

NOGDAWINDAMIN

FAMILY AND COMMUNITY SERVICES



Mino Majiishkanmin
“We are doing well”

ANNUAL REPORT
2017- 2018



www.nog.ca

MESSAGE FROM THE PRESIDENT & EXECUTIVE DIRECTOR

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

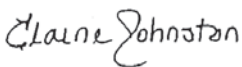
Our journey began in 1987 when the North Shore Tribal Council mobilized development through member communities leading to incorporation with 9 staff in 1990. By 1992 staff numbered 24 employees delivering prevention, community and family support, specialized counselling, and cultural services. In 2004, 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. Thus began our new journey to fulfill the promise of a better way of protecting, nurturing and guiding our children.

During the course of the year a total of 568 investigations were opened compared to 283 the prior year. This led to an increase in services to an average of 182 families per month. After transferring an additional 87 children from Children's Aid Societies we ended the year with 149 Children in Care. In the face of these unexpected service volume increases the Agency staff, being recognized across the province for their innovation and leadership, pursued and secured the additional resources and staffing required to mount additional services and projects designed to meet the needs of our children and their families. Children and Youth Mental Health, Neonatal Caring Services, and Admission Prevention expansions were all successfully launched while also continuing support for community based Prevention Services.

The Agency also continued pursuing resources identified under the Canadian Human Rights Tribunal and Jordan's Principle to maximize potential future benefits to our Anishnawbek children. At last fiscal year end we were operating with 72 approved homes and were providing care to 86 children with 21 Customary Care Agreements in place. This past year we increased to 88 approved homes with 76 Alternative Care, 5 Kinship and 7 Customary Care Homes with an unprecedented 32 Customary Care Agreements in place reflecting a strong shift toward community cultural practices.

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 a holistic services that is "Child Focused, Culturally Grounded, Family Centered, and Community Driven".

Chi Miigwetch!



Chief Elaine Johnston



Kerry Francis, Executive Director

NORTH SHORE TRIBAL COUNCIL COMMUNITIES



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 Anishinawbek - *Chief Paul Eshkakogan*

Alan Ozawanimke, CAO

Fern Assinewe, Community Wellness Director



Atikameksheng Anishinawbek - *Chief Steve Miller*

Carmen Nootchtai, Director, Health & Community Wellness



OUR BOARD OF DIRECTORS

Chief Elaine Johnston - Serpent River First Nation. "Waaawaskonhkwe" 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 Anishinawbek. 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 Anishinawbek.

Ec. Dev. Officer, Atikameksheng Anishinawbek. 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 first term as a board member with Nogdawindamin.



NAADMAAGEJIK - ELDER'S COUNCIL

Nogdawindamin is very privileged to have the ongoing support and guidance from our Elder's council. The 7 Elders was appointed by each individual First Nation. The Agency has utilized the expertise and experience to assist in enhancing service delivery. The Elders are consulted in regards to planning events, the language and cultural practices. The Elders 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 81 years old and spent 4 years in St. Joseph Residential School in 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 RiverFirst Nation. She attended Hamilton Hospital for 2 years and also attended St. Joseph Residential School in 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, hasraised 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 First Nation. Growing up 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.

CULTURAL SERVICES - MINO BIIMAADIZIWIN

Providing cultural support remains fundamental to service delivery for the Agency. Clinicians are screening for Cultural referrals for all children, with particular emphasis on children in care. Children and families have been referred for services such as naming ceremonies, colors, water teachings and soap stone carving. Cultural referrals are done in partnership with the case manager (Child in Care or Child Welfare staff).



1st Annual Nogdawindamin Pow Wow & Social hosted at Mississauga First Nation

Nogdawindamin 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

Requests for Cultural services increased drastically from 77 in 2016/2017 to 384 this year. The Cultural Department was expanded to include a Supervisor, Administrative Support, 7 Elder's in Residence and 4 Helpers. Teachings and ceremonies offer families and staff various methods of healing and connection to community and family.

Every staff member is provided with their own self-care bundle and teachings. The agency is very proud to acknowledge the experience and knowledge the cultural department brings to the families, communities and staff. This allows us to ensure we have a strong foundation of culture for the agency in the delivery of services. Some of the various cultural services included:

- Pipe ceremonies
- Fasting
- Drumming
- Rites of passage
- Naming
- Clan teachings
- Self-care
- Language
- Bear Feast
- Full moon ceremonies
- Sunrise ceremonies
- Rights and Responsibilities
- Welcoming Ceremonies
- Sweat Lodge Ceremonies
- Quarterly/Seasonal staff ceremonies



Spring Bear Feast - May 30, 2018

CHILD WELFARE

After 25 years, Nogdawindamin Family & Community Services became a fully mandated Child Welfare Agency for the North Shore Communities. Nogdawindamin's service delivery model is based on the child, family and community being at the center of all services. We are proud to say that all stages of service delivery are based in culture. Some of the cultural services that are offered are circles, naming ceremonies, and various teachings to assist with healing and wellness. Inclusion of culture and traditions is a priority - not an accommodation. Throughout the year staff remained focused on operationalizing the Agency's service delivery model. Processes such as child welfare team collaboration / consultation, case conferencing and case reviews have been instrumental in ensuring First Nations have a say in children being and staying connected to community.

Protection Teams

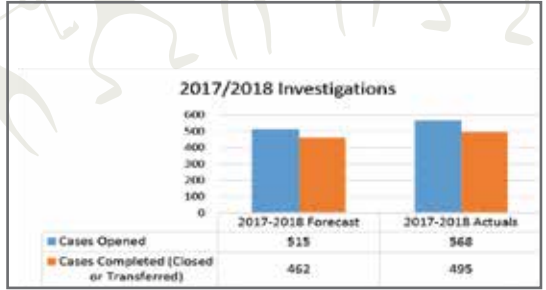
The teams consist of: a Screening department (where all referrals are processed), 3 Investigation and Assessment teams (who investigate all referrals), and 7 generic child welfare teams (holding the ongoing protection files as well as Child in Care files). Services have increased by just over 39% since designation. We continue to analyze data to ensure appropriate and affective services are in place to meet the needs of families. As service files increase the Agency has also developed other services to meet and address the challenges and ultimately lower protection concerns.

Protocols

The Agency continues to complete protocols for the 7 First Nations served. Each First Nations protocol is strength based, developed in partnership and is unique to each community's needs, strengths, culture and history.

Investigations and Ongoing

At designation Nogdawindamin inherited 84 Investigations and 153 Ongoing Protection cases. During 2017/18 the Agency projected opening 515 case. The actual was 568. Projected closures were 462 and actual was 495 or 7% more.



Ongoing protection files averaged 182 as opposed to projected levels of 170 representing another 7% increase above projections. Most of the volume increase was incurred following designation. These increases exceeded projected service levels by 39.74% forcing the hiring of additional staff at almost every level. As a direct outcome of the rise in investigations the number of Children In Care also increased during the year to 149 exceeding projections by 15%.

Changes to Legislation

As of January 2018 the Child & Family Service Act is renamed the Child Youth & Family Services Act. Changes included expansion of service to include servicing youth ages 16 to 18 years old. The new Act is strength based, services are more culturally appropriate and terminology is less intrusive.

Children's Mental Health – Binojinh Nendamowning Danishing

File transfers received at designation indicated elevated children's mental health needs. Mainstream agency therapy and assessment wait lists are excessively long, and services do not include culture. In response Nogdawindamin pursued and acquired resources to deliver a Children's Mental Wellness program for the 7 North Shore First Nations that harmonizes western and cultural approaches for treatment plans. The pilot project was initiated in December 2017 with recruitment

completed February 2018.

Facilities & office renovations were then completed and Walk-In Clinics were launched in key locations (Sudbury, Sault Ste. Marie and Serpent River First Nation).

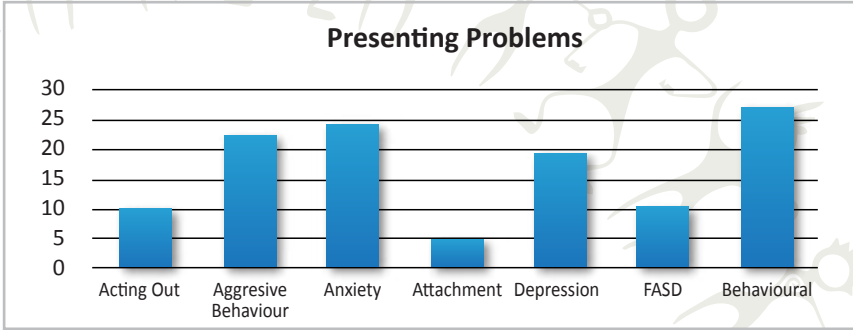
Policies and procedures were prepared while also conducting outreach with

Children's Mental Health Services

- Therapy for children aged 4 to 24.
- Parents of children under the age of 4.
- Family based therapy.
- Individual and Group Therapies
- Assessment and Referral.
- Access to Psychiatric Services
- Cultural Services, Traditional Medicines and Ceremonies
- Walk in Clinic



Children (In Care and Not In Care) to identify required services. Caseloads and presenting issues very quickly exceeded established benchmarks and projected service volumes and additional staffing is being developed for summer 2018. Almost all referrals to date are from outreach work with Children in Care (98%). Most frequent (not all) reasons for referrals are shown in chart (below) indicating elevated clinical needs. In response, a proposal for an Agency-based Family Physician specializing in Child & Youth Psychiatry was initiated targeting service start summer 2018.



SPECIALIZED SERVICES

Access Support Program

Staffing comprises an Access Supervisor and 8 Children Support Workers for the region, 4 in the West, 1 Central and 3 in the East. Access visits are facilitated in 6 different locations across the region and in communities. Significant structure has been developed in the program with food being provided and structured spaces resembling family rooms with client participation expected. Meal planning assistance is provided as well as help building life skills and time management routines. Planned visits that are unattended remain a concern outreach are being pursued to identify underlying issues or concerns that other services may be able to help with to support and reinforce family well-being.

By Quarter	Scheduled Visits	Visits Attended	Visits Unattended	Unsupervised Visits	Children Reunited
Apr - June	304	219	85		1
July - Sept	270	194	76	1	
Oct - Dec	349	238	111	3	
July - Sept	314	229	85	4	1

Volunteer Support-Wadokaged (Helper)

Volunteers provide a valuable service and are recognized by Nogdawindamin as “natural helpers”. They play an integral role in the Agency’s growth and delivery of services. Directly, or indirectly, individual volunteer efforts have a significant impact on supporting a child’s self-esteem, social and coping skills. They come from a variety of educational backgrounds and life experiences (retirees, homemakers, and trained professionals from various fields) to give their time to support our children, youth and families from our communities.

By Quarter	Volunteers	Active	New	Applications Pending
Apr - June	38	29	8	8
July - Sept	20	16	6	6
Oct - Dec	23	20	6	5
July - Sept	27	25	5	5



The first annual Volunteer Appreciation Day was held March 24th at the Delta Hotel by Marriott in Sault Ste. Marie. Elder in Residence Keith Boissoneau provided the opening prayer followed by introductions, dinner, stories, gift presentations and a door prize.

DID YOU KNOW? PEOPLE WHO
VOLUNTEER
 ARE
 ↑ **42%**
 MORE LIKELY THAN PEOPLE WHO DON'T, TO SAY THEY ARE
"VERY HAPPY"

Mino Madzwin Youth Justice Program

The Mino Madzwin Youth Justice Program is a highly interactive computer based program that combines culturally sensitive mechanisms designed to meet the needs of Anishnawbek youth ages 12-17 while providing services that address specific needs or conditions of a sentence.

By Quarter	Total Cases	Total New	Total Completed
1Q	14	3	2
2Q	12	3	6
3Q	9	0	3
4Q	7	1	5
Total			16

The program is delivered across the region with participation from every community as well as urban centres. Participants complete assigned modules including Anger Management, Substance Use, Family & Community Relationships and Proactive Social Skills.

By Quarter	BFN	GRFN	TFN	MFN	SRFN	SFN	AFN	N/A	TOTAL
1Q	0	2	2	2	2	2	0	4	14
2Q	0	2	1	2	3	0	0	4	12
3Q	0	2	0	1	3	0	0	3	9
4Q	3	0	0	1	2	1	0	0	7

By Quarter	Substance Use	Prosocial Skills	Anger Management	Family & Community	Total
1Q	9	3	1	12	25
2Q	5	3	4	11	23
3Q	3	0	11	5	19
4Q	3	0	13	3	19

The Community Learning Hub provides aboriginal youth with open access to the modules as well, and was heavily promoted during the 4th quarter with participation growing from 6 in Q3 to 15 in Q4 with 10 of 15 youth received participating in programs.

Youth in Transition-Waankii Yendam

Provides experiential skills based programs to youth ages 16-24 who are aging out of the child welfare system and transitioning into adulthood. Workers will support youth in accessing and navigating community services to support their mental, spiritual, physical and emotional wellbeing. Referrals this came from Children's Aid Societies totalling 13 of the 14 new participants adding to existing 10 clients for a total of 24 (50% male). Client ages varied with 9 clients being 16-18 years old, 7 being 19-21 years old, and 4 being 22-24 years old with participation across the region.

BFN	GRFN	TFN	MFN	SRFN	SFN	AFN
14	15	3	1	6	17	3

Neonatal Caring Services - Nogdaawenmishin (Take Care of Me)



The Neonatal Caring Services Program offers holistic non judgemental support for high risk pregnant Aboriginal women throughout the duration of their pregnancy and up to 6 months post natal. Outreach Workers provide ongoing support and assist women to in setting personal goals to help aid them in their journey to personal growth and long term wellness.

The program incorporates the Baby Lucious Neonatal Hub located at 669 Queen St East in Sault Ste. Marie to deliver a non judgemental environment for high-risk pregnant Aboriginal women to seek resources and support services pre and post natal. These services include groups, educational opportunities, cultural support, Outreach Worker support, community service navigation, as well as social environment and respite care. In addition, the Hub will include Neonatal Transition Housing with two accommodation units available to support short term residency during transition. These units come fully furnished and are supported by the Outreach Workers. These units are intended to assist women in establishing a stable foundation. The grand opening of the Baby Lucious Neonatal Hub will be in August 2018.

Family Wellbeing-Admission Prevention-Anishnabe Audzit (Our Way of Life)

The Family Wellbeing Program was launched March 26, 2018). The program intends to provide a time-limited and goal-directed service to support children and families through intensive inhome programs. It is aimed specifically at promoting family stability and delivering resources required to ensure children remain in the home with their natural caregivers. The Family Wellbeing Team will provide direct support to families by:

- Providing intensive in-home support with children and families.
- Exploring available services and supports.
- Developing a family service plan with the family.
- Monitoring the effectiveness of plans.
- Supporting and recognizing success.

By the end of the fiscal year all policies and procedures were developed with recruitment initiated for 7 Family Wellbeing Workers (5-West, 1-Central and 1-East. Plans are also underway to address anticipated demand by posting for 2 additional workers 1-Central and 1-East during summer 2018.



COMMUNITY OUTREACH AND PREVENTION

Community –based Prevention Services

In total, the Agency transferred \$ 4,322,562 to communities to operate Community Based Prevention Services this year in recognition of the need to support this critical work after the decentralization of the program to the communities during designation. . In supporting the service, the Agency is required to collect and report on the number of direct service hours and new children served. Training and support on the reporting systems (EMHWare) is delivered by the Agency as required.

	BFN		GRFN		TFN		MFN		SRFN		SFN		AFN	
	Children	Hrs	Children	Hrs	Children	Hrs	Children	Hrs	Children	Hrs	Children	Hrs	Children	Hrs
Q1	77	163	70	39	98	286.5	87	110.5	355	38	231	120.5	25	206.45
Q2	143	227	66	52	24	376.5	47	127	38	86	22	320.5	45	237.75
Q3	409	302.5	542	29	7	80.5	5	102	31	66	244	103.5	159	178
Q4	194	401	482	86	5	161	0	46	124	81	185	294	62	159
Total	823	1093.5	1160	206	134	904.5	139	385.5	548	271	682	838.25	291	776.25

Culture Camp

August 2017, fourteen youth attended the Annual Cultural Camp. There were a number of cultural teachings, ceremonies and activities such as learning about the sacred medicines, teachings on ribbon skirts, the tipi and the sacredness of water. Seven youth participated in the Winter Youth Retreat and received cultural teachings on fasting, sweat Lodge, circles and the drum.



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

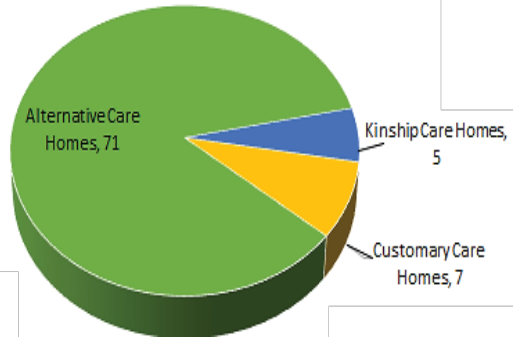
Planning was started in March 2018 for a Grandmothers and Aunties Pilot project. The goal is to engage grandmothers, grandfathers, aunties and uncles in providing support and guidance to families involved in child welfare. Meetings are planned for spring 2018, with the Elder's Council, Elders in Residence and Team Supervisors to share ideas and develop a scope of service and service model. A final report will be made in August 2018 with a launch date of August 2018.

ALTERNATIVE CARE

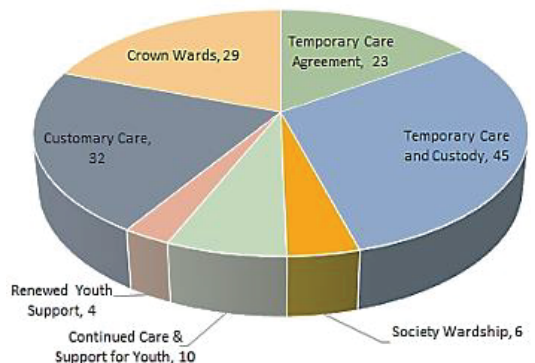
It has been another a year of continued growth and aggressive recruitment within urban centers and First Nations. At year end there were 117 beds available in a total of 83 approved Alternative Care Homes providing care for 90 children. Of these homes, 5 were Kinship Care homes and 7 were Customary Care Homes. There were **32 Children represented in Customary Care Agreements** meaning they were no longer in the court system and parents are being given time and support to heal while working toward having children returned to their care.

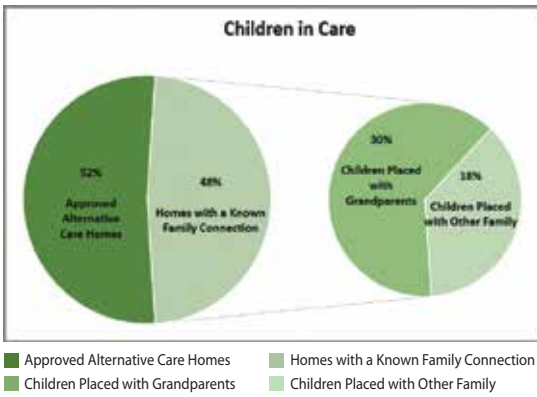
The Agency also had 13 Outside Agency Placements at year-end. The Agency is squarely focused on ensuring that Customary Care Agreements are fully understood and supported as the preferred cultural approach. At year end there were 149 Children In Care in a variety of wardship solutions including a record 32 Customary Care placements.

2017 - 2018 Alternative Care Resources



Wardship Children in Care as of March 31, 2018



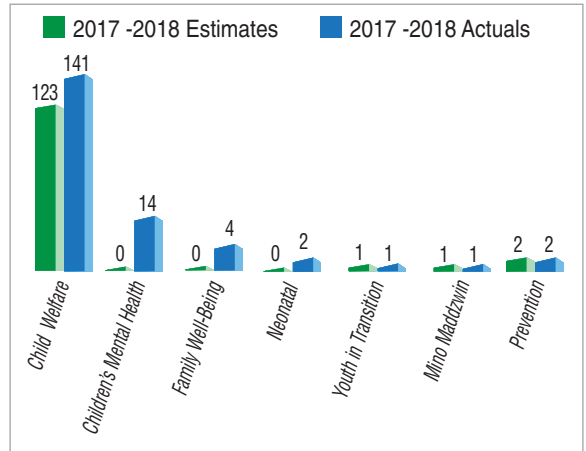


Within all placements, 52% of Children In Care, 48% are placed in homes with a known family connection (30% with Grandparents and 18% with other family). The Agency makes every effort to ensure that family and community connections are retained and this cultural difference in practice is very evident in the results. We continue to focus on recruitment of AC Homes within the communities served to make this preferred solution more readily available to our Anishnawbek children in need of safe and nurturing temporary

living arrangements. Other projects include introducing the Heart and Spirit training program as a pilot project geared to replacing the SAFE and PRIDE home study processes. Heart and Spirit is a culturally appropriate tool used in assessing Alternative Care Providers. To continually improve communications, Town Hall meetings were conducted across the region providing AC providers an opportunity to celebrate accomplishments and successes as well as identify any issues or concerns.

STAFFING

The Agency began the year with just over 100 employees and projected to expand to 127.5. As a consequence of the pressure to expand services and the need to meet the needs of children, the staff was grown through pilot projects and additional funding to finish the year at 165. The resulting increase was almost 30% over projections.



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 you're 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.

PERSONNEL

(* Employment Ended/Resigned ^ Leave Of Absence)

EXECUTIVE

Kerry Francis
Justin Soltys
Stoney Burton

Executive Director
Executive Assistant – contract*
Special Projects Manager – contract

SERVICES

Karen Kennedy
Kim Aelick
Janine Zack
Marla Antia
Lorraine Dodd
Delores Moulton
Ashley Bell
contract*
Natalie Atkinson
Peggy Rice
Sandra Southwind
Trudy Angeconeb

Director of Services
Director of Services – contract*
Administrative Assistant – Services
Administrative Assistant – Services – contract*
Protection and Resource Manager – West
Protection and Resource Manager – West
Protection and Resource Manager – West – contract*
Protection and Resource Manager – West*
Protection and Resource Manager – West*
Protection and Resource Manager – East
Protection and Resource Manager – East

CULTURAL SERVICES

Crystal Osawamick
Shannon Van Every
Mike Bisson
Mary Elliott
Dorothy Elle
Keith Boissoneau
Rodney Elie
Gerard Sagassige
Steven Baranyai
Wayne Wesley
Marlene Syrette
Amber Niganobe

Cultural Services Supervisor – contract
Program Assistant – Cultural Services – contract
Elder in Residence^
Elder in Residence – contract
Elder in Residence – contract
Elder in Residence – contract
Elder in Residence – contract*
Shkaabewis (Helper) – contract
Shkaabewis (Helper) – contract
K'Chitwa Kwe (Helper) – contract
K'Chitwa Kwe (Helper) – contract

TELEPHONE SCREENERS

Michelle Balch-Phillips
Melissa Sayers
Anmerrie Roberts
Connie DeLuco
Melissa Assignack

Team Supervisor – Telephone Screeners
Telephone Screener
Telephone Screener
Telephone Screener
Telephone Screener

ALTERNATIVE CARE

Heather MacLary
William Jonah
contract*

Team Supervisor – Alternative Care – West
Team Supervisor – Alternative Care – West – contract*

Eileen Smith
Samantha Walton
Duane Moleni
Angela Miller
Rochelle Lavallee
Brent Niganobe
Rose Brault
Angela Fermo
Madelene Assiniwe
Megan Espaniel
Kim Seabrook
Pamela Keeshig
Terri Sewell

Team Supervisor – Alternative Care – East
Alternative Care Worker – West
Alternative Care Worker – West
Alternative Care Worker – West
Alternative Care Worker – West
Alternative Care Worker – Central
Alternative Care Worker – East
Alternative Care Worker – East
Alternative Care Worker – East^
Alternative Care Worker – East – contract
Alternative Care Recruiter – West – contract
Alternative Care Recruiter – West – contract
Alternative Care Clerk

CHILDREN'S MENTAL HEALTH

Judy McKay
Sabrina Jordan
Michelle Jolin
Kathryn Skov
Christa Hume
Natascha Contin
Allannah Reed

Children's Mental Health Manager – contract
Team Supervisor – contract
Team Supervisor – contract
Administrative Assistant – contract
Child and Youth Clinician – contract
Child and Youth Clinician – contract
Child and Youth Clinician – contract

CHILDREN'S MENTAL HEALTH (cont)

Brittany Begin Child and Youth Clinician – contract
Constance Caskanette Child and Youth Clinician – contract
Jessica Gattoni Child and Youth Clinician – contract
Chantale Tournier Child and Youth Clinician – contract
Lorrie Frech Client Records Clerk – contract*
Melissa Kelly Intervention Worker – contract
Jackie Lewis Intervention Worker – contract*
Roy Simpson Intervention Worker – contract*

CHILD WELFARE

Hollie Howson Team Supervisor – Urban – contract
Shelly Pascal Team Supervisor – Urban
Stephanie Boyer Team Supervisor – Batchewana
Nicole Seabrook Team Supervisor – Garden River
Terry Longboat Team Supervisor – Central*
Michael Bourke Team Supervisor – Central/Sagamok
Juanita Skrubis Team Supervisor – Atikameksheng
Leslie Recollet Team Supervisor – Child in Care – contract
Carol VanSteeleand Child Welfare Worker – Urban
Taunya Richardson Child Welfare Worker – Urban
Melissa Gagnon Child Welfare Worker – Urban^
Brandi Bradley Child Welfare Worker – Urban
Teddi Joy Allinson Child Welfare Worker – Urban
Kara Hughes Child Welfare Worker – Urban
Jessica Thibault Child Welfare Worker – Urban
Elizabeth Jordan Child Welfare Worker – Batchewana^
Chantelle Syrette Child Welfare Worker – Batchewana
Liza Scobie Child Welfare Worker – Batchewana^
Terri Lynn Carter Child Welfare Worker – Batchewana
Peter Sewell Child Welfare Worker – Batchewana
Maggie Antoniw Child Welfare Worker – Batchewana
Mallory Marinich Child Welfare Worker – Garden River
Linda Maahs Child Welfare Worker – Garden River^
Michelle Aubrey Child Welfare Worker – Garden River

Britney Troch Child Welfare Worker – Central^*
Dawn Boston Child Welfare Worker – Central^
Michelle Owl Child Welfare Worker – Central
Tasha Strum Child Welfare Worker – Central
Andrew Nahwegahbow Child Welfare Worker – Sagamok*
Stephen Nahwegahbow Child Welfare Worker – Sagamok*
Jenny Southwind Child Welfare Worker – Sagamok
Nicole Minitaloff Child Welfare Worker – Sagamok
Allison Owl Child Welfare Worker – Atikameksheng*
Rachel Pattison Child Welfare Worker – Atikameksheng
Michelle Gideon Child Welfare Worker – Atikameksheng
Lesley Spence Child Welfare Worker – Atikameksheng
Stacia Brisebois Child Welfare Worker – Atikameksheng
Barb Trebych Child Welfare Worker – Atikameksheng*
Marie Myers Child Welfare Worker – Atikameksheng*
Amanda Matthews Child Welfare Worker – Admissions
Kaitlyn Whitely Child Welfare Worker – Admissions
Santana Nebenionquit Child Welfare Worker – CIC
Nora Toulouse Child Welfare Worker – CIC
Beverly Rose Child Welfare Worker – CIC
Norma Frasier Child Welfare Worker – CIC
Chantelle Syrette Child Welfare Worker – CIC
Samantha Irving Client Records Clerk
Carrie Virta Client Records Clerk
Melody Neiva Client Records Clerk
Marsha Trudeau Client Records Clerk*
Selina Nicholson Client Records Clerk
Tina Hogue Client Records Clerk^*
Lisa Ojebah Client Records Clerk
Dana Beaulieu Client Records Clerk
Pamela Roach Case Aide – contract
Jennifer Sallian Case Aide – contract

INVESTIGATION AND ASSESSMENT

Tashina Nadijwon West
Team Supervisor – Investigation and Assessment

Johnna Derrick West
Team Supervisor – Investigation and Assessment

Lana Pine East*
Team Supervisor – Investigation and Assessment

Kaitlyn Neveu
Investigation and Assessment Worker – West

Peter Eynhdhoven
Investigation and Assessment Worker – West

Denise Richer
Investigation and Assessment Worker – West

Kim Mianskum
Investigation and Assessment Worker – West*

Michael Tegosh
Investigation and Assessment Worker – West – contract

Christelle Sayers
Investigation and Assessment Worker – West – contract

Crystal Dorrance
Investigation and Assessment Worker – West^

Jessica Zeppa
Investigation and Assessment Worker – West

Breanne Biagini
Investigation and Assessment Worker – East

Grant Peltier
Investigation and Assessment Worker – East

Nikki Williams
Investigation and Assessment Worker – East^

Adam Vendette
Investigation and Assessment Worker – East

Shelley Buratynski
Investigation and Assessment Worker – East

Shannon Arendse
Investigation and Assessment Worker – East

Patricia Solomon
Afterhours Worker*

NEONATAL CARING SERVICES - BAY LUCIOUS NEONATAL HUB

Laura Robinson
Project Manager – contract

Krista Roy
Family Wellbeing Worker – Neonatal – contract

SPECIALIZED SERVICE ES

Kathleen Chiblow
Manager of Specialized Services

Maxine Solomon
Program Assistant – contract

Skyler Solomon-Tegosh
Program Assistant – contract*

ACCESS

Tino Ficciello
Team Supervisor – Access

Karli Lee
Children's Support Worker

Leanne Latondress
Children's Support Worker

Brad Dearing
Children's Support Worker*

Carla Innes
Children's Support Worker

Kaija Nordgren
Children's Support Worker*

Megan Selleck
Children's Support Worker

Marina Pine-Spencer
Children's Support Worker

Cecilia Southwind
Children's Support Worker

Danielle Burla
Children's Support Worker

FAMILY WELL-BEING

Steve Bolton
Family Wellbeing Worker – contract

Dele Oworu
Family Wellbeing Worker – contract

Conrad Toulouse
Family Wellbeing Worker – contract

FINANCE/ADMINISTRATION

Lisa Boissoneau
Director of Finance*

Jon O'Toole
A/ Director of Finance – contract

Jillian Connolly
Administrative Assistant – Finance^

Alexis Rowat
Administrative Assistant – Finance – contract

Darlene Purawec
Accounting Supervisor

Kim Belleau
Finance Clerk*

Suzanne Richard
Finance Clerk

Peggy Wassegijig
Finance Clerk

Jamie-Lynne Thibault
Finance Clerk

Lucy Boissoneau
Finance Clerk

Pauline Constant
Receptionist – Head Office*

Jennifer MacKnight
Receptionist – Head Office

Jordan Sayers
Receptionist – Head Office

Kristina Pelletier
Receptionist – Satellite Office

Norma Moore
Receptionist – Sudbury Office – contract

PREVENTION SERVICES

Lisa Reid
Prevention Services Coordinator
Clayton Proulx
Mino Madzwin Worker
Logan Brown
Youth in Transition Worker

HUMAN RESOURCES

Tania Johnston
Director of Human Resources^
Vince Nolan
Human Resources Officer – Recruitment
Bonnie Reid
Human Resources Officer – contract
Lindsey Johnston
Human Resources Assistant
Jo'Anne Bumbacco
Staff Trainer
Lana Debassige
Staff Trainer^
Jodie Desrochers
Staff Trainer – contract*

INFRASTRUCTURE AND TECHNOLOGY

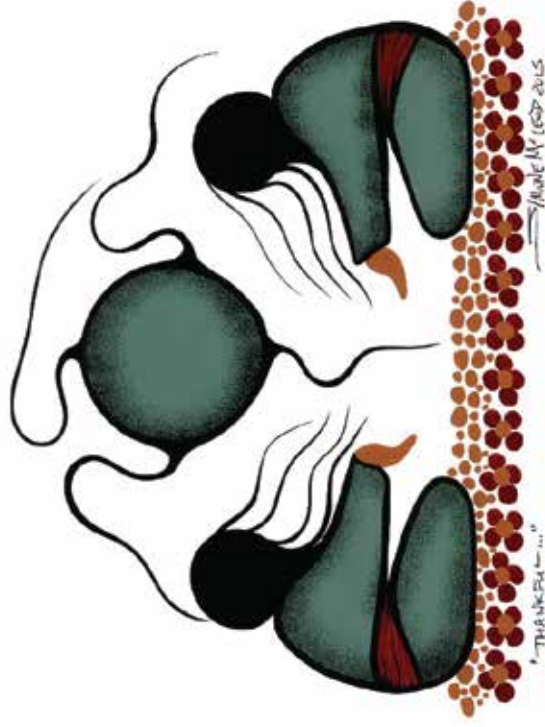
Mike Olejnik
A/ Manager, Infrastructure & Technology – contract
Kevin Hauck
Systems Administrator
Miranda Moffatt
Data Analyst
Susan Rajamaki
Data Entry Clerk – contract*
James Green
Help Desk Specialist
Marlene Kwandibens
Database Moderator – Children's Mental Health
Greg O'Neill
Facilities Coordinator – contract

QUALITY ASSURANCE

Matt Hayman
Quality Assurance Supervisor
Leith Harris
Quality Assurance Worker
Heather Pelky
Quality Assurance Worker – contract**
Michael Kreutzweiser
Quality Assurance Specialist
Shirley Gilpin
Quality Assurance Specialist
Rebecca Commanda
Field Researcher – contract
Deb Pine
Research Project Worker

LEGAL SERVICES

Leanna Valiquette
Supervisor of Legal Services
Sonya Morningstar
Manager of Legal Services*
Glenda Pelletier
Law Clerk – contract
Reyna Tijerina
Law Clerk – contract
Tamara Boissoneau
Disclosure Worker
Elizabeth Brant
Customary Care Worker
Betty Jean Coughlin
Case Conference Coordinator



THANK YOU
MUNE AV. 1000 2015



TRAINING

Nogdawindamin continues to invest heavily in ensuring staff have access to the knowledge and skills required to discharge their duties as professionals, and to grow within their careers as individuals. Accessing industry-based training and providing contracted learning opportunities throughout the year has resulted in significant training time exceeding 500 hours involving most staff. A total of 647 training seats were filled over 42 separate training events in a widevariety of subject areas.

	Training Hours	# of Sessions	Training Dates	Nog Staff		Training Hours	# of Sessions	Training Dates	Nog Staff
Agency Training					OACAS Child Welfare Professional Training				
Protocol, Service Model, Practice Guide Training	8	1	Apr-17	22	CWPT 1: Collaborations in Child Welfare: Past, Present and Future	28	2	Sept-17 & Feb-18	15
CPI Non-Violent Crisis Intervention	21.5	2	Apr & Sept-17	38	CWPT 2: Protecting Children and Strengthening Families, Part 1	44	2	Sept-17 & Feb-18	29
CPR/First Aid and AED	24	3	Feb & Mar-18	38	CWPT 3: Protecting Children and Strengthening Families, Part 2	30	2	Oct-17 & Mar 18	29
Critical Incident Debriefing	15	1	Mar-18	9	CWPT 4: Understanding and Responding to Children's Needs	35	2	Oct-17 & Mar 18	28
Stages of Change from a Child Welfare Perspective	7.5	1	Jul-17	16	CWPT 5: Engaging Families	13	1	Nov-17	21
Child Welfare Information Solution (CWIS) and Discrepancy Training	4	2	Aug-17	9	CWPT 6: Pemanency Planning and Continuity of Care	14	1	Nov-17	21
Casenote and Serious Occurrence Training	5	1	Sep-17	12	CWPT 7: Legal and Court Processes	8	1	Dec-17	5
Heart and Spirt Training	21	1	Mar-18	15	CWPT 8: Wellness and Self-Care	15	1	Dec-17	9
Working with High-Risk Infants and Their Families	15	1	Jan-18	17	External Training				
Introduction to Neonatal Caring Services	8	2	Mar-18	51	Mental Health First Aid	15	1	Feb-18	17
					The Invisible Epidemic of Trauma Exposed Children	5	1	May-17	15
OACAS Training					Crown Ward Review Training	36	1	Jun-17	9
OACAS Equity Focused Training	16	1	Apr-17	15	Community Worker Safety Strategies	16	2	Nov-17	17
OACAS Managing Work Through Other People: Performance Management for Supervisors and Managers	21.5	1	Aug-17	17	Making the Most of Every Session: Brief Narrative Practices for use in Single-session and Walk-in Interactions	15	1	Mar-18	15
OACAS Structures Anlysis Family Evaluation (SAFE) Training	19	2	May & June-17	24	Intergenerational Trauma and Restoring Spiritual Balance	7	1	Nov-17	51
OACAS Custody and Access Disputes	15	1	Feb-18	10	"Know the Risk" Neonatal Training	15	1	Jan-18	43
OACAS Policy Manual and Authorization Update	8	1	Jun-17	15	Defensive Driving	7	1	Feb-18	15

FINANCIAL SUMMARY

Statement of Financial Position			
April 1 to March 31	2018	2017	2016
Assets			
Current	\$ 3,042,265	\$ 902,588	\$ 1,133,275
Cash			
Accounts receivable	241,460	437,022	241,987
Prepaid expenses	138,681	142,163	78,530
	3,422,406	1,517,773	1,453,792
Capital assets (Note 3)	2,932,483	2,739,942	2,406,173
	\$ 6,354,889	\$ 2,739,942	\$ 2,406,173
Liabilities and Net Assets			
Current			
Accts payable & accrued liabilities	\$ 2,322,911	\$ 1,032,698	\$ 575,434
Deffered revenue	485,046	2,079	1,605
	2,807,957	1,034,777	577,039
Net Assets			
Reserves (Note 6)	866,228	635,666	961,340
Investment capital assets	2,032,483	1,222,169	952,381
Unrestricted net deficit	(251,779)	(152,670)	(84,587)
	3,546,932	1,705,165	1,829,134
	\$ 6,354,889	\$ 2,739,942	\$ 2,406,173

Revenues and Expenses		
	2018	2017
Revenues		
Province of Ontario	19,874,557	9,283,536
Government of Canada	2,126,514	60,905
Alternative Care	618,344	2,850,048
Other	546,219	75,085
Total Revenues	\$ 23,165,634	\$ 12,269,574
Expenses		
Salaries and Benifits	9,512,125	6,836,239
Alternative Care Payments	2,824,123	1,305,227
Prevention	4,056,776	1,760,277
Other	6,772,610	2,491,800
Total Revenues	\$ 23,165,634	\$ 12,393,543
Excess Expenses (Deficiency) of revenues over expenses	\$	\$ (123,969)

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

❖ Ministry of Community and Social Services

- Capacity Development
- Professional Development
- Youth Justice
- Youth In Transition
- Prevention

❖ Foster Care Revenue

- Kina Gbezhgomi Child & Family Services
- Mental Health Professional Development
- Children's Aid Society-Sudbury-Manitoulin
- Children's Aid Society-Algoma
- Children's Aid Society-Peel
- Children's Aid Society – Thunder Bay

❖ Department of Indigenous Services Canada

- Jordan's Principle Service Coordination
- Neonatal Caring Services
- Admission Prevention – Family Well-being
- Children's Mental Health Services

❖ Donations

Chi Miigwetch to our Vendors, Community Members Staff who contribute to our success along with our corporate citizens who generously support our children.





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

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