



NOGDAWINDAMIN
FAMILY AND COMMUNITY SERVICES

*"Healthy Anishnaabek families and communities
protecting, nurturing and guiding our children"*



We Take Care of Our Children

"Giinwin Gibinowsimin Wewene"



ANNUAL REPORT
2018-2019



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MESSAGE FROM THE PRESIDENT & EXECUTIVE DIRECTOR

Chief Elaine Johnston, Board President and Kerry Francis, Executive Director



Our journey began in 1987 when the North Shore Tribal Council mobilized development through member communities leading to incorporation with 9 staff in 1990. By 1992 staff numbered 24 employees delivering prevention, community and family support, specialized counselling, and cultural services. In 2004, the agency was licensed by the Ministry to provide Alternative Care Services. The Agency ultimately took over the approval of Alternative Care homes, and at 2005 year end had 7 Alternative Care homes providing care to 5 children. In 2009 a resolution was issued

serving notice of our intent to reclaim jurisdiction over Child Welfare matters through designation. Marking the end of that journey, and the start of another, our historical designation celebration was held on April 1, 2017 with partners, friends, and dignitaries across the province.

This initial stage of our new journey has been challenging with both Federal and Provincial legislative changes including the emergence of Bill C-92: An Act Respecting First Nations, Inuit and Métis Children, Youth and Families and ongoing discussion with respect to Child Wellbeing Law development. In the face of ongoing change, we have continued our vigil delivering and expanding the services required to meet the needs of children and families in collaboration with communities we serve.

During the course of the past year the agency received a total of 1,591 referrals averaging about 133 per month. On average, only 36.7% (48 per month or 582 annually) resulted in an identifiable protection issue. In a majority of cases the agency responds with appropriate interventions and services. This fiscal year in particular, we successfully launched and stabilized a number of key services in Family Well-being, Children's Mental Health, Neonatal Caring Services and Jordan's Principle to address needs identified with our community partners.

We are pleased to present this report and to express our gratitude to the entire staff for demonstrating our ongoing commitment to our Mission Statement: *"...to assist the communities in their responsibility to strengthen families and communities for the safety and well-being of children by providing community based services grounded in Anishnawbek values."* Together we are a living example of successfully meeting the challenge of providing wholistic services that are "Child Focused, Culturally Grounded, Family Centered, and Community Driven".



Chi Miigwetch!

Elaine Johnston

Chief Elaine Johnston

Kerry Francis

Kerry Francis, Executive Director

COMMUNITIES OF THE NORTH SHORE TRIBAL COUNCIL



Batchewana First Nation - Chief Dean Sayers
Kim Lambert , CEO. Vanessa Williams, Director of Human Services
Teala Nadjiwon, Health Director

Garden River First Nation - Chief Paul Syrette
Pam Nolan, Director, Health and Social Services



Thessalon First Nation - Chief Edward Boulrice
Mary Jane Wardell , Band Manager
Brandie Ferneyhough, Health and Social Services Director

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



Serpent River First Nation - Chief Elaine Johnston
Brenda Rivers, Director of Operations
Leila Macumber, Community Wellness Manager

Sagamok Anishnawbek - Chief Paul Eshkagogan
Alan Ozawanimke, CEO
Fern Assinewe, Community Wellness Director



Atikameksheng Anishnawbek - Chief Steve Miller
Carmen Nootchtaï, Director, Health & Community Wellness

OUR BOARD OF DIRECTORS

Chief 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.



Fern Assinewe - Community Wellness Director, Sagamok Anishnawbek. BSW, MSW from Laurentian University. Specialist in Health & Social Services management support, research, evaluation & training.

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.



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.

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.



Brandie Ferneyhough – Thessalon First Nation, Health and Social Services Director. “Animikii Kwe” - Thunder Woman from the Bear Clan. Brandie comes to Nogdawindamin with 15 years experience with provincial, federal and urban Indigenous government organizations across Ontario. Backed by front-line, Human Resources and not-for-profit governance experience, she is serving her second term as a board member with Nogdawindamin.

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.



NAADMAAGEJIK - ELDER'S COUNCIL

Nogdawindamin is very privileged to have the ongoing support and guidance from our elder’s council. The 7 Elders were appointed by each individual first nation. The Agency has utilized their expertise and experience to assist in enhancing service delivery. The Elders are consulted in regards to planning events, the language and cultural practices and are a big part of our many events such as the cultural ceremonies, Alternative Care appreciation, Pow Wow, Social and Culture Camps. Our council provides all of our Anishnabe 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 40 years as a Personal Support Worker and now lives in Thessalon First Nation. She has 1 sister, 2 brothers, 2 male children, has raised 3 step children and a niece, and has 7 grandchildren and 7 great-grandchildren.

Gertrude Nootchtai was born 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 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.

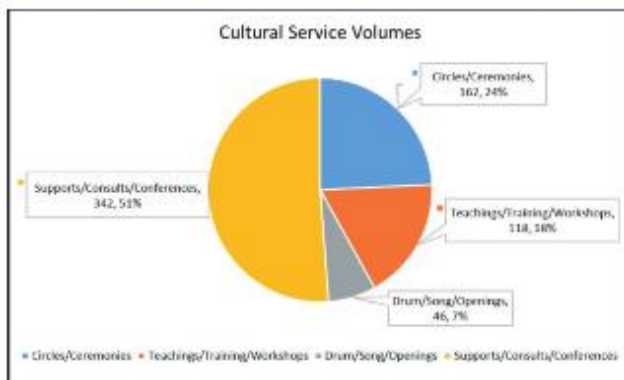
Harvey Bell was born January 21, 1946. he attended St. Mary's, St. Thomas, Sir James Dunn, Sault Tech, and Sault College. He has 4 sisters, 2 brothers, 1 daughter and 1 granddaughter. He has spent many years serving Batchewana First Nation including 6 years as Chief, and is a pipe carrier, pipe maker,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



Willard Pine was born 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 sibling, 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.

ANISHNAABE AADZIWIN

Cultural Services - (Looking After Native Culture & Way Of Life)



Providing cultural support remains fundamental to service delivery for the Agency. Children and families are referred for services such as naming ceremonies, drum making, colors, water teachings and soap stone carving. Service volumes grew from 384 in 2017/18 to 1,179 this past year.

To meet the high demand we have expanded the department to include additional Elders in Residence, a Manager, a Cultural Coordinator and a Curriculum Writer. Some 75% of our services are directed to family and children in the form of supports, consultations, case conferences, family circles and ceremonies.

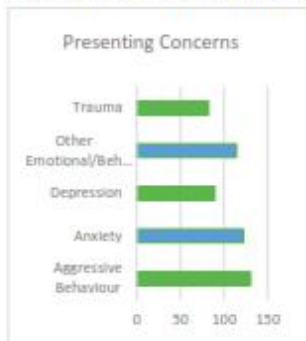


This year we had many larger successful gatherings including Language Immersion Camps, Round Dances, Pow Wows and Seasonal Gatherings with some events having over 300 participants including Children in Care, Alternative Care Parents,

Community members and staff. The team of 31 staff provides services from naming ceremonies, self-care, drumming, rites of passage, harvesting and other ceremonies and teachings.

CHILDREN'S MENTAL HEALTH – BINOJINH NENDAMOWNING DANISHING

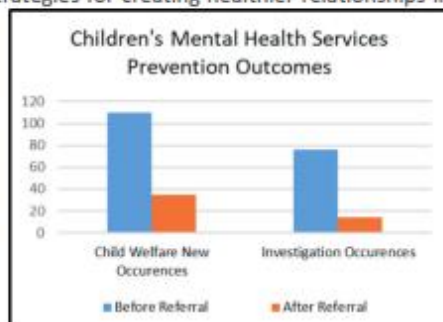
Children's Mental Health Services was launched in order to service an identified gap in culturally appropriate mental health services for the Seven First Nations along the North Shore, both on and off reserve. The purpose is to reduce or minimize admission into the Child Welfare system, therefore improving the overall



wellbeing of First Nation's children, families and communities. Services are offered to children ranging from 0-24 years of age and their care-givers. A total of 699 service referrals were received representing 140 family units and included 56 Children in Care. The most common client presenting concerns were consistent throughout the year. The concerns are: Trauma, Anxiety, Depression, Aggressive Behaviour, and Other Emotional/Behavioural (combination of mental health, family and environmental concerns).



The primary mandate of the program is delivery of mental health supports to children/families engaged in Child Welfare services by building strategies for creating healthier relationships in the home and community. The data indicates a strong positive preventative impact made on the number of Child Welfare-related occurrences for clients engaged in Children's Mental Health Supports. In addition to the reduction of Child Welfare occurrences and Investigations and Assessments, there was also a 38% decrease in Child Protection related concerns for individuals receiving Children's Mental Health supports.



Wellness Centre	
Referrals since January 2019	211
Children Not In Care	159
Children In Care	52
On-Reserve	56
Off-Reserve	155

In support of wholistic approaches to wellness, the Agency also established a Wellness Centre with the services of a Family Physician specializing in Child and Youth Psychiatry. This service allows the Agency to deliver more comprehensive care and an integrated approach to child wellness. In cooperation with the Child Welfare, Children’s Mental Health and the Child Wellness Centre, the

Agency implemented a psychotropic medication review and clinical child in care scan. The agency was able to highlight and recommend areas of best practice; blister packaging medication, improving the consent form, and providing training and resources related to conditions and medications. The Agency was able to identify service gaps and mobilize recommendations including intensive consultations for children with Type 1 Diabetes and specialized medical needs, improved developmental screening tools and supports, medication briefing and education, psychiatric and psychological supports, and adult and young adult services. Formal delivery of services began late 2018 resulting in significant referral levels running from January to the end of the fiscal year.

SPECIALIZED (VOLUNTEER) SERVICES

Access Support Program

A new access site was established in Sault Ste. Marie this year bringing the total to six access centers across the region. These facilities provide appropriate spaces for access visits and maintaining connections between children and natural caregivers who work to re-establish wellness and balance. Supervision is reduced as caregivers achieve wellness goals progressing toward unsupervised access and, ultimately, reunification. For the 12 month period there were 1,303 visits scheduled (West 593, Central 301, East 409).



In February 2019 the Children Support Workers in the West began providing respite services to Alternative Care Parents weekdays ranging from 1-3 hour blocks. Respite services provided 20 hours of respite support for 2 AC homes. The service is now being integrated across the region.

Access Program	
Community Affiliation	Children Attending
Batchewana First Nation	26
Garden River First Nation	7
Thessalon First Nation	1
Mississauga First Nation	5
Serpent River First Nation	
Sagamok Anishnawbek	15
Atikameksheng Anishnawbek	10
TOTAL	64

Volunteer Support-Wadokaged (Helper)

The Volunteer Program was implemented in April 2017. At that time, there were 10 volunteer drivers in place. As of March 31st, 2019 there are 64 volunteers across the region in the East, Central and West. Of the 64 volunteers, 41 were active from April 2018 to March 2019.

- There were 29 drivers actively providing transportation to access visits, school, daycare, appointments and extra-curricular activities.
- There were 6 active mentors who serve as positive role models and provide one on one interaction with 10 youth, primarily in the West.
- There were 4 Baby Cuddlers providing respite and cuddling services to caregivers. They are in direct contact with infants and their parents/caregivers in the home or in the NICU. Cuddlers provided cuddling to 7 babies; 5 in the West, and 2 in the East.
- There were 2 parent support helpers providing in-home assistance with children's morning routines and parental support and guidance.

Transportation Services By Region:	West	Central	East
Access	72	14	101
School	60	1	15
Daycare	24	1	6
Mentoring	23	0	0
Parent Support	7	0	2
Baby Cuddling	5	0	2
Medical	11	7	18
CMH/Counselling	23	2	4
Extra Curricular	49	4	20
Respite	14	5	9
One Time Transport	16	7	17

Transportation services are provided to children, youth and families ensuring they get to their access visits, appointments, daycare, school and extra-curricular activities. Transportation was also provided to bio-parents to access visits, treatment facilities, healing lodges, and appointments. Often these bio-parents have no other means of transportation.

The Agency provided Training and Orientation for Volunteers on an ongoing basis including:

- 25 Volunteers attended Orientation in Sault Ste. Marie in September 2018 and another 31 attended in January 2019.
- 7 Volunteers attended Baby Cuddling Training in Sault Ste. Marie in May 2018 and another 8 attended in Sudbury in September.
- 5 new Volunteers attended the Mentorship Information Session held July 25th in Sault Ste. Marie. There are now 15 Mentors with 5 actively working with youth in the West to produce significant, positive outcomes for these children and youth.
- 10 people attended the Car Seat Safety Training in Sault Ste. Marie in June 2018.
- 7 Volunteers attended CPR/First Aid Training held February 2018 in Sudbury.

National Volunteer Appreciation Week is from April 7-13, 2019. To celebrate, Specialized Services held its 2nd Annual Volunteer Appreciation Dinner on Saturday, April 13, 2019. Volunteers from across the region were recognized for the valuable service they provide. Elder in Residence Phil Jones, started a drum group with youth who are in care. It started out with 5 youth and we now have 10 youth involved with our Cultural Department. They opened the event with a song and they were gifted with a blanket for the drum. Approximately, 100 people attended the event.



COMMUNITY OUTREACH AND PREVENTION SERVICES

Prevention Program	Direct Hours	New Children
Batchewana	3,822	364
Garden River	126	39
Thessalon	342	24
Mississauga	203	8
Serpent River	1,916	67
Sagamok	2,048	117
Atikameksheng	378	86
Total	8,835	705

Community –based Prevention Services

The agency continues to transfer prevention dollars to the North Shore communities to support and enhance community-based prevention programs. Each community has its own service delivery model based on their specific organizational and community needs. The First Nations continue to utilize the EMHware database for reporting purposes.

Jordan's Principle Service Coordination

Jordan River Anderson, a First Nations child from Norway Cree house 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/Provincial Jurisdictional disputes as to who would pay costs for in-home care resulted in an additional two years in hospital when Jordan tragically died 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 up in red tape.



Jordan's Principle Case Managers work closely with children, families, non-mandatory support providers, Child Welfare Workers, and other collaterals to assist in the navigation and application of funding for identified service gaps. Jordan's Principle Case Managers completed 1,625 individual applications for members of the North Shore First Nations in the amount of \$1,705,811. The goal of the 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. Under the Canadian Human Rights Tribunal orders for Jordan's Principle, the Agency continues to support families in Jordan's Principle applications and working together with community-based partners to navigate the application process.

Grandmothers and Aunties Pilot - Annastow Gechipiitziid (Listen to an Elder or Adult)

Planning was started in March 2018 for a Grandmothers and Aunties Pilot project. The goal is to recapture the traditional healing roles of extended family members in providing support and guidance to families. The Elder's Council, Elders in Residence and Team Supervisors worked this year to develop the service model and funding requirements and were successful in achieving funding including support for



community based workers. The program was formally launched with notification to each of the seven First Nations to initiate the collaborative work required to customize the program around their priorities and service needs. Presentations and planning meetings will proceed over the summer of 2019 to achieve full implementation during 2019/2020 fiscal year.

☞ Youth in Transition-Waankii Yendam

The Youth in Transition in partnership with the Housing Support program, Mino Madzwin program, Education program and Cultural services hosted a Youth Retreat. 12 youth attended the retreat where we had drum making, educational workshops on smoking cessation and other

First Nation Affiliation	Bachewana	Garden River	Thessalon	Mississauga	Serpent River	Sagamok	Atkins Lakeberg	Other	Total
Total	17	26	6	5	6	33	3	7	103

presentations on 2SLGBTQIA and education. Referrals for the 2018-2019 reporting period came from Nogdawindamin Family & Community Services totalling 15 new referrals adding to the existing 19 clients for a total of 34

(50% male). Client ages varied with 20 clients being 16 – 18 years old, 9 being 19 – 21 years old, and 5 being 22 – 24 years old. Participation came from across the region.

☞ Mino Madzwin Youth Justice Program

First Nation Affiliation	Bachewana	Garden River	Thessalon	Mississauga	Serpent River	Sagamok	Atkins Lakeberg	Other	Total
1Q	3	0	2	0	2	1	0	0	8
2Q	2	1	2	0	3	2	0	0	10
3Q	0	2	2	0	2	2	0	0	8
4Q	1	2	3	0	1	2	1	0	10
Total	6	5	9	0	8	7	1	0	36

The Mino Madzwin Program is a highly interactive computer based program that incorporates cultural sensitive approaches addressing the specific needs of Indigenous youth (aged 12 to 17) and or conditions of a sentence. The program has been recognized

as an alternative measures program under the Youth Criminal Justice Act. Mino Madzwin serviced between 8 and 10 clients at all times during the year. During the year, 2 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 centres.

Modules	Total
Substance Abuse	11
Proactive Social Skills	7
Anger Management	65
Family and Community	6
Total	89

Participants complete assigned modules including Anger Management, Substance Use, Family & Community Relationships and Proactive Social Skills. The Community Learning Hub also provides aboriginal youth with open access to the modules, and achieved significant participation rates. There were 18 youth participating and another 24 youth were received over the year.

☞ Housing Support Worker Program

The age of protection amendments to the Child and Family Services Act were proclaimed on January 1st, 2018. On June 1st, 2017, Bill 89: “Supporting Children, Youth and Families Act” was passed by the Ontario Legislature. It introduced a new service option for 16 and 17 year olds requiring an out-of-home placement by providing services under a Voluntary Youth Services Agreement (VYSA). The goal of the program is to give youth in a Voluntary Youth Services Agreement a better opportunity to reach their full potential with better outcomes as they transition into adulthood. Services



and supports are not strictly identified and depend largely on the identified needs of the individual. The single-minded purpose is to provide support and assistance in support of positive

Housing Support	Batchewana	Garden River	Thessalon	Mississauga	Serpent River	Sagamok	Atikameksheng	Other	Total
Total	0	3	0	0	0	0	2	0	5

outcomes. This year the Agency actively supported 5 youth in the region - 3 from Garden River First Nation and 2 from Atikameksheng Anishnawbek.

Education Liaison Program



The Education Liaison program is a new program funded by the Ministry. The Education Liaison program is designed to be responsive to the diverse educational needs of children and youth in care, customary care, or a Voluntary Youth Services Agreement (VYSA) and provide supports to improve their educational outcomes. Education Liaisons coordinate educational supports and provide culturally responsive system navigation support for eligible

children and youth. Education Liaisons help to resolve issues impacting the educational success of eligible children and youth and work to strengthen relationships among societies, public school boards, First Nation school authorities, schools, and community partners. During the year, the Education Liaison Worker supported 56 individual cases with 47 of these arising in the

Education Liaison	Batchewana	Garden River	Thessalon	Mississauga	Serpent River	Sagamok	Atikameksheng	Other	Total
First Nation Affiliation	8	21	3	0	6	15	3	0	56

3rd and 4th quarter of the year. The program was delivered across the region as shown in the table at left.

Neonatal Caring Services - Nogdaawenmishin (Take Care of Me)

The Neonatal Caring Services Program offers holistic non judgemental support for high risk pregnant Aboriginal women. Support can be provided to women during pregnancy and up until the child is 4 years old. Outreach Workers provide ongoing support and assist women in setting personal goals

Nogdaawenmishin First Nation Affiliation	Residing on-reserve	Residing off-reserve	# of Families
Batchewana First Nation	0	4	4
Garden River First Nation	1	3	4
Thessalon First Nation	0	0	0
Mississauga First Nation	0	1	1
Serpent River First Nation	0	1	1
Sagamok Anishnawbek	4	1	5
Atikameksheng Anishnawbek	0	1	1
Total			16

to help aid them in their journey to personal growth and long term wellness. An additional Outreach Worker was introduced in the West region this year in response to service needs.

- The **Baby Lucious Neonatal Hub** (669 Queen St East, Sault Ste. Marie) held its Grand Opening November 30, 2018. Two transitional housing units were opened providing emergency shelter, and weekly programming was initiated in January 2019. Participation now spans the entire region with 16 families involved in Monday Coffee & Conversation Drop In (talk with their worker), Wiisini Wednesdays (one hour presentations), and Self-Care Fridays with our Elder In Residence providing teachings, ceremonies, and crafts. KC Security was hired to complete security checks of the premises during the evening for the safety of the tenant. The Baby Cuddling Program held at the Centre provided support for 4 infants and 1 toddler.



∞ Family Well-Being - Anishnabe Audzit (Our Way of Life)

The Family Well-Being Program was launched March 26, 2018 to provide a time-limited and goal-directed service. It supports children and families through intensive in-home programming and is aimed specifically at promoting family stability by



delivering resources required to ensure children remain in the home with their natural caregivers. There were 218 referrals received this year spanning the entire service area. The majority of participating families were residing off-reserve with children not in a placement (101).

Anishnabe Audzit First Nation Affiliation	# of Families
Batchewana First Nation	28
Garden River First Nation	19
Thessalon First Nation	4
Mississauga First Nation	14
Serpent River First Nation	11
Sagamok Anishnawbek	22
Atikameksheng Anishnawbek	8
Total	106

CHILD WELFARE

The Child Welfare department continues to review and develop strategies to meet the needs of the region. Within the last year, NFCS continued to strive for excellence in service delivery by evaluating and assessing the needs, collaborating with First Nations, while adjusting to the current climate in the Province. The CFSA was repealed and replaced with the Child and Youth Family Services Act April 2018. Service delivery was enhanced, resources recruited (particularly in the Central/East region) and policies and procedures were revised as necessary. With the addition of prevention and supportive services, the Agency has implemented an internal case conferencing and case review system to promote clarity and accountability.

∞ Investigations and Ongoing

During the year there were a total of 1,591 referrals processed leading to 582 activations with 63% being resolved without having to investigate. A total of 470 investigations were initiated 94% (444) being closed. There were a total of 253 subsequent investigations (referrals received after already being opened) leading to a closure rate also at 94% or 239 files total. The vast majority of referrals and investigations are closed as a result of the agency capacity to refer to

appropriate services to support and maintain family unity. Removal of children from the home remains as a last resort where identified protection issues cannot be resolved.

Case Conferencing and Case Reviews

In collaboration with the First Nations, files have been reviewed regularly. Given the influx of preventive and supportive 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 to facilitate transparency and accountability.

Legal Services

The Agency NFCS continues to utilize external counsel for legal matters. There was a slight increase in legal files within the year (4 files) ending the year with 42 files (18 in the East and 24 in the West). A significant effort is made to reduce legal interventions wherever possible by increasing internal and community supports to reduce risk. In addition, where children require out of home placements, the Agency makes every effort to work on a voluntary basis with the family through Temporary Care Agreements. The Legal department now has oversight on these voluntary agreements as they are legal binding contracts and are reflective of timelines in the Children Youth and Family Services Act (CYFSA). A system is in place to ensure that timelines are adhered to and collaboration with the family and communities to achieve permanency is pursued in a timely manner. A total of 18 agreements were in place during the fiscal year (6 East and 12 West).

Nogdowindamin follows the **13 RIGHTS OF THE ANISHINAWBEK CHILD** including the right to:

- Their name,
- Their clan,
- Be with their parents,
- Be with their friends,
- Their cultural & ceremonial practices,
- Their identity and lifestyle,
- Their language,
- A purposeful and zestful life,
- Their ancestral land,
- The lifestyle of the Anishnaabe,
- A good education,
- Protection within that child, and
- Community membership

Case Conference Facilitator

In an effort to reduce children's time in care and achieve permanency within communities, services from a Case Conference Facilitator began September 2018. Talking Circles implemented are 'family owned' to encourage family and extended family participation in planning. Although it is too early to determine success of the process, one benefit identified to date suggests that families are being reconnected to one another through this process and are starting to heal past traumas while reconnecting with the culture and plan for the children. In the East Region there were a total of 10 case conferences files active with 4 new referrals arising during the year. The West region saw 16 files active with 3 new referrals. There were 5 case conferences completed with permanency plans completed for 3 families.

VYSA – Voluntary Youth Service Agreement

With the implementation of the Child and Youth Family Services Act, CYFSA in April 2018, services have been enhanced to respond to the increase in the age of protection. Youth aged 16 to 17 years now have the option of working with the Agency voluntarily to receive on-going support under a Voluntary Youth Services Agreement. Collaboration with the affiliated First Nations continues to promote community belonging, culture, heritage, traditions and a least disruptive process focused on good outcomes for Youth. The process also provides opportunities for the youth to identify their permanency goals and to develop essential skills for transitioning to independence. At year end there were 8 active VYSA agreements in place.

⌘ Sixties Scoop Information Sessions

The Agency organized 3 information sessions for the jurisdiction on the Sixties Scoop Class Action Law Suit. The Sixties Scoop Class Action concerns any registered Indian or person eligible to be registered or Inuit person who was adopted or made a permanent ward and was placed in the care of non-Indigenous foster or adoptive parents in Canada between January 1, 1951 and December 31, 1991 which resulted in the loss of cultural identity.

Sixties Scoop Session Attendance	
Affiliation	
Atikameksheng Anishnawbek	7
Sagamok Anishnawbek	4
Serpent River First Nation	7
Mississauga First Nation	0
Thessalon First Nation	1
Garden River First Nation	11
Batchewana First Nation	4
Other Affiliation	3

⌘ 2SLGBTQIA

A cross departmental committee was formed over year to ensure inclusivity, acceptance and safety in service delivery. The Agency had representation at both Sudbury and Sault Ste. Marie PRIDE celebrations, and initiated training for employees in the fall with further lunch and learns planned. A pamphlet was also developed to share 2SLGBTQIA resources in the jurisdiction and will be used as a vehicle to engage children and youth by participating in a logo contest for the pamphlet and soliciting their recommendations as to further content.

⌘ Compliance Audits

- Post Designation Review

To confirm the ongoing Agency capacity to provide services as an Indigenous children's aid society, assess the skills and knowledge of the governing body and staff, and confirm the support and commitment of the community leaders, stakeholders and other service providers. As an agency NFCS demonstrated:

- *Families in receipt of services and alternative care parents speak highly of the agency, staff, and programs.*
- *Staff represented the Agency as truly caring about their children, where cultural teachings are at the root of our service delivery.*
- *The good work and positive relationships with the communities .*
- *High quality and varying services provided to families and the children we service.*

- Child in Extended Society Care Review

An annual tool to assess and improve services provided to Children in Extended Society Care (previously termed Crown Wards). In 2018, NFCS was rated 83% for compliance representing ongoing consistency and capacity of the agency.

- Alternative Care Licensing Review

Completed in January 2019, this review involved interviews and file audits by the Ministry. Auditors reported culture being referenced, represented, and incorporated into all areas of service, documentation were completed thoroughly and within time frames, children and AC providers were linked to multiple services and workers far exceeded standards in home visits and frequency. As a result, Nogdawindamin received a regular Alternative Care License with no conditions for 2019.

ALTERNATIVE CARE

N Children in Quality Placements

At year-end, there were 179 (up from 117 year prior) beds available in a total of 107 approved Alternative Care Homes (up from 82 year prior). There were 64 children represented in Customary Care Agreements in 2018 compared to 32 at 2017 year-end. The agency also had 24 Outside Agency Placements at year-end. The Agency focused

on ensuring Customary Care Agreements were fully understood and supported as the preferred cultural approach. Of the 24 Outside Agency Placements there were only 3 children placed in group care based on specialized emotional and psychosocial needs. At year-end the agency was providing services to 160 Children in Care. 90 of those Children in Care were placed in agency resources of which 59 are homes with a known family relationship. Alternative Care Services



continues to see success through their Alternative Care Appreciation Celebration recognizing the effort and commitment of our Alternative Care families. Additionally, the annual Alternative Care Picnics brought together more than 300 community members strengthening our partnerships with Anishnawbek Police Services and Garden River First Nation.

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

HUMAN RESOURCES

The Agency began the year with 165 employees. Staff levels have continued to grow in response to service pressures and the implementation of pilot projects ending the year at 271 employees. With the growing staff complement, planning was started for an Employee Wellness Plan and additional Human Resources Personnel were hired to support the agency in its efforts to ensure a quality and caring work environment is maintained. The Agency transitioned to OMERS (a defined pension plan) December 1, 2018 and provided an excellent pension plan to employees.

Personnel

EXECUTIVE

Kerry Francis
Justin Soltyz
Pamela Keeshig

Special Projects

Stoney Burton
Sandra Desmoulin
Brenda Rivers

SERVICES

Karen Kennedy
Kim Aelick
Ashley Bell
Trudy Angesoneb
Janine Zack
Ashlee Gerard
Jacqueline Ducharme
Lorraine Dodd
Delores Moulton
Tashina Beth
Sandra Southwind
Juanita Skrubis

Alternative Care

Heather MacLary
William Jonah
Eileen Smith
Samantha Walton
Duane Moleni
Angela Miller
Rochelle Lavallee
Skylar Solomon-Tegosh
Brent Niganobe
Rose Brault
Angela Fermo
Madelene Assiniwe
Megan Espaniel
Kim Seabrook
Emily Youngson
Allison Johnson
Joshua Linklater-Wong
Terri Sewell

Children's Mental Health

Michael Kreuzweiser

Sabrina Jordan

Michelle Jolin

Stephanie Emmi

Rebecca Miller

Shirley Gilpin

Judy McKay

Kathryn Skov

Christa Hume

Natascha Cortin

Allannah Reed

Brittany Begin

Constance Caskanette

Jessica Gattoni

Chantale Tournier

Meckenzie Warrington

Patrick Stewart

Brittne North

Tianna Keller

Kayla Farrell

Marsha Nicholas

Terri Lynn Chiblow

Brittany Bergeron

Shannon MacAulay

Carrie Latondres

Katie Babcock

Karli Lee

Carla Innes

Veronica George

Tracy Toulouse

Carly Logan

Lisa Cromarty

Gandace Sim

Kristin Forcier

Jackie Lewis

Jennifer Parr

Melissa Bock

Kelly Masecar

Rob Connolly

Brittanie LaForge

Sandy Blake

Children's Mental Health Manager

Team Supervisor

Team Supervisor

Team Supervisor

Team Supervisor

Team Supervisor

Clinical Intake Case Management Supervisor

Administrative Assistant

Child and Youth Clinician

Child and Youth Clinician

Child and Youth Clinician

Child and Youth Clinician

Child and Youth Clinician

Child and Youth Clinician

Child and Youth Clinician

Child and Youth Clinician

Child and Youth Clinician

Child and Youth Clinician

Child and Youth Clinician

Child and Youth Clinician

Child and Youth Clinician

Child and Youth Clinician

Child and Youth Clinician

Child and Youth Clinician

Child and Youth Clinician

Child and Youth Clinician

Child and Youth Clinician

Child and Youth Clinician

Client Records Clerk

Client Records Clerk

Client Records Clerk

Client Records Clerk

Client Records Clerk

Intervention Worker

Intervention Worker

Clinical Intake Case Management Worker

Clinical Intake Case Management Worker

Clinical Intake Case Management Worker

Clinical Intake Case Management Worker

Clinical Intake Case Management Worker

Clinical Intake Case Management Worker

Wellness Clinic

Dr. Norma Bolduc
Meggie Lang
Alyssa Carpinteiro
Tammy Comte

Neonatal Caring Services

Laura Robinson
Desiree Beck
Krista Roy
Mackenzie Roberts
Amber Berto
Carli Ochman
Peggy Hannah

Child Welfare

Hollie Howson
Shelly Pascal
Stephanie Boyer
Peter Sewell
Nicole Seabrook
Michael Bourke
Tyler Pamajewon
Kristen Cool
Amanda Matthews
Holly Guppy
Carol VanSteeleand
Taurya Richardson
Melissa Gagnon
Brandi Bradley
Treddi Joy Allison
Kara Hughes
Jessica Thibault
Mandy Lemieux
Crystal Strachan
Leanne Latondress
Elizebeth Jordan
Liza Scobie
Terri Lynn Carter
Maggie Antonow
Taylor Beltz
Mallory Marinich
Michelle Aubrey
Shannon McGillivray
Jennifer Grasley
Angela Laird

Family Physician
Registered Practical Nurse
Registered Practical Nurse
Medical Administrative Assistant

Project Manager
Neonatal Services Coordinator
Neonatal Outreach Worker
Neonatal Outreach Worker
Neonatal Outreach Worker
Neonatal Outreach Worker
Neonatal Clinical Assistant

Team Supervisor – Urban
Team Supervisor – Urban
Team Supervisor – Batchewana
Team Supervisor – Batchewana
Team Supervisor – Garden River
Team Supervisor – Central/Sagamok
Team Supervisor – Atikameksheng
Team Supervisor – Child in Care
Team Supervisor – Child in Care
Team Supervisor – Central
Child Welfare Worker – Urban
Child Welfare Worker – Urban
Child Welfare Worker – Urban
Child Welfare Worker – Urban
Child Welfare Worker – Urban
Child Welfare Worker – Urban
Child Welfare Worker – Urban
Child Welfare Worker – Urban
Child Welfare Worker – Batchewana
Child Welfare Worker – Batchewana
Child Welfare Worker – Batchewana
Child Welfare Worker – Batchewana
Child Welfare Worker – Garden River
Child Welfare Worker – Garden River
Child Welfare Worker – Garden River
Child Welfare Worker – Garden River

Dawn Boston
Michelle Owl
Tasha Strum
Selene Chakasim
Shella Chakasim
Samantha Andrews
Patricia Niganobe
Jenny Southwind
Nicole Minalloff
Priscilla Millette
Rachel Pattison
Michelle Gideon
Lesley Spence
Stacia Brisebois
Ashly Rickard
Kaitlyn Whitely
Kajja Nordgren
Santana Nebenionquit
Nora Toulouse
Beverly Rose
Norma Frasier
Chantelle Syrette
Nina Porco
Annette Turner
Lyndsay Waddell
Emily Keith
Carrie Vira
Melody Neiva
Marsha Trudeau
Selina Nicholson
Tina Hogue
Dana Beaulieu
Hailey King
Cheryl Nebenionquit
Amanda Huber
Rommy Ann Thibault
Kristina Pelletier
Jennifer Sallian
Lexie Hope
Erin Robineau
Christy Massicotte
Amanda Grunt
Hannah Syrette

Telephone Screeners

Michelle Balch-Phillips

Team Supervisor – Telephone Screeners

Melissa Sayers
Annmerrie Roberts
Connie DeLuco
Melissa Assignack

Investigation and Assessment

Johnna Derrick
Stefanie Blackmore
Kaitlyn Neveu
Denise Richer
Michael Tegosh
Christelle Sayers
Crystal Dorrance
Jessica Zeppa
Breanne Biagini
Paige Trecoce
Brittany Williamson
Erin Pezzotti
Grant Peltier
Nikki Williams
Adam Vendette
Shelley Buratynski
Shannon Arendse

Team Supervisor – Investigation/Assessment West
Team Supervisor – Investigation/Assessment East
Investigation and Assessment Worker – West
Investigation and Assessment Worker – West
Investigation and Assessment Worker – West
Investigation and Assessment Worker – West
Investigation and Assessment Worker – West
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Investigation and Assessment Worker – East
Investigation and Assessment Worker – East
Investigation and Assessment Worker – East
Investigation and Assessment Worker – East

Specialized Services

Kathleen Chiblow
Maxine Solomon

Access

Tino Ficociello
Megan Selleck
Marina Pine-Spencer
Cecilia Southwind
Kyle Neveu
Jonathan Meade
Jasmine Mayer
Nichole Cole
Samantha Casselman
Tanya Aelick
Linda Maaths

Family Well-Being

Elizabeth Puddy
Logan Brown
Steve Bolton
Dede Oworu
Team Supervisor – Family Wellbeing
Team Supervisor – Family Wellbeing
Family Wellbeing Worker
Family Wellbeing Worker

Telephone Screener
Telephone Screener
Telephone Screener
Telephone Screener

Conrad Toulouse
Samantha Robinson
Carla Petzhtegoose
Chelsea Pace
Sandra Waboose
Stanley Fitzhenry
Lisa Solomon
Buffy Johnston
Kelly-Anne Neveu
Dana Delayer
Robyn Lafortune
Joanne Boyer
Deana Oulmette

Jordan's Principle

Leslie Recollet
Kim Sissenah
Pamela Roach
Dave Fagton
Crystal Graham
Rose Messina
Shawna Boyer
Samantha Irving
Lisa Ojeebah
Danielle Burla

Program Manager
CHRT/Jordan's Principle Controller
Case Manager – Jordan's Principle
Case Manager – Jordan's Principle
Case Manager – Jordan's Principle
Case Manager – Jordan's Principle
Case Manager – Jordan's Principle
Case Manager – Jordan's Principle
Case Manager – Jordan's Principle
Case Manager – Jordan's Principle
Case Manager – Jordan's Principle

Cultural Services

Crystal Osawamick
Andy Rickard
Shannon Van Every
Wayne Wesley
Mike Blison
Mary Elliott
Dorothy Elle
Keith Boissoneau
Rodney Elle
Phil Jones
Evelyn Nigabanob
Darren McGregor
Lisa Pitawanakwat
Anne Solomon
Darlene Gingras
Maflene Syrette
Steven Baranyal
Jordan Blisson

Cultural Services Supervisor
Cultural Services Supervisor
Program Assistant – Cultural Services
Case Manager – Cultural
Elder in Residence
Elder in Residence
Elder in Residence
Elder in Residence
Elder in Residence
Elder in Residence
Elder in Residence
Elder in Residence
Elder in Residence
Elder in Residence
Elder in Residence
Elder in Residence
Elder in Residence
Elder in Residence
Shkaabewis (Helper)
Shkaabewis (Helper)

George Shawana
Amber Niganob
Shania Ferrigan
Breanna Boyer
Ann Ficociello

PREVENTION SERVICES

Lisa Reid
Clayton Proulx
Craig Meawasige
Melissa Chesterfield
Leah-Anne Pine
Lauren Verwolf
Lindsay Cole
Matthew Morin

FINANCE/ADMINISTRATION

Kirk Langdon
Jillian Connolly
Alexis Rowat
Lynn Smith
Darlene Purawec
U'Wang Sway
Suzanne Richard
Peggy Wassejig
Jamie-Lynne Thibault
Lucy Boissoneau
Leah Senecal
Jessica McCoy
Jennifer MacKnight
Jordan Sayers
Samantha Carolei
Kayla Hojerm
Angela Lewis
Marilyne Essex
Taneasha Hare

HUMAN RESOURCES

Tania Johnston
Vince Nolan
Sheri Gowan
Bonnie Reid
Melanie Brennan
Lindsey Johnston
Melissa St. Louis

Shkaabewis (Helper)
K'Chitwa Kwe (Helper)
K'Chitwa Kwe (Helper)
K'Chitwa Kwe (Helper)
Cultural Services Clerk

Team Supervisor – Prevention Services
Mino Madzwin Worker
Youth in Transition Worker
Youth in Transition Worker
Education Liaison Officer
Education Liaison Officer
Housing Support Worker
Housing Support Worker

Director of Finance
Finance Consultant
Administrative Assistant – Finance
Administrative Assistant – Finance
Accounting Supervisor
Senior Financial Analyst
Budget Analyst
Finance Clerk
Finance Clerk
Finance Clerk
Finance Clerk
Finance Clerk
Finance Clerk
Receptionist – Head Office
Receptionist – Head Office
Receptionist – Head Office
Receptionist – Head Office
Receptionist – Serpent River
Receptionist – Serpent River
Receptionist – Sudbury Office

Director of Human Resources
Human Resources Supervisor – Recruitment
Human Resources Officer – Recruitment
Human Resources Officer – Performance Mgt.
Human Resources Officer – Benefits Management
Human Resources Assistant
Human Resources Assistant

Maria Foglia
Jo'Anne Bumbacco
Lana Debassige
Jennifer Jolie

Human Resources Clerk
Staff Trainer
Staff Trainer
Staff Trainer

INFRASTRUCTURE AND TECHNOLOGY

Mike Olejnik
Kevin Hauck
Stevan Mancuso
Rodi Aubertin
Todd Desing
Jordan Kahtava
James Green
Ted Houle
Maria Iuliano
Marlene Kwandibens
Barbara Elliott
Kate Sillberg
Jennifer Deleaty-Jewell
Nancy Luck
Greg O'Neill
Jeff Johnston
Allan McDonald

Manager of Infrastructure and Technology
Information Technology Supervisor
Facilities Supervisor
Systems Information Officer
Systems Administrator
Data Analyst
Help Desk Specialist
Help Desk Specialist
Help Desk Specialist
Prevention Database Supervisor
EMHWARE Data Clerk
EMHWARE Data Clerk
EMHWARE Data Clerk
Fleet Administrator
Facilities Coordinator
Facilities Coordinator
Case Manager – Infrastructure Specialist

QUALITY ASSURANCE

Matt Hayman
Amanda Crozier
Leith Harris
Jennifer Roy
Joshua Bauer
Monique Bouillon
Riley Suurna
Miranda Moffatt
Peter Eyndhoven
Rebecca Commanda
Meagan Delfre

Quality Assurance Supervisor
Quality Assurance Supervisor
Quality Assurance Worker
Quality Assurance Specialist
Quality Assurance Specialist
Quality Assurance Specialist
Quality Assurance Specialist
Quality Assurance Specialist
Quality Assurance Specialist
Quality Assurance Specialist
Field Researcher
Administrative Assistant – Quality Assurance

LEGAL SERVICES

Leanna Valiquette
Sarah Bujold
Glenda Pelletier
Reyna Tijerina
Tamara Boissoneau
Lizabeth Briant
Betty Jean Coughlin
Norma Moore

Manager of Legal Services
In-House Legal Counsel
Law Clerk
Law Clerk
Disclosure Worker
Customary Care Worker
Case Conference Coordinator
Client Records Clerk

TRAINING

Nogdawindamin continues to invest heavily in ensuring staff have access to the knowledge and skills required to perform their duties as professionals, and to grow within their careers as individuals. Accessing industry-based training and providing contracted learning opportunities throughout the year resulted in 143 training events executed involving over 1,000 hours of staff time and most staff attending.

	Training Hours # of Sections	Training Dates	Nog Staff		Training Hours # of Sections	Training Dates	Nog Staff	
External Training				External Training				
Excel Level One, SDO	14	2	13 Sep, 18 Dec	15	28	1	9-12-Apr	12
Excel Level Two, SDO	7	1	17-Jan	13	7	1	25-Apr	51
Excel Level Three, SDO	7	1	24-Jan	13				
Microsoft Access, SDO	7	1	31-Jan	13				
Caring For Babies, Occupational Therapist Marie Martin	8	2	19-Sep, 25-Oct	17				
Cognitive Behavioural Therapy Training, Centre for CBT Sudbury	28	2	20-21-Sep, 14-12-Oct	44				
Triple P Parenting, Triple P Canada	56	2	23-28-Sep, Oct 30-Nov 2	29				
Expose an Intimate Partner Violence and Concussion, Web-Based	7	1	26-Oct	7				
Play Therapy for Helping Children and Youth, Crisis Trauma Resource Institute	14	1	1-2-Nov	3				
Treating Anxiety Using Play Therapy, Canadian Association for Play Therapy	21	1	2-4-Nov	4				
Mental Health First Aid, Ratti Ojar	14	1	24-25-Nov	20				
Rainbow Backpacks, Sudbury Mentoulin CAS	7	1	7-Dec	1				
Supervising Staff with a Trauma-Informed View, SafeQuads	7	1	10-Dec	3				
Speak Strong Assertiveness and Customer Service Training, We You Can Consulting	7	2	11-Jan	5				
Traditional Parenting, Indian Friendship Centre Sudbury	12	3	24, 30-Jan, 14-Feb	1				
Anishnawbek 07 FASD Conference	21	3	26-28-Feb	4				
Grief and Loss, ARCH	4	1	25-Mar	1				
Agency Training				Agency Training				
Car Seat Safety Training	32	7	**	86				
Volunteer Training (36 volunteers trained)	26	2	8-9-Sep, 26-27-Jan	56				
Legal Requirements in Documentation, Confidentiality, Disclosure, Reporting Obligations and the Duty to Warn	7	1	8-May	5				
Cultural Sensitivity	14	2	20, 22-Jun	44				
Ceridian DayForce Training	21	14	23, 28, 29, 30-Aug	147				
Prevention Services Training	7	1	17-May	13				
Orientation to Nogdawindamin	14	1	17-18-Sep	86				
Therapeutic Crisis Intervention Training (21 AC families trained)	63	3	25-27-Sep, 26-29-Nov, 5-7-Feb	30				
Case Note Writing and Serious Occurrence Reporting	21	3	1, 9-Oct, 16-Nov	61				
Serious Occurrence Reporting and PACY Training	78	26	**	135				
Working with Difficult People	7	1	3-Oct	18				
Cultural Training	14	2	6, 8-Nov	27				
Cultural Teachings: Circles and using the Seven Grandfather Teachings	7	1	19-Jan	32				
Cultural Teachings: Grief, Loss and Letting Go	7	1	30-Jan	7				
Plan of Care Training	14	2	24, 29-Jan	26				
Sand Play Therapy	3	1	5-Feb	8				
Mental Health First Aid	14	1	7-8-Mar	14				
Indian Horse Film Screening	7	1	19-Mar	103				
				External Training				
				Emotion Focused Family Therapy Training, Sheila Poluzzi				
				28				
				1				
				9-12-Apr				
				12				
				Gender Diversity Training, Rainbow Health Ontario				
				7				
				1				
				25-Apr				
				51				
				A Family Systems Approach to Intergenerational Trauma, SafeQuads				
				14				
				2				
				11-12-Jul				
				27				
				Diffusing Anger, Sudbury Mentoulin CAS				
				7				
				1				
				12-Jun				
				3				
				Drug Awareness Training, Anishnawbek Police Services				
				2				
				1				
				19-Jun				
				20				
				SAFETALK Training, South College				
				3				
				1				
				26-Jun				
				10				
				Infant Mental Health, Dr. Adele Diamond				
				2				
				1				
				03-May				
				5				
				Relaxation: Education and Awareness, Algoma Public Health				
				2				
				1				
				26-Jun				
				47				
				ASIST Suicide Intervention, Rick Gable				
				28				
				2				
				27-28-Jun, 21-22-Mar				
				24				
				Single-Session Therapy With Challenging Cases: Making the Most Difference in the Least Time, SafeQuads				
				14				
				1				
				24-25-May				
				10				
				Defensive Driving, Pearson Driving School				
				8				
				2				
				28-Jun, 3-Jul				
				32				
				Screening for FASD, Web-Based				
				2.5				
				1				
				4-Dec				
				14				
				Children and Youth with Brain Injuries: Practical Strategies, Brain Injury Association				
				7				
				1				
				5-Jun				
				5				
				Chartered Professional Accountants of Canada Conference				
				21				
				3				
				6-8-Feb				
				2				
				Women and Substance Use, A New Link				
				2				
				1				
				22-Jan				
				22				
				Trauma Training, Dr. Menzies				
				7				
				1				
				6-Mar				
				58				
				First Aid/CPR, Lifesavers 201				
				14				
				1				
				25-26-Mar				
				5				
				Agency Training				
				Agency Training				
				OACAS Equity Focused Training				
				36				
				1				
				Apr-17				
				15				
				OACAS Managing Work Through Other People: Performance Management for Supervisors and Managers				
				21.5				
				1				
				Aug-17				
				17				
				OACAS Structures Analysis Family Evaluation (SAFE) Training				
				19				
				2				
				May & June-17				
				24				
				OACAS Custody and Access Disputes				
				15				
				1				
				Feb-18				
				10				
				OACAS Policy Manual and Authorization Update				
				8				
				1				
				Jan-17				
				15				
				Agency Training				
				Agency Training				
				OACAS Child Welfare Professional Training				
				OACAS Child Welfare Professional Training				
				CWPT 1: Collaborations in Child Welfare: Past, Present and Future				
				14				
				2				
				Aug 6, Dec-4				
				5-7				
				CWPT 2: Protecting Children and Strengthening Families, Part 1				
				44				
				2				
				Sep-10-12, Jan-9-11				
				33				
				CWPT 3: Protecting Children and Strengthening Families, Part 2				
				35				
				2				
				Sep-19-20, Jan-21-23				
				17				
				CWPT 4: Understanding and Responding to Children's Needs				
				42				
				2				
				Oct-16-18, Feb-9-7				
				22				
				CWPT 5: Engaging Families				
				63				
				3				
				Apr-9-11, Oct-22-24, Feb-19-21				
				35				
				CWPT 6: Permanency Planning and Continuity of Care				
				36				
				3				
				Apr-18-19, Oct-29-31, Mar-20-22				
				34				
				CWPT 7: Legal and Court Processes				
				21				
				3				
				May-8, Nov-21, Mar-27				
				38				
				CWPT 8: Wellness and Self-Care				
				21				
				2				
				May-9-10, Nov-22				
				31				
				** Indicates too many dates to fit in field				
				Total Training Hours Invested				
				1143				
				Total Number of Events				
				143				

FINANCIAL SUMMARY

Statement of Financial Position		
March 31	2019	2018
Assets		
Current		
Cash	\$ 663,925	\$ 3,042,265
Accounts receivable	4,537,143	241,460
Prepaid Expenses	218,080	138,681
	5,419,748	3,422,406
Capital assets (Note 2)	4,098,166	2,932,483
	\$ 10,117,914	\$ 6,354,889
Liabilities and Net Assets		
Current		
Accounts payable and accrued liabilities (Note 3)	\$ 4,133,866	\$ 2,322,911
Due to funder (Note 5)	772,867	0
Deferred revenue (Note 6)	4,875	485,046
	\$ 4,911,608	\$ 2,807,957
Net assets		
Reserves (Note7)	\$ 875,220	\$ 866,228
Investment in capital assets	4,098,166	2,932,483
Unrestricted net deficit	(367,080)	(231,779)
	\$ 5,206,306	\$ 3,546,932
	\$ 10,117,914	\$ 6,354,889

Statement of Operations		
April 1 to March 31	2019	2018
Revenue		
Province of Ontario	\$23,991,789	\$ 19,874,557
Government of Canada	16,820,971	2,126,514
Alternative Care	266,389	618,344
Other	968,464	546,219
	\$41,447,613	\$ 23,165,634
Expenses		
Salaries and Benefits	\$21,509,277	9,512,125
Alternative Care Payments	3,546,030	2,873,840
Prevention	6,139,844	4,451,156
Other	10,232,889	6,328,513
	\$41,428,040	\$ 23,165,634
Excess (Deficiency) of Revenues over Expenses	\$ 19,573	\$ -

Note: Complete audited financial statements are available upon request by contacting Nogdawindamin Family and Community Services Finance Department at 210 B Gran Street, Batchewana First Nation.

Our Funding Sources

ONTARIO MINISTRY OF COMMUNITY AND SOCIAL SERVICES

- o Child Welfare Capacity
- o Prevention
- o Youth Justice
- o Children's Mental Health
- o Youth in Transition

INDIGENOUS SERVICES CANADA

- o Community Prevention
- o Child Welfare Capacity
- o Jordan's Principle Children in Care
- o Children's Mental Health
- o Auntie's and Grandmothers
- o Neonatal
- o Admission Prevention, Family Well-being

ONTARIO MINISTRY OF CHILD AND YOUTH SERVICES

- o Education Liaison
- o Housing Support

FOSTER CARE REVENUE

- o Children's Aid Society – Algoma
- o Kina Gbezhgomi Child & Family Services
- o Children's Aid Society – Peel
- o Children's Aid Society- Sudbury-Manitoulin
- o West Region Family and Community Services

ASSOCIATION OF NATIVE CHILD AND FAMILY SERVICES AGENCIES OF ONTARIO

- o Provincial Conference

DONATIONS

The Agency sincerely acknowledges with thanks the generous support of the community minded staff, partners, employees 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.

Bob's Smoke Shop

Rainbow Chrysler

Superior Business Solutions

Dumanski Interiors

J & B Security

Batchewana First Nation

Canadian Tire

Andy's Convenience

Nation Wide Appraisal



NOGDAWINDAMIN

FAMILY AND COMMUNITY SERVICES

OUR VISION

“Healthy Anishnawbek families and communities protecting, nurturing and guiding our children”



OUR MISSION

Nogdawindamin Family and Community Services will assist the communities in their responsibility to strengthen families and communities for the safety and well-being of children by providing community based services grounded in Anishnawbek values.

210 B Gran Street, Batchewana First Nation, ON, P6A 0C4
Phone: (705) 946-3700 • Toll Free: 1-800-465-0999 • Fax: (705) 946-3717