



NOGDAWINDAMIN FAMILY AND COMMUNITY SERVICES

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



Honouring the Children

"G-minaadenmaanaanig Abinoojiinyag"

A fire should be lit within us for our children and for those children who were buried at the residential schools.



ANNUAL REPORT

2020 - 2021

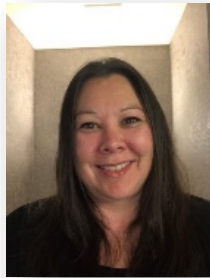
Table of Contents

Message from the President and Chief Executive Officer	4
Communities of the North Shore Tribal Council.....	5
Our Board of Directors	5
Outgoing Board Members	7
NAADMAAGEJIK – Elder’s Council	8
Anishinaabe Aadziwin (Looking After Native Culture & Way of Life) – Cultural Services Program.....	9
Children’s Mental Health.....	10
Adult Mental Health.....	10
Wellness Centre	11
Behavioural Model.....	13
Specialized Services – Volunteer Program – Volunteer Drivers, Mentors, and Baby Cuddlers.....	14
Access Support Program.....	15
Community Outreach and Prevention Services.....	16
Jordan’s Principle	17
Partnership Funding	18
Anishnaabe Audzit (Our Way of Life) – Family Well-Being.....	18
Mino Madzwin Youth Justice Program	19
Waankii Yendam – Youth in Transition Program.....	19
Housing Support Program.....	20
Education Liaison Program	21
Nogdaawenmishin - Neo Natal Caring Services.....	22
LGBT2SQ+ Committee	23
Canadian Human Rights Tribunal	23
Child Welfare	23
Intake	24
Ongoing	24
Legal Services.....	24
Child in Care.....	25
Kinship Services	25
Customary Care.....	25
Children in Extended Care Review	26
Adoption.....	26

Voluntary Youth Service Agreements (VYSA).....	26
Continued Care and Support for Youth (CCSY).....	27
Alternative Care	27
Intervention Program	28
Alternative Care Licensing Review	28
Ganawejigaazogamik – Children’s Residence.....	29
Multi Year Planning and Engagement.....	29
Family Treatment Project	31
Nokomis Kidwaa - Grandma’s and Aunties.....	32
Training	34
Mentorship Program	35
Human Resources.....	35
Financials	36
Ngo Dwe Waangizjik.....	36
Nogdawindamin Family and Community Services – Statement of Financial Position.....	37
Nogdawindamin Family and Community Services – Statement of Operations	38
Nogdawindamin Family and Community Services – Listing of Donators	39
Shingwauk Residential School Center donates shoes to Nogdawindamin Family and Community Services	39
Acknowledgement of Federal and Provincial Funders.....	40

Message from the President and Chief Executive Officer

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



We are humbled to bring this report together to keep our stakeholders apprised of our progress and achievements. This past fiscal year has demonstrated to us that our people are resilient in so many ways. In the face of the ongoing pandemic threats, and despite the many restrictions on our activities and our ability to respond, we have endured. Our staff have come together and responded to meet the needs of our families, communities and most especially our children. We continue to bear witness to the strength of our people as we strive to rise above the many challenges that have confronted us. Most importantly, however, we wish to acknowledge the courage and bravery of our First Nations as the source of our strength and desire to continue to serve in our roles as workers within this Child Welfare Agency for they have come to hear difficult truths reminding us of where our people come from.

Our staff and our community partners have made significant strides this year in continuing to adapt our services to the needs of families, children, and communities. We have maintained ongoing contact with our stakeholders to every extent possible while also continuing with the evolving needs presented by changing legislation, funding and relationships with Canada and Ontario. We have pledged ourselves to continue the hard work required to be responsive to community needs as we continue the journey toward fully reclaiming community responsibility and jurisdiction over prevention, protection, and family well-being. Our continued focus on prevention, earliest possible intervention and culturally appropriate services continues to give us great hope and certainty as we move ever closer to fully owning our futures while acknowledging our past and living with the day-to-day needs of the present.



Given the current environment regarding the Covid-19 pandemic, we did not see a reduction in services, the service volume remained steady. Our Agency also adjusted our service delivery to meet the needs of our population by proving services virtually, via phone, met in community following all public health guidelines and protocols. We also had various guest speakers present to our Agency which included Dr. James Makokis on Trans Health, as well as Former National Chief Phil Fontaine that presented at an event commemorating “Every child Matters” for Orange Shirt Day. We have also provided Anishinaabe Aadziwin Pathways training to over 150 of our employees virtually with much success completing our 8th session to date. Our Agency has seen an increase within our kinship care homes and agreements and we look forward to exciting new initiatives to address & enhance our recruitment strategies on Alternative Care homes.

We want to acknowledge our Past Board President, Fern Assinewe, for her dedication to Nogdawindamin. Her long-term commitment to the Agency is worthy of acknowledgement as she undertakes this next journey in her life and welcomes a well-deserved retirement.

We are pleased to present this Annual Report providing an overview of the many accomplishments achieved this past year as we contemplate the equally important work ahead in collaboration with our community partners and collaterals in this shared journey.

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

Leila Macumber, Board President

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

Kerry Francis, Chief Executive Officer

Communities of the North Shore Tribal Council



Batchewana First Nation - Chief Dean Sayers

Natalie Atkinson, Chief Operating Officer
Kim Lambert, Chief Executive Officer

Garden River First Nation - Chief Andy Rickard

Jessica Grawbarger, Health Director



Thessalon First Nation - Chief Edward Boulrice

Brandie Ferneyhough, Health and Social Services Director

Mississauga First Nation - Chief Reginald Niganobe

James Cada, Director of Operations



Serpent River First Nation - Chief Brent Bissaillon

Leila Macumber, Health Director

Sagamok Anishnawbek - Chief Alan Ozawanmkwe

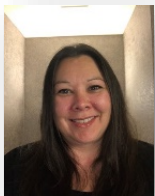
Nicole Eshkakogan, Community Wellness Director



Atikameksheng Anishnawbek - Chief Craig Nootchtai

Carmen Nootchtai, Director, Health & Community Wellness

Our Board of Directors



President - Leila Macumber is a member of Serpent River First Nation. Community Wellness Manager. "Ozhaawashko-Giizhig Kwe" – Blue Sky Lady, graduated from the University of Windsor with a Bachelor's in Nursing Degree. Leila comes to Nogdawindamin with 23 years of experience in the Health and Social Services field. She currently sits on several Boards and Committees. Leila is a dedicated hockey mom and loves her time at the rink. She is serving her second term as a board member and now President with Nogdawindamin.

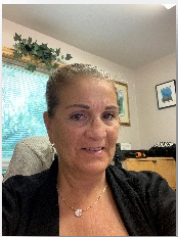
Vice President - Brandie Ferneyhough is a member of Thessalon First Nation and works as the Health and Social Services Director. "Animikii Kwe" - Thunder Woman from the Bear Clan. Brandie comes to Nogdawindamin with 16 years of experience in provincial, federal, and urban Indigenous government organizations across Ontario. Backed by frontline, Human Resources, and not-for-profit governance experience, she is serving her fourth term as a board member with Nogdawindamin.





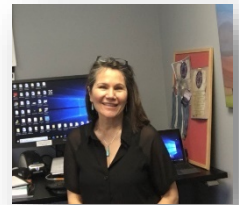
Secretary/Treasurer - Gloria Daybutch is from the Turtle clan. She has been a Board appointee for the Mississauga First Nation since February 2020. Gloria sits on the NFCS Services Committee. She has a degree in Psychology from the University of Toronto and has master's certificates in Conflict Resolution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

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



Director - Karen Bell was born and raised in Garden River First Nation. Karen pursued post-secondary education in Ottawa. Karen is a single parent of a previously fostered, and now adopted son. Previous employment with Indian and Northern Affairs Ottawa, Correctional Officer at Ottawa Detention Center, and Police Officer with Toronto Police Services. Currently, a police officer with Anishinabek Police Services and has completed over 30 years of service. Now, the interim Inspector or Anishinabek Police Services Central Region. Currently a board member of Victim Services of Algoma, Phoenix Rising, coaching staff for Team Ontario Female (9 years) for the NAHC and Head Counselor of Garden River First Nation leadership.

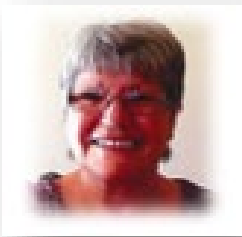
Director - Valerie Richer is a member of Atikameksheng Anishnawbek and was appointed to the Board by Gimaa and Council. She is a member of the Elk Clan and previously was Gimaa and legal counsel for Atikameksheng. She is a graduate of the Faculty of Law at the University of Ottawa and has a Bachelor of Arts from Laurentian University. She is also a current member of the Indigenous Bar Association and the Law Society of Ontario. She continues to work in administrative law and human rights.



Director - Rhonda Stonepoint-Trudeau Sagamok Anishnawbek. Rhonda is a new member to the Nogdawindamin Board. Rhonda has worked in the Social Services field for the last 25 years as a frontline worker in the capacity of Community Awareness Team Leader, Youth Worker, Family Support Worker, Child & Family Advocacy Manager. Rhonda is very active member of Sagamok Anishnawbek.

Outgoing Board Members

Janice Petahtegoose - Atikameksheng Anishnawbek. Attended Laurentian University and obtained an Honors Bachelor of Social Work Degree in Native Human Resources Services, BSW. Degree. Attended Cambrian College and obtained Diploma -Native Child & Family Worker Program and Diploma- Executive Office Administration.



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

Fern has 16 years of experience in working directly with First Nations and their organizations in a management capacity. Her experience includes management roles with child welfare prevention services, and health and social services management roles at the First Nation and Tribal Council levels. Most recently, she has worked as the Community Wellness Director in Sagamok Anishnawbek, where she oversees a range of services including health, long-term care, mental health & addictions, and children and youth services. Her background includes five years as a Research Project Coordinator with Laurentian University, where she coordinated a national project entitled "Exploring How First Nations Traditional Use of Tobacco can be Utilized as a Strategy in Prevention and Intervention for Tobacco Misuse Amongst First Nations Youth." Fern also worked as a consultant for ten years, primarily with First Nations and First Nation organizations, specializing in management support, research, evaluation, and training.

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

NAADMAAGEJIK – Elder’s Council

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



Emma Meawasige is a member of Serpent River First Nation. She is 82 years young and spent 4 years in St. Joseph Residential School (Spanish), she is fluent in the language and is also an Elder for the North Shore Tribal Council.

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



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

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



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

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



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

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

Many programs within Agency endured the challenges caused by the COVID-19 pandemic with respect to the limitations and restrictions placed on programming. COVID-19 compelled the department to move into a virtual setting of delivering of cultural service. To maintain the integrity of our traditional and sacred protocols the Cultural Team and Agency adapted to accept Asaymaa (tobacco) virtually so the Agency could continue to deliver and maintain a high level of service to children, families, First Nations, and partners.



The philosophy in doing work within the cultural program continues to be ‘the best interest of our children’. For example, it was an honor to assist and provide support to the high-risk youth in the Agencies Children’s Residence. Working alongside the Child Welfare team and the In-Home Child and Youth Workers, the teams set a positive example of how Nogdawindamin envisions collaboration amongst all services.

Considering the many challenges this year the program was still able to launch three new initiatives especially during these uncertain times.

First, the Agency was successful in receiving funding to secure a position for a Traditional Healer. Since the spring, there has been an increase of referrals for the Traditional Healer.

The second exciting news has been the launching of the Anishinaabe Aadziwin Pathways training. The overall purpose of the training is to increase the staff’s knowledge on culture and the historical impacts of colonization on families served and overall to provide a culturally appropriate service.

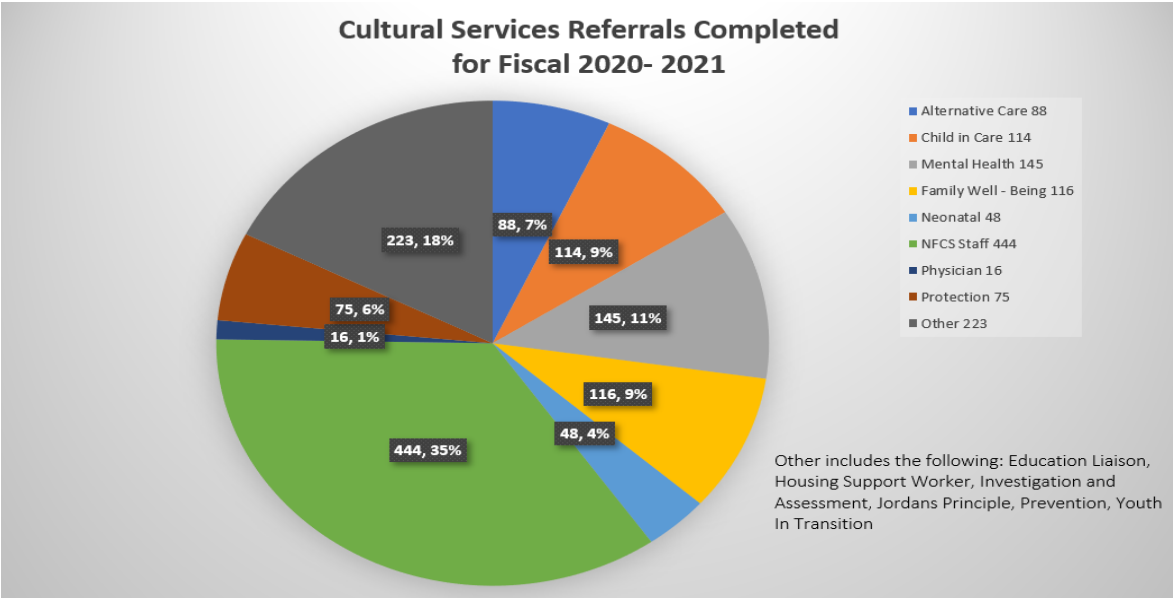
Lastly, this past year the Agency was gifted the first Teaching Lodge in Garden River. Chief Andy Rickard and the community of Garden River were gracious to lower the first Teaching Lodge and allowed the Agency to work with the community to bring this vision to reality.



Figure 1 is a picture of the Teaching Lodge in Garden River First Nation. The tarp was recently placed on the Lodge and the designs were completed by a local artisan.

CEO, Kerry Francis, and the Board of Directors of Nogdawindamin has directed the team to build one in each of our First Nations. It is the intention to have a Teaching Lodge in all of 7 North Shore First Nations while respecting the individual protocols within community. The Agency is now receiving requests from leadership and community partners to utilize the Teaching Lodge. Sacred teachings and the spirit of Nogdawindamin fills the energy of all who enter by ensuring cultural safety.

Although there were many restrictions during this COVID pandemic the Agency continued to offer many virtual events and gatherings this past year such as Round Dances, Anishinaabemowin, Cultural Camps, Ah-di-so-kah-nahg (Sacred Stories), Winter/Spring gatherings and cultural teachings. There were many guests who joined from across Turtle Island to share in these beautiful events.



Children’s Mental Health

The Children’s Mental Health program completed a successful year in providing culturally based mental health supports to families while adhering with the Agency’s vision and mission of strengthening families and communities. The service strengthened relationships with each community through increased communication within communities, enhanced community engagement through case reviews, and quarterly reviews with communities where the Agency is experiencing referrals from community partners. Through this engagement, it helped to further the work being done by Nogdawindamin Family and Community Services to provide culturally appropriate services to children and families involved in child welfare or at risk of becoming involved in child welfare.

Quarter	# of Referrals In	Referrals to Culture	# of Groups delivered	# of CIC served	# of Children Served	# of Adults Served	Referrals for Psychiatry/Psychology Assessment	Total Served	Added to Waitlist
Q1	121	31	0	55	264	34	4	393	7
Q2	142	17	0	73	293	2	16	430	8
Q3	164	19	2	71	283	50	19	452	46
Q4	139	19	2	70	276	32	14	436	42
Total	566	86	4				53		103

Adult Mental Health

The Adult Mental Health services program completed a successful year in providing culturally based mental health supports to adults and families in adherence to the Agency’s vision and mission of strengthening families and communities. The service strengthened relationships with each community through increased communication within communities, enhanced community engagement through case reviews, and quarterly reviews with communities where the Agency is experiencing referrals from

community partners to better service adults and families involved in child welfare or at risk of becoming involved in child welfare.

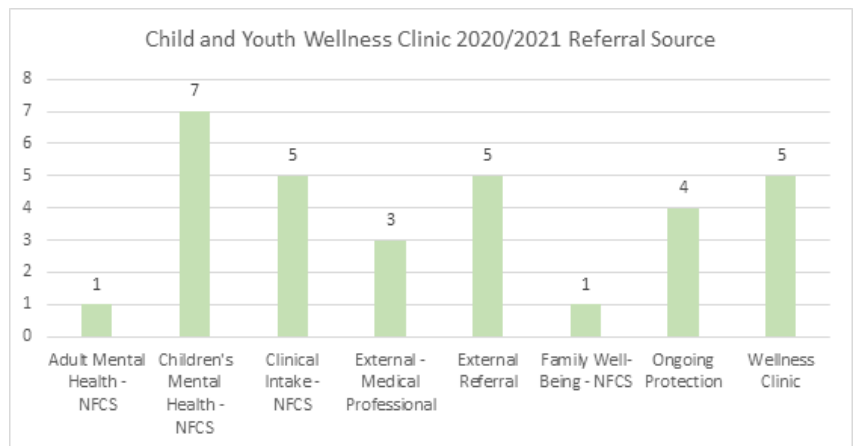
Quarter	# of Referrals In	Direct Service Hours	Indirect Service Hours	# of Groups Delivered	# of CIC served	# of Adults Served	Referrals for Psychiatry/Psychology Assessment	Total Open in Quarter
Q1	36	2059:25:00	1367:45:00	0	21	97	0	98
Q2	35	888:15	1287:25	1	16	57	2	126
Q3	65	719:50	1496:55	0	12	126	0	241
Q4	63	912:50	1510:10	1	19	122	2	126
Total	199	4580:20	5662:15	2			4	

Wellness Centre

The concept of the Children and Youth Wellness Centre program was developed in response to an identified need in the communities due to a lack of availability of specialized mental health services and lengthy waitlists. Operational since October 29, 2018, the Wellness Centre has evolved from a Primary care mental health service to a more specialized mental health service that offers psychiatric services within Nogdawindamin. The demand for child and adolescent psychiatrists continues to far outstrip the supply worldwide. There is also a severe maldistribution of child and adolescent psychiatrists, especially in rural and poor, urban areas where access is significantly reduced.

First Nation Affiliation	Count
Atikameksheng Anishnawbek	5
Batchewana First Nation	11
Garden River First Nation	7
Mississauga First Nation	1
Sagamok Anishnawbek	3
Serpent River First Nation	4
Thessalon First Nation	0

A Child Psychiatrist is a Physician who specializes in the diagnosis and treatment of disorders of thinking, feeling and/or behaviour affecting children, adolescents, and their families. The Psychiatrist treats a range of health problems and conditions including autism spectrum disorder, depression, substance misuse and eating disorders. This specialist investigates complex mental health issues that can require medication. Investigating biopsychosocial factors that influence the development and source of these psychiatric disorders can aid in treatment interventions. Potential influences such as trauma in early childhood experiences could have impact on child development so thorough history taking is most important.



Diagnosis	Male	Female	Diagnosis	Male	Female
ADHD	4	3	Social Anxiety	0	4
ODD	3	0	Alcohol Use	0	1
Schizophrenia	2	0	Mood Disorder	1	1
PTSD	1	6	Disruptive Mood	2	1
Conduct Disorder	5	3	Borderline Mood	2	1
Adjustment Disorder	0	4	Depressive Disorder	0	2
Grief Reaction	0	1	Sexual Paraphilia	1	0
Cannabis/Tobacco	3	7	Video Game/Internet	1	0
Stimulant Disorder	0	1	PICA	1	0
Depressive Disorder w Mixed	1	3	Autism	1	0
Psychotic Disorder	4	2	FASD	1	0
Binge Eating Disorder	3	2	Avoidant Restrictive Food	0	1
Obesity	3	0	Conversional Disorder	0	1
Parent/Child Relational Problems	0	1	Bipolar Disorder	0	2

Children and Youth Wellness Centre activities include psychiatric consultations with a Child Psychiatrist, nursing assessments/planning/interventions, psychotropic medication reviews, recommendations for Jordan's Principle submissions, follow-up appointments, monitoring prescriptions, consultation, and admission into hospital of high-risk youth.

The most common referral reasons included maladaptive behavior, bipolar/psychotic disorders, and other mood disorders, developmental concerns, eating disorders, anxiety/depression, addictions, and trauma. Children and youth received individualized treatment plans and follow up by a consulting child psychiatrist who is on a fee for service arrangement.

Psychotropic Medication Overview			
Identified Gender	Age Range	Region	Three Major Diagnosis
Male: 16 Youth	Under 12: 18 Youth	West: 16 Youth	ADHD
Female: 20 Youth	12 Over: 18 Youth	Central: 1 Youth	Depression
		East: 19 Youth	Anxiety

In the last fiscal, challenges existed within the Child and Youth Wellness Centre, as expected, due to the Covid 19 pandemic. Clinics were held face to face when able to and virtually when the pandemic restrictions prevented the face-to-face visits. The change in the Children and Youth Wellness Centre evolved in the early spring and has integrated services to work alongside Child Welfare and other voluntary services of the Agency. Case conferences occur where the expertise of the nursing staff have been beneficial in providing the advice for children and families on medical issues and medications. The nurses can contact the Child Psychiatrist when needed for medical advice and consultation.

The Child and Youth Wellness Center was able to decrease wait times for access to services and increase access to services, as well as support high risk youth for hospital and or treatment admissions. Additionally, the department was able to elevate collaboration with internal and external collaterals resulting in comprehensive oversight of children in care scans and management of psychotropic medications. It was noted, the Child and Youth Wellness Centre were able to reduce the number of Child Welfare occurrences when engaged with the service by 26% compared to no access to the service.

Behavioural Model

Nogdawindamin’s Behavioural Therapy Model Program launched in March of 2020, to address the identified need for Applied Behaviour Analysis services for children and youth with various developmental and behavioural concerns. The goal of the program is to provide culturally based behavioural services to members (or affiliates) of the Seven First Nations along the North Shore, both on and off reserve, who meet eligibility criteria. Clients are eligible if they have a recommendation for Applied Behaviour Analysis Therapy by a medical/psychological professional. Additionally, clients must have approved funding through Jordan’s Principal.

First Nation Affiliation	Count
Batchewana First Nation	10
Garden River First Nation	2
Thessalon First Nation	1
Mississauga First Nation	1
Serpent River First Nation	1
Sagamok Anishnawbek	1
Atikameksheng Anishnawbek	3
Other	1

Presenting Issues	Count
ADD/ADHD	1
Autism	2
Other Cognitive	1
Other Emotional/Behavioural	19

Nogdawindamin’s Behavioural Therapy Model Program is individualized to clients’ needs, flexible, and family driven. Therefore, service is offered at the location and time of the family’s choice. For example, clients’ home, school, community, or Nogdawindamin office space, along with after-hours support such as evenings

and weekends. Children and youth may require support in the areas of adaptive skills, school-readiness skills, communication skills, decreasing maladaptive behaviour, sleep hygiene, coping/anxiety, Applied Behaviour social skills, and play skills. Staff are trained in Applied Behavioural Analysis to support a wide range of client needs. To support the children and youth, treatment plans are designed around the medicine wheel to ensure that the overall health of the client is considered.

The Behavioural Model Program aims to combine mainstream and traditional methods of care for children, youth, and families. Mainstream approaches to supporting children and youth to develop skills, increase positive behaviour, and decrease maladaptive behaviour, are focused on the principles of Applied Behaviour Analysis. For example,

Top Direct Activities
1. Treatment Implementation
2. Prepare Program Materials
3. Cultural Activity
4. Therapeutic Intervention
5. Documentation

- Understanding antecedents and consequences of a behaviour
- Conducting relevant behavioural assessments
- Continuously collecting and graphing objective data to track progress and ensure treatment effectiveness.
- Providing support using evidence-based strategies such as positive reinforcement

The Behavioural Therapy closely collaborates with the Cultural Team to ensure services are deep-rooted in cultural values and practices and places a focus on traditional approaches to wellness. Traditional approaches may include smudging, opening prayers, ceremonies (e.g., naming, clan, colours), family circles, Traditional guidance, connecting to oneself, connection to the Land and Teachings (e.g., Traditional Parent Teachings, Seven Grandfather Teachings). Additionally, children and youth will be able to participate in a variety of cultural activities. For example, the group may participate in outdoor activities such as hiking, fishing, and medicine gathering (e.g., cedar and birch bark). The group may also

participate in activities such as drumming, beading, and creating medicine bags. Moreover, Anishinabek language is integrated into the programming.

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

Specialized Services – Volunteer Program – Volunteer Drivers, Mentors, and Baby Cuddlers

The Specialized Services (Volunteer) Program supports 3 areas: Volunteer Drivers, Mentors and Baby Cuddlers.

The Volunteer Drivers transport children, youth, and families to scheduled activities, events, school, appointments, and Access (Parenting) Time. Services are inclusive of biological parents requiring transportation to visits, appointments, etc. Mentors take the lead in supporting a young person through an ongoing, one-to-one relationship and serving as a positive role model. Baby Cuddlers provide cuddling services to caregivers that require respite. Cuddlers are in direct contact with infants and their parents/caregivers. Cuddling services are provided to comfort the newborn infants that are in the NICU in Sault Area Hospital and Health Sciences North, Sudbury.

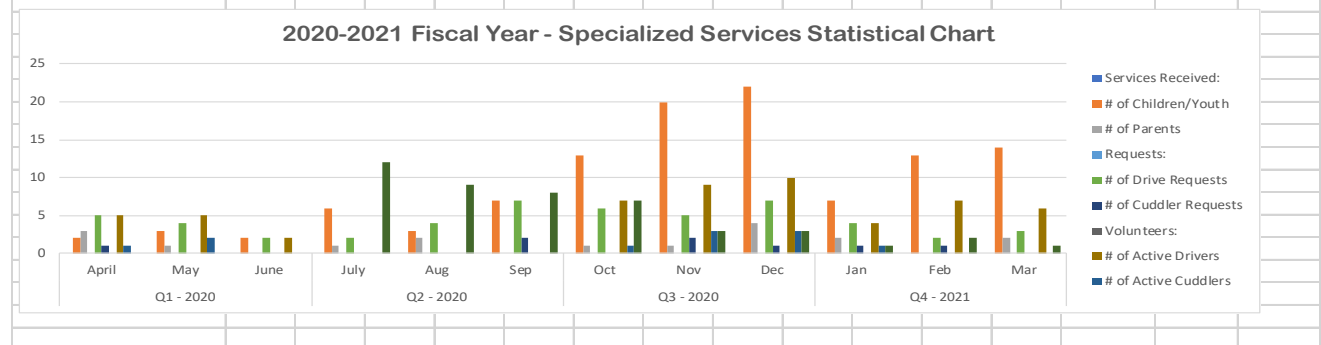


Specialized Services has been affected by COVID-19. Volunteer Services fluctuated in different areas throughout the year. Cuddling was provided based on urgent need and on an individual basis. Daily school drives were put on hold when schools closed. Extra-curricular activities were put on hold due to temporary closures, mentoring remained on hold, and drives significantly decreased.

Specialized Services did not celebrate this year's Annual Volunteer Appreciation due to the Covid-19 pandemic. However, plans to host smaller celebrations with volunteers in each region, are being scheduled for the fall of 2021. This is dependent on Covid restrictions being lifted. We want to show our appreciation for their work, both collectively and individually, acknowledging the efforts of all our volunteers.

Data for 2020-2021:

	Q1 - 2020			Q2 - 2020			Q3 - 2020			Q4 - 2021			
	April	May	June	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	TOTAL
Services Received:													
# of Children/Youth	2	3	2	6	3	7	13	20	22	7	13	14	112
# of Parents	3	1		1	2		1	1	4	2		2	17
Requests:													
# of Drive Requests	5	4	2	2	4	7	6	5	7	4	2	3	51
# of Cuddler Requests	1					2		2	1	1	1		8
Volunteers:													
# of Active Drivers	5	5	2				7	9	10	4	7	6	55
# of Active Cuddlers	1	2					1	3	3	1			11
# of Respite Workers				12	9	8	7	3	3	1	2	1	46



Access Support Program

Nogdawindamin currently offers access out of 7 sites across the region. Elements of therapeutic access are utilized as the Children’s Support workers offer support and tools to equip a parent to meet the needs of the children more effectively by increasing connection and helping the parent engage at a deeper level with their children. Our program supports access with family members as well to ensure the continued connection with family. Where appropriate, access also occurs at alternate locations such as at the parents’ residence or in the community and varying degrees of supervision are employed based on the progression of the goals achieved. Various plans have been established with families and the First Nation communities to maximize the amount of time we can offer access to parents and children.



Throughout the past year most of the access has occurred virtually due to COVID-19, with brief periods of in-person access based on the number of COVID cases and restrictions across the region.

First Nation	# Of PARENTS from each FN attending parenting time
Batchewana First Nation	11
Garden River First Nation	13
Thessalon First Nation	5
Mississauga First Nation	6
Serpent River First Nation	8
Sagamok Anishnawbek First Nation	15
Atikameksheng Anishnawbek First Nation	4
No Affiliation	13

Child Welfare Workers and Child in Care Workers have been integrated into access supervision to enhance assessments with families and ensure progression occurs with the goal of reunification.

First Nation	# Of CHILDREN from each FN attending parenting time
Batchewana First Nation	21
Garden River First Nation	19
Thessalon First Nation	7
Mississauga First Nation	21
Serpent River First Nation	17
Sagamok Anishnawbek First Nation	23
Atikameksheng Anishnawbek First Nation	14
No affiliation	7

The number of referrals to the access program fluctuates per month and there are various factors that impact the number of visits the program supports per month, including but not limited to, visits being on hold for several reasons, new referrals, and families progressing to unsupervised access thus their file with the access program is closed.

Overall, the access program has successfully supported many families achieve positive results and the families have reported positively regarding the access sites, the staff, and the program.

Community Outreach and Prevention Services

Nogdawindamin Family and Community Services has become a Child Welfare Agency, assuming all mandated child protection functions, and responsibilities. Prevention services have been transitioned to the seven (7) members of the North Shore Tribal Council First Nation communities. Prevention Services has become the responsibility of the First Nations and are accountable pursuant to the Partner Funding Agreement which is an agreement between the Ministry of Children, Community and Social Services (MCCSS) and Indigenous Services Canada (ISC) and Nogdawindamin as the transfer payment Agency.

Prevention Services focus on identifying protective factors and an enhanced understanding of how those protective factors contribute to, or explain positive outcomes for children, families, and communities.

New Changes to Prevention Program

In January 2021, proposed new positions for prevention services was approved by the Board of Directors to employ two (2) positions, Prevention Services Project Officers. These Project Officers will take effect April 1, 2021, under a new program structure. They will work in partnership with the individual First Nations to address any challenges and provide oversight to the Partner Funding Agreements that entail details of service and financial requirements. The goal is to work with each First Nation in taking a Regional and First Nation approach to managing and reducing child welfare volumes and activity.

Historically, as well as currently, there have been challenges with the existing plan. The Agency intends to take on a different approach with different strategies to address any Agency risk with the ongoing partnerships with individual First Nations.



2021 – New Plan for Prevention Services

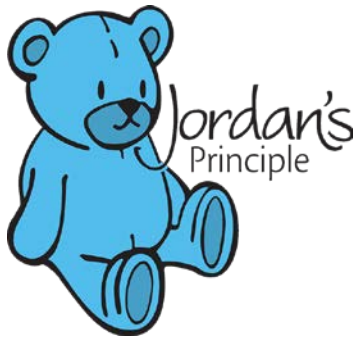
The new plan for the Project Officers will involve developing meaningful, trusting partnerships and relationships with the First Nation Leads and front-line staff, ensuring open and ongoing communication, and providing training opportunities. Project Officers will be visible in the individual communities holding Lunch and Learns and will attend community events geared towards community prevention activities.

Table 1:

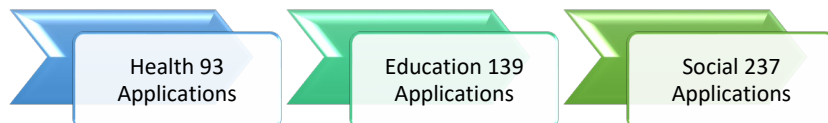
Data for Community Support Services Program - 2020/2021 FISCAL YEAR										
First Nation	Q1 No. of New Children Served	Q1 No. of Direct Hours	Q2 No. of New Children Served	Q2 No. of Direct Hours	Q3 No. of New Children Served	Q3 No. of Direct Hours	Q4 No. of New Children Served	Q4 No. of Direct Hours	FY Totals No. of New Children Served	FY Totals No. of Direct Hours
Batchewana	77	601	92	491	138	61	178	0	485	1153
Garden River	1	288	0	249	2	313	77	288	80	1138
Thessalon	0	260	2	256	3	275	4	171	9	962
Mississauga	0	0:40	0	20:0	0	29	0	2:05	0	52
Serpent River	0	16	2	201	4	352	0	245	6	814
Sagamok	23	544	32	813	33	836	92	704	180	2897
Atikameksheng	0	273	0	308	1	191	0	151	1	923
Totals:	101	1982.4	128	2338	181	2057	351	1561.5	761	7839

The number of new children & number of direct hours reflected in the table may not be accurate due to circumstances such as First Nations staff changes, staff turnover and vacancies within the individual organization. The Agency is working with individual First Nations to enhance data input.

Jordan's Principle



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



Jordan's Principle Case Managers work closely with families involved with the services of Nogdawindamin Family and Community Services to assist in navigation and application of funding for

identified service gaps. During the year, Jordan's Principle Case Managers supported 469 Jordan's Principle applications and received 419 approvals for \$3,629,039.08.

Since its inception, Jordan's Principle Case Managers received 2,262 approvals for individual applications for the North Shore First Nations members securing over ten million dollars to support children and families. The goal of case managers is to connect families with resources to reduce substantive equality deficits and access culturally appropriate services without having an extensive waitlist to access programming. Moving into the following year, Jordan's Principle Case Managers will align themselves more closely with community-based leads to work in parallel in meeting service gaps along the North Shore.

Partnership Funding

Nogdawindamin Family and Community Services partnered with our First Nation leads to secure funding for priority initiatives through Jordan’s Principle and the Canadian Human Rights Tribunal under Order 411. Between April 1st, 2020, and March 31st, 2021, in partnership with the communities the Agency was able to secure \$2,495,040.52 in additional federal funding that went directly to the communities. Funds supported the delivery of Children’s Mental Health services, Grandma and Aunties initiative, Child, and Youth Program Centre in Atikameksheng Anishnawbek, and improve Aboriginal Health Access through Maamwesying. In the upcoming fiscal the Agency looks to strengthen its relationship with our partners to support additional community priority lead proposals for funding.

Community	Funding
Atikameksheng	\$ 518,121.08
Batchewna First Nation	\$ 74,888.00
Garden River Firt Nation	\$ 183,179.00
Maamwesying	\$ 1,110,191.00
Mississauga First Nation	\$ 74,888.00
Sagamok Anshishnawbek	\$ 275,706.44
Serpent River Frist Natin	\$ 74,888.00
Thessalon First Nation	\$ 183,179.00
	\$ 2,495,040.52

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

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

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

First Nation Affiliation	# Of Participants
Atikameksheng Anishnawbek	65
Sagamok Anishnawbek	79
Serpent River First Nation	39
Mississauga First Nation	37
Thessalon First Nation	21
Garden River First Nation	69
Batchewana First Nation	97
Other First Nation	27
Total	434

The Family Well-Being program assists with a wide range of goal options depending on the unique needs of the family unit.

The Family Well-Being Group Program is developed through commonly identified presenting issues on the Family Well-Being referral form and/or identified by Child Welfare. Group programming assists individuals in learning new skills and enhancing the family’s unique strengths. Programming is developed to build resiliency, confidence, and unity within the individual, family, and community.

First Nation Affiliation	# Of Participants
Atikameksheng Anishnawbek	43
Sagamok Anishnawbek	38
Serpent River First Nation	17
Mississauga First Nation	8
Thessalon First Nation	12
Garden River First Nation	30
Batchewana First Nation	53
Other First Nation	10
Total	211

Families do not need to be involved with other Nogdawindamin services to access the Family Well-Being Group Program. Programming includes face to face or virtual sessions. It can also be facilitated through one-on-one sessions or in a group setting.

The Family Well-Being Group program facilitates a wide range of programming to individuals and families. Programming offered includes, but are not limited to, Red Path, Life Skills, Triple P Parenting, Cultural, Healthy Cooking, Activities of Daily Living, Family Enrichment, and Healthy Relationships.

Mino Madzwin Youth Justice Program

Since 2008, Nogdawindamin Family and Community Services has been offering a diversion program to Indigenous youth through the Mino Madzwin Youth Justice Program. The Program is recognized as an alternative measures program under the Youth Criminal Justice Act. Mino Madzwin is a culturally

	BFN	GRFN	MFN	TFN	SRFN	SA	AA
Q1	3	1	1	1	2	2	1
Q2	3	1	2	1	2	3	1
Q3	4	1	3	1	1	3	1
Q4	5	2	3	1	4	3	2

sensitive program developed for Indigenous youth ages 12-17 years old, who at the time of offence, have been found guilty and are currently on probation, conditional supervision, or community supervision.

The Mino Madzwin Program blends culturally appropriate lessons and best-practice intervention techniques ideal for extra-judicial sanctions and measures. The program itself is a computer-based program that combines culturally sensitive mechanisms designed to meet the needs of Indigenous youth while providing services that address specific needs and/or conditions of a sentence.

Upon completion of the Mino Madzwin Youth Justice Program, youth fulfill the required sanctions meant to successfully reintegrate into communities and their charges will be withdrawn. This year, we have seen an increase in youth completing the spokes required as part of their conditions, an increase in youth participation in the Program and charges being withdrawn from Court. The Mino Madzwin Worker has developed positive relationships with Police Authorities and Parole/Probation Officers across the region.



While the youth are completing the spokes, the Mino Madzwin Youth Justice Worker also provides additional support to the youth and their families such as One-on-One Support, Advocacy, Life Skill, Education Support, Encouragement and Positive Reinforcement, Rehabilitation and Reintegration, Referrals to Internal and External Services and Cultural Support.

Participants complete assigned modules including Substance Use, Prosocial Skills, Anger Management and Family and Community.

	Substance Abuse	Prosocial Skills	Anger Management	Family and Community
Q1	4	3	4	0
Q2	2	3	4	1
Q3	5	4	4	2
Q4	1	3	7	6

Waankii Yendam – Youth in Transition Program

The youth in transition program provides culturally based supports to youth that are transitioning out of the child welfare system into adulthood. The target group are youth between the ages of 16 and 24 who

are members of the North Shore First Nations and living within the Nogdawindamin jurisdiction. The youth in the program, work one to one with their worker to develop and enhance their skills to pursue a successful path to independence. The Waankii Yendam program offers support in the following areas: housing, education, employment, financial literacy skills, cultural supports, advocacy, links to community resources, healthy relationships, and overall life skills.

Youth In Transition 2020-2021 Service Users									
Q1	AA	BFN	GRFN	MFN	SA	SRFN	TFN	Other	Total
17 yrs and under	1	1	2	1	2	1	1	0	9
18 yrs	1	2	5	1	1	1	0	0	11
19 yrs	2	3	2	1	2	0	0	0	10
20 yrs and over	0	2	2	1	3	1	1	1	11
Q2	AA	BFN	GRFN	MFN	SA	SRFN	TFN	Other	Total
17 yrs and under	1	1	2	1	1	0	0	0	6
18 yrs	0	2	4	0	1	2	1	0	10
19 yrs	3	3	2	1	3	0	0	0	12
20 yrs and over	0	3	3	1	3	1	1	1	13
Q3	AA	BFN	GRFN	MFN	SA	SRFN	TFN	Other	Total
17 yrs and under	2	1	3	2	0	0	0	0	8
18 yrs	0	0	2	0	2	2	1	0	7
19 yrs	1	5	3	1	2	0	0	0	12
20 yrs and over	2	2	3	1	3	0	1	1	13
Q4	AA	BFN	GRFN	MFN	SA	SRFN	TFN	Other	Total
17 yrs and under	3	1	2	1	1	2	0	0	10
18 yrs	1	1	1	1	2	1	1	0	8
19 yrs	2	4	4	1	1	1	0	0	13
20 yrs and over	2	3	3	1	4	0	1	1	15

The past year has been a struggle for many of our youth due to the Covid-19 pandemic, however we have also had many successes. The youth in transition team co-created a successful virtual conference in collaboration with Kina Gbezhgomi Child and Family Services and N'Swakamok Native Friendship Centre. There has been successful partnerships and network circles with other youth in transition programs across Ontario that bring forward concerns and challenges and how to navigate these. We have seen youth overcome

addictions and secure stable, safe housing with access to supports. Our youth in transition workers have created opportunities for youth to take leadership/mentorship roles in leading workshops. The Waankii Yendam Program assists to empower youth to make positive lifestyle choices for future success, which we are seeing every day.

Housing Support Program

The goal of the housing support program is to give 16 and 17-year-old youth, who are under a VYSA (Voluntary Youth Services Agreement) with Nogdawindamin, a better opportunity to reach their full potential and have better outcomes as they transition into adulthood.

Through the housing support program, we have been able to assist many of our youth with obtaining safe, secure, and affordable housing in the community. The housing support worker has been able to create partnerships with local community agencies such as Aboriginal Housing and Canadian Mental Health to bridge the gaps that many youths face due to limited financial resources such as access to first/last months rent and the ability to afford market rent. Through this collaboration, youth have been able to access supplementary housing supports that reduce the market rent costs through subsidized housing and are provided with start up allowances to purchase household items.

Housing 2020-2021 Service Users									
Q1	AA	BFN	GRFN	MFN	SA	SRFN	TFN	Other	Total
16 yrs	0	0	1	0	0	0	0	0	1
17 yrs	0	1	0	0	0	2	0	0	3
18 yrs	0	0	0	0	0	0	0	0	0
Q2	AA	BFN	GRFN	MFN	SA	SRFN	TFN	Other	Total
16 yrs	0	0	1	0	0	0	0	0	1
17 yrs	0	1	0	0	0	2	0	0	3
18 yrs	0	0	0	0	0	0	0	0	0
Q3	AA	BFN	GRFN	MFN	SA	SRFN	TFN	Other	Total
16 yrs	0	0	0	0	0	0	0	0	0
17 yrs	0	1	1	0	0	2	0	0	4
18 yrs	0	0	0	0	0	0	0	0	0
Q4	AA	BFN	GRFN	MFN	SA	SRFN	TFN	Other	Total
16 yrs	0	0	0	0	0	0	0	0	0
17 yrs	0	1	1	0	0	1	0	0	3
18 yrs	0	0	0	0	0	1	0	0	1

In working with the youth, the housing support worker has also assisted with ensuring youth are engaged in looking for employment, volunteer opportunities and ways to improve their life skills and access to and teaching financial stability.

The housing support worker has had many successes this year, and one youth who was struggling has been able to volunteer at a local Agency and complete their WHMIS, Accessibility for Ontarians with

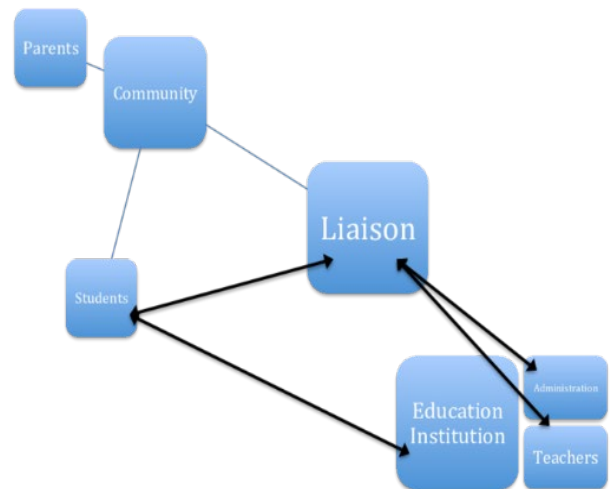
Disabilities Act and Worker Health and Safety 4 Steps. This youth connected with community resources such as Employment Solutions and completed the first step with the Youth Job Connect Program. In collaboration with our cultural services team, we have been able to have our Elders and helpers provide many teachings to our youth.

Education Liaison Program

The education liaison program's goal is to be responsive to the diverse educational needs of our children and youth in care, under customary care agreements and voluntary youth services agreements (VYSA) to provide supports to improve children/youths' educational outcomes. The role of the education liaison worker is to act as a navigator with the school boards from Sault Ste Marie to Sudbury to resolve any issues that may be impacting student learning such as transitions between schools, assessments, suspensions, special education, and school meetings and to ensure access to culture is incorporated into learning.

There have been many successes through this program this past year. A youth completed his secondary education, applied to post secondary education, and was accepted into the Civil Engineering Program. Many students have had access to volunteer hours and were able to utilize these as part of their graduation requirements.

The education liaison workers, one being based in Sault Ste Marie and one in Sudbury Ontario created many positive collaborations with CAS Sudbury, Kina Gbezhgomi and the YMCA for virtual career fairs. Internally, the collaboration with the child in care team and Jordan's Principle team have allowed for approval of funds for educational assessments, technology, and other educational resources for students to meet their educational goals. The team has done a wonderful job supporting children/youth and caregivers with virtual learning due to the pandemic of Covid-19 and assisting with mental health supports.



Nogdaawenmishin - Neo Natal Caring Services



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

During the 2020/2021 fiscal year, twenty-seven (27) service users delivered their infants while receiving services from the Neonatal team. Of those twenty-seven (27) infants, sixteen (16)

remained in the care of their biological caregivers, three (3) were in an out of home placement through Nogdawindamin, and eight (8) were in voluntary placements.

First Nation Community	No.
Atikameksheng Anishnawbek	18
Batchewana First Nation	36
Garden River First Nation	20
Mississauga First Nation	6
Sagamok Anishnawbek	21
Serpent River First Nation	6
Thessalon First Nation	4

Table 1: Service User Breakdown by First Nation Community

This past year, there were one hundred and eleven (111) individuals referred to the program and were actively participating in the Neonatal Caring Services programming. Table 1 outlines the service users by First Nation Community for the 2020/2021 fiscal year.

With the Ministry Directive to cease the practice of birth alerts by October 15, 2020, Nogdawindamin's response to implement the Binoojiin Response Committee saw nine Binoojiin Response Plans. Neonatal Outreach Workers help keep these families together by providing parents with the skills, tools, and support necessary to strengthen parenting capacity and preserve the family unit. Neonatal Outreach was limited due to Covid-19 restrictions; any face-to-face visits necessary were followed using safety procedures and protocols. The low number of out of home placements in the program is evidence of the great work being done with families even with restriction due to the pandemic.



The Baby Lucious Neonatal HUB was closed since March 2020 and support services were offered virtually. Since the implementation of Virtual Programming in March 2021, there have been an average of five services users attending Self-Care Fridays with a Traditional Knowledge Keeper. We are in the process of expanding virtual programming to include Monday's Coffee and Conversation and Wiisini Wednesdays. There were a considerable number of referrals submitted to support service users as they explored cultural connections for themselves and their children. In the 2020/2021 fiscal year, Neonatal Caring Services staff submitted fifty-five (55) referrals to Cultural Services.

There were six (6) service users residing in the Transitional Housing units located above the Baby Lucious Neonatal Hub (669 Queen Street East, Sault Ste. Marie) during the 2020/2021 fiscal year. These service users were able to live independently in the units while working closely with their Neonatal Outreach Worker to secure long-term safe housing and develop life skills such as budgeting, cooking, cleaning, routines, and parenting skills.



Neonatal Caring Services continues to offer training opportunities to improve service delivery and work with staff to continue to improve efficiencies and program outcomes as Neonatal Caring Services moves into its fourth year of operation.

LGBT2SQ+ Committee

Over the last year, the LGBT2SQ+ committee expanded to consist of (12) twelve members to implement the groundwork required to establish relationships and community building with the North Shore First Nations. Each committee member has a special gift or skill to share for the advocacy and support of our children and youth. A strong relationship was created with Teddy Syrette, a local two-spirited member of Batchewana First Nation that is an ambassador for the LGBT2SQ+ who is providing recommendations on how we can as an Agency support our children and youth through the provision of our services. Impacts of the pandemic caused a revision to plan to look at venues of virtual advocacy. The committee will be transitioning from a steering to an active committee this coming year to provide better support and education.



Canadian Human Rights Tribunal

On January 26, 2016, the Canadian Human Rights Tribunal ruled in favour of First Nations children, finding that the First Nations Child and Family Services Program delivered by the Department of Indigenous Services Canada, and its related funding models and federal-provincial agreements, is discriminatory contrary to section 5 of the Canadian Human Rights Act. The Tribunal further found that Indigenous Services Canada's failure to properly implement Jordan's Principle, a measure to ensure First Nations children receive the public services they need when they need them, was discriminatory on the grounds of race and national ethnic origin.



Through the Canadian Human Rights Tribunal Order 411, the Agency secured \$26,794,336 to implement additional preventative measures to mitigate escalation into Child Welfare involvement. With secured funding, Nogdawindamin Family and Community Services were able to assist North Shore First Nations in support preventative initiatives and implement core programs which include Neonatal Caring Service, Family Well-Being, Cultural Services, Grandma's and Aunties, and Mental Health Services. Through Order 411, the Agency will continue to work with Indigenous Services Canada to stabilize funding and support new initiatives in partnership with the North Shore First Nations.

Child Welfare

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

Intake

At the onset of the pandemic the call volume of referrals declined, decreasing the numbers of referrals and file openings. During the year there was a total of 1158 referrals processed, leading to 115 activations which is lower than last year. The more frequently occurring reasons for service within the investigations and assessment phase are related to caregiver with a problem and caregiver skills, as demonstrated in Figure 1.

ESC	Descriptor	N. of Files	Level of Severity
5.3. B	Caregiver with a Problem	83	Moderately
5.3. C	Caregiver with a Problem	41	Minimally
5.4. B	Caregiving Skills	30	Moderately

Figure 1: Intake Referrals Eligibility Coding

Ongoing

The number of Ongoing file transfers has fluctuated over the year. There has been an influx of subsequent investigations on opened files which may have been a result of limited face to face contact during the initial stages of Covid-19 when primarily virtual contacts were completed. Families faced an increase of complex issues such as mental health, addictions, additional stress from Covid-19 such as loss of childcare or loss of employment/layoffs increasing the level of demands on staff to provide additional support services to mitigate risk.

The workers adapted to implement protocols for screening for Covid-19 prior to attending homes, wearing PPE, and completing more face-to-face contacts, with families and less virtual contacts. Staff continued to have case conferences, circles and continued with Case Reviews with the First Nations. The total number of active ongoing protection files across the 2020/2021 fiscal year were 323 with an additional 289 subsequent investigations on the ongoing files.

As of October 15, 2020, the practice of birth alerts ceased in the Province of Ontario. In response, NFCS has developed the framework and program for the Anishinabek Binoojiin Response Committee. This committee meets quarterly with external and community partners along the North Shore and works collaboratively from a strength based wholistic approach grounded in culture to provide support to Anishinabek mother's and to mitigate risk of children coming into care.

Legal Services

NFCS continues to put significant effort in reducing legal interventions where possible. The COVID-19 Pandemic created a backlog in the court system. Only those matters the court considered 'urgent' were being heard until September 2020. When the court re-opened, NFCS had a total of 79 files before the court. Since that time, we have been able to decrease this number to 56.

NFCS entered 9 new Customary Care placements this fiscal year. Customary Care placements remain the preferred permanency option for our Families and Communities.

Legal Files April 1, 2020 - March 31, 2021				
	Q1	Q2	Q3	Q4
# Of Court Files opened	10	10	8	9

Deemed Custody continues to be an option of permanency for children. We finalized 8 legal files through deemed custody orders with children remaining with Family/Community members.

rates with Indigenous and Non-Indigenous agencies, to assist and enhance Customary Care across the province and to review utilization of cultural practices supports and level of supports provided to Customary Care participants.

NFCS has collaborated with the North Shore First Nations and created assessments and plans implementing supports to extended family members and community members mitigating risk to children and have finalized 106 Formal Customary Care Agreements to date.

Children in Extended Care Review

The children in extended society care review took place on November 2, 2020 -November 6, 2020, by the Ministry of Children, Community and Social Services (MCCSS). As a result of the pandemic, the audit was completed remotely for the first time by providing the Ministry with agency computers.

This year the out of home placement files of 18 children and youth were reviewed. Three files were identified as high risk, five files had been reviewed previously and 13 children and youth were new to the audit. The Ministry of Children, Community and Social Services (MCCSS) has formally recognized the Agency's standpoint concerning Customary Care Agreements. Following the Agency's continued argument that Customary Care Files should not be subject to Ministry review, Nogdawindamin Family and Community Services is now the only Agency in Ontario where the Ministry's Extended Care Reviewers will utilize a customized approach for those files where a Customary Care Agreement has been initialized, is in process or has been finalized. This customized approach indicates that these files now fall outside of external Ministry review.

The following aspects of service delivery were identified as full or high compliance and noted as areas of strength by the lead auditor:

1. No high-risk follow up or directives.
2. No immediate directives and/or recommendations.
3. Culture was clear in planning and well-captured throughout files.
4. Permanency Planning is clear within files.
5. Narrative within Plan of Care recordings was fulsome and clear; almost always represented a full picture of the child or youth's current situation.
6. Frequency of private visits with children and youth far exceeded recommended timelines of once every three (3) months.
7. One high risk file was noted to have 'incredible' service by the Agency.



Adoption

The Adoption team has been a relatively new addition to the Nogdawindamin service team. The team has worked diligently over the last year to support two (2) internal adoptions and three (3) external adoptions from sister agencies. The adoption team works closely with Child Welfare and Legal Services and the First Nation throughout the adoption process.

Voluntary Youth Service Agreements (VYSA)

On January 1, 2018, Ontario increased the age of protection to include all children under the age of 18 years old. Voluntary Youth Services Agreements (VYSA) are available for youth who are aged 16 or 17 years old; who cannot be adequately protected at home or in their current living situation; have no other safe options with family or friends; and need an out of home placement. The service supports youth who are experiencing physical abuse, sexual abuse, emotional abuse, neglect and/or

abandonment, or/and at risk of any of these things. The service supports youth who have left home because of concerns about safety or risk of harm at home, or if the youth is homeless.

Through this past year, we have seen many successful youths enter voluntary youth service agreements and engage in their culture through teachings and learn life skills that have allowed them to complete high school, gain part time employment and access programs that build on life skills.

As of March 31, 2021, NFCS has supported 9 youth under a voluntary youth services agreement.

Continued Care and Support for Youth (CCSY)

Nogdawindamin supports youth ages 18-21 years, through the CCSY program, with receiving financial assistance for housing and other independent living needs. The goal is to assist youth with building and strengthening their skills while living independently as they transition to adulthood. The youth are supported with many internal services such as culture, child in care, youth in transition and Mino Madzwin.

On March 1, 2021, policy directive: CW001-21 Supporting Consistency of Care for Youth whose Care Arrangements are Scheduled to Expire During the COVID-19 Pandemic was issued. Nogdawindamin is required to continue to provide care and support to youth receiving services under CCSY agreements, even where the youth turn 21 until September 30, 2022.

We are very proud of our youth and all their accomplishments. We have had a youth break free from addictions and attend treatment and work towards their independent living goals and educational goals. This youth has applied to post secondary education in the trades field as well as social services.

Alternative Care

	2019/2020	2020/2021
Available Beds	192	220
Alternative Care Homes	110	124

The Alternative Care Appreciation event was held on October 24, 2020. Due to the worldwide Covid-19 pandemic a virtual event was held. The event was still a huge success. Even though many businesses were required to shut down, many of our community partners still contributed to the Alternative Care appreciation by providing monetary items and gift baskets. The Alternative Care department ensured that every Alternative Care Family was delivered a gift basket, as well as a welcome bag with a gift card to purchase a family meal. The gathering included children in-care, a guest speaker, teachings, comedy, awards, and a virtual Pow Wow.

This year, Alternative Care Parents were provided with many training opportunities to help support the children in their care.

Training Opportunities for AC Families	Supports for AC Provider
First Aid and CPR	Monthly Support Groups
Universal Precautions	Intervention Services
Human Trafficking	Mental Health Services
Triple P Parenting	Cultural Services
COVID-19 Vaccine Information Sessions	Volunteer Services

The Alternative Care program alongside the newly developed Alternative Care Recruitment Committee has an extensive recruitment plan for the year and meets regularly to assess recruitment planning efforts. Throughout the Covid-19 Pandemic the recruitment team remained active and held many successful virtual recruitment events.

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

CALL 1 (800) 465-0999

Intervention Program

The Intervention Services team has grown with a total of six (6) specially trained workers who are able to provide Intervention Services to Children living in Extended Care and/or their Alternative Care Parent(s).

The Intervention Services objectives are to prevent placement breakdown to Alternative Care Homes at risk of placement breakdown. (e.g., children/youth with known maladaptive behavior, children/youth who have had multiple placements, neurodevelopmental disorders such as autism spectrum disorder and Fetal Alcohol Syndrome, Neonatal abstinence syndrome, families having trouble with placement). Treatment plans are developed to assist with addressing the child's behaviour to avoid placement breakdowns. The Intervention department works in conjunction with the Child in Care, Alternative Care Cultural Services teams, to guarantee success of the children and youth served. Over the last fiscal year, the Intervention Team have become certified in Triple P Parenting and have been diligently working to ensure Alternative Care Parents have the tools needed to have successful and positive placements. The Covid-19 pandemic added a new layer of need to the program, seeing the department support many complex cases. The top areas of concern were Advocacy Support, Parenting Burnout, Attachment Concerns, ADD/ADHD, Aggressive Behaviors, and Anxiety.

Alternative Care Licensing Review

The Ministry audited the Alternative Care files on November 3-6, 2020. Due to the Covid-19 Pandemic, the 2020 audit was held virtually. The virtual review involved interviews with staff, Alternative Care Parents, Alternative Care Children, and file audits. As usual, the Auditor acknowledged culture being woven into service delivery and incorporated into all areas of service. The Auditor acknowledged the connection with culture and the First Nations communities were clearly depicted within the files and recognized the evident dedication of the Alternative Care team. The Audit depicted that despite Covid-19, all Annual visits with Alternative Care families were completed on time, and extensive and innovated virtual supports were provided to the families. The Auditor also made mention to the in-depth training that was frequently offered within the Agency to both Nogdawindamin employees as well as Alternative Care Parents. It was noted by the Auditor that the Alternative Care team has been adding Fire Evacuation Plans to their files, which is unique to the Agency and above the ministry standard.

Nogdawindamin received a regular Alternative Care License with no conditions for 2020-2021.

Ganawejigaazogamik – Children’s Residence



A residence in Sault Ste. Marie was purchased to provide a culturally safe home for Indigenous children and youth who have been placed in care and have complex needs. Many children coming into our care has experiences or challenges that affect how they develop. This may include FASD and other traumas resulting from neglect, psychological, physical, and sexual trauma. There are currently four (4) youth being serviced in our residential homes and NFCS employs 1 manager, 10 full-time and 7 part-time/casual In-Home Child and Youth Workers to provide around the clock care and support to these youth. The program offers support services, life skills coaching while creating a safe environment with programs and teachings embedded in cultural practices.

Multi Year Planning and Engagement

In January 2019, Indigenous Services Canada issued a directive to First Nations Child and Family Services Agencies in Canada to submit an annual multi-year plan as part of the terms and conditions of the funding agreement. The multi-year work plan will help *“First Nations Child and Family Services Agencies and communities connect in the delivery of prevention services with the ultimate goal of reducing the number of children in care”*.

The scope of the multi-year plan is to establish a two-way relationship where the Agency engages the community to exchange information and feedback on issues where the Agency uses this active process to involve the community to seek their views and their needs. Initiatives can be up to five years in duration starting in fiscal year 2019.

Directive was provided by the Board of Nogdawindamin Family and Community Services that the approach for the development of the multi-year plan requires deep and meaningful engagement with each First Nation as defined in the Agencies relationship statements. To complete deliverables based on Indigenous Services Canada and Nogdawindamin Family and Community Services expectations, it is necessary to complete extensive community engagement and consultation in the determination of a multi-year plan suitable for the individual North Shore First Nations.

The Multi-Year Planning team developed engagement and quality assurance frameworks to engage the North Shore First Nations which was presented to leadership for approval. They Agency has secured six (6) Band Council Resolutions (BCR) to support multi-year planning engagement. The consultation process in fiscal year 2021 was provided in-person where possible and in some cases virtually where communities had the capacity. This process was greatly impacted by the pandemic Covid-19 and the ability to engage communities as they were managing pressing priorities and experiencing fatigue and inability to fully engage in multi-year planning.

Below is the Progress of the Multi-year Plan according to this template as of March 2021 and next steps:

Components of Multi-Year Plan (per ISC)	Progress to-date	Next Steps
1. Contact Information	2021/2022	Straightforward population of contact template
2. Executive Summary	2021/2022	Derived and collected from all information

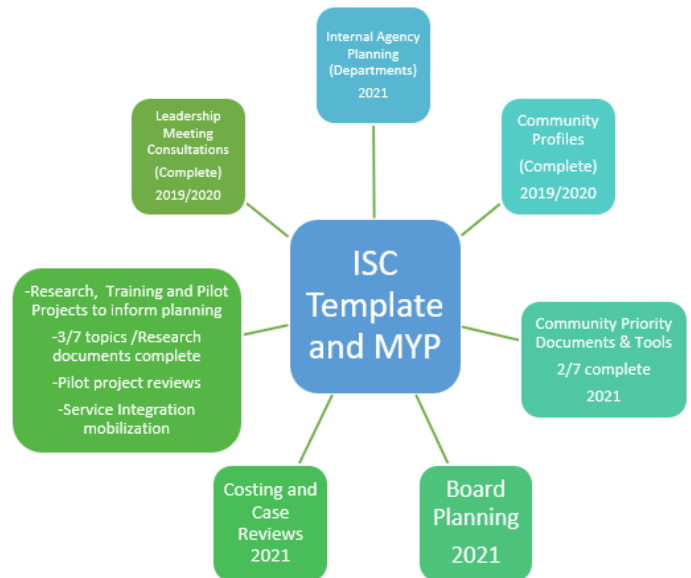
3. Agency Profile	2021/2022	Straightforward profile development
4. Community Profile/Environmental Scan	2019/2020	Submitted to ISC in Annual Report 2019/2020 7 documents produced. Final approval letters sent to C & C on May 21, 2020.
5. Caseload Overview	2021/2022	Quality Assurance Review and populate
6. Priorities and Goals	2021/2022	In progress. MYP have completed 1 final community reports to-date in 2020/2021. We will engage in 6 more sessions before September 2021. Atikameksheng is in draft form and attached to this report.
7. Operational Plan- Year 1, Year 2, Year 3	2021/2022	To be rolled up together once all documents complete.
8. Outcomes and Performance Indicators <ul style="list-style-type: none"> a. Children at Risk (Child Welfare) b. Out of Home Care c. Permanency d. Prevention 	2021/2022	-Board strategic planning -Internal departmental strategic planning -Prevention Program review with communities and analysis (Prevention program re-oriented in 2021/2022 to perform more planning functions) -Research on the 7 Strategic Priority Areas (3 out of 7 areas complete- Indigenous Evaluation, Program Development and Planning and Knowledge Building are in draft and attached to this report).
9. Financial Summary	2021/2022	This will be an internal exercise this year with the Budget Analysts and Senior Program Managers.
10. Agency Consultation Summary	2021/2022	This will be completed by Multi-year Planning.

The Project is now in its second year of development. Covid-19 has significantly impacted the progress, however, during Covid, the MYP team has focused on program development through virtual capacity building (Town Hall Tuesdays). We have also engaged two (2) communities in virtual formats for planning and it has proved difficult to engage others due to total lockdown or competing priorities. Furthermore, program staff and leaders are not in the best state to plan during these uncertain times.

It is understood that Multi-year Planning is complex because there are many moving parts and population of the template will be comprehensive and this has been the direction of the Board and the communities who supported this process with BCR's. There is a commitment to extend the finish line and to complete the plan using a community development approach as set out in the starting point.

As well, during the 2020/2021 fiscal year, many tools were developed using an Indigenous approach (metaphors) and storytelling methodology. This took some time and thought but proved a successful strategy.

Nogdawindamin's response to the ISC directive has been focused on strategy versus piecemeal approaches that have happened in the past in Indigenous communities. Thus, this symbolizes a new community development approach that is very much slanted in favour of community input and engagement.



Family Treatment Project

The Family Treatment Project was established in response to the large number of families involved in child welfare matters because of parental mental health and addictions concerns. The purpose of the Family Treatment Program is to document the current landscape of addictions and mental health services available in, and to our 7 First Nation communities across the North Shore and to assess the need for a Family Treatment Model to further address the addictions needs as they intersect with matters of child welfare.

This assessment will be captured in the form of a final Family Treatment feasibility study. Family Treatment specifically, has been identified as a point of interest for our First Nation communities to aid in the family healing journey and to facilitate family reunification/preservation. Though encumbered by the challenges presented by Covid-19 restrictions, the Family Treatment Program was able to plan, promote and deliver several educational and interactive opportunities to communities. In the face of a global pandemic, the program's engagement initiatives were able to shift to a virtual platform in many capacities including "Townhall Tuesdays" information sessions, and in the form of a launch of the virtual engagement platform www.7engage.ca that is intended to provide information to communities about our program and collect ideas and feedback from community members regarding various program initiatives.

The Family Treatment Program also shifted much of its focus and energy into completing a literature review. This document presents the current state of addiction issues in the North Shore First Nation communities as well as explores various types of family treatment models and empirical support in the literature for said models. The literature review is in draft and will serve as a supporting document for the feasibility study. We have also had the opportunity to provide various addictions-related training

opportunities to community-based staff, namely the Red Path Addictions Training and the Buffalo Riders Training.

Listed in the table below is an overview of the major events held during the 2020-2021 fiscal year.

Event	Description	Participants
Buffalo Riders Training – November 3, 2020	This is a train-the-trainer style training offered by Thunderbird Partnership Foundation. It equips community staff with early intervention tools to help reduce substance using behaviours in at-risk youth.	18 participants from various First Nations
Townhall Tuesday with Ian Robertson – November 24, 2020	This session was offered to all communities virtually. Ian Robertson prepared a presentation exploring trauma’s impact on addictions. There was a period for questions at the end of the session.	93 participants from various First Nations
Townhall Tuesday with Dr. David Marsh – December 1, 2020	This session was offered to all communities virtually. Dr. Marsh gave a presentation on opioid misuse, his area of medical expertise. There was a period for questions at the end of the session.	90 participants from various First Nations
Red Path Addictions Training – March 22, 23 & 24, 2021 March 29, 30 & 31, 2021	This is a train-the-trainer style training offered by Whitepath Consulting. The curriculum and materials provided allow staff to deliver a 21-session culturally based addictions program to community members that addresses the underlying traumas and causes of addictions.	12 Serpent River First Nation staff received this training

Nokomis Kidwaa - Grandma’s and Aunties

The Nokomis Kidwaa Program is a traditional program that uses the gifts, skills, and knowledge of the grandmas and aunties to provide mentorship to families to ensure children remain in the home or reunite children with families that have been taken to places of safety. In sharing circles and activities, the mentors promote healthy relationships and lifestyles that bring children, youth, adults, and Elders together. Grandmas and Aunties use ceremonies and land-based teachings which include seasonal ceremonies, hunting, fishing, and gathering activities.

Highlights throughout the last year:

- Grandmas and Aunties were in the homes mentoring families on an individual basis.
- Nokomis Kidwaa hosted Niibiishaabo Miinawa Giigidowak (Tea & Talk) with families, parents, youth, and children in their traditional healing lodge.

In one community, the mentors have grown from 3 grandmas to over 30 grandmas and aunties. Dialogue is taking place about the difficult issues affecting the families.

Nokomis Kidwaa promoted family unity by Odenaa Taswin (Community Cupboard) activities such as making baby blankets, picking berries, and making jams, and picking and preparing traditional medicines. They also prepared wellness packages during Covid-19 and delivered to the households.

Under the guidance of Dr. Chantelle Richmond from Western University, Nogdawindamin Family and Community Services, along with the First Nation Nokomis Kidwaa Leads, developed, and implemented an Indigenous evaluation from the wisdom of the community grandmas and aunties. Nogdawindamin is truly grateful for the grandmas and aunties sharing their gifts and knowledge.



The evaluation findings illustrated that the Nokomis Kidwaa program had become a cornerstone to the participating families. The Grandmas and Aunties supported cultural, social, and emotional connections that nurture community healing and wellness. Listed is a quote from one of the Indigenous Evaluations.

“There are so many benefits to a program like this and the different activities and supports that it can provide. Everything from maintaining our culture and our stories, that connection that kids need to have with their grandmas and their aunties, young and old. There are lots of young aunties out there, as well. But I think it is important that those stories remain alive...you want your kids to have those stories and to know where our community was, and who we are, and all the wonderful, good things about it.” (Grandma, 2021)

Training opportunities were provided to the First Nation Nokomis Kidwaa Coordinators and the grandma’s and aunties of the communities. Listed is an overview of the events held during the 2020-2021 fiscal year.

New Worker Hire Training	Reconciliation through Evaluation with Andrea Johnson	Indigenous Evaluation with Dr. Richmond.	Creation Story with Dr. Dave Courchene	Opioids with Dr. Marsh	Drug Awareness with - Training Department
9 Participants attended	5 Participants attended	9 Participants attended	32 Participants attended	8 Participants attended	9 Participants attended
Privacy Training: Part X of CYFSA with Clancy Caitlin	Ethics and Governance with Dr. Anver Saloojee	Anishnawbek Self-Determination with Damien Lee	Trauma Impact on Addictions with Dr. Ian Robertson	Duty to Report - Training Department	Restorative Peacemaking with True Dialogue
4 Participants attended	9 Participants attended	7 Participants attended	9 Participants attended	9 Participants attended	12 Participants attended

Training

Training details:

Total Training Hours:

1041 Hours

Number of Training Sessions:

144 Sessions

Number of Staff Attended:

2284 Staff

Community Members who attended:

274 Community Members

COSTS:

TOTAL Trainer Costs:

\$197,329

The training department promotes Nogdawindamin's service model through professional development opportunities which are focused on supporting staff to provide the best outcomes possible for the children, families, and communities we serve. They also provide and/or coordinate various training opportunities on an as-needed basis at the request of Senior Management with the goal of meeting the professional development needs of staff. This includes:

- Research and curriculum development
- Researching/sourcing appropriate training
- Planning/coordinating all things necessary to deliver training sessions i.e., catering, venue rental...etc.
- Training new protection workers as part of the authorization process
- Ongoing assessment and evolution of training

During the pandemic, the training team was able to adapt curriculums to be delivered virtually. Providing effective virtual learning opportunities has been a challenge, however the team adjusted well and is continuing to provide many successful virtual training sessions.

	Training hours	# of Sessions	Staff	Community/ AC Parents		Training hours	# of Sessions	Staff	Community/ AC Parents
External Training					The Safe and Effective Use of Self Training	7	1	29	0
Sexual Assault Care Centre In-Service; <i>Sault Area Hospital</i>	3	1	40	0	Emotion Focused Family Therapy Training; <i>Shella Paluzzi</i>	7	1	43	0
Trauma, Strength and Resiliency Training; <i>Binesiwag Centre for Wellness</i>	21	1	24	0	Feather Carriers Leadership for Life Training	21	3	20	17
Conflict Resolution; <i>Binesiwag Centre for Wellness</i>	21	1	30	0	Addictions Training; <i>Binesiwag Centre for Wellness</i>	21	1	30	0
Gender Identity, Sexual Orientation and 2-Spirit Identity; <i>Dr. James Makakis and Anthony Johnson</i>	5	2	220	0	Traumatic Incident Reduction Training; <i>Cynthia Poole</i>	28	1	6	0
Motivational Interviewing Training	7	1	7	0	Shifting Perspectives Training; <i>Ontario Centre of Excellence for Child and Youth Mental Health</i>	8	1	23	0
Dialectical Behaviour Therapy Training	7	1	7	0	Indigenous Authorized Workers Train-the-Trainer; <i>ANCFSAO</i>	42	2	3	0
Verbal Intervention Train-The-Trainer; <i>Crisis Prevention Institute</i>	14	1	1	0	Suicide Intervention Training; <i>Binesiwag Centre for Wellness</i>	63	3	75	0
Buffalo Riders Early Intervention Train-The-Trainer; <i>Thunderbird Association</i>	35	1	5	0	Working with High-Risk Youth; <i>Binesiwag Centre for Wellness</i>	21	1	30	0
Anger Solutions Facilitation Training	8	1	11	0	2SLGBTQ+ Training; <i>Teddy Syrette</i>	32	11	189	0
Naloxone Training; <i>Maamwesying</i>	6	4	280	0	Chainsaw Safety Training	14	2	13	0
Understanding Children and Sex Trafficking	7	1	5	0	Equity in Child Welfare	28	1	1	0
Staying in the Here and Now; <i>Binesiwag Centre for Wellness</i>	21	1	30	0	Mediation and Restoration Training; <i>Penny Tremblay</i>	8	2	12	0
Safe Food Handling; <i>Thunder Bay District Health Unit</i>	6	1	8	0					

FY 2020-2021					Training hours	# of Sessions	Staff	Community/ AC Parents	Training hours	# of Sessions	Staff	Community/ AC Parents
Agency Training					OACAS Child Welfare Professional Training							
Serious Occurrence Reporting	42	14	185	0	CWPT 1: Collaborations in Child Welfare: Past, Present and Future	21	3	19	15			
Healthy Sexuality and Safer Sex	2	1	2	9	CWPT 2: Protection Children and Strengthening Families pt. 1	42	2	15	9			
Professional Ethics and Boundaries Training	7	1	6	0	CWPT 3: Protecting Children and Strengthening Families pt. 2	28	2	17	6			
Orientation to Nogdawindamin	14	1	175	0	CWPT 4: Understanding and Responding to Children's Needs	42	2	15	9			
Case Note Training	40	8	72	23	CWPT 5: Engaging Families	63	3	32	6			
Substance Use and Overdose Awareness Training	26	8	214	51	CWPT 6: Permanency Planning and Continuity of Care	63	3	29	11			
Introduction to Hep C, HIV and Universal Precautions	25	6	127	19	CWPT 7: Legal and Court Processes in Child Welfare	25	3	29	11			
Duty to Report Training	27	4	23	32	CWPT 8: Wellness and Self-Care	21	3	40	11			
Forensic Interviewing	14	1	10	0								
Overview of Child Processes in Child Protection	7	1	13	0	External Training							
Orientation for In-Home Support Staff	28	2	19	0	Microsoft Excel pt. 1; <i>BDO</i>	14	2	18	0			
Therapeutic Crisis Intervention	28	1	11	0	Microsoft Excel pt. 2; <i>BDO</i>	14	2	24	0			
Crisis Intervention for High-Risk Youth	15	5	153	0	Microsoft Excel pt. 3; <i>BDO</i>	14	2	24	0			
Medication Administration and Safety	28	2	19	4	Leading in a Diverse and Inclusive Culture Training; <i>Canadian Management Centre</i>	14	1	5	0			
					Play Nice in the Sandbox Training; <i>Penny Tremblay</i>	64	16	300	0			

virtual walking tours, and Nutrition Seminars were offered to provide information about nutrition and healthy eating at work. The Wellness Committee is dedicated to supporting staff wellness and will continue to do so throughout the 2021-2022 fiscal year.

The Human Resources Department developed a Supervisor Manual to assist all management positions in their role as a supervisor. The Supervisor Manual is a tool for new and seasoned Supervisors, offering a quick reference to policies and processes to follow that are specific to Nogdawindamin. In each of the sections, tips for success and references to resources and templates are shared throughout.

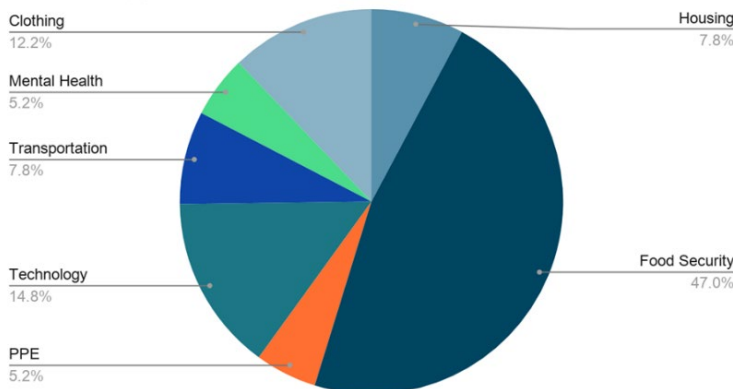
The Agency also continues to provide support and resources to our workforce including Weekly Newsletters, an excellent benefits plan, Employee and Family Assistance Program, Cultural Services Support, and a Defined Benefit pension plan with OMERS.

Financials

Ngo Dwe Waangizjik

Shkagami-Kwe Health Centre provided \$63 000 funding to respond to the needs of the Indigenous Urban Population in the City of Greater Sudbury impacted by Covid-19. There were 7 priority areas that were focused on, housing, food security, Personal Protective Equipment (PPE), technology, transportation, Mental Health Supports, and clothing.

Overall Supports Issued



Many individuals and families have received funding in an area that allows for sustainability in everyday needs, as its being reported that food security was the most accessed key priority area during lockdowns.

Technology and clothing came in at a close second. The area of technology allowed for families to stay connected with one another, participate in virtual programming, and maintain their educational goals.

Clothing needs were also equally important as reduction in hours working were experienced, loss of employment or no employment opportunities available. The remaining submissions provided supports to reduce the risk of homelessness and providing transportation to reduce isolation all while ensuring sanitization and PPE items were made widely available.

Nogdawindamin Family and Community Services – Statement of Financial Position

Nogdawindamin Family and Community Services

Statement of Financial Position
March 31, 2021, with comparative information for 2020

	2021	2020
Assets		
Current assets:		
Cash	\$ 10,461,206	5,868,603
Accounts receivable	166,933	1,945,617
Prepaid expenses and deposits	145,037	260,688
	10,773,176	8,074,908
Capital assets	6,040,041	6,356,013
Total Assets	\$ 16,813,217	14,430,921
Liabilities and Net Assets (Deficit)		
Current liabilities:		
Accounts payable and accrued liabilities	\$ 5,663,142	3,414,671
Deferred revenue	3,588,955	3,912,869
	9,252,097	7,327,540
Net assets (deficiency):		
Unrestricted net deficit	(372,952)	(426,323)
Reserves	1,894,031	1,173,691
Investment in capital assets	6,040,041	6,356,013
	7,561,120	7,103,381
	\$ 16,813,217	14,430,921

Nogdawindamin Family and Community Services – Statement of Operations

Nogdawindamin Family and Community Services

Statement of Operations

Year ended March 31, 2021, with comparative information for 2020

	2021	2020
Revenue:		
Ministry of Children, Community and Social Services	\$ 24,425,958	\$ 24,119,042
Department of Indigenous Services Canada (Note 8)	26,337,445	24,923,888
Alternative care	289,532	156,799
Children's special allowance	934,698	779,974
Disability tax credit	34,840	38,024
Other	518,513	192,741
	52,540,986	50,210,468
Expenses:		
Salaries - Staff	23,477,717	20,763,465
Benefits	5,091,496	4,620,532
Boarding	4,403,042	3,340,006
Building occupancy	1,693,769	2,164,865
Client personal needs	1,090,885	1,258,097
Cultural program	524,872	294,415
Financial assistance	2,266,700	2,366,639
Health and related costs	229,240	232,259
OCBE expenses	99,457	7,638
Office administration	581,547	673,152
Other	194,630	181,861
Programs expenses	433,958	539,070
- Internal		
- External	8,121,137	7,123,208
Professional services - client	921,076	624,781
Professional services - non- client	114,693	164,861
Promotion and publicity	57,208	160,568
Repairs and maintenance	0	186,901
Technology	320,715	309,328
Training and recruitment	301,860	284,201
Travel	867,243	2,021,280
Expenditure recovery	(176,397)	(357,495)
	50,614,848	46,959,632
Excess of revenue over expenses before amortization	1,926,138	3,250,836
Amortization of capital assets	1,468,399	1,353,761
Excess of revenue over expenses	\$ 457,739	\$ 1,897,075

Nogdawindamin Family and Community Services – Listing of

Donators

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



Dumanski Office Interiors
The Sleep Shop
Laking Toyota
Donna Mansfield
T&T Promotions
Home Depot
Rome's Independent
Stones Office Supply
Quattro Restaurant
RJ's Pizza
Hong Kong Restaurant
Quality Inn
Dr. Floreani, O'Toole & Dool Orthodontists

Maskwa Wise
Dance Core Inc.
IT/Facilities Team
Hampton Inn & Homewood Suites
Food Basics – Lasalle Blvd.
No Frills
Tim Hortons – Boundary Rd
Bell ATS
APS
Starbucks
Delta Hotels by Marriott Sault St Marie
Fairfield Inn

Float Pod Spa
Ramako's Sudbury
Bulk Barn – Lasalle Blvd.
ARC Climbing & Yoga
Food Basics – Trunk Road
Metro – Churchill Plaza
Station Mall
Spadoni's Furniture
Canadian Tire
RJ's Pizza
Water Tower Inn
The ShoeFits!

Miigwetch to the Nogdawindamin Family and Community Services staff who donated a total of \$22,800 to purchase Christmas gift cards for selected families.

Shingwauk Residential School Center donates shoes to Nogdawindamin Family and Community Services

With the recent news pouring in regarding the remains of Indigenous Children being recovered across many former residential schools, the community has come together at the former Shingwauk Residential School to honor the remains of Indigenous children found on the grounds of where residential schools. These memorials have provided a place for grief, healing, and education.

All shoes will have a letter written by our Knowledge Keepers, Mary Elliot, Lorri Boissoneau, and Keith Boissoneau, and giving to our access center for our families that have expressed need. We have also completed a call out to our other programs we offer to support as many families as possible through the donation. We hope that the children receiving these pairs of shoes will continue walking with honor and will feel that warmth and special prayers from our knowledge keepers as they move forward in their journey.

In this painful reality, the Access Department was honored to have received the shoes that were placed at Algoma University formally Shingwauk Residential School. All shoes were smudged and categorized by size and gender(s).



Acknowledgement of Federal and Provincial Funders

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