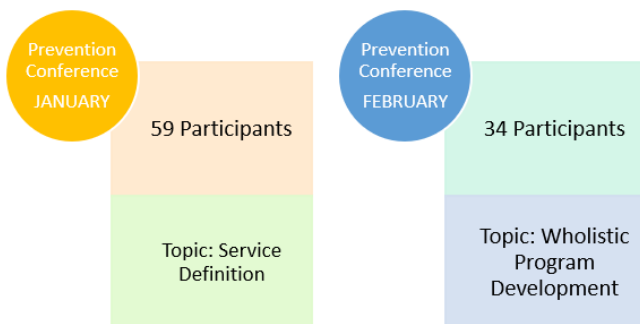
Nokomis Kidwaa (Grandmas and Aunties Program)

The goal of the Nokomis Kidwaa is for the grandmas and aunties to help support families with coping skills and strategies to reduce or prevent the number of children from coming into care and increase family re-unifications. Many community engagement sessions were held throughout the year in the communities. It was organized in collaboration with the Grandmas and Aunties in each community. During the community engagement sessions with each First Nation, there was a total of 130 grandmas and aunties consulted. From the community engagement sessions, there was 95 evaluations completed which translates to 855 questions answered! Throughout the north shore, there was 95 program events with a total of 389* families, 236* children with a grand total of 2007* participants for all community programs! *The



program numbers reflect the total number of participants for each program event. The numbers do not reflect separate individuals because the participants may have attended more than one program event in their community. *

Service Integration



Working alongside the seven (7) First Nation communities, several forums and training opportunities were held and planned with communities. MYP hosted two (2) Regional conferences that brought together communities to discuss topics on primary, secondary, and tertiary levels of services as well as holistic program development. These

were successful events that aimed to bridge gaps between the needs of the communities and agency processes and policies.

Child Welfare Law Project

First Nations families and communities have always had their own principles, values, practices, and traditions to ensure that the children are loved, protected, nurtured, and assisted in developing their full potential. Colonial and Canadian assimilation and discrimination policies were forced on First Nation



peoples as an attempt to eliminate them. The restoration of healthy and self-determining First Nations peoples is partly dependent on the people asserting control over the protection and care of their children.

Initial discussions about how to assert protection and care measures is to develop

and adopt a North Shore First Nations child welfare law that will govern how Nogdawindamin will carry out its work. The discussions have established essential principles, including:

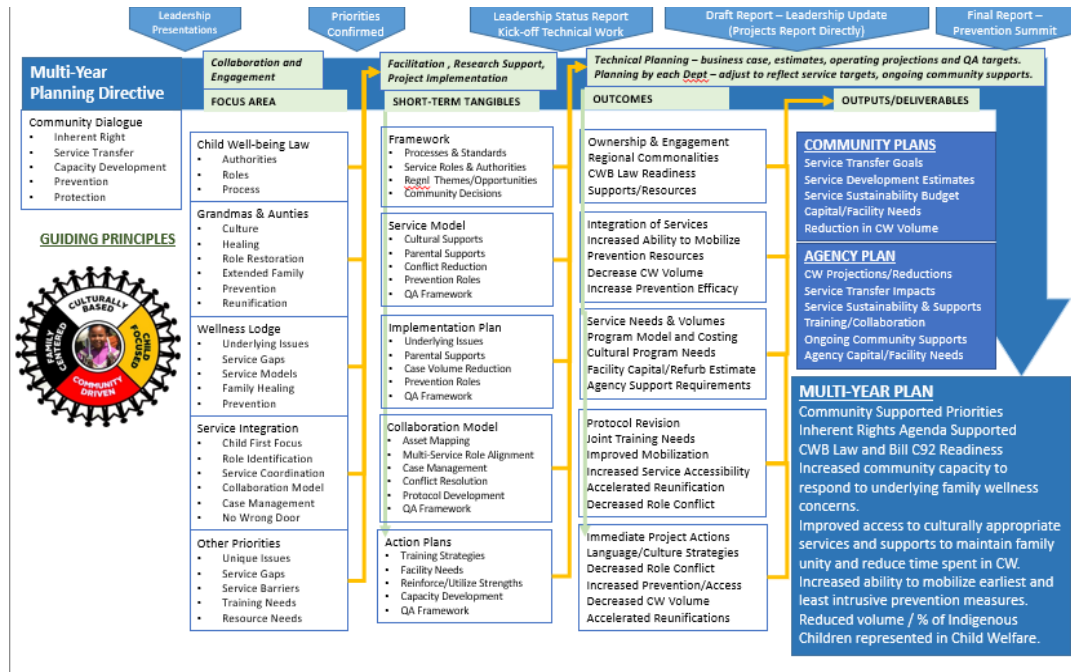
- Restoring traditional Anishinaabe practices and rules relating to child wellbeing;
- Consulting patiently and deeply;
- Ensuring culturally appropriate service delivery; and
- Respecting community-based authority relating to child wellbeing law-making

Quality Assurance

Quality Assurance within Multi-Year Planning and Engagement focused on:

- Completed research to identify Indigenous wellbeing indicators for program evaluation and measuring outcomes

- Identified Indigenous evaluation methods i.e. Storytelling, Medicine Wheel
- Developed an Evaluation Toolkit that includes holistic Indigenous evaluation models
- Engaged First Nation communities' staff/leadership on the most appropriate evaluation method for their community members
- Provided training/workshops to First Nation's staff in order to build capacity in the area of evaluation and quality assurance



Training

	Agency Training				OACAS Child Welfare Professional Training				
	Training hours	# of sessions	Staff	Community/AC Parents	Training hours	# of sessions	Staff	Community/AC Parents	
Serious Occurrence Reporting	93	35	371	4	CWPT 1: Collaborations in Child Welfare: Past, Present and Future	14	2	27	0
Lifeskills Training	105	5	50	0	CWPT 2: Protection Children and Strengthening Families pt. 1	42	2	27	0
Plan of Care Training	7	1	20	0	CWPT 3: Protecting Children and Strengthening Families pt. 2	28	2	27	0
Orientation to Nogdawindamin	14	1	70	0	CWPT 4: Understanding and Responding to Children's Needs	42	2	23	0
Car Seat Safety Training	30	14	54	4	CWPT 5: Engaging Families	42	2	20	0
Introduction to Substance Use and Harm Reduction	52	10	70	0	CWPT 6: Permanency Planning and Continuity of Care	42	2	20	0
Mental Health First Aid	28	2	39	0	CWPT 7: Legal and Court Processes in Child Welfare	14	2	20	0
Duty to Report Training	10	4	44	0	CWPT 8: Wellness and Self-Care	14	2	34	0
Volunteer Orientation	28	2	38	0					
Overview of Child Processes in Child Protection	21	3	30	0	External Training				
Non-Violent Crisis Intervention	28	2	24	0	First Nations Indigenous Service Model Training; OACAS	3	1	48	0
Therapeutic Crisis Intervention	35	2	21	0	Attachment Theory Training; Dr. Diane Benoit	7	1	65	5
Traditional Parenting	21	3	26	0	Introduction to Trauma Informed Care	7	4	26	0
Stategies in Working with Youth	14	1	8	0	Microsoft Excel pt. 1; BDO	7	1	8	0
Reporting to the Office of the Ombudsman Training	4	2	17	0	Microsoft Excel pt. 2; BDO	7	1	9	0
PRIDE Pre-service Training	28	2	0	33	Microsoft Excel pt. 3; BDO	7	1	10	0
Forensic Interviewing	42	3	32	0	Working Smart with Outlook; Priority Management	7	1	8	0
OACAS Website Training	2	1	48	0	Mircosoft Word and Acrobat	14	1	8	0

	External Training					Internal Training			
	Training hours	# of Sessions	Staff	Community/ AC Parents		Training hours	# of Sessions	Staff	Community/ AC Parents
External Training					Trauma Informed Practice	14	1	4	0
Performance Management	14	1	39	0	Canadian Academy of Child and Adolescent Psychiatry Conference	28	1	3	0
Mixed-Methods Qualitative Research Methods; Dr. Deb Woodman	19	10	108	0	FASD and Sensory Training	7	1	3	0
Privacy and the CYFSA Part X; OACAS	2	3	72	0	Autism Training	5	1	9	0
Freedom from Addiction Training; Redpath	14	1	2	0	Trauma Informed Responses to Human Trafficking	2	1	9	0
Living without Violence Training; Redpath	14	1	10	0	Strategies for Working with Indigenous People Experiencing Trauma	3	1	14	0
Suicide Prevention, Intervention and Postvention; CTRI	14	1	35	0	Grief and Loss; ARCH	3	1	5	0
Self-injury Behaviour in Youth; CTRI	14	1	35	0	Stigma and Sex Work	2	1	9	0
Anxiety and Depression; CTRI	14	1	35	0	Trauma Training; Binesiwag Centre for Wellness	28	2	27	0
Concurrent Disorders; CTRI	7	1	35	0	Co-Creating New Stories about Trauma	2	1	9	0
Hepatitis C and HIV Training; Group Health Centre	2	1	5	0	Building Resilience in Youth with Complex Needs	7	1	6	0
Building our Bundle, Clinical Supervision Training; Binesiwag Centre for Wellness	14	1	32	0	Understanding Crystal Meth Use Disorder	14	1	5	0
Addictions Training; Maamwesying	3	1	6	0	Defensive Driving	8	2	48	0
ASIST Training; Rick Gadde	14	1	25	0	Working with Difficult People; Skillpath	7	1	14	0
First Aid/CPR; Ed Landriault	42	4	21	17	Privacy Training: PHIPPA and CYFSA Part X; Kate Dewhirst	5	1	70	0

Human Resources

The Agency began the year with 271 employees. Staff levels continued to grow with the implementation and continuation of pilot projects ending the year at 320 employees. The Agency successfully started the Wellness Committee made up of representation from management and non-management employees. The committee has taken a holistic approach to health and wellbeing, encompassing spiritual wellbeing, emotional wellbeing, physical wellbeing, and mental wellbeing. The Agency also continues to provide an excellent benefit and OMERS pension plan.

Financials

Nogdawindamin Family and Community Services – Statement of Financial Position

March 31	2020	2019
Assets		
Current		
Cash	\$ 5,868,603	\$ 663,925
Accounts receivable	1,945,617	4,537,143
Prepaid expenses	260,688	218,680
	8,074,908	5,419,748
Capital assets (Note 2)	6,356,013	4,698,166
	\$ 14,430,921	\$ 10,117,914
Liabilities and Net Assets		
Current		
Accounts payable and accrued liabilities (Note 3)	\$ 3,414,671	\$ 4,133,866
Due to funder (Note 5)	-	772,867
Deferred revenue (Note 6)	3,912,869	4,875
	7,327,540	4,911,608
Net assets		
Reserves (Note 7)	558,555	875,220
Investment in capital assets	6,356,013	4,698,166
Unrestricted net deficit	188,813	(367,080)
	7,103,381	5,206,306
	\$ 14,430,921	\$ 10,117,914

Nogdawindamin Family and Community Services – Statement of Operations

For the year ended March 31	2020	2019
Revenue		
Ministry of Community and Social Services	\$ 24,119,042	\$ 23,391,789
Department of Indigenous Services Canada	24,923,888	17,593,838
Alternative care	156,799	266,389
Children's special allowance	779,974	646,639
Ontario child benefit	-	5,531
Disability tax credit	38,024	41,615
Other	192,741	274,679
	50,210,468	42,220,480
Expenses		
Boarding	3,340,006	3,546,030
Building occupancy	2,164,865	1,555,552
Client personal needs	1,258,097	327,935
Cultural program	294,415	229,253
Expenditure recovery	(357,495)	(363,982)
Financial assistance	2,366,639	695,939
Health and related costs	232,259	161,364
OCBE expenses	7,638	-
Office administration	673,152	872,087
Other	181,861	194,412
Programs expenses - internal	539,070	587,377
- external	7,123,208	5,443,905
Professional services - client	624,781	704,202
Professional services - non- client	164,861	73,678
Program resources	-	237,369
Promotion and publicity	160,568	171,132
Repairs and maintenance	186,901	252,108
Salaries - staff	20,763,465	18,662,068
- benefits	4,620,532	2,847,209
Technology	309,328	-
Training and recruitment	284,201	800,563
Travel	2,021,280	1,865,858
	46,959,632	38,864,059
	3,250,836	3,356,421
Due to funder	-	(772,867)
Revenue over expenses before amortization	3,250,836	2,583,554
Amortization of capital assets	1,353,761	924,180
Excess of revenue over expenses	\$ 1,897,075	\$ 1,659,374

Nogdawindamin Family and Community Services – Listing of Donators

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 Office Equipment
Batchewana First Nation
Bob's Smoke Shop
Corporation of Prince Township
Dumanski's Office Interiors

Great Lakes Business
Nationwide Appraisal Service Inc
Northern Pest Solutions
Pure H2O
Querney's Office Plus

Small Bites
Spadoni's Furniture
Superior Business Solutions