

AWASIS AGENCY OF NORTHERN DAKOTA



25TH ANNUAL REPORT
2007 - 2008

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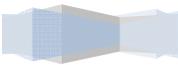
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CHAIRPERSON'S REMARKS

CHIEF GEORGE NEEPIN FOX LAKE CREE NATION

Chiefs, Councilors, Elders, Youth, Staff and guests, Good morning and TANSI!

I am honoured to welcome you to the Awasis Agency of Northern Manitoba Annual General Meeting.

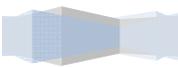
As First Nations People we are reaching a most critical crossroads for our future. We have witnessed a pivotal historical moment when the Federal Government apologized for the treatment of our people by the shameful implementation of government policy that forcefully removed our children into the church run residential school system.

We will continue to feel the ripples of the residential school aftermath for generations to come as the voices of the lost continue to echo from the past. The proof of this is in the increasing numbers of our children placed in our care. Overcoming the past will take a monumental effort, but is not unsurpassable. As a people we can achieve the impossible as we strive to gain equality in this nation which prides itself on a remarkable history of human rights.

We want the results of this apology. First Nations children deserve our best efforts in achieving this result, the First Nations parents in our communities struggling to support their families deserve our best efforts, our youth who struggle with increasing social dysfunctions deserve our best efforts; and First Nations youth who drop out of school deserve our unwavering and committed encouragement and support to achieve their dreams.

The result of this past systemic racism still prevails and touches our people. We continue daily to know the painful and lasting effects of family breakdowns, the dismal shame of poverty, suffering and human degradation. We continue to work on improving the safety, wellbeing and development of our communities, and our families. We continue to face the challenges associated with high levels of teenage pregnancy, suicidal behaviours, addictions, family violence, family breakdowns and the long term effects of fetal alcohol and mental health behavioral issues.

This is a challenge we will meet and overcome. We have a responsibility and obligation to those of our past, our present and our future.



With the words and expectations of the Aboriginal Justice Inquiry – Child Welfare Initiative, we are working closer with the province to make certain no child is placed at risk. Awasis will be adapting over three hundred recommendations, the outcome of 6 reviews and inquires, these recommendations are developed with the expectation our children will receive a higher standard of care.

The apology given to First Nations People by the Federal Government acknowledges a historic wrong in the creation of a system without our consultation or discussion, the AJI-CWI opened the door to a collective working arrangement to assure we as First Nations people are entitled to the provision of child and family services in a manner which honours our unique status in this province and respects our culture, language and traditions. We are developing strategic partnerships to face the legacies of the past, the irreversible pain and loss our communities have endured by the loss of generations of children, the family and social structures of our communities continue to be burdened by the residential school legacy.

To address these issues, Awasis is working thoroughly, both at the individual and collective level, with the community, family and with the child or youth. We as First Nations people have been working diligently to ensure the past is acknowledged with the purpose of creating a stronger future for our children and youth so they may face the future with purpose and resilient resolve to overcome the painful legacies of the past. Such purpose and resilience will lead them to their rightful place in this nation of promise.

We have developed a strong working partnership with the First Nations of Northern Manitoba Child and Family Services Authority at the Standing Committee level to clarify our position at the Standing Committee. Awasis has supported the new initiatives and policies of the Northern Authority and will continue to work in collaboration with our partner agencies in the north to oversee the development of a new policies and recommendations; to ensure they are reflective of First Nations cultural identity and honour the spirit and intent of the AJI_CWI. We must be vigilant to ensure the resolve and intent of the Aboriginal Justice Inquiry is honoured and respected.

This vigilance is founded upon the spirit and the intent of our ancestors, kept alive through our elders and will guide our leaders today so that the children we advocate for now will not have to do so for our grandchildren and their children tomorrow.



EXECUTIVE DIRECTOR'S REMARKS

DAVID MONIAS

Chiefs, Councillors, Elders, Youth and Staff, good morning and welcome to the Annual General Meeting of Awasis Agency of Northern Manitoba.

I welcome the presence of our distinguished and dedicated Board of Directors and our honoured guests and dedicated staff.

This morning we will review our past year of service, our successes and our ongoing and continuous efforts to ensure all children and youth in care of the Awasis Agency receive a high standard of care and protection. We perform our tasks as professionals, as compassionate caregivers, as mentors and guides to a child's future. We are committed to developing healthy communities to ensure the development of healthy families,

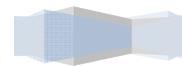
Working with optimism and enthusiasm for the future in developing strategic partnerships at the community level, and in cooperation with the Manitoba Legislature and in Ottawa to ensure our voices are heard and acknowledged.

We maintain committed to develop a positive working relationship with the province in the hopes of ensuring healthy outcomes for the children in our care. We will be working closely with the province to implement policies in response to nearly 300 recommendations in the aftermath of the tragic deaths to ensure safety the children in our care are first and foremost. We will be working on developing policies to address gaps in services.

Health care professionals have an oath – “to do no harm”- we must adopt our own oath or phrase to ensure we remember the incredible responsibility we assume when a child comes into our care.

We realize that despite our best efforts, we face incredible odds with funding disparities; however, we have learned to be innovative, creative and enterprising to accomplish our goal in meeting the needs of our communities.

We have faced a consistent negative media campaign. A campaign which paints a dismal portrait of mismanagement and failure by supposed untrained, uneducated First Nations people. We are not failures, nor are we uneducated, nor do we lack in our intent or desire to succeed in establishing our professional and viable child welfare service.



This intent and desire is evident in our ability to vigorously analyze our performance and identify mechanisms that work for our northern community based structures.

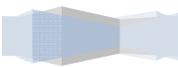
In the years to come we will see new programs and initiatives developed by the province, the Differential Response Model is viewed as a fresh and innovative program, equal to or surpassing any prior public or provincial child welfare initiative. It must be noted that we as First Nations People have been practicing a form of Differential Response in the north well beyond our southern counterparts. It is simply community involvement at the grassroots level. A practice that is inherent to our First Nations culture and traditions. We build community resources to address the needs of the people. We find innovate ways in our traditions to address the increasing demands and pressures on our agency. We have long recognized many positive outcomes for our families can only be achieved through strong strategic partnerships with other community based service providers.

The Awasis Agency has been built on very strong and durable foundation, our enduring strength lies in our ability to be flexible and to constantly seek ways to improve how we provide comfort, care and compassion to our children and families.

I wish to acknowledge the collective and committed efforts of our board of directors and the Grand Chief of MKIO, who continue to advocate and lobby on behalf of our agency in all levels of government. They remain steadfast supporters of our efforts and endeavors. It must be noted that Dr. Sydney Garrioch has devoted himself to the successful implementation of the Aboriginal Justice Inquiry-Child Welfare Initiative and has been present at the negotiating table throughout all the stages of devolution and continues to lead our efforts in delivering a high standard of service in our northern communities.

It is my hope you find the results of our year in review to your satisfaction and to ask questions if you need an area clarified. We have our Board of Directors, our team of Awasis Agency Program Directors, Operations Managers and Supervisors present to provide you with information.

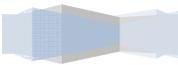
Once again thank you and welcome to the Awasis Agency Annual General Meeting.



PHILOSOPHY

The Awasis Agency of Northern Manitoba follows a philosophy based on the best practices model to address the best interests of the children in their care as follows:

- Children are the most precious resource, our future and will determine First Nations' future.
- All children are entitled to a safe healthy environment that nurtures and protects each child's mental, physical, emotional and spiritual well-being.
- It is the joint responsibility of the First Nations community leaders, elders, families, and professionals alike to address the breakdown of the traditional family unit.
- To commit resources towards creative and innovative efforts to prevent further erosion of First Nation traditional family way of life and well-being.
- First Nations have the full power, status and capacity with respect to governing, protection and development of First Nations people, lands and economies and government.
- Manitoba first Nations have jurisdiction over child and family services to anyone on First Nations' territory and to all first Nation citizens/members regardless of their residence in Manitoba.



VISION STATEMENT

Awasis Agency of Northern Manitoba is committed to working towards the vision of healthy communities that promote and nurture the physical, emotional, mental and spiritual growth, development and well-being of First Nations children and families.

MISSION STATEMENT

Awasis Agency will take a holistic and integrated approach to promotion, prevention and protection services that reflect the needs of the First Nations children and families and incorporate appropriate values, language, culture, and traditions.

MANDATE

The Awasis Agency of Northern Manitoba mandate is derived from two sources. The first mandate is a legislative mandate that is derived from the *Child and Family Services Act*. The second mandate is derived from the First Nations Chiefs who sit as member of the Board of Directors of the Awasis Agency. The mandate is as follows:

1. Provincial mandate

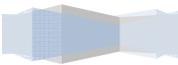
Awasis Agency of Northern Manitoba is charged with the responsibility to provide mandated and non-mandated child and family services to the members of our First Nation, as outlined in *Child and Family Services Act*. Specifically, these duties [Section 7(1)] include:

- (a) To work with other human service systems to resolve problems in the social and community environment likely to place children and families at risk;
- (b) To provide family counselling, guidance and other services to families for the prevention of circumstances requiring the placement of children in protection care or in treatment programs;
- (c) To provide family guidance, counselling, supervision and other services to families for the protection of children;
- (d) To investigate allegations or evidence that children may be in need of protection;
- (e) To protect children;

- (f) To develop and provide services which will assist families in re-establishing their ability to care for their children;
- (g) To provide care for children in care;
- (h) To develop permanency plans for all children in care with a view to establishing a normal family life for these children;
- (i) To provide adoption services where appropriate for children in permanent care;
- (j) To provide adoption services under *The Adoption Act*;
- (k) To provide post-adoption services to families and adults under *The Adoption Act*;
- (l) To provide parenting education and other supportive services and assistance to children who are parents, with a view to ensuring a stable and workable plan for them and their children;
- (m) To develop and maintain child care resources;
- (n) To provide services which respect the cultural and linguistic heritage of families and children.

2. First Nations mandate - This mandate is threefold

- i. Promotional Activities:
 - Educate the public;
 - Educate families/parents;
 - Educate the leadership;
 - Educate collateral resources
- ii. Prevention Activities:
 - In-home supports;
 - Counselling;
 - Respite;
 - Awareness and workshops;
 - Parent-aides
- iii. Protection Activities:
 - Intake and Investigation;
 - Assessment;
 - Plan;
 - Implementation/Case management
 - Evaluation



GENERAL REPORT

EXECUTIVE DIRECTOR

David Monias

It has been a year of both successes and challenges for the Awasis Agency of Northern Manitoba. Successful in terms of remaining a vibrant leader among Manitoba's First Nations Child welfare agencies in terms of innovation and creative program development.

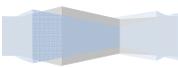
The Awasis Agency has been a significant stake holder in developing key programs and policy to enhance the lives of Northern First Nations communities and families with a firm commitment to four primary service responsibilities.

1. **Promotion:** Promoting the development and well being of children and youth.
2. **Prevention/Preservation:** Strengthening and supporting the family unit so as to facilitate the development of safe, healthy and nurturing environments for children and youth.
3. **Protection:** Keeping children and youth safe and protected by providing a safety net for vulnerable children and youth in need.
4. **Partnership:** Promoting the strategic alliances needed in communities to plan, deliver and assess services that promote positive outcomes for children and families.

The new relationship forged between First Nations and the Province of Manitoba. In part, due to the recommendations under Aboriginal Justice Inquiry-Child Welfare Initiative which First Nations were acknowledged as having the right to control, manage, deliver, and oversee their own child and family services on a province wide basis has not been a smooth transition.

The devolution of Manitoba's child welfare system into four streams of service has faced severe criticism. The media has reported with ruthless enthusiasm, the perceived failures of devolution with little regard to the massive system failures prior to the implementation of the AJI-CWI. In addition, the media has been inattentive in reporting on the inequitable funding arrangements between the First Nations communities and urban areas or the lack of basic support services or the complex nature behind the reasons why First Nations children are removed from their families and/or communities.

The Awasis Agency has long held the belief that child and family services are culturally driven and must be developed within the context of the culture for which the services are intended. One cultural group cannot dictate to another group how the other should structure their services. History has shown that main stream culture has used its social services to dominate First Nations culture and traditions by removing children from their families and



communities. This policy was due to the mistaken belief they were “saving” children whereas the destruction caused in wake of these tragically misguided policies has resonance throughout the generations.

First Nations Child welfare has been in a constant state of evolution, from the time of inception to the introduction of the Aboriginal Justice Inquiry-Child Welfare Initiative (AJI-CWI). As the values and long term objectives of the AJI-CWI were still in the process of being implemented, more changes in legislation and policy are expected with the inclusion of five external reviews of the child and family services system. Three of the reviews were commissioned in response to the tragic death of children. However, these proposed changes from the recommendations must honour the original intent of the AJI-CWI process and remain an integral part of the design for change coming out of the external reviews. The external reviews included the following reports:

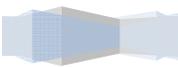
- Strengthening Our Commitment – An external review of the child welfare system
- Honouring Their Spirits – The Child Death Review: a report to the Minister of Family Services and Housing
- Strengthening Our Youth – Their Journey to Competence and Independence
- Recommendations – A Special Case Review

A fifth review was released by the Office of the Auditor General in December 2006. This report examined the policies and procedures that were in place prior to devolution.

In total over 289 recommendations were made for improving the child and family services system. The provincial government responded to the recommendations of the external reviews by the initiative “Changes for Children”. The Provincial government announced an initial allocation of \$42 million in additional funding to be put in place over a three year period to begin addressing the recommendations from the reviews, including \$6.1 million to improve the province’s foster care system in terms of increased recruitment training and funding. However, many questions remain as to how much of this funding will reach northern children under the care of First Nations agencies to address the inequities in the child welfare system.

Awasis anticipates further changes in legislation and policy throughout the child welfare system. This period of transformation will continue to occur for the next few years until a period of stability is realized. To ensure the AJI-CWI does not become a minor inspiration representing the child welfare system, Awasis stresses the need for the recommendations listed within the Aboriginal Justice Inquiry must be honoured;

“Aboriginal people are entitled to the provision of child and family services in a manner which respects their unique status and their cultural and linguistic heritage”



The uneasy relations between the myriad government agencies and First Nations, has caused delays in the delivery of services and programs to the communities which need them the most. To address the shortfalls caused by this complex relationship, the Awasis Agency has become a pivotal part of the social and economic structure within the northern communities in which they serve. The Awasis Agency provides programs and services far beyond the norm of a child welfare agency. This divergence in service enhances the development of social and economic support to ensure families and children are nurtured and supported in reaching their full potential by providing services at an early stage of difficulty.

Clearly government support is critical in addressing these crucial deficiencies; however, the Awasis Agency cannot totally rely on governments. It will take widespread public will and creative collaborations across all sectors, public, private and non-profit to find inventive solutions to resolve issues affecting northern First Nations families.

One of the critical challenges faced by Awasis has been the unrealistic expectations of the provincial and federal governments in achieving standards developed for urban communities situated below the 53rd parallel. The First Nations of Northern Manitoba have experienced decades of social, economic imbalances directly tied to the historical significance of the residential school system. Government imposed directives, federally and provincially, to remove children from their communities caused significant family breakdowns and the loss of traditional parenting methods. This loss has contributed greatly to the significant numbers of First Nations children placed in the care of the Awasis Agency.

This serious social and economic imbalance are reflected in the lack of specialized services such as children's mental health services for children who live in remote communities. The numbers of First Nations children brought into care increased by 30 percent from 5,568 to 7,241 during the period of 1999 – 2007. To address the increasing numbers of children in care, the Awasis Agency has developed partnerships to expand services to communities without readily available services.

The Awasis Agency has engaged in vigorous, ongoing political lobbying efforts to ensure the voices of Northern communities are heard in both federal and provincial governments. The Awasis Agency has advocated for equitable levels of funding for child welfare services. Currently under federal and provincial funding policies, First Nations children, do not have equitable access to a level and quality of services comparable with those provided to other children. Funding for the services needs to match the requirements of the policies and also support the delivery of services that are culturally appropriate which is known to be more challenging and require more resources. Current funding practices do not lead to equitable funding among Aboriginal and First Nations communities

The Awasis Agency is unyielding in its commitment to excellence in all areas of child welfare. The Agency has vigorously analyzed its' performance over the past year and identified several key areas which highlight their efforts in ensuring best practices and



methods to ensuring the best interests of the child are met in a holistic and culturally sensitive manner.

The commitment to developing innovative programs to achieving this goal is evident in the rigorous process of identifying an issue, reviewing past practices and creating new approaches that will have the most impact.

This practice is evident in the Agency's circle of care model developed to promote healthy and self-reliant communities where families and children are nurtured and supported in reaching their full potential; with Awasis Agency providing services at an early sign of difficulty. This model of care reduces the possibility of child maltreatment and the likelihood of the child being removed from their home. At the same time this "traditional method" provides support to the family and collateral supports

CHILDREN WITH LIFE LONG COMPLEX MEDICAL NEEDS

The Awasis Agency's strength lies in the ability to be flexible and to constantly seek ways to improve how the agency provides comfort, care, and compassion to Northern Manitoba First Nations children. This commitment was illustrated by the lobbying efforts to ensure children receive immediate medical treatment

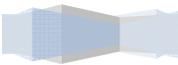
JORDAN'S PRINCIPLE

Awasis had engaged in robust lobbying efforts with both the Manitoba Provincial Government and The Canadian Federal Government to ensure the provision of services to First Nations children with complex medical needs. Ongoing jurisdictional disputes have caused delays or disrupted services to children who reside in a First Nations community; services that are readily available to other Canadian children. The fundamental purpose of Jordan's Principle proposes to deal with these disputes in which the government of first contact will assume financial responsibility for the services without delay or disruption and then refer the question of responsibility for funding to a jurisdictional dispute-resolution mechanism. Both federal and provincial governments have endorsed Jordan's Principle through the passing of private members bills. However, do not have funding attached.

CHANGES FOR CHILDREN

The Changes for Children Initiative founded to address the 289 recommendations from the 5 external reviews was announced in October 2006 by the Leadership Council comprised of Gordon Macintosh, Minister of Family Services, and the Grand Chief of MKIO, Dr. Sydney Garrioch, Grand Chief Ron Evans, Assembly of Manitoba Chiefs and the President of the Manitoba Métis Federation, David Chartrand. The emphasis has been placed on seven major themes;

- Keeping children safe through primary prevention programs
- A priority emphasis on early intervention for families



- Enhanced support for front line child protection workers
- Improved communications
- Strengthen the new governance structure
- Fiduciary obligation of the government of Canada
- Section 10 reviews

The development of a Child Welfare Secretariat was one of the recommendations; while the four family service authorities had been provided with resources to manage their legislated responsibilities, there were no resources specifically identified to support the on-going work of the Standing Committee which is comprised of the Chief Executive Officers of the four authorities and a representative of the province:

Rose McKay	Northern Authority
Elise Flette	Southern Authority
Jay Rogers	General Authority
Lisa Champaign	Métis Authority
Carolyn Leoppky	Acting Director of the Child Protection Branch and Assistant Deputy Minister

Throughout the recommendations there is a strong indication for the development of a structure which would assist in achieving the goals and aspirations of the AJI-CWI. The proposed Office of the Standing Committee was met with trepidation and concern by the northern political leadership, including the Grand Chief of MKIO and the northern agencies executive directors representing Awasis Agency of Northern Manitoba, Cree Nation Child and Family Caring Agency, Island Lake First Nations Family Services, Kinosao Sipi Minisowin Agency (KSMA), Nisichawayasihk Cree Nation Family and Community Services (NCN), Opaskwayak Cree Nation Child and Family Services (OCN).

The rationale for the Office of the Standing Committee was to perform the work of Standing Committee in fulfilling the 289 recommendations from the five external reviews. However, the Office of the Standing Committee was being staged as a new level of bureaucratic collaboration. A new administrative branch was being created despite the recommendations within the AJI-CWI to shift powers from the Director of Child Welfare to the authorities. It was viewed by the agency directors and the northern political leadership that the Standing Committee Office would not reflect the interests nor needs of the northern agencies or the practices of First Nations communities.

During a series of meetings between the executive directors and the Northern Authority concessions were discussed and concerns aired with the emphasis placed on the lack of partnership at the Authority level and how this affected the relationship between the province and the northern agencies. There appeared to be a lack of cooperation with the CEO of the Northern Authority within the Standing Committee membership.

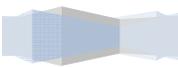
The Northern Authority agreed with the Standing Committee proposal that certain core functions required dedicated professional resources; including the development of



minimum standards, joint protocols and analytical work to ensure best practice principles were reflected in service delivery and developmental work to further implement the AJI-CWI and the new initiatives such as those under the Changes for Children agenda. The Standing Committee proposal designated the Métis Authority as the host for the Office of the Standing Committee, however, Awasis strongly oppose the proposed office in a number of areas. One of the recommendations suggested was The Office of the Standing Committee must be a stand alone entity to ensure equability and distinct accountability. Additionally, the Office must respect the partnership model and consensus decision making which are fundamental to the AJI-CWI governance structure. The Standing Committee proposal diverted from the original recommendations from the Strengthening our Commitment review by expanding the scope and responsibilities of the Office of the Standing Committee. This was of significant concern to Awasis as it clearly added another layer of governance to the child welfare system. Awasis and the five northern agencies requested a further review to develop a Northern Secretariat, in which Awasis had drafted a First Nations Governance Framework presented in 2002 to the Internal Child and Family Services working group which at the time was examining the structural changes to CFS with the inclusion of the AJI-CWI. The First Nations Governance structure would have provided a balance between the legislative and executive and regulatory levels of First Nations Child and Family Services system. The power and authority for the system would flow from First Nations citizens through the electoral or appointment process and through delegation from local First Nations governments.

1. Enact, adopt or amend laws relating to Child and Family Services referred to as First Nations Family Law.
2. First Nations Assembly will have the authority to develop structures and mechanisms to ensure efficiency and accountability in the administration of family services and to retain exclusive authority in the delation of powers relating to family services
3. Establish a Vice-Chief of child and family services who will be responsible for overseeing the development and delivery of family services in Manitoba
4. Establish family services authorities to
 - monitor and regulate the implementation of CFS agencies in First Nations communities
 - establish regulations and standards relevant to Family Law which will guide the implementation of CFS in First Nations communities;
 - Establish a process for mandating FNCFS agencies;
 - Provide a mechanism of redress for families and children serviced by FNCFS agencies in their region.

The proposal for the First Nations Governance Framework model were shelved at the time, but re-examined when the recommendation for the Standing Committee Office was proposed.



A series of meetings were held between the Northern Authority, Awasis and the northern agencies and a number of suggestions were made to the Standing Committee proposal to ensure a strong northern presence within the structure.

The changes were to ensure the spirit and intent of the AJI-CWI was visible within the structure of the Office by addressing the prevailing lack of balance within Standing Committee. The designation of Standing Committee would appear to be balanced, as two authorities are designated First Nations. However, the Northern Authority was the single First Nations representative within Standing Committee. As the Southern Authority CEO is not of First Nations descent, nor was there a balance among Standing Committee staff, as there was one staff member from the Northern Authority who was First Nations. Overall the staff of Standing Committee was seconded from Child and Family Services during devolution.

The recommendations to address the balance were the Coordinator of the proposed Office is of First Nations descent as to address the visible imbalance of First Nations presence at the Standing Committee level and to ensure First Nations interests and values were represented within the Office of the Standing Committee.

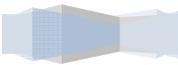
That the Office physical space and funding allocations would be distinct and separate from the operations of a host authority to ensure equability and distinct accountability

The concessions offered were summarily rejected by the other members of Standing Committee. In addition to the rejection to the amendments, the Northern Authority CEO was informed funding for northern agency projects was no longer available. The Northern Authority CEO signed the resolution without the support of the Grand Chief, the Executive Director of Awasis and the Northern Authority Board of Directors. The CEO was requested to withdraw her support of the Office of the Standing Committee. The CEO invoked Section 19 of the Child and Family Services Act which in part states:

Duties of an authority

19 Subject to the regulations, an authority must, in respect of the persons for whom it is responsible to provide services under section 17,

- (a) Promote the safety, security and well-being of children and families, and protect children in need of protection;
- (b) Develop objectives and priorities for providing child and family services consistent with provincial objectives and priorities;
- (g) Ensure that child and family services prescribed by regulation are provided or made available, and ensure that there is reasonable access to services generally;
- (h) Ensure that child and family services are provided
- (i) In a manner that is responsive to the needs of the children and families receiving the services, and



- (i) Determine how funding is to be allocated among the agencies it has mandated in order to meet
- (ii) The objectives and priorities developed by the authority, and
- (iii) Provincial objectives and priorities;
- (j) Cooperate with other authorities, the director and others to ensure that the delivery of child and family services in the province is properly coordinated;
- (k) Advise the agencies it has mandated;
- (m) advise the minister about child and family services matters;
- (n) Supervise or direct the supervision of children in care, and receive and disburse money payable for their care;
- (q) Comply with any written directions given by the minister, and with any requirements specified in the regulations.

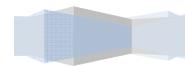
The conflict arising over the Standing Committee Office proposal has not been resolved to the satisfaction of the Grand Chief of MKIO and northern executive directors. Awasis maintains the development of a Northern Child and Family Services Secretariat along the guidelines of the First Nations Governance Framework ensure First Nations principles and mechanisms to assure First Nations citizens access to an orderly process of decision making adaptation and change within the child welfare system.

DIFFERENTIAL RESPONSE MODEL (DR)

The report *Strengthening the Commitment: An External Review of the Child Welfare System*, released in September 2006 recommended that the child and family services system provide early, more intensive and effective supports to families engaged within the system. As a complement to the primary prevention recommendations the external review proposed that the system adopt a differential response model to develop this early intervention capacity. The Differential Response Model originated in New Zealand to respond to the high numbers of children coming into state controlled care. This model has been adopted in a number of counties and jurisdictions including the Province of Alberta.

Awasis Agency has engaged in a similar stream of care and provided blueprints of their model prior to the province seeking alternative methods outside of Canada. As the DR framework necessitates investigating alternative methods of providing supports to families at risk and utilizing supports available in the community.

Awasis held a fact finding mission to understand the implications of the Differential Response Model (DR). The Alberta Model was reviewed by Awasis staff by visiting Alberta and discussing how the implementation of the program and related change processes affected children in care in First Nations communities.



It appears workers were able to provide services to children only through the protection process of apprehending them. Resources are needed to meet the mandate of the government and providing services for the purposes of prevention and support. They were informed that if those services could not be provided, then crises could not be averted and there would be a continuing and increasing need for protection services.

Families need the opportunity and assistance to provide appropriate parenting. Intervention measures are required that will allow support to be provided to families to reinforce the benefits of keeping children in their family and communities. Funding that is tied solely to protection conflicts with the principles espoused in the Child and Family Service Acts.

Support and prevention funding should be the first response, with protection a critical component of the system, but not as its sole response. Awasis programs have been developed using community resources to reinforce a child's sense of belonging in a community and the need for families to look after one another.

Under the DR, there are two 'streams' of response, depending on the circumstances, when a family is referred to the child welfare system. Using carefully designed criteria, the family undergoes a screening to determine the most appropriate 'stream' of response. The family may enter either the family enhancement stream or the child protection stream.

The family enhancement stream is for cases where the child is at low risk, and family is willing to connect with community-based services.

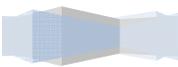
The child protection stream is for cases where the child is at high risk of physical or emotional harm and/or the family is unable or unwilling to address their problems and continue to leave their children "at risk".

Given the complex nature of families, some will move between the two streams. However, DR must have established within it, thresholds at which child protection is required. This is why the foundational standards are critical; not only for the sake of consistency but also as the basis upon which the DR must be built.

Appropriate funding is needed to research, plan and implement a DR of service in the northern communities served by the Awasis Agency. Once implemented, funding allocated yearly to specifically support the DR and that additional funds be allocated to ensure the availability of support and prevention programs to families where needed.

INEQUITIES IN FEDERAL AND PROVINCIAL FUNDING MODELS

Awasis has long contended the funding models utilized by the federal/provincial governments are inadequate to meet the needs of children and families in northern Manitoba. The federal government funds agencies based on a population-based model. The provincial government provides funds based on a model that uses the estimated number of days in care in the agency to determine funding. The differences in these two funding models have created inequities in the services provided by agencies that receive federal



funding as opposed to provincial funding. It has also created inequities within individual agencies resulting in different services being available to children dependant upon which level of government is responsible for funding.

Different funding models as well as different methods of needs assessments have created inequities in the services available from different agencies, and to different clients receiving services from the same agency.

To alleviate the funding inequities, the Awasis Agency has entered into discussions with Indian and Northern Affairs Canada (INAC) to develop a plan to ensure consistent funding models that will provide services equitably across the province regardless of the status of a child and regardless of where the child lives.

INAC's current funding formula (under Directive 20-1) provides funding for:

Operations: Formula based and heavily weighted on the Status Indian child population resident on reserve.

Maintenance: Provided on a reimbursement basis for Status Indian children in care using provincial rates.

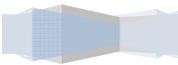
The Awasis Agency has a strong emphasis on prevention and early intervention with families and has shared the developed model with other agencies. The province has followed the Awasis example and made a commitment, under the Changes for Children Initiative, to implement DR, which has the appearance of long standing First Nations traditional practices.

INAC, Manitoba and First Nations entered into tri-partite discussions in the fall 2007, to work towards a revised funding formula in Manitoba that would add a new stream of funding for prevention in addition to the existing funding streams for operations and maintenance.

INAC, Manitoba and First Nations are currently developing a prevention framework and funding model for Manitoba. The target is to have this work completed so that a Memorandum to Cabinet and Treasury Board Submission can be prepared to submit to the Federal Government for approval in fall 2008. Implementation can then commence in 2009/10.

AMENDMENTS TO THE CHILD AND FAMILY SERVICES ACT

The Minister of Child and Family Services announced proposed changes to the Child and Family Services Act, which would reinforce the foundational principle that, when determining the best interests of a child, child safety is the paramount consideration. The proposed changes to the Act were done without prior consultation with the Leadership Council or with the inclusion of Awasis and the Northern Authority which circumvented the AJI-CWI process.



The Minister of Child and Family Services stated the amendments to the Act would ensure greater certainty and consistency in legislation passed in 2002 that transferred responsibility and accountability of child welfare to four authorities, principle one would be amended to emphasize that the safety, protection and well-being of children are fundamental responsibilities and, when determining the best interests of the child, they would be the primary consideration. Only after that would all other relevant matters be considered which includes family reunification, cultural and community standards and practices.

The proposed legislation would also establish standards which would determine the nature and frequency of contact with a child by a child welfare agency to ensure the child is safe and receiving appropriate services. The standards would also establish in which exceptional circumstances child welfare agencies could approach third parties to establish the child's well-being. This would include community based services such as schools and health care facilities.

In addition, the standards would also set out how a child should be observed. The Minister suggested training would equip agencies with strategies to deal with caregivers who do not co-operate. However, the province has not developed appropriate funding to address staff shortages in remote northern communities to fully address the changes to the Act. Nor do the proposed changes address how the Awasis can meet these expectations or developing Agency human resources in researching and proposing best practices during the developmental stages which include community consultations as the changes have a direct impact on the standards of care for northern communities.



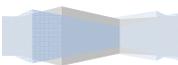
FINANCIAL REPORT

DIRECTOR OF FINANCE

Juliet Lafontaine

The fiscal year 2007-2008 was a very productive year for the finance department. After a couple of very challenging years dealing with the changes involved with the AJI transfers, 2007-2008 proved to be a year of moving forward. The finance staff continued to be involved in ongoing training of new staff in many of the sub-offices throughout the year due to turnover of staff. Improvements and changes were made to the format and processing of documents. This is an ongoing activity as we focus on providing the best service possible to our clients and finding new ways to expedite payments to staff and our foster parents.

A lot of time and energy was spent on getting the McGee office in Winnipeg up and running. With the departure of the staff from Nisichaywasihk Cree Nation and Kinosao Sipi Minisowin Agency from the amalgamated office the space previously occupied at 290 Jarvis no longer met our needs. A new office space was located at 315 McGee and the Winnipeg staff along with the Cree Nation staff and the OCN staff packed their bags and moved across town. With the combined efforts of the staff in the McGee office and the Thompson office staff we have been successful in creating a workable office space. This new location allows for better accessibility by our clientele as well as a more comfortable and healthy work environment for our staff.



For the fiscal year ending March 31, 2008 Awasis Agency of Northern Manitoba experienced a surplus of \$395,664.

2007/2008 Fiscal Year

Revenue		\$21,751,497
Expenditures		21,945,371
	Excess (Deficiency) of Revenue over Expenditures:	(\$193,874)
Unrestricted Balance Forward Mar.31.07		376,606
Less: Investment in Capital Assets		-142,470
Plus: Funds redirected from Internally Imposed Restrictions		355,402
	Surplus/(Deficit):	\$395,664

Total revenue for the year equaled \$21,751,497. Total expenditures for the year equaled \$21,945,371. Total expenditures over revenue equaled \$193,874.

Add in the accumulated surplus from the previous year \$376,606. Less the capital asset purchases made in the year totaling \$142,470. Plus the funds redirected from the Internally Imposed Restricted funds in the amount of \$355,402. This resulted in a total surplus of \$395,664. Page 10 of the Audited Financial Statements provides a balance of funds that have Internally Imposed Restrictions and have been deferred to offset costs of future planned expenditures.

Awasis Agency continues to be governed by sound financial practices as verified by the Auditors report;

The auditors highlighted concern in one area:

- a. Board of Directors' Expenditures

This is an ongoing item that has been discussed in previous reports and is addressed in the Executive Director's report.

The Agency continues to maintain a segregated surplus to address the Agency's potential liability settlement in relation to the Fedak case.

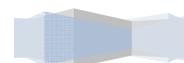


Chart # 1

Breakdown of Agency Revenue

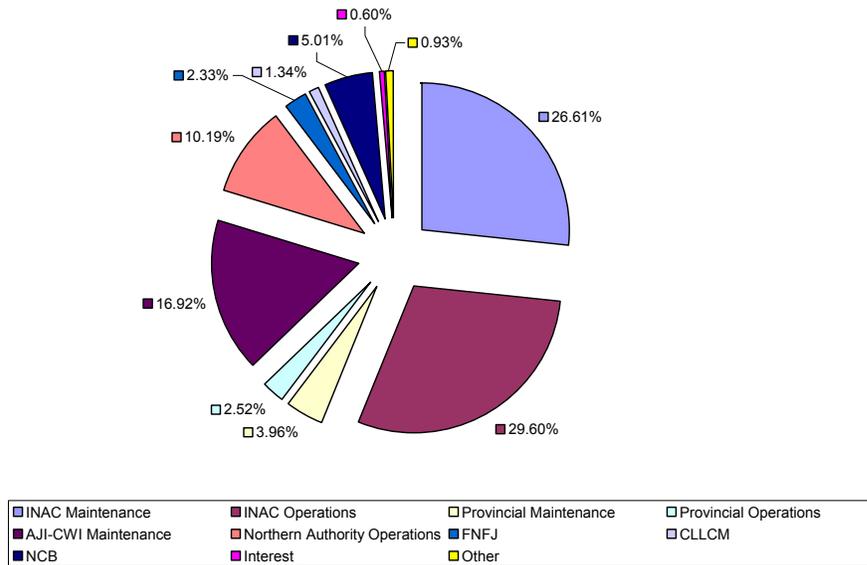


Chart # 1 outlines the revenue percentages by source for the 2007/08 fiscal year. \$12,877,140 or 56.21 % of the Agency revenue came from INAC, \$5,787,253 (26.61%) in Maintenance revenue and \$6,438,570 (29.60%) in Operations revenue.

The next largest source of revenue came from the Province of Manitoba for maintenance costs for Provincially funded children in care. The total funding for Provincial/AJI-CWI maintenance was \$4,542,321.

The First Nations of Northern Manitoba Child and Family Services Authority provided funding for costs associated with the operations and maintenance of office space and the administration of programs under the Initiative. They also flowed the Provincial Supervision Grant funds that were previously received directly from the Province of Manitoba. Revenue received from the Northern Authority totaled \$2,762,919 or 10.19% of the overall funding.

NCB or National Child Benefit funds account for 5.01% of the Agency's revenue in 2007/2008.

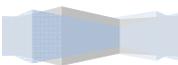
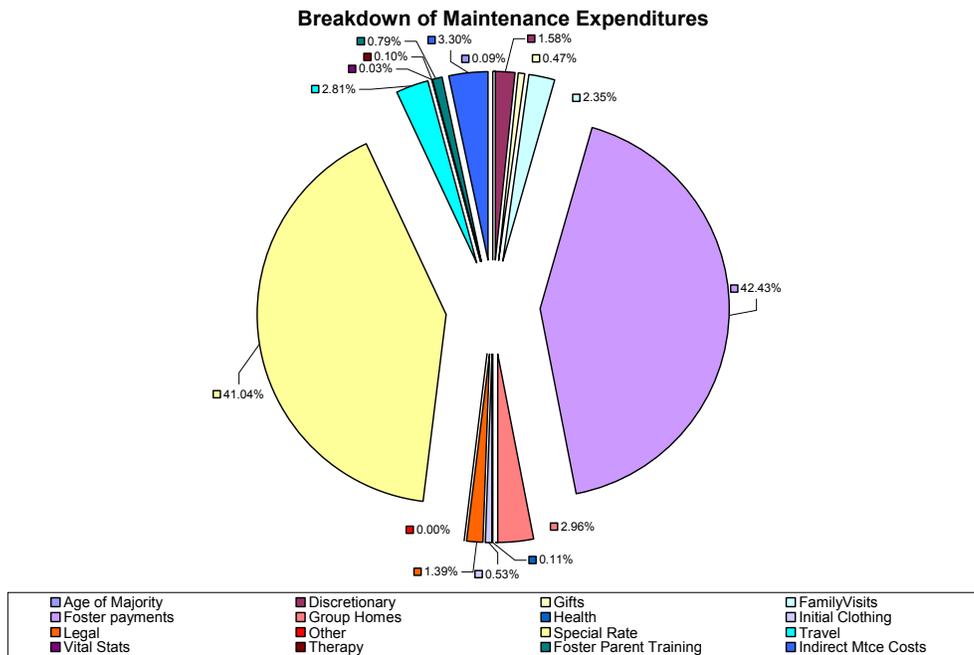


Chart # 2



The funds identified as Maintenance dollars are used to cover the costs incurred to support our children in care.

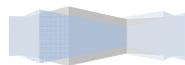
The highest allocation of maintenance expenditures is directed to regular rate foster home payments at 42.43% of the total expenditures. The next highest allocation is special rate payments made to cover the service fee paid to special rated foster home payments (41.04%), which are foster home placements that are able to meet and address the high needs over and above basic care of children in care.

The Family Visits category covers transportation expenses for the child in care or family members to visit each other.

The travel category is costs associated with the transporting of a child in care from one placement to another, for example the placement of a child in a community other than his/her home community.

Discretionary, Gifts, Health, Legal and Other are categories used to support children in care.

The Age of Majority category is costs associated with permanent wards that are about to or have reached age of majority (18). These funds assist the child in setting themselves up with basic furnishings as they enter into independence.



Indirect Maintenance costs are projects the Agency enters into to meet the needs of the communities we service. Some of the projects entered into are the Spring Break community based activities, The Christmas Hamper Program, Shamattawa Hug In, Youth Canoe Trip, Northern Youth Conference, Hockey Camp, Mb Indigenous Summer Games, and community initiated workshops, conferences and projects.



Chart # 3

Breakdown of Administrative Expenditures

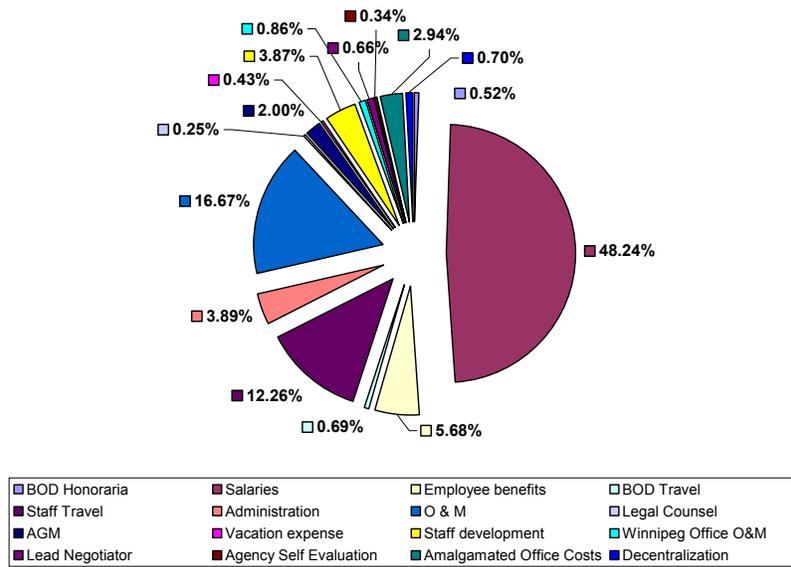
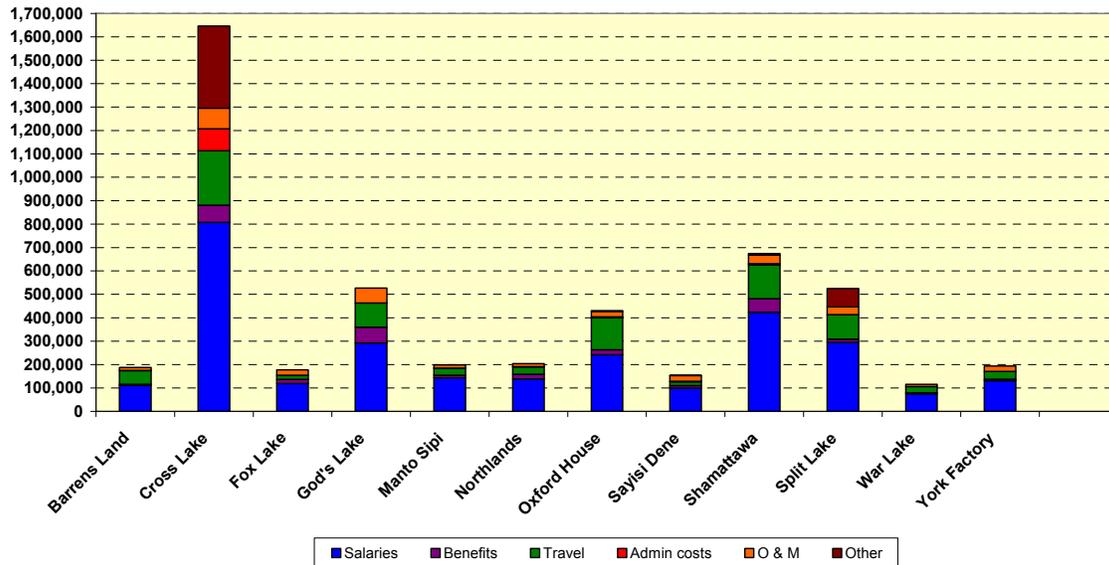


Chart # 4

Administrative Expenditures by Community



The funds identified as Operations dollars are used to hire staff, maintain offices, administer, implement and monitor services. Chart # 3 and # 4 provide a breakdown of Administrative Expenditures. Chart # 3 depicts the expenditures for the Agency as a whole and Chart # 4 depicts the expenditures for the 12 northern First Nation communities the Agency is mandated to provide service to.

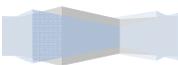


Chart # 5

Services to Families Dollars (Allocated vs Expended)

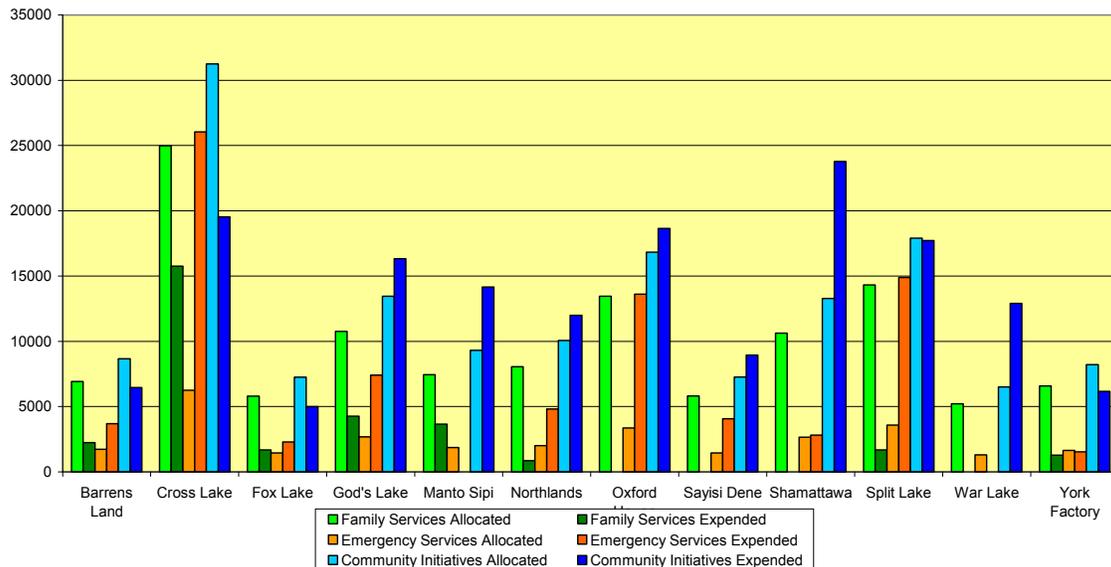


Chart # 5 outlines the Family Support Services dollars that were allocated and expended by each community in 2007/08. In cases where communities expended more than what was allocated in a particular category (eg. Emergency Services for Barrens Land, Cross Lake, God's Lake, Northlands etc or Community Initiatives for Oxford House, Shamattawa or War Lake), funds were accessed from categories where they were under spent. Each Unit has the ability to reallocate funds within the program to meet their community's individual needs.

As in previous years, the majority of the Family Support Funding has been spent on Community Initiatives. Each unit will provide a summary in their individual reports on how their community funds were expended.



Chart # 6

Family Support Services Off Reserve

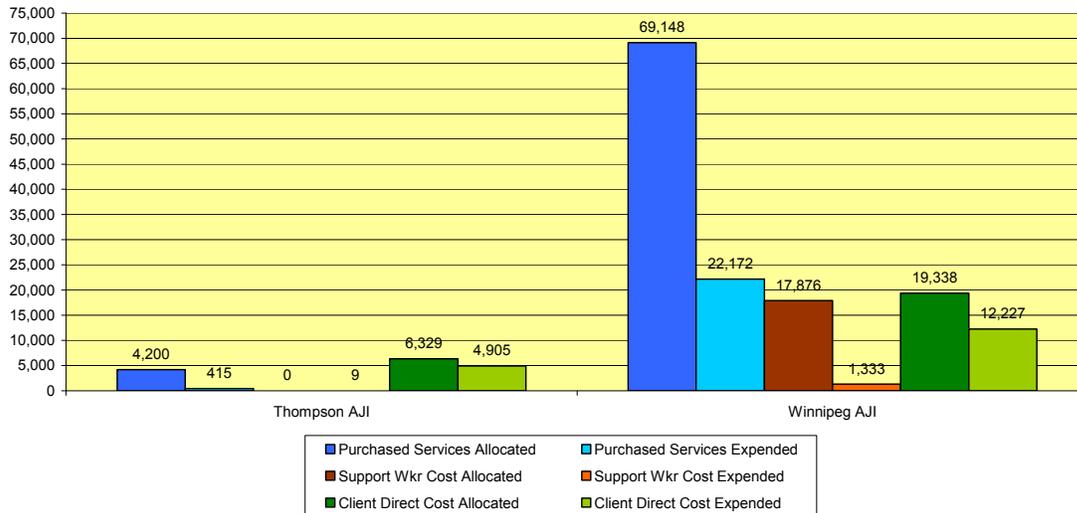


Chart # 6 outlines where the Family Support Services funds were spent in the off-reserve offices. These are the offices that were set up to provide services to our off-reserve clientele in Thompson and Winnipeg under the AJI Child Welfare Initiative.

The category labeled Purchased Services represents funds which were accessed to purchase homemakers, parent aides, support workers, or counseling services. All salary and benefits paid are recorded in this category.

The Support Worker Cost category represents expenses incurred when a support worker is working with a client.

The Client Direct Services category captures costs associated directly with servicing a client, eg. Emergency food or clothing, bus tickets to/from appointments, daycare services, etc.

The new Resource Coordinator has been hired by the Winnipeg office and she is in the process of setting up systems and resources for the staff to access support services for the families this Agency services.

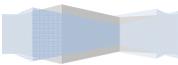


Chart # 7

Breakdown by Paid Days Care

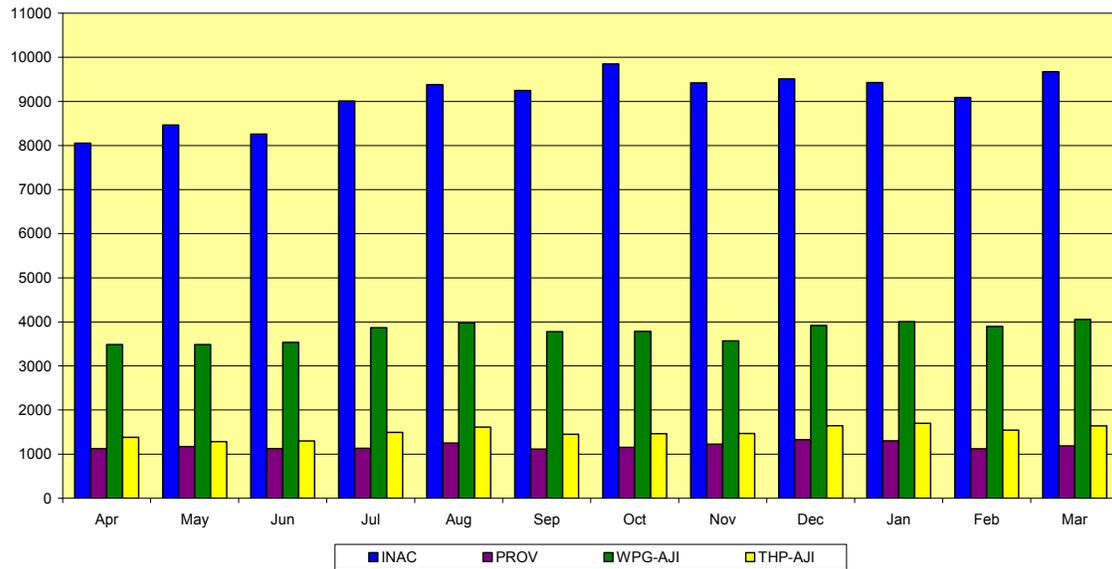


Chart # 7 allows for a comparison of paid days care between the funding agencies. The highest number of paid days care remains INAC funded children in care. Although the paid days care has increased for INAC funded children in care overall the number of paid days care remains consistent throughout the year in each category without any critical increase from month to month.

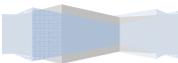
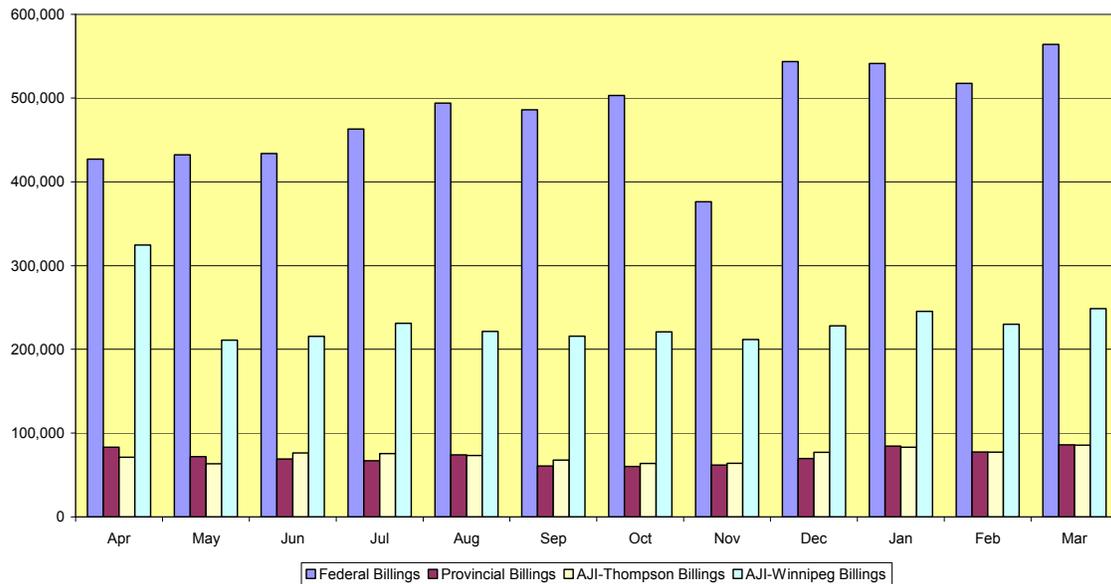


Chart # 8

Maintenance Billings by Month



The total number of paid days care per month is then converted into monthly billings as outlined in Chart # 8. The total monthly dollar amount is determined by the various per diem rates paid on behalf of each child in care. Per diem rates differ depending on whether the child is in a regular rated foster home, special rated foster home, group home or residential facility.

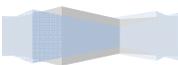


Chart # 9

LRT /Operations/Maintenance

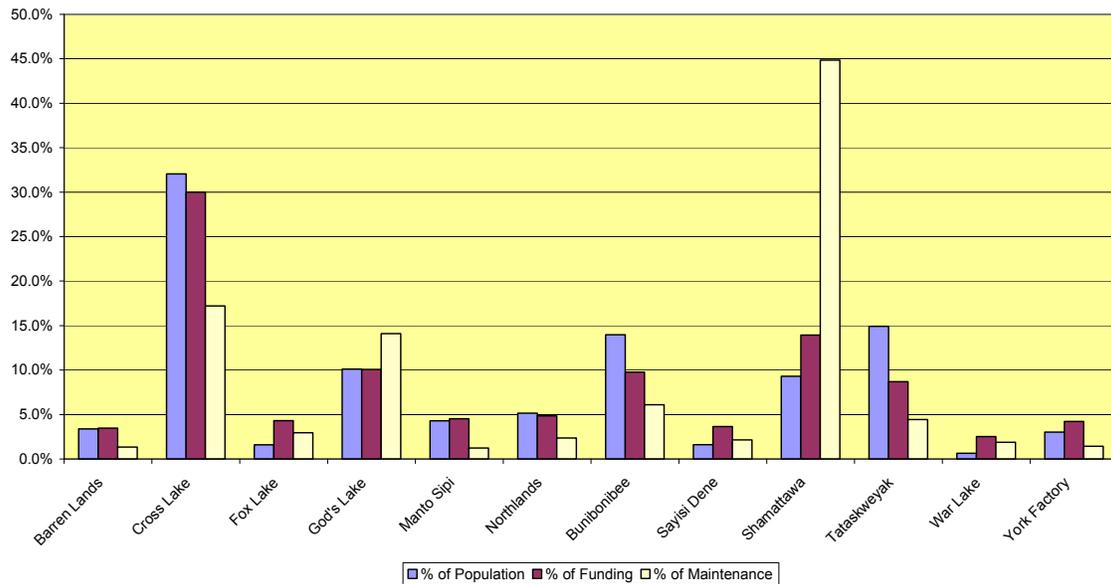
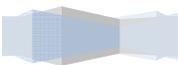


Chart # 9 shows the overall population percentage of children 18 years and under (based on LRT figures) in each community, along with the percentage of Operations dollars disbursed to each community and the percentage of Maintenance dollars expended by each community for the 2007/08 fiscal year.



STATISTICAL REPORT

DIRECTOR OF OPERATIONS
Robert Lafontaine

Chart #1

Breakdown of Total Files

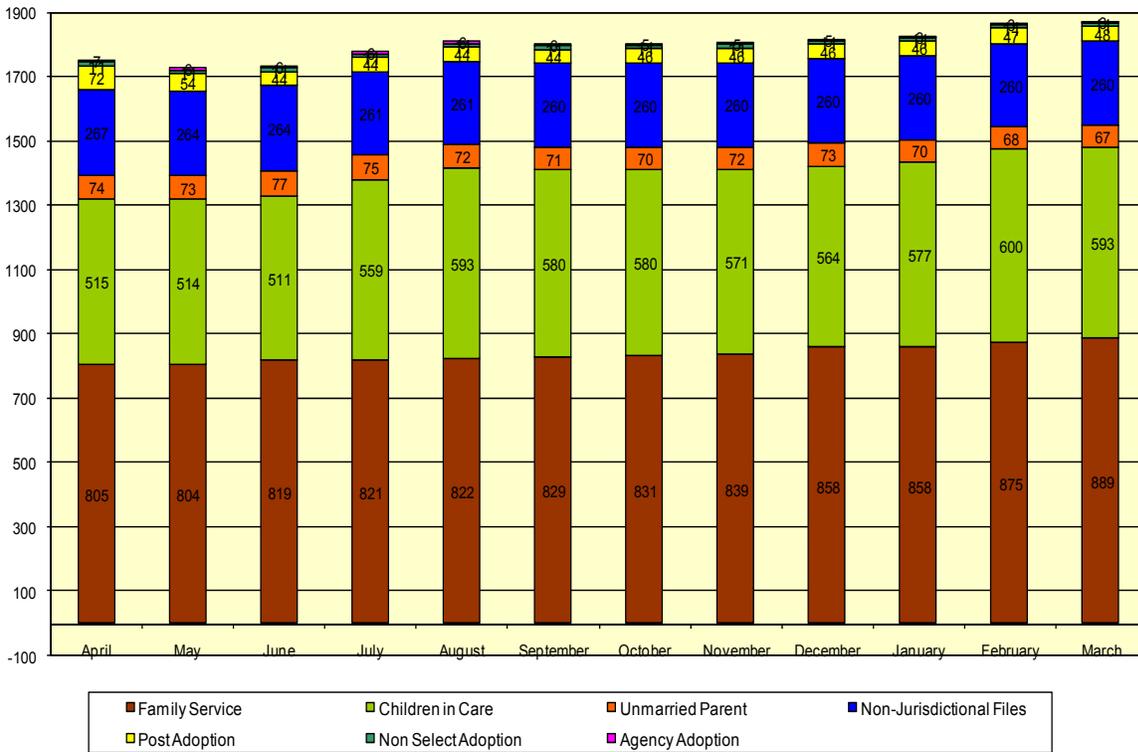


Chart #1 illustrates a breakdown of all the various types of files that were worked on by the Awasis Agency throughout the 2007/08 fiscal year. It shows how the number of files in each respective area noted in the legend can either remain fairly static or can fluctuate from month to month. According to last year's statistics there has been a gradual increase in figures throughout the year in several areas which are depicted here.

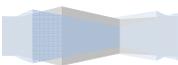


Chart #2
Case File Comparison

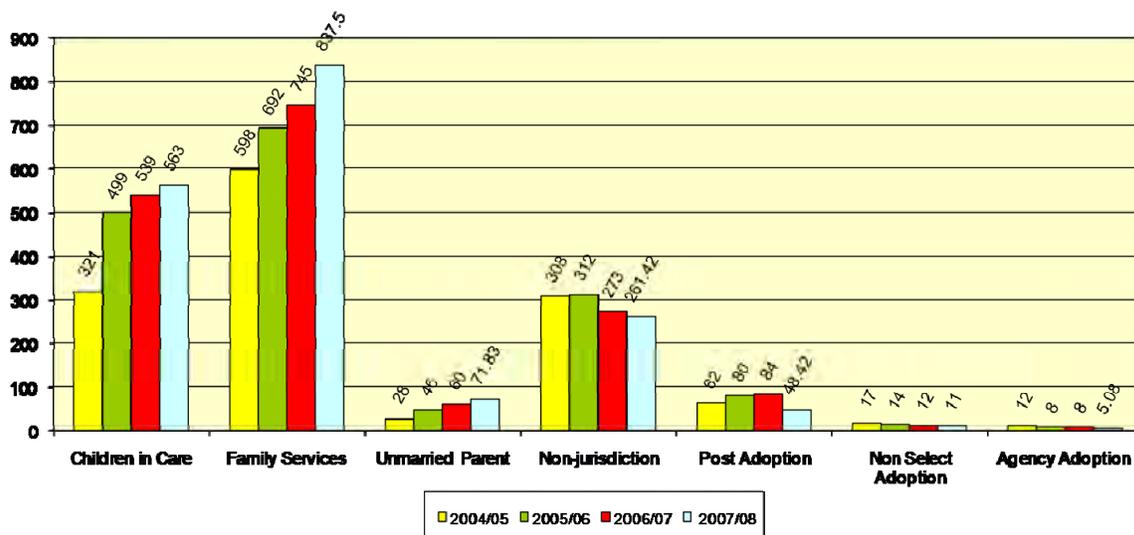


Chart #2 shows how the numbers of case files have increased remarkably over the last four fiscal years. There is a noticeable spike in figures from the 2004/05 to the 2005/06 figures which has been attributed to the transfer of cases through the Aboriginal Justice Inquiry-Child Welfare Initiative or AJI-CWI process. These figures have since peaked and have leveled off and remained fairly constant since. The increase in figures between the 2006/07 and 2007/08 is quite marginal by comparison and is reasonable considering the geographic area that Awasis Agency oversees.

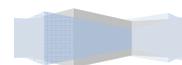


Chart #3

Children in Care Comparison

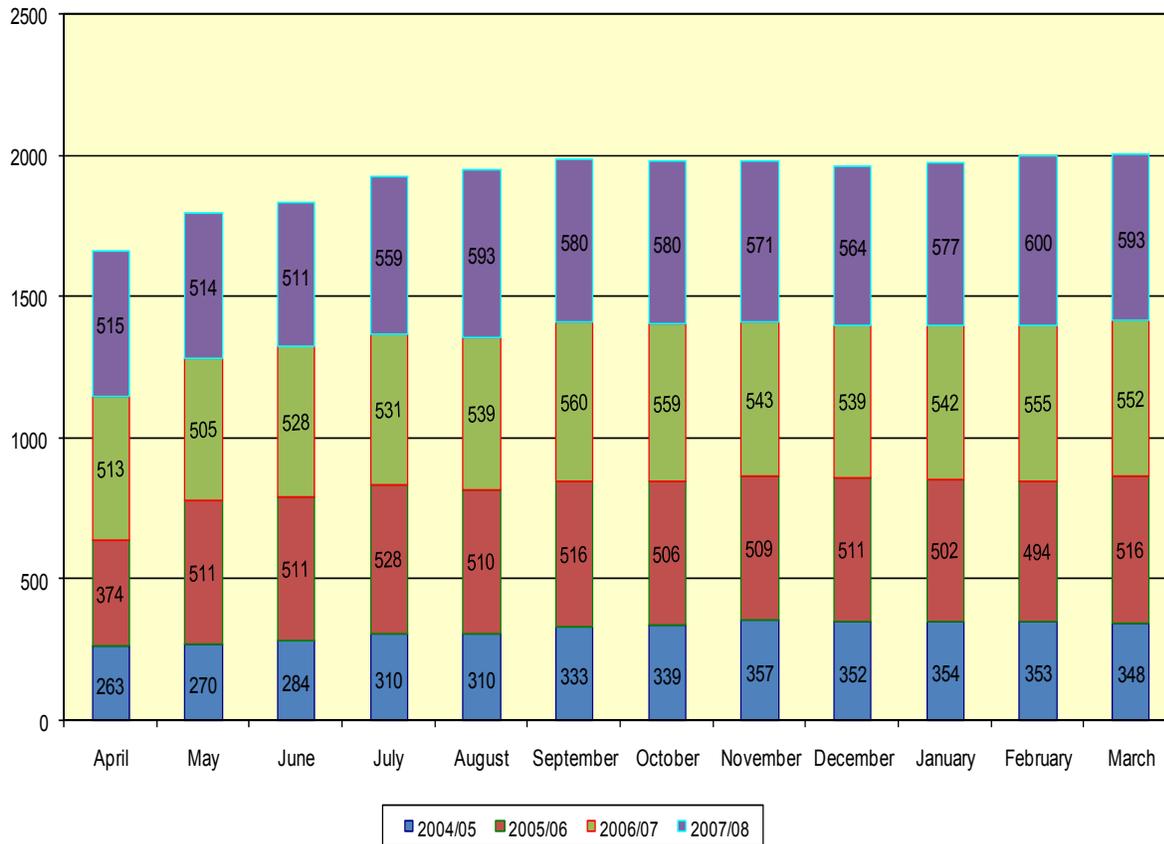


Chart #3 focuses primarily on the numbers of children in care over the course of the past four fiscal years. Once again it shows a remarkable increase between the 2004/05 and the 2005/06 fiscal years as mentioned above which was a result of the AJI-CWI process. This chart shows on average the numbers of children in care each month over a four year timeframe. Upon reviewing Chart #3 one can see how the numbers of children in care ebb and flow throughout any given year. In light of the numbers of communities that Awasis Agency serves and the vastness of our expanded jurisdiction these figures continue to remain fairly consistent.



Chart #4

Children in Care by Community

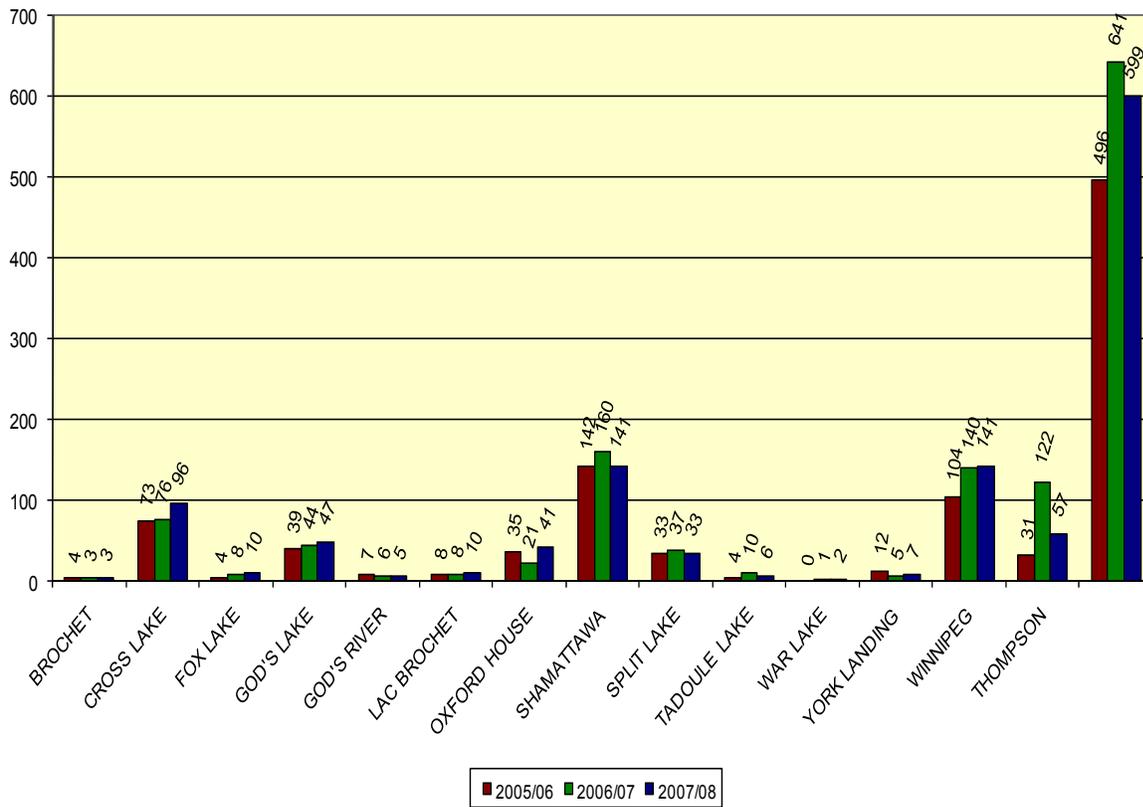


Chart #4 shows the average numbers of children in care over the three previous fiscal years in each of the communities that Awasis serves. In most communities the numbers of children in care have remained static or the same, Shamattawa shows a decrease in their figures. Cross Lake and Oxford House account for the most significant increases in the numbers of children in care during the last fiscal year. These figures are also reflected in the far right hand column which gives the average number of children in care over the last three fiscal years.

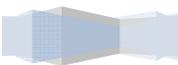


Chart #5

Legal Status Comparison

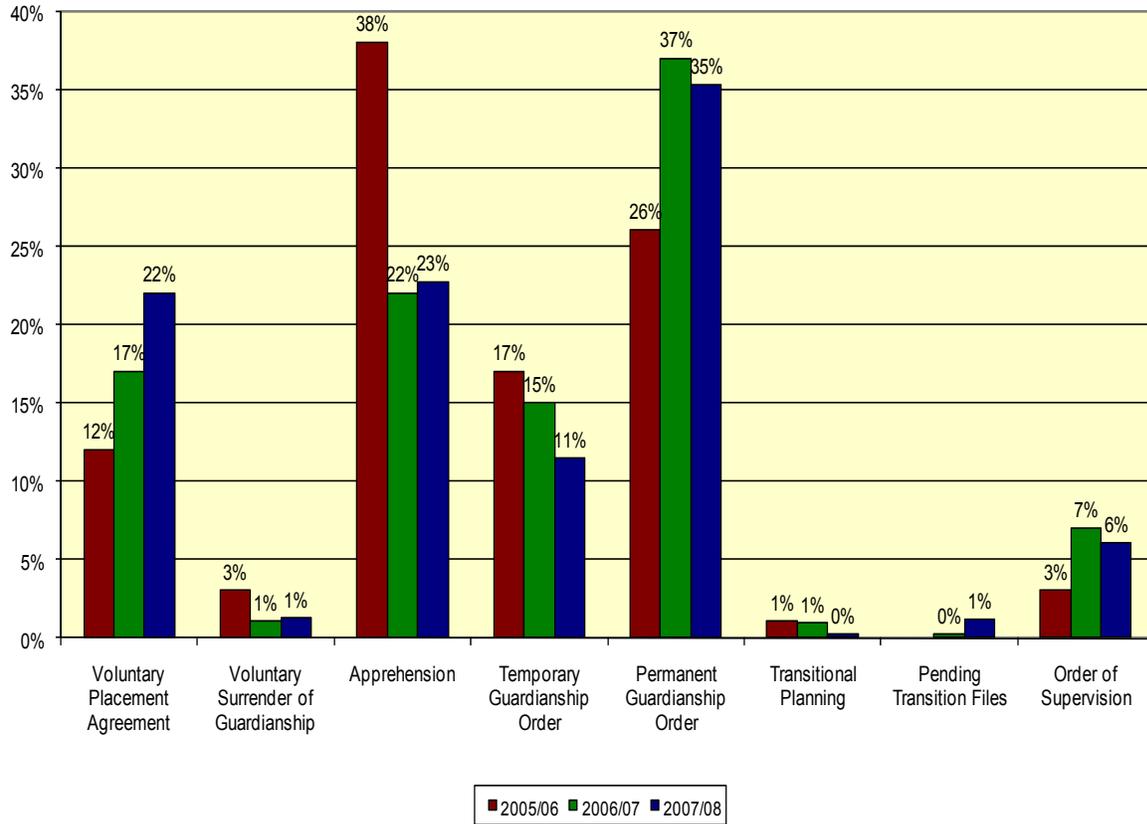


Chart #5 illustrates a comparison by percentages of the different types of legal status the agency had on cases during the last three fiscal years. Voluntary Placement Agreements have increased from previous years, this is generally viewed as a positive approach as it shows a willingness for the family and agency alike to work cooperatively together. Parents opting to sign Voluntary Surrender of Guardianships have remained the same as the 2006/07 fiscal year. The numbers of Apprehensions is close to what it was two years ago, with a slight increase. The amount of Temporary Guardianship Orders is down from the two previous fiscal years, but if one were to factor in the increase in VPA's and relatively high number of Permanent Guardianship Orders the figures would no doubt balance out. Unfortunately, the number of Transitional Planning files pale in comparison to the Permanent Guardianship Orders. This is definitely an area that needs to be addressed. Pending Transition Files formally known as Non-Jurisdiction Files is up slightly, this would be cases transferred to our agency by other CFS agencies. Finally, Order of Supervision files has also remained close to the 2006/07 fiscal year, this can also be viewed as a positive measure for working with families rather than electing to bring the children into care.

Chart #6

Family Service Files by Community

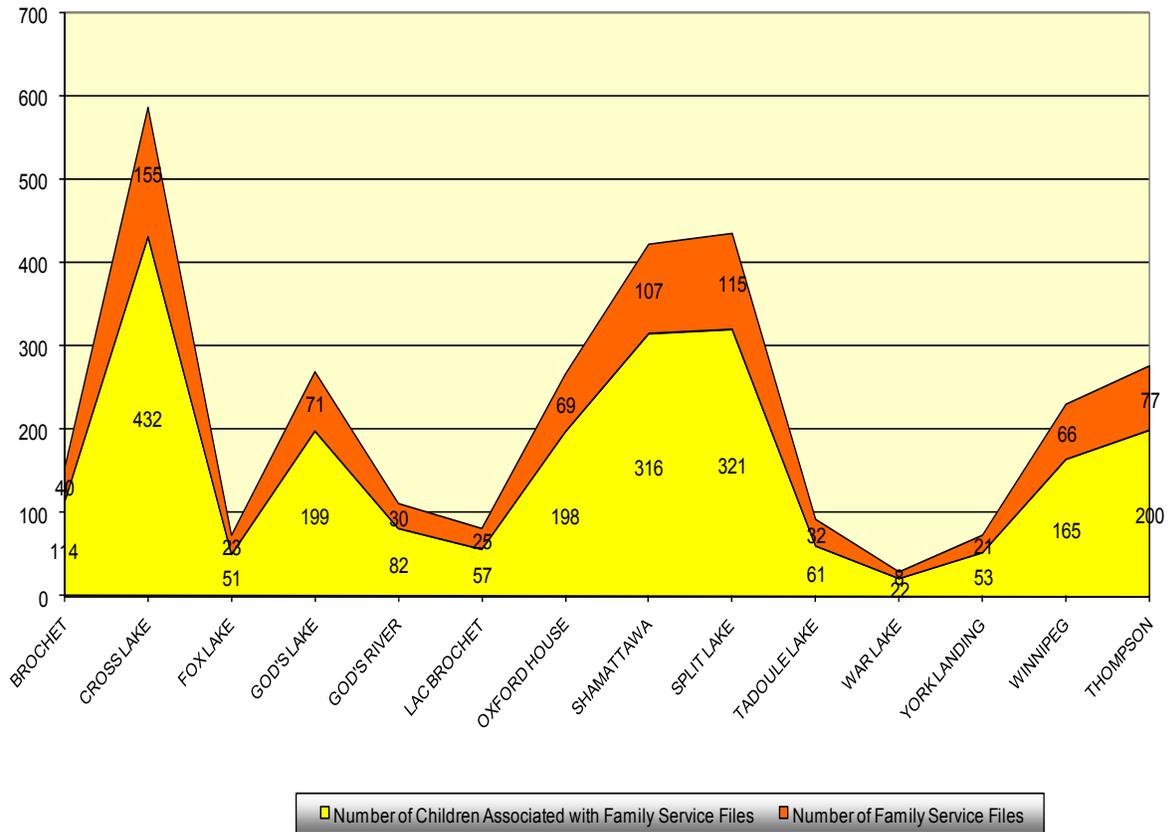


Chart #6 gives an illustration of the average Number of Family Service files by community throughout the 2007/08 fiscal year. In addition, this chart also depicts the average Number of Children Associated with each of these files during the same timeframe. There is a ratio of two and often three children associated with each Family Service file opened. Family files are opened for either Protection purposes when children are brought into care or because the file is open under a voluntary basis where services are provided in the home without children coming into care. This chart does not distinguish between Protection or Voluntary files but rather combines them for statistical purposes.

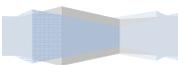


Chart #7

Placement Comparison

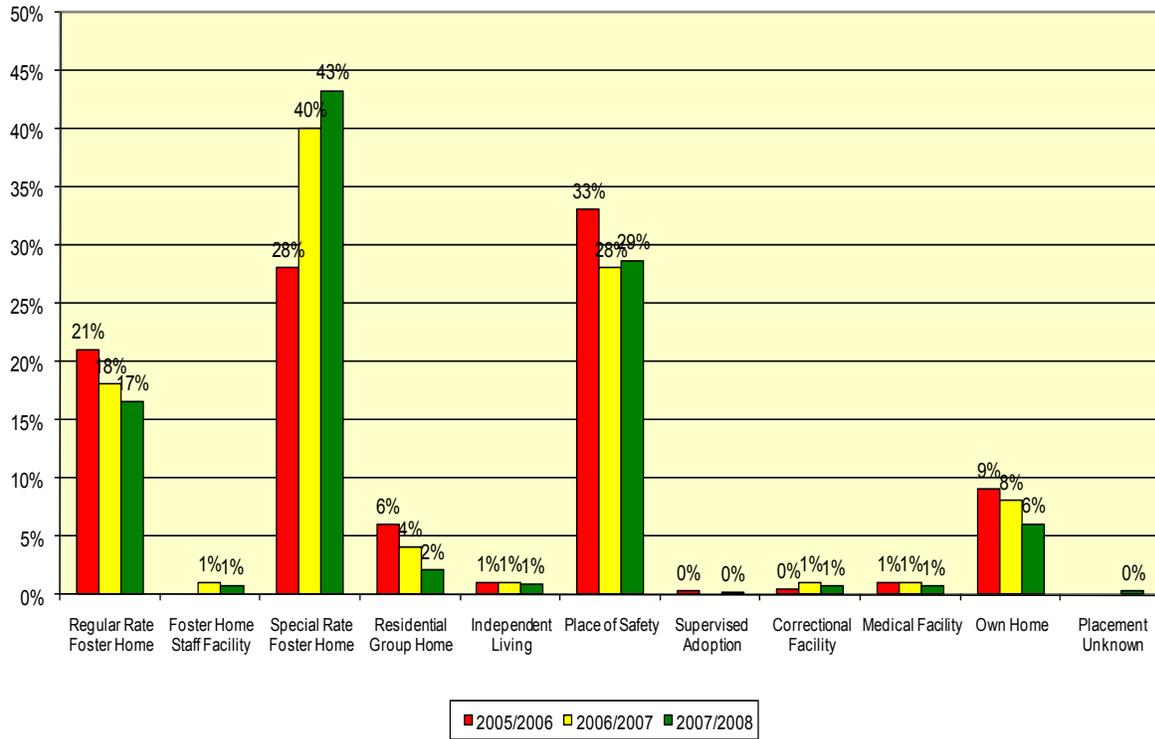
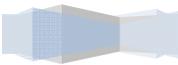


Chart #7 shows the various types of Placements used by the agency during the last three fiscal years. In this format one can see the trends as they occur from year to year. For the purposes of this report only the most remarkable 2007/08 statistics will be discussed, which are shown here in the green columns. Utilizing Regular Rate Foster Homes are down slightly from previous years. The numbers of Special Rate Foster Homes has continued to increase. Accessing Places of Safety is quite similar to the previous fiscal year. Places of Safety are homes that have their initial criminal, child abuse and rotary checks done and are generally in the in the process of becoming either Regular Rate or Special Rated licensed foster homes. Finally, there are a number of children that come into care and their circumstances are such that they are able to be placed in their own homes. It is recognized that these are case management decisions which are made on a case by case basis. Also that each situation is different and placement of children in their own home is at the discretion of the case manager and supervisory staff.



DIRECTOR OF ADMINISTRATION

Barb Campbell

Through this report, it my hope that individuals will receive more clarity and understanding on some of my roles and functions as well as the areas I oversee and am responsible for.

There are four main areas in which I am responsible for. The required attention varies and can be reliant on the needs and changes within the agency, as well as child and family services in the province.

1. Board Secretary

My role includes providing resourcing and logistical support as well as consultation to the agency's Board of Directors. At times the support may include acting as a liaison between the Executive Director and the Board of Directors, management and staff as well as external resources and individuals. As an assistant, I ensure that the members are made aware of upcoming regular board meetings as well as any special meetings called which may require their attention. In such instances, information is gathered and compiled and communicating with various individuals occurs. As the Board of Directors meet on a regular basis, I continue to be a part of facilitating and coordinating the activities of the members and the meetings which are held.

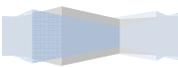
2. Assistant to the Executive Director

As an assistant and senior manager, one of my roles includes providing support to the agency's Executive Director. Some of the areas I may be involved in include assisting the Executive Director in his organization as well as updating and keeping him informed on any arising or immediate issues. I have therefore been involved in attending any meetings as requested in the communities, with staff and chiefs and councils, as well as representatives from other organizations.

3. Personnel Administration

I currently supervise a staff of 10 individuals who are based in various offices. They include: Thompson office: 3 staff; KaWeCiHitToWak - Thompson: 1 staff; Winnipeg Smith office: 1 staff; Keewatinook Wechihewewin Agency – Winnipeg – 5 staff.

As a supervisor, the roles and responsibilities which occur on an ongoing basis include: recruiting for vacant full-time and/or interim positions; conducting employee performance evaluations; providing support, direction and consultation to staff; and providing back up and support services to administrative/legal personnel.



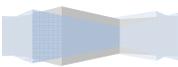
The following is a brief summary of the personnel who fall under the administration department and their roles and responsibilities:

- Thompson Office – There are currently three positions based in this office: One paralegal, one administrative assistant and one switchboard/receptionist. Elizabeth Crait is the Paralegal who is responsible for legal support for on reserve services and to the local sub offices that do not have a legal secretary or person designated to draft the required documentation for court purposes. In addition, it is Elizabeth's responsibility to act as a liaison between the agency's legal counsel and the staff for those communities in preparation for court in Thompson.

Charlene Cook is the Administrative Assistant who provides resource and support to social work and management staff who may be based in the Thompson office. In addition, Charlene's role includes providing administrative support to the Children with Life Long Complex Medical Needs in the areas of drafting and revisions of reports, policies, program development material, planning and coordinating meetings as well as family retreats. For the most part and during the last fiscal year, Charlene had been away on leave. She will return only in time to assist in successfully planning for the agency's annual general meeting, 25th anniversary and conference. Welcome back Charlene!

During the last fiscal year, the position of Switchboard/Receptionist was held by Maryssa Oniske. Maryssa had been away on maternity leave and the position was then accepted on an interim basis by Norman Moose. During a period when the position was temporarily vacant, administrative staff members from the other offices were brought in to provide coverage and experienced working in the Thompson office. The staff had agreed that providing the coverage, learning the roles and responsibilities and maintaining the workload in Thompson, was much more demanding in comparison to fulfilling their regular roles and responsibilities. At the same time, the staff that provided the coverage were pleased and welcomed the opportunity to experience working in another office within the agency.

- KaWeCiHitToWak – Thompson – Eleanor Wavey is the Administrative Assistant who currently provides support to the staff that is based in this service delivery office for the Thompson area. Eleanor's roles and responsibilities include providing switchboard/reception duties, administrative and secretarial support to the staff within the office, receiving new enquiries and completion of intakes, updating and monitoring of statistics on a daily and monthly basis. Her roles and responsibilities range from answering the telephones and dealing with all of the public whether internally or externally, monitoring and maintaining of systems implemented by the agency, drafting and formatting correspondence and forms, being a part of unit meetings to the organizing and coordinating of events for clients. Eleanor's roles and responsibilities are quite complex as there is only one position designated to provide the much required support. The reason behind the allocation of one administrative support person is due to the minimal amount of funding allocated by



the provincial government for off reserve services. As a result and as it stands at present, the funding only allows for the one position.

- Smith Street and Keewatinook Wechihewewin Agency (KWA) – Winnipeg – Melanie Shea is the Receptionist/Clerk Typist who is based at the Smith Street office. As the Smith Street office can be utilized as a resource and has the meeting facility for staff and other individuals to congregate, Melanie's roles and responsibilities can vary from answering the telephones to providing support to various levels which may include staff, management and the Executive Director within the agency.

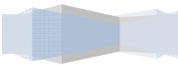
As previously stated, there are currently five staff members who are based at the Keewatinook Wechihewewin Agency. The staff include: Darlene Scott, Receptionist; Robyn Bjornsson, Administrative/Legal Clerk; Terri Owen, File/Stats; Charmaine Lagimodiere, Data Entry Clerk; and Rhonda Pangman, Administrative Clerk.

The position of Switchboard/Receptionist is a shared resource between the Awasis Agency, Cree Nation Child and Family Caring Agency and Opaskwayak Cree Nation. As the KWA office is an off reserve service delivery unit for the agencies' clientele for the Winnipeg area, Darlene's main responsibilities include answering any enquiries through telephone and in person, greeting the general public as well as clientele for the agencies. As there are a number of cases that the KWA office has and is responsible for, this keeps Darlene quite busy in dealing with the various levels of individuals in relation to those cases.

Robyn is the Administrative/Legal Clerk who is responsible for providing legal support to the staff of Awasis located in the KWA office. Similarly to Elizabeth, she is responsible for drafting all of the required legal documentation and contracts pertaining to cases for the off reserve services. Robyn is also responsible for providing liaison and communication between the staff and agency's legal counsel in preparation for court, as well as providing administrative support to staff who fall under the Awasis Agency at the KWA.

Terri and Charmaine are responsible for updating and monitoring as well as providing monthly statistical reports for all agency clientele who fall under off reserve services for the Winnipeg area. In order to do so, both individuals are quite busy completing and reviewing the necessary documentation required whenever a case is deemed opened or closed. Terri and Charmaine are also required to continuously update and maintain case management files which includes receiving any information provided by the workers. In addition and as required by the provincial government, the staff are responsible for updating the provincial CFSIS system. Needless to say, the women are never short of work to tackle.

In addition, I would like to point out and during the AJI-CWI transition of services, the agency had received employees who were seconded by the Province. To date,



the agency continues to have two of these employees seconded in Winnipeg. Terri Owen remains to be one of the secondees.

Rhonda is the Administrative Clerk who is responsible for a variety of responsibilities and tasks. Some of these responsibilities include maintenance of the office equipment, supplies, ensuring repair services and upkeep of the office as well as providing administrative support to the agency's staff located in the KWA office. As well, Rhonda is responsible for providing the main back up and support to Administrative/Legal Clerk when required. Rhonda had commenced her employment late last fall and due to the fact that there were many areas to learn and tend to, the legal training had recently commenced. I thank the unit staff at KWA for their patience and understanding, as we work together and Rhonda learning the ropes in this particular area.

I commend the administrative staff and would like to add that although they have been assigned certain roles and responsibilities, they have not been limited to being "boxed" into these roles and have been committed to working together as a team and assisting one another and those around them whenever possible.

4. Senior Manager

- Program Administration and Development, Service Delivery and Public Relations

As a senior manager, some of my roles and responsibilities have included reviewing information and issues affecting the agency as a whole as well on a case by case basis and providing feedback when possible and/or required. Such information had included issues and changes surrounding the Children Special Allowances, provincial Child and Family Services Information System, new legislation as proposed by the Province that included the possible implementation of the Bill with regards to the Safety of Children and reports completed on the Changes for Children. In addition, the agency had been involved in the review of the provincial child and family services standards and proposed changes being implemented by the Province. It must be noted that the results of the feedback in which the agency had provided, remains to be seen as there have been far too many instances when agency representatives do in fact provide its feedback when changes are implemented by governments, however, have not been included or implemented by the governments.

Under Section 10 of *The Fatality Inquiries Act*, the agency is required to report whenever there is a death of a child who had been in the care of an agency or in the event parents had been receiving services, or within one year at the time of the death. In the event that there is a death of a child, the unit staff is required to complete documentation and submit a report to the attention of the agency's Executive Director, Director of Operations as well as to my attention for review. Once the report is reviewed and deemed acceptable, it is then forwarded on to the First Nations of Northern Manitoba Child and Family Services Authority. Our department continues to maintain these records and provide follow up with the appropriate individuals for completion and submission of the reports.



During last year, the Northern Authority had forwarded new information for completion upon submitting these reports however, due to discrepancies and repetitions found on the information requested by the Northern Authority, the Executive Director had given direction to agency management to continue reporting as per norm. Since that time, revisions to the form and the new information will be forthcoming to the units to complete as per change requested by the Northern Authority and further direction provided by the agency's Executive Director.

One of the other areas the administration department is responsible for is assisting in the compilation and distribution of manuals and resource materials to staff. Therefore, over the years the administration department, along with management staff had completed such materials and each unit was provided with information. One of the purposes of the resource materials was to assist and enable staff in performing their duties and responsibilities. The materials included: 1) Policies and Procedures manual; 2) Procedures and Forms manual; 3) Legal secretary manual; 4) Child and Family Services Program Standards and Regulations manual; 5) Quick Reference manual/guide; 6) Intake/Stats manual; 7) Foster Home/Files handbook; 9) Child and Family Services Authorities Act; 10) Child and Family Services Act; 11) Adoptions Act and Regulations; 12) Awasis Agency Directives; 13) Voluntary Placement Agreement/s and Renewal; 14) Family Support Services Agreement/s and Renewal; 14) Legal Documents templates (pertaining to court); 15) Financial instruction handbook.

Over the last year, a revision of forms had occurred and templates were developed and distributed to all units. One of the purposes of the templates was and again, to assist the workers by creating a more user friendly and less "pen/writing" version so staff could just "click away" and fill in the required areas.

As changes are ongoing within the child and family services system in the province, the administration department continues to play an active and key role in the revisions and distribution of policies, procedures, forms and materials.

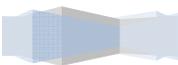
Overall, the administrative staff has been largely responsible for assisting and/or organizing in the logistical and coordination of meetings and gatherings in which the agency plans. Such meetings include: unit, management, annual conferences, annual general meetings and other initiatives such as the Children with Life Long Complex Medical Needs family and women retreats.

As the agency is required by legislation and policies to be accountable and transparent in its service delivery, one of the ways in doing so is by holding an annual general meeting to meet reporting requirements. A couple of areas which require a lot of resource and support goes toward the planning of the agency's annual general meeting and staff conference. During last year, I had brought together most of the administrative staff to participate and experience being a part in planning for the two events. The logistical team was responsible for providing support to the conference facilitation team and ensured the facilitators had all necessities in order to successfully facilitate the "Honouring Our Own" conference. It had



been a new and rewarding experience for many of the staff as most of them had not been involved in such planning prior to these events.

For 2008 and in addition to the agency's AGM and conference, Awasis is celebrating its 25th year anniversary. I look forward to this time when we as staff can come together as one and to be a part of making this year a successful and memorable experience for those who attend!



LEGAL REPORT

LEGAL COUNSEL

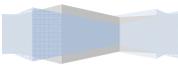
Helen Zuefle

For the fiscal year April 1, 2007 to March 31, 2008, matters in the legal department remained substantially the same as in the prior fiscal year.

Awasis' on-reserve and KAWE cases are filed in the Provincial Court (Family Division), with dockets in Thompson and Cross Lake. McGee office cases are filed in the Court of Queen's Bench (Family Division) in Winnipeg.

The department has one full time in-house lawyer and legal secretaries in Thompson, Cross Lake, Split Lake, Oxford House, God's Lake Narrows, and Winnipeg.

Due to the high caseload post AJI-CWI transfer, arrangements are in place for any Winnipeg cases proceeding to trial to be handled by outside counsel retained by the agency specifically for the case. This is a rare occurrence, as most cases are either uncontested, or if contested, are resolved during the pre-trial process.



ON RESERVE SERVICES

UNIT REPORTS



BARREN LANDS FIRST NATION

OPERATIONS MANAGER

Verna Ironstar

I will begin this report by expressing gratitude to the Membership and Leadership of Barren Lands for supporting the Local Child & Family Service Work that has been rendered in the past term. It does take the initiative of the whole community to establish a healthy and safe environment for the children.

Partnership has continued with all resources in the planning and implementation of what is applicable for the community in terms of events and celebrations of holidays, for the benefit of the whole community. The Local Unit has been instrumental with these partnerships and the future plan is to establish education for the parenting roles in the community. Parenting workshops will be beneficial to all resources, as the role of parents make up the community. Therefore it is important to work in partnership for an ongoing project for the community.

The Local Staff have attended various Training that were made available to them to participate. Future training is promising for the workers. The plan is to continue to further their education as this is essential for the staff to receive an opportunity for professional growth.

In conclusion I once again acknowledge the Membership & Leadership for their ongoing support to the local unit in the effort that is established for the benefit of Children in the Community.

I sincerely thank the Executive Director and the Senior Management Team for all the support we have received throughout the past term. I appreciate all the work the Local Supervisor has accomplished with the workers and I thank them very much for their support. It takes everyone to make a community a safe and healthy place for the Children so they may be proud and to call it their safe place.

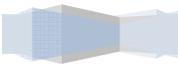
Ekosi.

UNIT SUPERVISOR

Charles Michel

Another year has flown by and it is time to report on what we, as the Awasis Unit of the community of Brochet has done in terms of the activities and events that were planned and implemented for this fiscal year of April 01/07 – March 31/08.

First though, I would like to make some comments on the staff of our unit, there are still two workers that are working with me, they are Angelique Halkett, Foster Care/Stats



worker, and Loretta Linklater, Services to Families/Youth Coordinator. These two workers have helped me deal with community issues concerning families and their children. They have done a great deal of services for the community members. They are also involved with sports and recreational activities for the children.

I do not have any staff turnovers as of yet, even though we had a bit of a problem in the beginning of the year, but everything turned out well with proper communication and understanding by each staff member. We know that this is a small community; however, we still have the same troublesome behaviors and other neglect issues in the community. We as the unit will continue to give full support to those that need the assistance.

Families and their children are made aware of other support services available within the community which could be used in times of need. I feel that I have not done enough for my community in terms of providing the necessary assistance to the people. There are still others that need a lot of help with their problems. However, I am hopeful that I will provide more for this community. I will do more planning on prevention and intervention in the future.

One a positive note: In order to be efficient workers we have to think positive and take good care of ourselves.

In conclusion, I was fortunate enough to work real well with the Awasis Agency of Northern Manitoba, Chief and Council of the Barren Lands First Nation, other surrounding organizations and all the resources that are available when the time comes for networking.

My Operations Manager, Verna Ironstar has given me the full support that I need and her work is well appreciated by our unit and in this community.

Thank you.

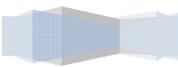
PROGRAM DESCRIPTION & ACTIVITIES

1. Promotional Services

Promotional Services are those services which focus on enhancing the capacities and competencies of the participants. They are viewed as 'indirect services' which can be divided into two groups;

- a) Educational workshops / Programs
- b) Community Initiatives

Educational material and videos on Child Development series 1-5 was introduced to the public and some parents have taken them home to read and return, they respond by saying that these books are very useful for them.



Baby packages which were sent by the Thompson office were given to the parents and for the use of their children

Community Initiatives include:

Grade Nine Education Tour – London, Paris and Rome (July 02/07). This initiative was mentioned in the previous report but actually started for this fiscal year. The reason for this initiative is that many children in our community do not have the opportunity to leave the community; therefore this tour was thought to be great for them. This tour will give the students a chance to see different places, meet different people and learn their cultures as well as explore different environments and experience out of the country travel.

Treaty 10 – 100 Year Celebration on August 18-22/07 - This event was with the three neighboring communities: Wollaston Lake, Saskatchewan, Lac Brochet, Manitoba and Brochet, Manitoba. This celebration took place in Brochet, but all the above mentioned communities assisted in the planning for this gathering. This was a very successful activity and will be an ongoing one.

Brochet Hockey Team-Winter Hawks (January 21/08) - Purchase of hockey equipment. As we know Hockey is very important for all children, it gives them a chance to compete with one another and other communities; it will help them strengthen their confidence in sports and other activities.

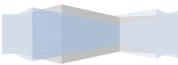
Breakfast/snack Program for the Nursery, Kindergarten, Grade 1&2. - This program for the children was brought on by a concerned Brochet school staff member. There were concerns of children coming to school hungry and not having the chance to properly eat at home. Therefore this program was set up to help those that are less fortunate.

2. Prevention Services

Prevention Services include services provided through direct family support services that are offered to families in need of tangible support. These include homemakers, parent's aides, emergency, etc.

Homemaker Services – Homemaker services were used when parents go out for medical appointments and surgeries. This service is for low income families on social assistance. If there is a need for these services, the Awasis Unit will determine what or how long the service is needed. There are 5 homemaker services for this year;

Respite - respite services are for families that have children with life long complex medical needs. These families have a respite worker to assist in the everyday care for these children. There is one family currently using this service and another had just recently acquired this service. The unit has planned for this family.



Counseling Services - this services is not used very often, however I had volunteered to do individual and family counseling in a couple of occasions as requested by the community members. The reason for this is that sometimes individuals or with their families will want to talk to someone about their problems and they just want to discuss some think that bothers them and I give this service to give them support.

Emergency Services - Single parents have used this services who are not able to meet their basic needs like purchase of pampers, milk and other food items, due to the high cost of living in this community. There were 27 emergency services for this year.

3. Intervention Services

Intervention Services are those services that are provided when a child is deemed to be in need of protection services. These include protection investigation on referrals, apprehension and placement of children in care.

Investigation takes place when there is a need for child protection in a home or in a different community. When there is a referral made to our office the intake worker gathers the information and a plan is set up for the child to be placed in a safe home.

An assessment is also done to determine the outcome of the situation and home visits are made when we have to do further investigation on the issue.

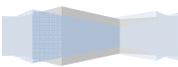
There was one apprehension in December/07 due to ideation of suicide. This child was flown to Winnipeg for a medical assessment. This child was placed in a foster home in Lynn Lake, Manitoba.

An incident took place out of province in Prince Albert, Saskatchewan, where a parent visiting her mom from Brochet, two of her boys are in care by grandmother in P.A. and one child accused his mom of child abuse, information taken from P.A. school. Parent resides in Brochet and plans were made by workers to deal with situation.

COMMUNITY PARTENERSHIP ACTIVITIES

When there are events in the community such as fish derby's, children's carnival, Christmas hampers, we partnership with other resources like the Northern Store to get a discount or a donation. Chief and Council of Barren Lands First Nation are also involved.

When there is an incident concerning children the following resources are notified and we work along with them: Nurses, Teachers, RCMP, Local Child Care Committee, NADAP and parents. We are also involved with outside Child and Family Services Agencies when the person(s) involved are registered under the Barren Lands First Nation.



COMMUNITY PROGRAMMING

Summer events are also organized by staff and they network with other resources to make fun activities for children and their families. A Children's Ice Fish Derby was organized for the month of March/08, all family members are involved with the event, and they give support and assist their children by joining them. Also for March, a Mini-Winter Carnival was held for children. The unit had games, sport activities, and other fun games where they compete with their age groups to win prizes.

STAFF DEVELOPMENT

The Awasis Training Institute of Northern Manitoba develops training for the Awasis staff or if there are scheduled training courses available to the staff.

The Unit Supervisor took training in Child Sexual Abuse in Thompson on June 5-7/07 and Mediation: Difficult Conversation, Delivering Negative Feedback on September 10-14/07.

All staff participated in the Annual General Meeting & Conference on Sept. 24-27/07 in Portage La Prairie, Manitoba.

The Services to Families/Youth Coordinator took Training on Interpersonal Conflict, Conflict Resolution Coaching in Oct. 16-18/07 and Nov.19-23/07 as well as Mediation Services in Jan/08.





Ages 4 & 5 Messiest Hair Contest children's Carnival 2008



One of the winners for this year's Children's Fish Derby 2008



BUNIBONIBEE CREE NATION

I/OPERATIONS MANAGER

Lillian Saunders

Greetings, I have had the privilege of working with the Bunibonibee Cree Nation over the past several months. It's been a good experience and I have the utmost respect for the staff in their ability to work and cope under difficult circumstances.

The community of Oxford House is always busy and they even have traffic jams. The dialect took some getting used to however, like most Cree people they have a profound sense of humor. I quickly found out there is always a multitude of complicated issues affecting individuals and families. I often joke to the Unit Supervisor that sometimes these cases sound like a soap opera but that's the reality of CFS work in some First Nation communities.

We met with the Chief and Council a couple of times regarding some of their concerns. One of the concerns was out of town placements and places of safety in the community. The Unit Supervisor took the opportunity to discuss the difficulties around finding family placements or foster homes in the community. Some people's perception of placements in community is that of a glorified babysitting service and especially in situations where children are placed with extended family. There seems to be a lack of motivation by some parents to address their addiction when they know their children are with family members. However, the children are always the priority, therefore we try our best to place children with family members they are familiar with. The lack of housing also impacts the licensing of homes because of overcrowding and police checks on extended family members.

The local Awasis Agency is currently facing a staff shortage however the support staff will pitch in wherever help is needed. We always hear complaints at the community level about staff but when you see and hear what they go through, you really appreciate the work they do. Excellent Work!

Thank you.

UNIT SUPERVISOR

Shawna Harper

Hello, my name is Shawna Harper and I am the Unit Supervisor for the Bunibonibee Sub-Office, also known as Oxford House. I have been with this unit close to a year. In the last few months, I have had the privilege of gaining information and experience from staff, both locally and from other units. This experience has given the agency a better view on providing the best possible services to our clients and to the community as well.

COMMUNITY PARTNERSHIPS

The Oxford House Unit has enhanced working relationships with other local resources over the past year. The community is having regular monthly resource meetings; which has brought ideas to help us with our community issues.

We have been working closely with both schools. The agency provided counseling sessions to the high school in November 2007, when one of the students in Grade Eight students suddenly passed away. The students, along with staff at the high school needed assistance with the grieving. The agency and other local resources went in and provided counseling sessions through different activities with each grade.

We have continued to give both financial assistance and support to both schools. The Elementary School had the privilege to start another year book, utilizing donations from the agency. The schools have invited staff to participate in all activities throughout the school year. Staff had to judge for best decorated classroom for Halloween, Christmas and Valentine's Day. The workers also went to be DJ's at the high school dance, after a weekend long informational workshop for students. Donations were made for their afterschool activities for boys' and girls' nights, as well as for the annual graduations.

The students from both schools had a chance to be given a conference early in the school year through the support of Awasis Agency and the Board of Education. The children responded well to the presenters. A lot of questions were asked. The presenters concentrated on issues of bullying for the younger children and gangs and drugs for the older kids.

COMMUNITY PROGRAMMING

The following is a list of activities/supports made possible in the community with the aide of the Awasis Agency:

Emergency Support

Supports were made to families through emergency funds throughout the year. This has prevented children from coming into care. The unit provided families with groceries, milk, pampers. Parent Aides have improved the prevention program.

2nd Annual Ice Fishing Derby

The participants were not allowed to take snowmobiles or ATV's onto the ice. This promoted physical activity through walking from the shore to the designated spots on the ice.

Mother's Day Brunch

The agency, along with local resources, held a brunch for the Mothers in the community. The Mothers were served snacks and fruit. Activities were held and gift certificates, roses and flowers were handed out.



Family Fun Day

The agency hosted a Family Fun Day, which was a big success. Those who couldn't go out on the lake, the agency held activities at the band field. Parents and children competed in various activities. To finish off the day, a barbeque was held. The turnout was big, as about half of the community came out and participated in the Family Fun Day.

Community Parade

The agency participated in the Annual Treaty Day Parade. The agency gave out candy and party favors to the children on the road. We also rented 4 costumes for the parade. The children got their pictures taken with the costumes. The staff went on to continue to assist during the Treaty Days.

Annual Community Halloween Bash

The agency donated prize money to the children's category for the Halloween Bash 2008. The event brings a majority of the community together after the children are done trick or treating. The event turned out to be a great success, as there were about 120 participants.

Aboriginal Head Start

Donations were made for the children with the Head Start Program for their annual Christmas concert. The parents were given a concert by the centre and Santa made an appearance for the children, as well as the parents.

Family Fun Activities

The agency donated funds to the community where it was organized for families and children to participate in a number of activities. Jigging was the main attraction. The children in the community are continuing to participate in this event each year. Each year, more and more children enter.

Winter Carnival

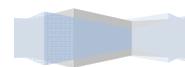
The agency donated funds to the annual event for the children's events. The children participated throughout the week. The agency staff volunteered in numerous events.

Youth Rally

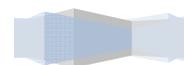
The community resource, along with the churches provided for the youth. The youth participated in numerous activities in promoting prevention of violence and addiction issues.

The unit has made huge steps in promoting for our community especially with the children and staff who have taken the time to attend training sessions to benefit the agency clients.

In closing, I would like to mention the staff that has done exceptional work each day, making this unit a huge success in the past year: Patricia Weenusk, Child Protection Worker; Annie Robinson, Foster Care Worker; Catherine "Tessa" Sumner, Stats/Intake Worker; Vanessa Munroe, Legal Secretary; Daphne Wood, Receptionist; and Doreen



Crane, our Custodian. Thank you to the God's Lake Unit for sharing Lillian Saunders, I/Operations Manager.



CROSS LAKE BAND OF INDIANS

ASSOCIATE EXECUTIVE DIRECTOR

George Muswaggon

Tansi everyone! On behalf of our Cross Lake Unit Management and staff, we would like to take this time to say hello to the other Units.

Another year has passed of hard work and dedication – Thank you Team Leaders and our frontline workers for the continuous hard work! It is very much appreciated!

The annual report pertains to a report commencing from the fiscal year April 1, 2007 to March 31, 2008. The following report signifies the functions of our Cross Lake Unit which includes: Protection and Community Partnerships; Promotion and Prevention; and Unit Functions and Development.

PROTECTION

Our Unit continues to have a high number of children-in-care and family cases; it's been quite a challenge and at times very frustrating especially with the encounter of a staff turnover which means new case managers have to be trained all over again. There were a number of voluntary family files coming in due to families requesting to advocate on their behalf regarding overcrowding housing issues and homelessness, and also single parents requesting to bring their children into care through Voluntary Placement Agreement due to their homeless situation. Sadly, in December 2007 our community encountered a trauma where one youth member died as a result of wounds from gang violence. The gang violence activity escalated to our school system where all our local resources including our Chief and Council had to come together and conduct a whole week of debriefing sessions at the school level and community level. This was very exhausting which included all day debriefing and then right into the evening debriefing on our own. Advantageously most of our CFS Workers and Management were trained in Critical Incident Stress Management and Debriefing which came in handy in regards to handling the debriefing sessions.

COMMUNITY PARTNERSHIP

I'm content to report that this year I've observed our unit has made significant improvement in regards to developing good working relationship and team work both within our unit and with our local community resources that include: Health Services; School Principals and Counsellors; RCMP Stg. Thomas/Band Constables; Mee-noo-stah-tan Mi-ni-si-win Mediation – Verla Umpherville and Brenda Watt; FHIHB Therapists - Lyle & Brenda Longclaws; and foremost our Chief and Councillors pertaining to community concerns in general and youth initiatives which basically still in progress. Our Unit also managed to hire a Therapist from Winnipeg, Stephen DeGroot to provide

counselling for our high risk children in care; unfortunately we were unable to continue the service due the issue of not being able to access the funding for a therapist.

Our Director of Operations also developed a close working relationship with our non-treaty side Community Council office, namely Robert Smith and Darlene Beck in their initiative of bringing a Cadet Program (Cross Lake Cadet Core #38) for our youth in our community which involves majority of our youth band members. This Cadet Program gives our youth an opportunity to develop leadership skills, learn respect and discipline, and most importantly future employment opportunities. In our effort to assist in Community Council's effort to keep the Cadet Program going, our assistance included providing financial assistance through Community Initiative funds and provided support letters in regards to their proposal of seeking for government funding.

PROMOTION AND PREVENTION

In regards to Promotion and Prevention, our main events this year once again included our Fishing Derby – which was a great turnout!; Children's Snow Sculpture contest; Winter Carnival; and the most positive event includes our Easter Activities held at the school level, both Otter Nelson River School and Mikisew Middle School. There were a total of 800 students from both schools. As always, all our staff participated to conduct Easter egg painting with the students, in addition, at the same time while the students were doing their activities we invited our local pastor, Clara Castel to tell the story regarding the true meaning of *Easter* - that it's not just about Easter bunnies. We also included a mascot Easter Bunny that was rented from Winnipeg. Overall our Agency received positive feedback from the community.

UNIT FUNCTIONS AND DEVELOPMENT

In regards to Unit Development, our Director of Operations ensures our daily functions and responsibilities include the following:

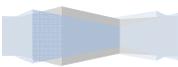
Our Unit developed its own Staff Policy Manual which was reviewed and adopted by the Board of Directors on March 06, 2008 - Thank you Board of Directors.

With the assistance and direction from the Associate Director, our Director of Operations ensures the following functions are followed through:

Ward & Family file reviews:

Director of Operations ensures that Team Leaders continue to have ward and family reviews with their workers on a quarterly basis. Team Leaders are expected to submit their quarterly review reports to the Director of Operations. Quarterly reviews are done consistently to ensure files are maintained and ensuring referrals and home-visits are done consistently.

Children-in-Care Reviews of Permanent Wards:



In April 2007, Team Leaders ensured that permanent ward reviews were completed by the CFS Workers. These reviews are done on an annual basis on April of each year.

File Audits:

Director of Operations conducted family file audit on March 14, 2008.

Management Meetings:

Director of Operations ensures that unit management meetings are held at least once a month. It is important that we have share any updated information and recommendations.

Staff/Team Meetings:

Director of Operations ensures that staff meetings are held at least once per month. The purpose of the staff meetings is basically to provide staff of any updated information on upcoming events, new procedures and forms, and basically reminding them of job requirements and functions. Also it gives staff a chance to voice any concerns or recommendations of improvements.

Monthly CFS Case list/Intake Tracking list Reports:

Director of Operations ensures that Team Leaders submit a monthly CFS case list and Intake Tracking list reports at the end of each month. The monthly report identifies which worker was assigned to a specific case.

Attendance Tracking Sheet/Time Management:

The Receptionist is required to maintain a daily log of employee attendance and a sign-in/sign-out sheet. The sign-in/sign-out sheet keeps track of the employee's destination, in the event if an emergency should arise.

Case Management/Case Conferencing:

Director of Operations continues to assist the Team Leaders with case management, especially with high risk cases. The Team Leaders were encouraged to case conference high risk cases and involve local resources. The Team Leaders and CFS Workers are encouraged to develop good working relationships with the local resources.

Staff Development and Wellness:

Our Unit continues to be committed to providing our staff with training and is aware of the fact that the level of wellness as a whole has a direct impact on level and quality of service delivery. Our Unit takes advantage of ATI Training and whatever upcoming training opportunities we feel would benefit our Unit or community in general. Also we constantly try to focus on Self-Awareness to prevent any staff from potentially placing their clients at risk if they are still dealing with unresolved issues that may provoke triggers when dealing with clients on a daily basis. Furthermore focusing on self-awareness also creates a positive working environment where staff are encouraged to try and refrain from bringing their personal problems to work however encouraged to discuss any issues with their supervisors and/or Associate Director/Director of Operations. At times when there is conflict at the workplace between workers, we recommend a mediation process. Three of our staff attended Mediation Training which will complete their final in June/08.



This will conclude our annual Associate Director/Director of Operation's report from the fiscal year of April 01, 2007 to March 31, 2008.

DIRECTOR OF OPERATIONS

Edith G. McKay

I want to take this opportunity to thank my colleague George Muswaggon, Associate Director for allowing me the opportunity to gain more experience in the management field – It has been quite a challenge and privilege. Based on my observation and experience - there is so much more that still needs to be done in Child Welfare.

Ekosani my fellow Agency Units!

TEAM LEADERS' REPORT

Bertha LePage

Fred Richard

Greetings, Tansi Everyone! On behalf of our Cross Lake Awasis Agency unit, the Management and staff would like to take this time and say Hello to the other Agencies.

First of all, we would like to extend our sincere gratitude to our hard working and dedicated staff for the countless hours and their continuous hard throughout the year. We are continuously encouraging the staff to maintain and update their files.

This past year, the staff had the opportunity to attend the 9th Annual General Meeting and Honouring Our Own Conference, which the staff had various choices to attend workshop for staff development to enhance their skills. The conference was a success and was facilitated by two of our own staff.

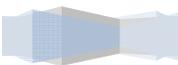
Our Agency continues to promote, prevention, intervention and postvention to educate our community members. We always try to promote our agency in a different light to the community.

Our report outlines the functions of our Cross Lake Awasis Agency Sub Office which includes our daily staff functioning, Training, Community Education, Prevention and Community Initiative, and of course staff restructuring.

Ekosani!

TEAM FUNCTIONING

Ward and Family Files:



Team Leaders continue to ensure that all Ward/Family Files are continuously updated on a quarterly basis. Case Managers are required to conduct and document home visits to ensure that the files are maintained on either biweekly or on a monthly basis. Quarterly reviews are still being done for consistency.

Children in Care Reviews of Permanent Wards:

At the end of March 2008, Permanent Ward Reviews were done by all CFS Workers. These reviews are done on an annual basis of April of each year.

Regular Team Meetings:

Each respective Team Leaders are responsible of conducting monthly Team Meetings with their Team. The meeting mainly consist of discussing plans regarding clients of the Awasis Agency. This also includes for staff to voice out their concerns and to participate in discussions of ideas on how to better their working relationships with their clients and fellow colleagues. They also have an opportunity to request for any training that they would like to attend to benefit and enhance their skills at work. The Minutes of the Team Meetings are recorded and given to each staff member.

Bi-Weekly Devotional Meetings:

Devotional Meetings were held every second Monday Mornings for all staff which gave them an opportunity to discuss how their week and any upcoming travel plans, and to debrief on anything that was burdening them. Towards the end of the years the meetings subsided due to the office being too busy.

Tracking Attendance Sheets/Time Management:

The Receptionist records a daily log of staff attendance and a tracking sheet to monitor the employees of their whereabouts in case of emergencies. CFS Workers are encouraged to keep a daily log of their Time Management and submit them weekly to their Team Leaders. Team Leaders continue to encourage the staff to document all client contacts and home visits for consistency and legal purposes, including the date and time of each contacts.

Case Conferencing:

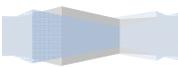
Team Leaders encourage the Case Managers to continue to conduct regular case conferencing their high risk cases. The Case Managers are encouraged to work with other available resources within the community. This also gives the Case Managers an opportunity to develop and practice using the available human resources to prevent burn out.

Management Meetings:

May 29 & 30, 2007 – Management meeting in Thompson, Manitoba.

On August 15 & 16, 2007 – Senior Management staff attended Differential Response Meeting in Thompson, Manitoba.

On September 24 – 25, 2007, the Annual General Meeting was held at Portage La Prairie. Management Staff attended this meeting. The Front Line staff also had an opportunity to



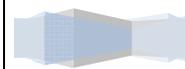
attend the Annual General Meeting. This was a first for the front line staff which they found interesting.

Special Needs Children In Children fostered in Winnipeg/Thompson:

Team Leader and Special Needs Worker continue to conduct quarterly home-visits with their clients that are in care and being fostered in Specialized Foster Homes in Winnipeg or Thompson. IEP (Individual Education Planning) meetings are held with School Resources, social workers, support workers, speech therapists, physiotherapists, etc. They all come together to discuss the progress of our special needs children in care.

STAFF TRAINING

DATE:	TRAINING:	STAFF:
May 24 & 25, 2007	Facilitation Training	Team Leader and Intake Investigator attended this training.
June 12 – 14, 2007	Facilitation Meeting for annual conference	Team Leader and Intake Investigator attended this meeting.
July 10 – 12, 2007	Facilitation Meeting for annual conference	Team Leader and Intake Investigator attended this meeting.
August 7 – 9, 2007	Facilitation Meeting for annual conference	Team Leader and Intake Investigator attended this meeting.
September 11 – 13, 2007	Facilitation Meeting for annual conference	Team Leader and Intake Investigator attended this meeting.
October 16 – 18, 2007	Critical Incident Stress Management and Community Trauma Response Training	Team Leader and six Child & Family Services worker attended this training.
November 20 – 23, 2007	Interpersonal Conflict Resolution (ICR) Conflict Resolution Coaching (CRC)	Four Staff members attended this Training in Thompson, Manitoba.
December 11 – 13, 2007	Critical Incident Stress Management and Community Trauma Response Training	A/Director of Operations and three staff members attended this training in Thompson, Manitoba.
January 15 – 17, 2008	Dealing with Anger Culture and Conflict	Six staff members attended this training in Thompson.
February 7 – 8, 2008	Ultimate Supervisors Training	Team Leaders, A/Director of Operations, and Financial Administrator



March 7, 2008	Crime Prevention through Environmental Design	A/Director of Operations attended this training in Thompson, Manitoba.
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COMMUNITY EDUCATION AND PREVENTION

Throughout the year, our staff participated in community workshops and Debriefing sessions.

April 25, 2007 Mediation Workshop & MKO FNJS was held in the boardroom and was conducted by Verla Umpherville and Roseanne Ross.

May, 2007 There was CPR and First Aide re-certification held for the staff in the office.

June 18, 2007 Emergency Debriefing Sessions were conducted by two staff members at the DR. Hamilton School in Cross Lake, Manitoba in regards to an incident that occurred which resulted in a loss of one of their student and classmate.

Staff members from the Agency went to the ONR School to conduct a debriefing session with the High School Students and Teachers.

July 2 – 6, 2007 Positive Parenting Program was held by Rhonda Powers from the Province for clients to teach them in positive parenting. The parents who attended the program received a Certificate.

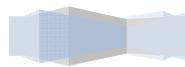
Sept 26 – 27, 2007 All staff members attended various workshops and training for the two days in Portage La Prairie, Manitoba.

Nov 8, 2007 Emergency Debriefing Session was held at the Band Hall for the community of Cross Lake. Three staff members participated in this debriefing session. The purpose of the session was due to a loss of a community member.

Nov 27, 2007 Associate Director, A/Director of Operations, and A/Team Leader attended a workshop in The Pas, Manitoba on Trends and Challenges on CFS.

Dec 9, 2007 Local Foster Care worker held a workshop for the foster parents on Fire Prevention.

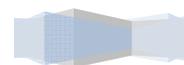
Jan 8 – 11, 2008 Emergency Debriefing Sessions were held at both schools during the week. Staff members from the office conducted debriefing sessions for the teachers and students regarding a sudden loss of a student.



- February 28, 2008** Annual Winter Festival – Children’s Snow Sculpture Contest.
- March 11, 2008** Two CFS Workers attended Otter Nelson River School for Career Day to discuss the functions of our Local Awasis Agency.

COMMUNITY INITIATIVES

- April 12, 2007** Awasis Agency Staff hosted a Fishing Derby for the children and parents in the community. All staff participated and also included a Weiner Roast after the Fishing Derby. There was no registration fee for the children. There was a \$20.00 fee for the adults with a 50% payout and 50% went towards the Minor Hockey donation.
- April 25, 2007** Awasis Agency sponsored a female for Aboriginal Hockey Tryout held in Prince Albert, Sask.
- June 2007** **Grad Bursary Award** – Awasis Agency provided a \$250.00 Bursary Award to a Grade 12 Graduate regarding student’s recognition of Community Involvement.
- July 1, 2007** **Canada Day Celebration** – Awasis Agency hosted and contributed the Canada Day Celebration for Children Events for the children in the community.
- July 25 – 26, 2007** **Indian days Children Events** – Awasis Agency contributed and hosted the Childrens’ Events for two days. All staff participated.
- August 2007** **Canoe Quest** – Awasis Agency contributed Funds to the Children’s Canoe Quest from Cross Lake to God’s Lake Narrows.
- October 2007** **Halloween Party** – Awasis Agency contributed to the Annual Halloween Party for the children for the purchase of Toys and Halloween Candies.
- Dec 9, 2007** **Foster Care Banquet** – Awasis Agency hosted and contributed to the Annual Foster Care Banquet for the foster parents and children in care. The agency presented gifts and candies to the foster parents to show our appreciation.
- December 2007** **Christmas Cheer Board** – Awasis Agency contributed to the Annual Christmas Cheer Board to present Food Hampers and gifts to our needy families.
- February 29, 2008** **Winter Festival** – Awasis Agency hosted and contributed to the Annual Children’s Events for the children in the community.



March 31, 2008 **Children's Spring Carnival** – Awasis Agency contributed \$9000.00 to the 2nd Annual Children's Spring Carnival during Spring Break. The contribution went towards the payout of the events. This was a good turnout.

STAFF RESRUCTURING

April 27, 2007 One Child & Family Services Worker resigned, she was hired in a new position in the community.

April, 2007 Receptionist went on Maternity Leave for a period of one year.

May 28, 2007 One Child & Family Services Worker was hired.

June, 2007 The Director of Operation went on Disability Leave.

July 27, 2007 One Child & Family Services Worker resigned.

July 30, 2007 Two Child & Family Services Workers were hired.

August 13, 2007 A six month term position for Legal Secretary was filled.

Oct 22, 2007 I/Team Leader was appointed as A/Director of Operations.

Oct 24, 2007 Special Needs Worker was appointed as A/Team Leader.

Oct 26, 2007 Foster Care Worker was appointed as the Special Needs Worker.

Oct 31, 2007 Service to Families Worker resigned.

Nov 2, 2007 One Child & Family Services Worker resigned.

Nov 5, 2007 The Administrative Assistant was reassigned as A/Foster Care Worker.

Nov 5, 2007 I/Clerk Typist was reassigned as a support worker.

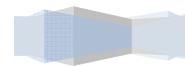
Nov, 2007 Clerk Typist returned from maternity leave.

Nov 13, 2007 Relief Worker for CFS was hired to fill in for a month.

Dec 17, 2007 One Child & Family Services Worker was hired.

Feb 4, 2008 One Staff member returned from maternity leave.

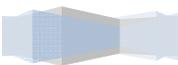
Feb 11, 2008 One Child & Family Services worker was hired.



March 7, 2008 Relief Worker was hired to fill in a CFS position.

This will conclude our Team Leaders' Annual Report for the year of April, 2007 to March 31, 2008.

Ekosani!



FOX LAKE CREE NATION

OPERATIONS MANAGER

Thelma Bland

Personnel

We have had all the positions filled this past fiscal year and include: Pamela Luce as the Local Unit Supervisor; Dana Ash Avison as the Child and Family Service Worker; Arlene Massan as the Local Foster Care Worker; and Sherry Turton as the Foster Care Stat/Intake Worker. However, Sherry left the middle of May, after she decided Awasis Agency business was not for her.

Files

There has been a lot of activity with the Children in Care files. Most of the children coming into care require additional care, supervision and support, therefore, many of them are special rated, especially initially. We find the newly placed children coming into care require additional love and attention to assist them through the transition from own home to new home. The local workers are actively involved with collaterals on the planning for the agency's children in care and on open family service files' clients by attending meetings, advocating for additional services, advocating to keep children in school and to come up with different plan versus the school's plan to keep children out of school for long periods of time, accepting donations to assist somewhat needy families and then distributing them, etc.

Foster Care

Recruiting foster parents has been a challenge over the years. At the time of preparing this report, there were twelve active homes with three of them licensed and nine Place of Safety home which are to be licensed. There are two children in care from this unit who are placed out of the community; one in a group home setting (for her own safety) and the other in a specialized home, both in Winnipeg.

Capacity Building

The Unit Supervisor, Pamela Luce

- Working with High Risk Kids
- High Five Workshop Training
- Applied Skills in Suicide Attempts Training
- Critical Incident, Mediation and Conflict Management and Resolution Training

The Child and Family Service Worker, Dana Ash Avison

- High Five Workshop Training
- Applied Skills in Suicide Attempts Training
- Critical Incident Training

The Foster Care/Stats/Intake Worker, Sherry Turton

- Reception and Organizational Skills



The Service to Families Worker, Arlene Massan

- Critical Incident Skills Training

Programming Needs are identified, initiated and implemented by the local Awasis Agency workers.

It has been a pleasure working with the Fox Lake Awasis Agency ladies.

UNIT SUPERVISOR

Pamela Luce

Greetings from our staff to your staff, elders and chiefs. Here we are once again and I would like to say good job to you all, your communities appreciate you even though they don't say thank you.

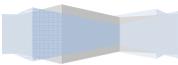
I would like to introduce the Fox Lake staff:

Sherry Turton – Foster/Stats worker
Arlene Massan – Services to Family worker
Dana Ash-Avison – CFS
Myself, Pamela Luce – Unit supervisor

I can say that we have a great team and we work well together. We have our fun times and bad times but being together helps get over the bad and we always work for the good. Some visitors to our office find us to be a little crazy at times but understand that humor and laughter is what we need to keep going and they appreciate the warmth and comfort in our office plus knowing that they are welcome helps develop the relationships we seek in our office.

I would like to talk a little more about the girls in our office. For months we talked about healthy living and improving our health but once again it was just talk. One day we got off our butts and started a morning workout in the back of our office. Well that sure did something to energy level we had, we were ready to work and it just felt good to be doing something for ourselves which I think a lot of us forgot to do. Self care in our office has motivated and reenergized us for our work and home lives.

Well enough about us and more about the work we have done in our communities. As you can see in the stats our number has increase greatly. The more protection we do the more children we have in care. Most of the children's families we have been working with since Dana and I started in 2006. If the families do not except the help and guidance we offer there is not much else we can do but wait for the parents to want to better themselves for themselves and their children. The one thing we refuse to do out of our office is to bounce the children around. We feel that we do more damage to the children by moving them back and forth from parent to foster parent then to just let them stay in the life that their parents



are providing for them. This way the children are in a stable situation until their family structure is healthy.

COMMUNITY INITIATIVES

Once again due to the lack of staff we were not able to do preventive work out of our office, most of our time was spent in protection. Our number of CIC has increase greatly and did not have the time or energy to do programs. Once Sherry and Arlene joined our team we have been able to do more in the preventive work.

High 5

Dana and I attended the High Risk Kids workshop held by the Fox Lake Band BFI worker. People that attended the workshop where from both communities, all office through the band where invited, metal health worker from HBR, RCMP, Chief and Council, clients and family workers, plus our office. It was great to see everyone take part in the workshop and realized that a support group would be needed regarding the workshop we attended. Out of this workshop a group called the High 5 was developed. A group, that addresses the youth issues in our two communities and have worked together to do preventive work with the youth. A lot of the issues that are being addressed are issues that the youth want addressed. This has been a positive experience that has brought all the resources and parents involved in the concerns of the youth.

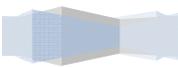
This year our Annual Christmas Party was a great success. We had a large number of families attend the party and everyone had a great time. All the children had their picture taken with Santa and all the pictures where posted on the Fox Lake wed site.

We had an Easter party that was a great time, one of the youth was the Easter Bunny and once again the children had their pictures taken. Arlene had games and prizes that everyone enjoyed.

Our new Services to Family worker, Arlene Massan, have started a Caring and Sharing circle out of the back of our office. This is a great idea to make people aware of their own concerns with the youth and adults in our communities. It has been a slow start with the circles but we feel once we start facilitating our workshops out of our office our support circles will grow.

We are excited to be able to facilitate our own workshops and look forward to all the information that will be available to our staff. This will give us more ways to approach the preventive work that needs to be addressed in our communities

I would like to say thank you all for working for the Agency. I look forward to seeing you all again in the new year. Thank you to the staff at the Fox Lake / Gillam office for doing a great job and thank you for all the support we have received from the Thompson office.



GOD'S LAKE NARROWS FIRST NATION

OPERATIONS MANAGER

Lillian Saunders

Well it's that time again when you're left to wonder where the year has gone, scrambling to meet the deadline for the Annual Report and grateful that we don't have to do the charts.

I just celebrated my one year anniversary back with the Agency needless to say it has been a very busy year but it has been a good learning experience as well.

As I am writing this report, I am saddened by all the negative publicity in the news lately. It has always been a challenge facing the stereotypes and overcoming the oppression and the discrimination when we are trying to help our families and communities. We must not forget how far we have come and where we must go as an Agency to prove that we are capable and qualified to carry on for the future generation. These reports are all a testimony of the hard work and dedication of everyone at the Awasis Agency of Northern Manitoba.

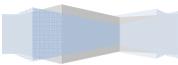
In God's Lake Narrows, we continued to have problems in staff turnovers throughout the year. We were without an Intake and Stats worker for awhile, now it's the legal secretary position that is currently vacant. The Unit Supervisor, Iona Okemow came back from Maternity Leave and doing a great job. The common factor in staff turnovers is the job stress and complaints about the unequal distribution in the workload. Sometimes, we are guilty of overworking our best staff.

Much emphasis has been given on regular contact/visits with wards and overall job performance in all areas. We also acknowledge that we did not meet our target that we set last year in the licensing of foster homes in the community. We did license one home for one of our case transfers.

Most of our communities share the multiple challenges affecting our families and work practices. In God's Lake Narrows, the local unit has been busy working in partnerships with other community resources in the prevention of high risk behaviors among the youth. The staff has been especially active in the area of physical activities which include volley ball; floor hockey; badminton; and broomball tournaments. There were also a family fun day, mother's day and other traditional and cultural events for the all children and the women in the community.

The community is preparing for another canoe quest this summer and the strongest member of our staff will be joining the expedition again this year- *way to go Debra Mason*. The youth are encouraged to participate.

These Community Partnerships is a positive way of utilizing the limited resources in the communities, building and sustaining relationships with the other services. The



promotional events are fun for everyone but they are targeted at keeping the youth busy throughout the year.

I like to thank the staff for their dedication and enthusiasm. I also like to thank the Senior Management for their direction and guidance, Julie Lafontaine for her support and lastly the Finance Staff whom are simply the best in the work they do. EKOSANA MA!

UNIT SUPERVISOR

Iona Okemow

Hello, my name is Iona Okemow and I am the Unit Supervisor for God's Lake Narrows. I returned in January 2008 after a year off for Maternity Leave and I don't plan on going anywhere anytime soon. It's good to be back and catch up with all the new developments. Upon my return in January I met Lillian Saunders, the Operations Manager for God's Lake Narrows and it has been good working together. We had changes and additions to our staff and they are as follows:

- Denise Chubb- Foster Care Worker
- Olivia Snowbird- Intake/Stats Worker
- Melinda Trout- CFS Worker
- Charles Harper- CFS Worker
- Priscilla Watt- CFS Worker, Maternity Leave
- Tanya Okemow- CFS Worker
- Debra Mason- CFS Worker
- Alice Captain- CFS Worker- Term Position

The in-coming staff had the opportunity to participate in the Awasis Case Management Training and other staff took the Crisis Intervention Training. An orientation/training was provided to the Intake/Stats worker when she started. We usually give everyone an opportunity to attend any training.

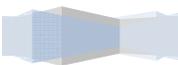
The staff is requesting more training in dealing with difficult situations or clients.

I am pleased with the staff's involvement in the many events and activities throughout the year.

I like to close by thanking the regional staff for all their help.

EKOSI!

PROGRAM DESCRIPTION & ACTIVITIES



This past year has been busy with all the events that were held. Our office is always bustling with activities throughout the year. The kitchen and boardroom is often used by the other resources in the communities. It's always good to see the other programs working with our shared clients.

1. Promotional Services:

Promotional Services are those which focus on enhancing the capacities and competencies of the participants. These are viewed as indirect services which can be divided into two groups.

- a) Educational Workshops/ Programs
- b) Community Initiatives

The Annual Youth Conference in August, 2007. The Conference was a huge success with approximately 90 youth and 27 volunteers. The theme was: The Road to Life- Overcoming the Obstacles and Boundaries that get in our way. The Chief and Council fully supported the conference by their planning, attendance and by their huge financial contribution. The Conference provided a number of educational workshops such as: effects of alcohol and drugs; fetal alcohol effects and syndrome; diabetes, Sexually Transmitted Diseases, Bullying, Suicide, Career Choices, Crime Prevention and Child Abuse Protection.

There were also traditional and cultural activities, sports and other fun events. The local Awasis Staff was able to contribute through a community initiatives proposal and by volunteering in the Conference.

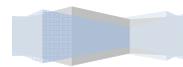
Other Community Initiatives Included:

- Haunted House
- Canoe Quest
- Christmas Hampers & Events
- Dances

2. Prevention Services:

Prevention Services include services through direct family support that are offered to families in need of tangible support. These include homemakers, parent aids and emergency assistance.

The local Awasis Agency remains committed to providing family support services to all our families and the allocation and expenditures remained the same throughout the year.



The most requested areas are in Emergency Assistance and Home Makers.

3. Intervention Services:

Intervention services are those services that are provided when a child is deemed to be in need of protection services. These include investigation on referrals, apprehension and placement of children in care.

The local Awasis Agency is improving on responding to referrals, conducting an investigation and following the policies and procedures of any apprehensions. The staff still struggle with finding emergency placements in the community and process of finding group placements for children that are deemed out of control.

COMMUNITY PARTNERSHIPS

In the year of 2007, the following events and activities were held.

Our office tried to hold a broomball tournament however the worker that was organizing the tournament left suddenly therefore the event was cancelled.

In February, we held a Valentine Day cake decorating contest for the community and a drawing contest at the school. The cakes were donated to bereavement and to the elder's.

In May, we did a proposal for families in need of pampers and formula. We also held a Mother's Day Barbeque and we had door prizes for the participants.

In June, we held a Volleyball Tournament for the youth/adults and awarded trophies and individual medals.

We had a Coed Floor Hockey Tournament for all ages. There was a good turn out and everyone had fun.

In July, we held a Fun Day for children. These included a dance and fun activities such as, musical chairs, freeze dance, limbo, chicken dance and a spot dance. We provided small cash prizes for the children.

In September, we held a family fun day. The participants varied in age and prizes were awarded to all the champions.

In October, we held a Haunted House in our office. The hallways and the boardroom were completed decorated with spooky creatures lurking from their offices. The entire staff showed up for work dressed up.

We made a contribution to the traditional and cultural camp. The camp provided the youth an opportunity to get out of the community and learn how to hunt/fish and prepare their food.



In December, we cost shared again with the local resources for fun filled events during the Christmas holidays. A memorial tree was set up, radio trivia, ginger bread house decorating contest, outdoor lights decorating contest, Christmas tree decorating contest, cake decorating contest and a mini carnival. There was also a Christmas Parade, pictures with Santa and of course gifts and lots of candy, drag races, turkey bowling, dry social, snow sculptures, sliding, wiener roasts, mountain of gold and a youth dance.

In January 2008, we provided a monetary donation for the children's Badminton Team. The team was able to compete in the Open Badminton Tournament in Thompson and we were told they represented the community very well by winning a few prizes.

In February, we held a broomball tournament and awarded trophies and individual medals.

In March, we received our Spring Break Allocation and we were able to hold a winter carnival. This event was cost shared but still over budget but it was an enjoyable time for everyone. Other resources that cost shared with this event were Building Healthy Communities; NADAP; FAS/FAE Program: Canadian Prenatal Program and the Diabetes Program. Many pictures were taken but event planners were somewhat disappointed because some parents did not come out.

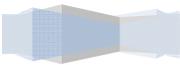
In May, we planned a Mother's Day Buffet but due unforeseen circumstances it was postponed for a later day. The staff cooked moose meat, turkey, ham, roast beef and various side dishes. The food was delicious and door prizes were also given out.

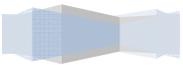
In closing, through partnerships and concerted efforts in promotion, prevention and intervention, we can make a difference for our community.

Thank you to all the staff and our partners that participated throughout the year.



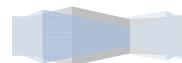








MANTO SIPI CREE NATION



OPERATION MANAGER

Thelma Bland

UNIT SUPERVISOR

David Yellowback

This report will cover the past fiscal year's activities. Activities range from work with all ages of the community and the issues that affect our members to capacity development for staff. In addition, there had been work in the areas of securing facilities or equipment that better serve the membership or contribute to youth development.

Personnel

This fiscal year has seen changes to the positions of Child & Family Services Worker, Services to Families Worker, twice, and Foster Care/Intake-Stats Worker. In April, Sylvia Ross, then case manager had a stroke and was unable to perform her duties so went on short term medical leave; eventually she went on long term disability as it was determined that she could no longer return to work. Glenda Okemow, who was on maternity leave at the time, was asked by Council if she wanted to resume her position. She came back for a short time, but found the work too stressful and subsequently resigned. Louise Ross Okemow was then hired in June and has been on the job since.

In April, Services to Families Worker, Flora Ross took a one year leave of absence and Phyllis Yellowback was hired for the term position but by January was gone. Flora Ross came off her leave to resume her role and responsibilities, thus, the job vacancy was not posted.

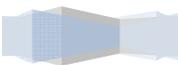
In September, Florence James – Foster Care/Intake Stats Worker, also took a year off to support her husband who went out for education purposes. The job was posted for competition. Rhonda Ross was hired for the term position, and was with the agency until March.

Capacity Development

There has been much professional development for our staff this year. The trainings undertaken are as follows:

David Yellowback:

- Crisis Response Skills Training in April.
- Child Abuse Training in June.
- Difficult Conversations/Delivering Negative Feedback in September
- Interpersonal Conflict Resolution and Conflict Resolution Coaching in November
- Critical Incident Stress Management Training in December.
- Crisis Response Planning & Development in January
- Applied Suicide Intervention Skills Training in January – Rescheduled



- Completed the requirements to receive a certificate in Conflict Resolution for Northern Communities in November.

Louise Okemow:

- Orientation by Unit Supervisor on job description, Directives, Child and Family Services Act, Case Management, Band Staff policies, and others related to her work.
- The Disease of Alcoholism in August
- Difficult Conversations/Delivering Negative Feedback in September
- Interpersonal Conflict Resolution and Conflict Resolution Coaching in November
- Companionship The Grieving Child and Teen in October
- Sudden, Violent Traumatic Death in October
- Critical Incident Stress Management Training in December
- Crisis Response Planning and Development in January

Phyllis Yellowback:

- Orientation by Unit Supervisor on job description, Directives, Child and Family Services Act, Band Staff Policies, etc.
- Companionship The Child & Teen in October (Incomplete)
- Sudden Violent Traumatic Death in October (Incomplete)

Rhonda Ross:

- Orientation by Unit Supervisor on job description, Directives, Child and Family Services Act, Band Staff Policies, etc.
- On-site training in November by Nora Frank and Leona St Denis
- Still waiting to receive calendar from Team Training in Thompson

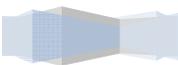
At the Awasis Agency Conference in September at Portage La Prairie, the local staff participated in various workshops that were offered during the two days. The local unit supervisor, David Yellowback attended workshops on Family Assessments and Thera-play; the Child and Family Services worker, Louise Okemow attended the workshops on Relationships and Fear and Moving Beyond. Rhonda Ross, the Foster Care Worker participated in Team Building and Finding Your Voice. Then, Phyllis Yellowback took part in the Family Assessments Workshop and Working Effectively with Families as Clients.

Community Initiatives and Partnering

The following are activities we have initiated, participated in, or have been partners with other resources; BFI, BHC, MSCN, God's River Lodge, AOMS Education Authority, Northern Store, and other organizations:

April, May, June, and July

- We had made plans to sponsor a community health walk, community clean-up, and a shoreline clean-up for the first quarter of the year; however, the Health Department



requested and took over implementation of the first two and the first nation took over the shoreline clean-up initiative and made a mini work project out of it.

- In April, there were two Goose Camps, and the local Awasis unit was part of the planning and coordinating of it. The geese from these two camps were used for Community Feasts and some were given to the elders of the community.
- In May, the local Awasis unit held its family scavenger hunt. This endeavor has become an annual thing and is in big demand with the community members.
- In June, plans were made for handicrafts restoration project in partnership with the school; however, due to the lateness of the school year, it was determined that it would begin in the fall when fall classes commenced.
- In July, the unit purchased waterslides and set them up for the community children. This activity would usually see anywhere from ten to thirty kids making use of them. Other waterslides were then purchased by Council to augment the ones in use and were used in other areas of the community. The initiative was very successful as there were families that volunteered to oversee or would attend with their children. Another initiative in this month was the traditional Youth Camp held at Wasihkacusik Bay.

August

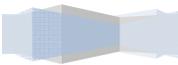
- The local unit participated in holding Indian Days and also cost shared the events with other resources. Traditional and contemporary events were held over a five day period and were a fun time for all ages who attended.

September

- The unit participated in planning for the Annual Traditional Week which focuses on traditional lifestyle; harvesting of food, methods of curing and preserving them. This year, the plan was to have a small community group away from the community where elders, parents, and children would live for a week and the kids would experience what it was like for their grandparents in their youth. Unfortunately, due to the Annual Awasis AGM and Staff Conference being held the same week, staff was unable to participate for the whole week; however, we were able to get in on the last couple of days.

October

- There was a Halloween party for the community held at the community hall; this was in partnership with other resources. Another addition to this event was a haunted house event at the drop-in center done by the recreation committee.



November

- For Addictions Awareness Week, the local unit did a radio presentation on Video and Computer addictions and its impacts on our children and youth. This presentation was well received by the community with several positive comments received by the workers. Also for this month, a Sewing Club and Arts & Crafts Club were started up by the workers with one of the teachers from the school volunteering her time in the evenings.

December

- With the annual allocation to our community, the money was used to purchase presents for every child/youth from newborn to ages seventeen years in the community. This was done to ensure every child got a present for Christmas. We also partnered with other resources to host a Best Christmas Lights Contest. Christmas hampers were also done and distributed for the elders of the community.

January – March

- From January to March, activities had to be put on hold due to the deaths of three elders within a span of six weeks. The activities put on hold were the Annual Youth Conference in February and a workshop entitled “Surviving the School System”.

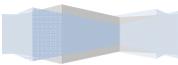
Other community youth development activities:

Last summer, cabins were built on an island by yours truly for the use of community members for camping and youth development activities. Awasis Agency of Northern Manitoba provided funds to purchase the materials for the cabins with the stipulation to build the cabins voluntary.

In October, we received equipment for a playground; unfortunately, the ground had already frozen and we were unable to install it so it will be installed in June of ‘08’. The negotiations to purchase the material took until late August when the order was finally placed. We are looking forward to have a place in the community where parents can take their kids and socialize and where kids can release a lot of energy instead of being confined to inside the home.

The drop-in center was put into use by the community and the Recreation Committee was given the responsibility to oversee and implement youth activities.

In January, we sent a letter to the Northwest Company O/A Northern Store regarding the high cost of baby formula. We received a response within a week advising that the retail



price of baby formula would be reduced by one dollar. This made it more affordable for fixed income parents to have their babies on milk formula longer.

The principal at the Amos Okemow Memorial School was contacted on the possibility of having the students participate in a fishing program this winter. We agreed that it would be advantageous to the community to have this program proceed as weather allowed.

A community pantry was established during the year to have a support system in place for parents and fixed income people. We stocked pampers, baby food, dry goods, etc. The only drawback to this was that people were hesitant to approach the unit for support and to access supplies so the workers had to contact some clients and had to ask if they needed supplies to tide them over until they had funds.

We have two licensed homes and two that are waiting to be re-licensed. Place of Safety homes are used whenever possible to ensure apprehended children are placed with immediate relatives. Finding homes for children has been difficult and is an on-going problem for the unit; especially when it comes to placing older kids.

Emergency Services

We provided homemaker services for three families during the year for mothers with newborns and for those that had just undergone surgery and were therefore unable to properly care for their children.

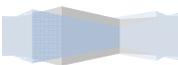
Intervener services were provided for one family from July to January; so were able to provide employment through the Family Services/Prevention Funding Allocation.

Services to Families and the Foster Care Worker have plans to hold a Foster Care/Parenting Skills Workshop in the near future. The Arts & Crafts and Sewing Club also resumed in the first week of February.

Conclusion

The work we do is both challenging and rewarding at the same time. It's challenging in the sense that the work we do needs to be consistent and also take into consideration the values and cultural traditions of the community. The rewards come in many forms, big or small. Staff turnover has been a factor this year with changes to three positions. Turnovers affect the delivery of services when new staff needs to be trained in their respective positions in order to be effective. However, increasing individual capacities means that staff can better perform and better serve their community.

Our thanks to Chief and Council and to the agency for their support in all aspects of the child and family services delivery.



NORTHLANDS DENESULINE FIRST NATION

Operation Manager Report Verna Ironstar

This report is to acknowledge the Staff of the local office for their ongoing commitment to create a safe and protective environment for the children in their community. I also acknowledge their willingness to participate in various events and have been very supportive to the local Leadership initiatives and the staff are visible in the community for the sake of the children.

The unit works for their community not for just the children that are in care, their work consists of; being on board for the local Leadership in partnership to create ways to meet the needs of the children; create fun and learning activities that are culturally appropriate.

The partnership work represents unique cultural values that remain in the community. The elders are essential in representing cultural values and Spiritual guidance to the children and to the staff. The Elders come to the office and speak freely to the staff and are deeply respected for their opinion.

I realize there are challenges to stay on board with all expectations however priorities are set out for the best interest of children in care and children that are in the community. The staff did show up this past term in spite of Staff difficulties in terms of encountering challenges.

In conclusion I acknowledge the Membership of the Community for their support to the local staff, and to the Chief and Council for their support for the daily deliverance of keeping children safe, and protected in the community. I thank the Executive Director David Monias, the Senior Management, and the Finance Department for all the understanding and support.

Thank you.

UNIT SUPERVISOR Theresa Tssessaze

COMMUNITY INITIATIVES / PARTNERSHIPS

During the school spring break, Awasis Agency allocated funds in the amount of \$5,000.00 to have a community initiative activity for the children and youth. Due to a change of plans with the leadership of the community, the staff were given short notice to implement youth activities for the Spring Break. The local staff hired Jeanette Dantouze to coordinate and implement a series of children's games and activities for all ages. The events were held at the Youth Centre, although, all outdoor events were to be held outside the Youth Centre, the weather was too cold, most of the events were held indoors.

Jeanette Dantouze submitted a report of all the games and activities held, including the cash payouts with the names of all who participated. During this time, Theresa was participating in the annual Spiritual Walk for four days. This usually occurs during Easter Week.

When Laura returned from a trip to Tadoule Lake, she held a culture camp for community members on a weekend. Adele St. Pierre also assisted with Jeanette. Laura ensured funds were used according to plan. The events held kept children busy and entertained throughout the week.

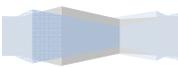
The coordinator felt the experience was exhausting yet fulfilling because it allowed children to have fun, especially when most of the students could not travel anywhere during Spring Break. Jeanette was unemployed at the time and she has years of experience in holding children's events such as these during her years of work with the band.

In April 2007, the local office held a children's fishing derby. It was a small event and not planned in advance, due to spring weather conditions. The agency purchased a bike and wiener roast food items for the activity. The children appreciated any type of small activity, as long as they have fun and keep themselves occupied with a recreational activity. Children in the community look forward to fish derbies as it promotes cultural awareness and it allows them to interact with one another in a healthy environment. The community resources try to ensure that children are entertained although there are limited recreational facilities and the band hall continues to operate as the local store. The arena and school are still the main centres for such occasions.

In December, the agency supported a community memorial service, by providing snacks. In addition, the service was designed to deal with grief during the holidays. The service was part of a world-wide network call Compassionate Friends. The small service was well received by community members and effective in dealing with loss. Jonas Denechezhe was newly hired as the Local Child and Family Service Worker. He also plays a keyboard and sings songs, at the events. Jonas reported that the service was very well organized by Sarah Samuel, NADAP Worker.

During the holidays, staff planned and delivered food hampers to all households in the community. This initiative requires commitment, dedications and the ability to work effortlessly to ensure all hampers are delivered. The staff worked together to ensure this annual contribution towards the community members is carried out accordingly.

In March 2008, a children's carnival was held and the agency worked in partnership with the school and band resources to have the children's events. One worker helped with the implanting of events during the day. All children's events were held during the day, due to school hours. Events included traditional and recreational activities for children and youth of all ages. Cash prizes were awarded and the report concluded the payments were made according to the schedule of events.



During Spring Break, a Youth Hockey Skills school was held. This initiative was made at the request of the leadership and organized by Frederick Soucy and Pierre Bernier. The report submitted indicated that a group of 15 and 20 children participated on a daily basis for a week-long event. Jonas Denechezhe also assisted with coaching and supervision of the youth who were present. Awasis Agency contributed all the allocated funds for the Spring Break events towards this initiative. The children enjoyed themselves and had the opportunity to learn hockey skills which they never did before.

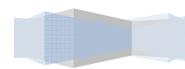
Community Workshops / Educational Programs

A Community Healing and Spiritual Gathering was held during the month of June. These gatherings are geared towards dealing with grief and loss, as most community members are affected in this way. Presentations are held and people share there is also great music performed by various local and visiting gospel singers. The conferences are very successful in bringing the community together, in a balance of all four aspects of life. This continues to be a helpful tool in sustaining our traditional and spiritual ways. Awasis Agency contributed funds towards the expenses of hosting such a gathering. This type of conference has shown that it maintains the importance of families being together.

A conference was held during the month of October as part of the residential school survivors healing component. This conference was held by the band resource workers and the agency assisted where required during the two day event. In addition, the agency assisted with food purchases for the feast at the end of the conference. The staff helped in the kitchen as well as with food preparation. These conferences and gatherings usually have high participation levels and all staff put in their time and work to ensure that successful. Many of the social issues faced on a daily basis and the struggles with parenting, is a result of the residential school system, where the majority of people feel they lost their ability to become effective parents. Parents feel that ongoing healing is required to enable them to learn effective parenting skills. The main focus was to bring this issue to surface and begin the healing process. The demand to have these conferences on a regular basis was expressed. This was an effective way to deal with the issues of parenting, child neglect and improper use of discipline methods to name a few. The conference proved to be an effective teaching tool for all community members.

In May, the staff organized a small acknowledgement ceremony, in the format of a mini workshop, to honor three youth. The youth had completed a long term treatment program to deal with their addiction issues. The event was a small gathering of community members, yet it had great meaning to those who attended in support of the youth who struggled and worked hard to overcome their addictions. Our goal is to work with youth, to encourage them to build their self esteem, to inform them of help available and recognized and continue to have positive relationships with the staff members. We purchased gifts and served refreshments for the occasion.

An educational and awareness informational mini conference was held, in partnership with the local public health nurse and local resources. In our community, we have lost many people to cancer over the past years. This was a first time event which was very successful in promoting cancer awareness. Presentations were held by various health personnel



workers in a united effort to educate people, especially the youth, about the emotional at times. It was presented in a positive and clear manner where all people understood the information, and people were encouraged to make changes in their lives in terms of physical health. Awasis Agency contributed funds towards the cost of providing food and refreshments, and assisted with preparation of the food. Overall, the conference has a high level of participation from community members. The conference was organized by a local nurse who is also a community member. We look forward to next year's conference.

Community Celebrations

In May 2007, there were two celebrations held at the community level. The agency contributed funds towards purchasing food items, as it celebrated the return home of Lisa Tsessaze. She is the young woman who tragically lost one of her sons in the previous year's house fire. Her youngest son survived. The community showed its support and appreciation for this young woman who remarkably survived her injuries with her youngest son. Awasis Agency played a vital role in providing support and financial services to this family, in their time of need.

Mother's Day celebrations were also held during the month of May. The local staff worked in partnership with the local resources to hold the activities, including having a feast, hosting a series of fun activities and dances for all participants.

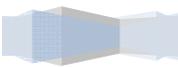
In October 2007, there were three events held. October 13th, marked the one year anniversary of Pacy Tsessaze who died as a result of a house fire. To honor his memory and to include a children's event, Laura Tsessaze requested to have a Kid's Talent Show. It was impossible to bring a guest entertainer as planned for this event, in turn, the children had games and refreshments for the occasion. This entertainment guest is still interested in coming to the community. The agency needs to plan well in advance to ensure he makes it into the community in the future.

The Halloween events and dance were held at the local school. Awasis Agency and the local band resources worked together to implement the activities and dance. The agency contributed funds for candy and prizes as done in previous years. The Halloween dances include children and adults, it provides a very festive and humorous atmosphere for all who participate.

In January 2008, the New Year's Events included dances, games and activities at the community level. Awasis Agency did not contribute any funds as there were no requests made by the band's resources and leadership.

For Valentine's Day, the local staff contributed monies for purchasing gift prizes for the dance. The dance included activities and games for children of all ages. All prizes were presented according to the schedule of activities held that evening.

Youth Gatherings / Activities



At the end of the school year in June, a group of 20 students went on a trip to participate in the Indigenous Games held in Thompson, Manitoba. The youth participated in a range of athletic sports in competition with other communities. The organizer, Mr. Pierre Bernier, who is also the school gym teacher, reported that the children enjoyed themselves and won in all the events they competed in. It was a huge achievement for the children, the community members were proud of its youth. The agency contributed funds to cost share in expenses for the trip.

Laura Nambiennare took a group of 15 youth and young adults to Winnipeg to attend the National Youth Summit. The agency contributed funds to cost share the trip expenses. The group enjoyed their time and appreciated Awasis Agency and other organizations for their contributions. Laura reported on a week's events which youth participated in different workshops and presentations held. The idea was to give opportunity to those who do not get a chance to go anywhere outside the community. In these events, it is expected the youth can learn from others to be a healthy role model, to achieve dreams, to continue their education and live a drug/alcohol free lifestyle. It is our goal to continue to work with the youth and implement trips outside the community to promote the concept of what it is to be a positive role model.

In November, the band hired a Youth Recreational Director to oversee the Youth Centre and to implement youth activities. The agency purchased a games table at the request of the Youth Centre. There were many changes needed within the youth centre, therefore, it was important to redecorate and refurnish the centre. The Youth Centre continues to be the main facility where children can enjoy themselves with games and recreational fun.

In conclusion, the year's events included community partnership programming to build on teamwork and workshops to prevent children from coming into care. Community initiatives geared towards prevention, youth trips to promote awareness and healthy living and community celebrations to honor special occasions will continue. The agency continues to play an important role in the community held events. This report reflects on how Lac Brochet remains a strong and close knit community. The Dene culture and language is very evident in most of the initiatives held. The Spiritual component is strong and the belief system proves that unity exists between families. This is one reason why the number of children that come into care of the agency is low. People help one another and community events are attended by the majority of community members.



SAYISI DENE FIRST NATION

OPERATION MANAGER

Verna Ironstar

I will begin this report in expressing my gratitude to the local people that take care of their children and establish a safe environment for them, in spite of challenges to keep a healthy place for the children to grow up in.

It seems all has been a challenge in Tadoule Lake for the past term. The challenges in the Local Child & Family Services work seems greater, however, the work to protect and support families are rendered.

The unit consists of two Staff members and it has not been consistent. The Unit Supervisor has been the only Staff member many times.

The building has been without a working furnace and has caused much distress in terms of having a facility to work in .The Supervisor had completed her work from her home. The important issue here is to recognize the protection of children and the services are rendered to meet the needs of the community.

The community resources are working in partnership and continue to plan and place events that recognize the children in the community such as prize winning events. This also presents a way for parents to get together as a community.

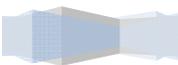
The local Awasis workers have been very instrumental in providing activities to the children in the community and continue to do special events for the holidays and will plan for the upcoming season. The unit will continue to move ahead in support to create a safe environment for the children in the community and fully support the membership that are involved with initiatives to establish a healthy and safe environment for the children to grow up in.

In conclusion I express my gratitude to our Executive Director and all the Senior Management for the ongoing support we receive from the Thompson Office and other units that support and encourage the unit of Sayisi Dene First Nation.

UNIT SUPERVISOR

Betty Bickell

Hi, my name is Betty Bickell, I am the Unit Supervisor for Sayisi Dene Awasis Agency Sub-office. With minimal staffing, we have successfully provided programs and service delivery to the families and children of the community of Tadoule Lake.



Our community resource workers; Awasis Agency and Health Team networked together and planned, organized and implemented programs for events intended and designed for Sayisi Dene families and children. The gatherings are community celebration for families and children.

As part of our Dene culture and traditions; Sayisi Dene gather together to interact, share and build relationships with each other during special occasions and holidays. Activities consist of Annual Spring Carnival; Canada Day, along with Treaty Days; Mother's Day Dinner' Father's Day Fish Derby, as well as events for the small children.

Implementations with fun events are specifically for Sayisi Dene children and youth. During the evenings or after school, indoor and outdoor activities such as: gym night; movie night; and bake nights are held. Most activities are offered with guidance and to allow participants the ability to learn, share and build positive relationships with each other. They also gain good personal growth, physically, mentally, emotionally and spiritually.

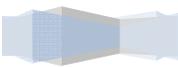
At the community level, we have no licensed foster homes available. Community homes become available on emergency basis and short-term placements, should children be in need of protection. The community homes are over-crowded and the high cost of living deters families from having to make commitments on having children in care. In terms of long-term foster placements, we ultimately place children outside the community.

The overall goal is to establish a safe and healthy environment for Sayisi Dene children. The unit has identified the following goals for the future:

1. Plan for next fiscal year to establish a strong support networking system. The support system with address two (2) major issues in the community.
2. Develop culturally appropriate programs for Sayisi Dene First Nation, for example: Effective Parenting Programs to be established within the community.
3. Network with community resources to develop an ongoing positive working relationship team to address the needs of children in the community.
4. Enhance the support team by contacting other communities to come and share their ideas and utilize outside resources.

The community will understand the ownership and responsibility of the care of children. The caregivers will be extended family members until the parents can reach their goals and take care of their own children. The pan has already begun with Awasis and the Brighter Future Program working in partnership. A questionnaire has been developed in research of ideas from parents.

I will continue building a support system to address the issues within the community. The planning meetings will continue and the information will be given to Chief and Council for their guidance and support.



I acknowledge our Executive Director, David Monias, Verna Ironstar, Operation Manager and the Thompson office for their understanding and providing the unit with support, guidance and patience.

Mah See Cho!

COMMUNITY INITIATIVES

During the month of June, July and October, the unit held activities such as, Canada Day, where a day of celebration with fun-filled traditional activities were enjoyed. Men's hand games, youth hand drumming and food preparations of caribou and moose meat were held. Fish were cooked over open fire for the people at a summer camp that was near the community.

The unit planned activities on two separate occasions for the younger kids: a wiener roast and BBQ. Other youth activities included movie nights and outdoor events. These events help teach and encourage the youth and children positive ways in coming together and having fun. It also provided them with the opportunity to create an atmosphere that gave those confidence and good working relationships and team building.

All community members look forward to special events and celebrations. They gather to celebrate occasions such as Halloween, Mother's Day, Canada Day and Christmas. All community celebrations provide an opportunity for Sayisi Dene members to build and develop positive relationships with each other.

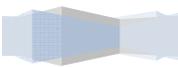
PREVENTATIVE SERVICES

The agency delivered services for families with open family service files as well as emergency assistance for groceries and baby needs. The majority of the services are directed for young, single parents. Families are dependent on social assistance, which is their only source of income. For this reason, the allotted funds over-exceeded its allocation for emergency assistance. This is due to the high cost of living, leaving families to struggle to make ends meet with purchase of groceries and paying for bills.

Family Support Service Agreements and other programming under family services are not utilized because service providers are very limited, and we struggle to find service providers for children in need of intervener/respite services.

COMMUNITY PROGRAMMING

For this fiscal year, the agency promoted activities in conjunction with other community resource workers. During the first quarter, April to June 2007, the agency utilized funds to promote minimal events and activities. The main reason was that we did not have staff to implement youth and children activities.



Mother's Day

Celebrations were held to honor and celebrate all mothers, from the young mom to the eldest. They each shared stories with each other of their parenting roles. Their stories expressed the big changes from the past to the present. The day was an eventful one. Both young and older people participated in sharing personal stories. A light lunch was provided with refreshments. All who attended showed their appreciation and offered their guidance. The day ended with an evening radio bingo for mothers.

Elders Involvements

Community elders were involved in outdoor activities with parents participating in various outdoor events. Events included a community bonfire with wiener and marshmallow roast and hot chocolate. Elders are also very much involved in the community BBQs to welcome the summer and celebrate another end of the school year.

In the second quarter, July to September 2007, the unit held numerous summer activities including:

Soccer and Baseball

Soccer and baseball games were held for the youth. These activities promoted team work and sportsmanship. All who participated enjoyed these games.

Community BBQ / Wiener Roast

The unit held a BBQ and wiener roast for all members. Burgers, hotdogs and refreshments were served to those who attended.

Super Summer Sunday School and Athletes Baseball Camp

Each summer, the community has a week-long, fun-filled spiritual activities for the children and youth provided by a spiritual team called the Super Summer Sunday School and Athletes Baseball Camp. The bible vocational school provided bible studies and activities such as swimming, baseball and soccer games for one week. This year, the agency provided the camp with wieners and refreshments for the children.

Movie Nights

A few nights a week, movie nights are held for the children. This allows them a time for sharing and mingling amongst peers. It also promotes sharing, consideration and respect for others. Popcorn and refreshments are provided.

During the third quarter, October to December 2007, the agency promoted minimal activities due to staffing issues and the office having no heat and water due to the weather conditions.

In the fourth quarter, January to March 2008, the agency hired new staff and activities were once again implemented.



Winter Sliding

On weekend afternoons, the agency networked with the Brighter Futures Initiative to have sliding for the kids. This event took place on a hill near the school. A bonfire was built to warm up the kids and make hot chocolate and cook wieners and marshmallows. The parents who attended shared some laughs over jokes and stories of their children.

COMMUNITY PARTNERSHIP ACTIVITIES

The 2007/2008 fiscal year has been a difficult year for the community's most active support group, the health team, for resource and programs. Sayisi Dene First Nations administration office went into third party which reduced its community-base programming, leaving bingo activities as the only resource support for community events. Some of the events held during the last year include:

Aboriginal Solidarity Day

A community celebration to commemorate aboriginal day was hosted by the Awasis Agency and the Sayisi Dene Health Team. Community members spent a day partaking in summer events held at a camp across the bay in Tadoule Lake. Drum Singers sang traditional songs over the campfire as wild meat and fish were being roasted.

Treaty Days & Canada Day Celebrations

Community celebration events were held in partnership with the local resources, including the Sayisi Dene First Nation Health Team. Cultural events specifically for elders, adults, youth and children were planned and implemented. The main attractions were the elders' competition in musical chairs, blind fold and find your footwear, and blind fold and dress your partner events.

Halloween Costume Competition

The Awasis Agency and the Sayisi Dene Health Team planned and arranged activities in the evening after trick or treating. Contests were held for costumes in different categories such as scariest, funniest and most original. Everyone gathered at the community hall to watch the costumes and various competitions. Dance and jig contests were also held for prizes in the different age and costume categories. This event usually has a high turnout, which also prevents children from getting into mischief in the community.

Christmas Hampers 2007

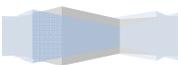
The Awasis Agency local workers planned and organized Holiday Food Hamper packages for more than twenty five families. During the Christmas holidays, many families, large or small, experience hardship due to the high cost of living in a remote community. The food hampers contained the essentials for the holiday meal held by families. Chief Thorassie assisted in the delivery of the food hampers.

Children' Winter Carnival 2008

A day is set aside for the children and youth to participate in various events. Indoor and Outdoor events targeting four different age groups were held for youth and young children to compete in. Between events, meals and refreshments were provided and a pancake



breakfast was held with the help of parents. Outdoor events consisted of sled pulling, tug-a-war and running races. Indoor events included egg race, piggy-back, 3-legged race and running races. This annual event was a success and enjoyed by all who were involved.



SHAMATTAWA FIRST NATION

OPERATIONS MANAGER

Beverly Bee

Tansi, Elder's, Youth, Chief/Council and staff. The Shamattawa unit has once again been quite busy. We were able to do some programming and prevention work this past year, although it was a little difficult due to timing and situations beyond our control, the staff continued to hold programming for the children.

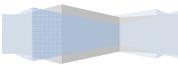
We had our Third Annual Hug Inn which was a success with over 100 kids participating, initially the program was geared at youth between the ages of 13 and 17, but this year we welcomed all ages. The staff worked very hard with the planning and delivery of this initiative. We had some guest speakers from Winnipeg and the surrounding areas. The youth were very excited to meet new people and develop new friendships.

The staff has continued to have activities at the agency during the evenings for the kids. They do a range of activities such as movie nights, sleepovers and wiener roasts. This has worked well for the community. The children eagerly attend all activities. The "Awasis office" has become the safe and cool place to go. The agency staff is very energetic and optimistic when it comes to prevention programs. Their delivery is open and welcoming and that has increased community participation.

We continue to promote programs for parents and children and we continue to get an excellent turnout.

I would just like to acknowledge the Shamattawa staff and all the hard work they have done this past year. We will continue to work hard in providing the best service for our families and children.

Ekosi,



UNIT SUPERVISOR

Maryann Miles

First of all I would like to welcome everyone. I survived another year as the Unit Supervisor for my community. There are times the days are hard, when you have to deal with all the kids, youth and families and their problems with alcohol, solvent abuse, parenting issues, physical/emotional abuse and the suicide attempts. I have to deal with everything that goes on in the community because not only am I the supervisor for Awasis Agency but I am also the Minister. I try and help people as best as I can in dealing with their problems especially when it comes to grief and the different stages.

As for me, my health is not that good right now. I have high blood pressure and arthritis but I'm still going strong. I give thanks everyday to the Creator and the Great Spirit for all the blessings that have been given to me and everyone. I encourage all my staff, the regional and the local, not to give up when they run into hard times, just to support each other and keep on going.

This kind of work is hard and it is not for everyone, you have to be strong and committed to what you are doing. I would just like to say Thank you to all those workers that have survived another year, because you don't do this just for nothing, you do it for the children. This is what we have done from April 2007 to March 2008:

April, May and June 2007

- The agency partnered with the school to fund raise for a school trip for the kids. The staff assisted the youth through bake sales and driving them to sell their baked goods. The agency donated money towards the event.
- The agency helped organize the pot luck dinner for the student exchange trip. The agency was given a flag by the students for the support they gave.
- The staff delivered a workshop on parenting at the school.
- A workshop was done on Relationships with the clients at the office.
- A workshop was done on Responsible Parenting, for clients and community members.
- Men's Group (Warriors) workshop was held. This focused on what it looks like to be a healthy man, husband, partner, and father. The topic was Violence between couples and the impact on the children.
- The staff did three workshops in June on Parenting, relationships and appropriate discipline methods.
- The staff continued to have the youth dances on Friday's and Saturdays at the school gym. Prizes were given for the participants. This is done to keep the children busy and out of trouble. Many kids attend the dances and it has gone really well.
- Youth Programs/initiatives included, wiener roasts, picnics, movie nights, pajama parties. This has been ongoing for the past three years.

- The staff facilitated a debriefing session with the community and resource workers in June.

July, August and September 2007

- Youth and children programs – the kids would come to the office and spend time doing things with the regional staff, like playing games, watching movies, pajama parties. This is done on an average of twice a month and is on-going.
- We did two workshops for the foster parents about their responsibility as caregivers and caring for a child that has FASD.
- Parenting Skills workshop was done using the medicine wheel in July.
- We had our 3rd annual hug in during the month of August.
- A workshop was done in September on Child Care and Learned Behaviors.
- Three High risk youth attended a family camp with a staff member in Cross Lake
- Eight girls attended the girls Canoe trip in August.
- Four boys attended the boys Canoe trip in July.

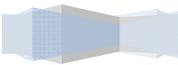
October, November and December 2007

- A workshop was done on Parenting in October– topic was on nurturing and caring for a baby.
- A workshop was done on Healthy Coping Skills in October.
- A workshop was done on suicide prevention in November
- Halloween- staff participated and dressed up and handed candies out to the children.
- Christmas Cheer Board – the staff put together 75 hampers and delivered to the families in the community.
- A mini Christmas Lights contest was done for the kids and youth. The kids/youth were the judges and selected the winners. The staff drove the kids around to view the entries.

January, February and March 2008

- Three girls attended the Thompson Youth Aboriginal Conference in February.
- The staff had their annual winter wiener roast outside the agency office in February.
- Took kids to a camp site for a wiener roast in March.
- Mini Winter Carnival –postponed due to staffing – rescheduled for Summer Activities and Treaty Days Events.

Thank you.



TATASKWEYAK CREE NATION

OPERATIONS MANAGER

Thelma Kirkness

Tansi! I would like to greet everyone including Elders, Chief and Council, and the staff of Awasis Agency of Northern Manitoba. This report will provide an overview of staff changes, training, as well programming activities in the area of promotion, prevention and protection that took place in the last fiscal year.

The unit experienced some staff changes during this fiscal year. Abbie Garson, Child and Family Service Worker went on Maternity Leave during the month of August 2007 for one year. To our delight, she decided to return back as early as March 2008. Eleanor Pronteau-Wavey, Intake/Stats Worker, is presently on Maternity Leave as of March 2008 for one year. There are two vacant positions: Reception and Intake/Stats Worker. These positions will have been filled by the time this report is presented and most likely, there will be more staff changes.

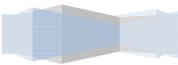
The unit continues to move forward in capacity building with other resources in the community. The unit has an ongoing partnership with the Health Team of Tataskweyak Cree Nation. The Health Team includes Brighter Futures Initiative Workers, Community Health Representatives Workers, National Native Alcohol and Drug Abuse Worker, School representatives, Councillor, Mental Health Worker, Recreation Director and other community members. The Health Team usually gets together to plan community events and activities.

The unit has a good working relationship with the school. They continue to make referrals to the agency when they have concerns regarding any of the children who may be experiencing problems.

The unit receives monthly referrals during welfare days which usually fall the mid and end of each month. The clientele feel comfortable to approach the agency for assistance whether it is for food, baby needs, and housing. It is noticeable that the clients are starting to have a more trusting relationship with the workers.

The unit provided support and monetary contributions in the following areas of promotion and prevention:

- April 2007 – Career Fair Symposium took place at the school where the agency was invited for presentations of the programs it offers. The Operations Manager and the Unit Supervisor made verbal presentations in each classroom. The unit set up a booth in the school gymnasium of the different programs it provides and are available to the community. The agency donated \$400.00 to cover the cost of lunch and super.



- May 2007 – The unit supported the efforts of a group of youth who were fundraising for a trip to the Narconon Youth Drug Prevention Workshop in Oklahoma, United States. The youth were a traditional dance group of girls who were make a presentation of their talent. The agency contributed \$2,000.00.
- Support in monetary contributions had to be referred from community initiatives into family services to cover deficits in the amounts of \$1, 419.78 and \$270.00 for emergency services.
- Homemaker Service Agreements were provided for five families.
- Parent Aide Services were provided to one family for a child in need of supervision. The amount of \$1, 547.00 was expended.
- The emergency service dollars were expended for different types of requests such as bus tickets and hotel accommodations, and reimbursements for service providers for a family in crisis away from the community.

The quarterly period from July – September 2007, funding was provided to the following:

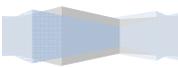
- July 2007 – A donation of \$129.93 was made for the purchase of a stroller and toddler bed which would be used in the Annual Baby Show during the community Indian Days.
- Homemaker Services were provided for two families in the amount of \$5,703.20. There was one homemaker service which was amended in this period.
- Emergency service dollars contributed to the needs of families to purchase groceries, baby needs, taxi and meal monies, and childcare payments.

The quarterly period from October to December 2007, funding was given to the following:

- October 2007 – The unit requested the amount of \$500.00 to stock up on pampers and milk for the purpose of emergency donations to single parents in the community.
- November 2007 – The unit supported and participated in the Addictions Awareness Week activities in the community. A monetary contribution of \$3,000.00 went toward honorariums, bus transportation and door prizes.
- December 2007 – A contribution of \$600.00 was made to the Health Team for the Blue Light Smoke Free Environment Poster Contest.
- Ongoing homemaker Services were provided to one family.
- Parent Aide services were provided to one family.
- Emergency services dollars provided for groceries, baby needs, and payments for homemaker services.
- Transfer of funds of \$500.00 from the family services program to the emergency services to cover deficit.

The quarter period from January to March 2008, most of the monetary contributions and activities occurred during the month of March. Funding was given to the following:

- \$2,000.00 toward the Winter Carnival's children's events.



- \$500.00 toward the School Fishing Derby.
- \$1,000.00 toward the Health Team's Community Family Fishing Derby.
- \$2,000.00 for the Building Up Families Workshops held in the Youth Centre.
- \$5,000.00 for the Healthy Choices Positive Expressions evening activities and workshops, which are ongoing.
- A transfer of \$1,900.00 from the Community Initiatives to Emergency Services to cover deficit.
- \$500.00 to stock up on pampers and infant formula for the unit.
- Emergency Service dollars were expended for the purchase of groceries.

This fiscal year shows that the community members have come to the agency for a variety of needs. Lack of housing continues to be a big issue for our clients. The unit has a positive working relationship with local resources.

To end this report, the unit is really thankful for the renovations made to our office. We look forward to the end result and the future programming that will take place in this beautiful office building. The renovation was not yet completed when this report was done.

UNIT SUPERVISOR

Rose Mayham

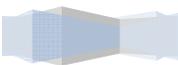
Tansi! Greetings and well wishes to each and every one of you. It is always a pleasure to see you again. I always look forward to hearing on the community reports, as it is a way of sharing information and ideas in working with people, children and communities.

Our community has experienced numerous losses/deaths of community members from infants to the elderly; the agency has been diligent and active in provision of support and help for families and community. With that, we have come to acquire an image that we are a valuable resource for our community.

COMMUNITY PARTNERSHIP ACTIVITIES

We continue to work toward stronger and concrete networking systems with local resources. We continue to invite their involvement when working with clients. There is collective resource involvement and participation when one of the organizations, departments or programs request team involvement. The readiness, willingness and commitment are apparent and visible, as are attitudes and persevering energies and efforts of those involved.

The work-related stresses of child and family services were extremely challenging and exhausting due to staff shortages. Our unit experienced extreme overload in the front line area. Nevertheless, the unit proceeded with the day to day functions of service delivery to the children and families of the community we serve. We were able to turn to other



resources by making referrals or networking to assist the families and children in the delivery of preventative and protection services.

The NNADAP and Social Development Programs are the main formal network supports we have been able to build strong working relationships with, when working with families. The school is also a valuable resource in maintaining updates and contact connections with our children in care. In addition, we are fortunate to have our local Child Care Committee; they are always available when we require their involvement. The membership consists of experience and expertise from resources at the local level, with background and knowledge in the areas of policing and mental health, based on their life styles and characteristics of healthy choices, personal growth and maintenance. The Committee continues to support the unit through advocacy and supportive counselling, and on various occasions, the ability to accompany and assist in the delivery of after hour service.

COMMUNITY PROGRAMMING

The unit experienced deficits in the Emergency Service program. We needed to transfer funds from the Community Initiatives program to meet the many requests of basic needs support. The continued rising cost of food and amended basic social allocations, hinders the parents' abilities to meet basic needs of a large family unit. The agency attempted to lessen some of these strains by devising a community pantry filled with pampers, infant formula and milk for access to families and parents.

Other support services were accessed through delivery of homemaking and parent aide services. The need and requests were for added in-home supports for families with expectant parents and one family in need of parent aide services.

The Christmas Allocation was used to purchase 60 Turkeys, fixings and groceries to make food hampers and gifts for families with children that had active family service files. \$1,500.00 was issued to the Christmas Cheer Board for the purchase of gifts for the children of TCN and \$200.00 was given to the Tataskweyak Daycare for their Christmas party. Chief Sam Cook was given \$200.00 to use towards the Christmas Concert celebrations. And \$200.00 was contributed to the Tataskweyak Head Start for their Christmas party and gift give away.

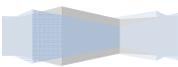
The Spring Break Community Activity allocation of \$7,500.00 was utilized as detailed:

- Essay Writing Contest for children between the ages of 12 – 18 years. \$1,450.00 was used towards prizes.
- Colors, shapes, alphabet and numbers contest for children between the ages of 3 – 5 years. \$1,500.00 was used to purchase prize categories, snacks and refreshments.
- Family and Community Wiener & Marshmallow Roast in conjunction with the Closing Ceremonies for the Tataskweyak Winter Fest 2008. \$1,200.00 was allocated.



- The remaining funds of \$3,350.00 were contributed towards children's events during the Tataskweyak Winter Fest 2008.

Sincere gratitude is extended for the funding allocations. The expressions of surprise and disbelief are priceless. It is always a pleasure to see and hear the heartfelt thankfulness coming from the clients, people and leadership. This concludes the Unit Supervisor's report. Until next time, take care and keep up the good work.



WAR LAKE FIRST NATION

OPERATION MANAGER

Thelma Bland

Personnel

The War Lake First Nation Awasis Unit has one supervisor and two half time workers; the Child and Family Service Worker and the Foster Care/Stats/Intake Worker were filled this past fiscal year. When Jennifer Bloomfield was off on Maternity Leave, the Child and Family Service Worker covered the position. Now, we have Jennifer back as the local Unit Supervisor. Mavis Garson is the Foster Care/Stats/Intake Worker and Stacey Spence is the Child and Family Service Worker.

The case load for the unit is very small; there are only two children in care. Both children are placed outside of the community; one in Winnipeg, in a therapeutic structured setting; and the other in Gillam.

Community Program

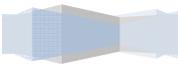
The community's population is only one hundred twenty (120), therefore is something happens, everyone knows about it. It is the same way then there is a community activity or an event, most children hear about the activity and come out for it, either to just watch other contestants or jump in and participate.

There is always the faithful that come out and watch and cheer others on, and then there are others who stay home and encourage others to go and participate. Some of them help their own ways from home. For example, when there was a community feast held in the fall during Addictions Week, many community members cooked the food at home so that the resource workers only had to deliver the food and pick it up home when it was cooked. Many came out for the feast, but there was a lot of food left over, so much of the food was taken to the Elders who had not attended the gathering, but helped in preparing it.

During the same week, there was the Karaoke and Bee-Bop contest (dressing up as the opposite gender). When the children were coming in, one of the adults was overheard musing to herself, "it's nice to see smiling faces on the girls who are wearing dresses, but I wonder who so many girls have had their hair cut so short, and I wonder why they are swaying their hips so much". It was finally realized, Chris could have given Jimmy W. some competition when it came to dance-time. It was a fun night for both adults and the children. Jennifer can report on the other activities and programs that have happened in her community

Capacity Building

There was not any activity in this area in the past fiscal year. The local workers are young and they have little ones at home whom they do not like to leave with other people for more than a day. They, themselves want to be there for their little ones most of the time.



Thank You.

UNIT SUPERVISOR
Jennifer Bloomfield

PROGRAM DESCRIPTION & ACTIVITIES

Children In Care

As of April 2007, we have had 2 children in care with Awasis. There was no change in the charts beginning in March 2008.

Pending/Transitional Files

The number of Transitional files have stayed the same throughout the year, with 3 files still open as of March 2008.

Family Service Files

In April 2007, we had three files opened under the Voluntary Family Service Case, with ten children in those cases. Under the Protection Service, we had four families and ten children in those cases. As of November, all cases from the V.F.S were transferred to P.F.S. along with two new families due to investigations, thus making the total number of cases of nine and twenty-seven children total in those cases. This number still remained the same ending March 2008.

Unmarried Parent Cases

There have been no changes to this status as it has been N/A to date.

Post Adoption/Non-Selection/Agency Adoptions

There is still one Post-Adoption opened from April 2007-March 2008.

Unlicensed/Licensed Foster Homes

The War Lake Agency has licensed two homes in January 2008 and will remain open until next year unless otherwise noted. The Unit has one home unlicensed but is in the works on being licensed in the near future. The War Lake Unit is still trying to recruit new foster homes in the community.

COMMUNITY INITIATIVE

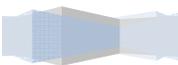


The War Lake Awasis Unit is always happy to help in any way possible for an event. The agency and other resources within the band office assisted with most community events. The Agency first started out with the 7th Annual Moosecoot Ice Fishing Derby held, I believe the day turned out to be a success as I was out waiting on the delivery of my handsome boy, Gage. In July, we had our Annual Canada Day Celebration with all the fixings. Canada Day is always celebrated with a community baseball game with little events for the younger children in the community. We finish the day off with our community feast and Canada Day cake and thank you everyone in attendance and volunteers that have helped out throughout the day.

In August, the Agency donated funds towards the War Lake Indian Days for the children's events. This is a day of fun, laughter and community participation/volunteer. This is another Annual event that is successful for all children, youth and adults. In October, the Agency cost-shared with the War Lake recreation for the Halloween dance, where children, youth and adults come out to the school and enter contests and play games after trick-or-treating is done.

The War Lake Unit cost-shared with the health staff in November regarding the National Addictions Awareness Week. We have to make this event an Annual event as it is important to teach children not only when they are youths but when they are young as well.

Another year well spent with another one already started with anticipation of a successful year by community members and children of War Lake.



YORK FACTORY CREE NATION

OPERATIONS MANAGER

Thelma Bland

Personnel

The local Awasis Agency Unit has undergone some changes to staff. The Supervisor, Rebecca Beardy who had been there for a few years left to pursue other matters. When she left, Chid and Council promoted the Child and Family Service Worker, Louise Ouskan to the position of Supervisor. Georgina Redhead, the Service to Families Worker also left the agency. After the position of Services to Family Worker sat vacant for months, Roberta Harper was hired, but then, when Louise was hired for the Supervisor position, Roberta was appointed to the Case Manager position. All positions became filled at one point for a couple of months, and then the individual who was hired as the Foster Care Worker decided to go. At the present time, we have Roberta Harper as the Child and Family Service Worker, and Rosanne Laliberty as the Services to Family Worker.

Capacity Building

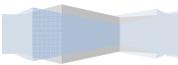
The local staff did not participate in this area as they are new and still learning the basics of Awasis Agency. The Operations Manager has conducted some community visits to give an orientation and training into the Awasis Agency policy and procedures. As the workers are new and still learning the basics, most time has been spent with protection versus much prevention and promotion or health. However, the staff has identified some areas for training and will request when training comes up. For example, an area identified by two new workers is skills for working with kids with problems. Therefore, as the training for Working with High Risk Kids is being offered in June, the same workers will request to attend the training. They have been shown what package is to be submitted to the Thompson office when requesting training.

Files

The numbers of children in care has varied from three to fifteen this past fiscal year. It has become increasingly difficult to keep children in the community when they come into care due lack of foster homes. The unit has begun to rely on more and more on the adjoining communities to provide a bed for the children, especially the very little ones. Although there is a Daycare in the community and most times it can be utilized for little ones in the day time, it is very hard to find families who will take that age group.

Programs

Goose Camps are popular with the people of York Landing. There is an inherent call of the wild in the spring and fall for many of the men of York Landing to go out hunting. This event is a time of coming together for all people in the community. Even young children are drawn in as they begin to receive training to clean and prepare wild fowl and fish. Elders from other communities are invited to come and enjoy the traditional foods. There



has been some community initiatives undertaken by the local Awasis Agency team, and will be reported in the Unit Supervisors report.

UNIT SUPERVISOR

Louise Ouskan

I was hired as the Unit Supervisor in January 14, 2008. Prior to that, I was the Child and Family Service Worker. Other staff that have been hired are:

- Rosanne Laliberty – Service to Families Worker
- Roberta Harper – Child and Family Service Worker
- Cynthia Beardy – Foster Care/Stats/Intake Worker, who shortly left thereafter.

Promotion

In the early spring, our unit donated a couple thousand dollars towards the community's Sinter Carnival. This is a time of fun for all age groups in the community. The following activities were held: walking poker derby; barge landing; three-legged race; sled pulling; bat spin; running backwards contest; snow shoe race; puck shooting; prince and princess; king and queen contest; bannock baking and tea boiling; moose calling; goose calling; broom dance; jogging; laughing contest; and square dancing to name a few. Prizes were given to each category. There was also a monster binger to wrap up the events.

A Fishing Derby was held with prizes awarded to the largest fish caught in each category. For example, adult walleye, youth walleye, adult pike and youth pike.

Elders were utilized to teach traditional and cultural beliefs and values, as well as to share their knowledge of the traditional methods of hunting, trapping, and snaring. They also shared the historic relocation of the community to the adults, teenagers and young children. In total, there were twenty elders interviewed on video, thus, archiving oral history.

The Baby Supplement Program continued for those of low income and/or on social assistance.

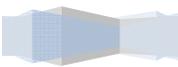
July – September 2007

The unit purchased two canoes to be used for family outings and weekend camp outs by families. The objective was to get families to spend time with each other.

October – December 2007

The unit was actively involved in helping families with baby supplements of milk and pampers. This greatly helps the families who are on social assistance by tying them over to when they receive monies again.

During the National Addictions Awareness Week, a couple of Awasis Agency workers were invite to talk to the children at the school about the importance of staying in school and abstaining from drugs and alcohol. As well, during the winter months, we had the



opportunity to bring in a Ventriloquist and Hypnotist to address the issue of bullying. A workshop was conducted for this.

January – March 2008

Again, as last year, the community held a Winter Carnival. The agency was actively involved with monetary donations and assistance with events. At the end of the carnival, the agency sponsored a wiener roast for all in attendance and assisted with funds for the Recreational Committee to bring in a Wrestler during the wiener roast. The intent for this occasion was to gather families together to interact with each other and share memories.

Prevention

The Service to Families Worker provided home visits, support and counselling to the clients.

Protection

The fiscal year opened with eleven children in care, with two being discharged in June and eight in July. The number of children in care began to climb again in October. During the winter months, the number rose again to eight children in care.

Capacity Building

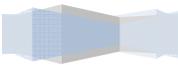
A couple of staff members took a course called “Exceptional Employees Training” offered by the Awasis Training Institute. Other trainings we undertook were at the Annual General Meeting held at Portage La Prairie.

Thank you for giving me the opportunity to report on our activities held in York Landing.



OFF RESERVE SERVICES

UNIT REPORTS



KAWECIHITOWAK

THOMPSON

SUPERVISOR

Linda Picard

Tansi, Chiefs, Elders, fellow colleagues and guests, how fast this last year has gone by, and all too soon the time has come to tell you about our team, our activities and the challenges that we have faced this past year.

For those of you that are new here, KaWeCiHitToWak is the Awasis Agency service delivery office for the City of Thompson and the five outlying communities: Leaf Rapids, Lynn Lake, Pikwitonei, Thicket Portage and Wabowden. Our office is located at 55 Selkirk Avenue in Thompson.

The KaWeCiHitToWak team consists of 3 Case Managers: Beatrice Dick, Michael Spence and one vacant position, an Administration Assistant (Eleanor Wavey), and a Services to Families Worker (vacant). This last year has seen a number of changes in staff structure as our Foster Care Worker (Leon Frost) moved into the new Caring 4 You office. At times, we have had as many as 3 staff off on sick/disability at the same time. As a result, term positions were filled by inexperienced staff. Presently, we have had 3 workers leave employment with the Agency and so have had to hire new staff to the field of child welfare. This has been a very demanding and stressful time for our remaining team members. I must say thank-you to the team as without their hard work and dedication, the office would not have been able to maintain the support and deliver the services our families and children deserve.

Over the last year, Family Service files have increased and as a result so have the children in care. The dynamics in Thompson has changed dramatically with the increased aboriginal population and the closure of 120 townhouses which have caused a real shortage of homes in the City. Other noticeable factors are the increased number of gangs and drug activity. Family violence, mental health issues and addictions have also played a major role. At this time, the safety of staff has to be taken into consideration where at one time a worker could go into any home by themselves and be reasonably safe. As it is now, a worker's safety is a reality and intakes must be completed by 2 case managers going into the home together.

The strong focus on foster care since the AJI-CWI has shown positive results as a partnership between Nisichawayasihk Cree Nation, Cree Nations Child and Family Caring Agency, Family Services and Housing and Awasis Agency opening the foster care office in Thompson called Caring 4 You. Last year our office had access to 31 licensed foster homes, now we have 54 licensed foster homes, 32 homes pending license, 4 new transfers, 14 homes pending foster parent responses and 14 homes that have been closed as parents moved away, etc. We also have access to a Receiving Home in Thompson and two 4-bed



emergency units in Nelson House. There is also a 4-bed unit in Thompson that will soon be opening as an emergency home (short term) for teens 12 -18 years old.

Employing escorts, intervenors, homemakers and respite workers has been a continued difficulty; this responsibility has now been given to Caring 4 You.

This year's activities includes a BBQ which was held in September 2007, a Halloween party held at our office for preschool children, a Christmas party for our foster parents and the children in care.

We also delivered Christmas hampers to 13 families that have children living in the home with them. On spring break, our office rented a bus and children of all ages went to Mystery Lake Ski Hill for the day. The events we held were well attended and enjoyed by all.

In closing, I would like to thank our Executive Director and Senior Management for their continued support and understanding. I would also like to again acknowledge all the community management and staff. It has been wonderful to get to know and work with many of you. Please drop in for a chat and coffee when you are in Thompson. Coffee is always on.

Ekosi

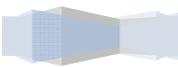
PROGRAM DESCRIPTION AND ACTIVITIES

Intervention services are provided when a child is deemed to be in need of protection. These include child protection investigation on referrals, apprehension and placement of children in care.

KaWeCiHitToWak is the off-reserve office for Awasis Agency that provides child and family services to the City of Thompson and the 5 outlying communities of Lynn Lake, Leaf Rapids, Thicket Portage, Pikwitonei and Wabowden.

KaWeCiHitToKak receives open cases (transfers) from the Designated Intake Office (DIA - Nisichawayasihk Cree Nation) after the initial intake is investigated and it is deemed to be a family from one of the communities under the Awasis Agency jurisdiction that requires on-going services/resources. Our office does not provide intake services, although if anyone from one of the Awasis Agency communities requires services, we will help if we can. On occasion, we have also helped the Awasis Agency community workers by providing courtesy service.

The majority of intakes/transfers received at our office are from the DIA. An intake is when Awasis Agency has an open case and is already providing services. A transfer is when a family requires ongoing services and is not open to Awasis Agency. As a result, the DIA



and KaWeCiHitToWak offices have jointly developed transfer/intake guidelines for in the City of Thompson and outlying communities.

COMMUNITY PROGRAMING

Over the last year, the KaWeCiHitToWak has attempted to keep our prevention programming a major component of our service delivery. Unfortunately, our team has been unable to continue the level and frequency of delivery of our culturally appropriate Learning Series, Back to Basics and the children's Teaching Blanket workshops. Service delivery demands, high caseloads, and a number of staff off work on sick/disability at the same time have reflected in how we are able to deliver services. The preventative services have suffered the most and at times, we have not been able to deliver our workshops at all. Our families have been referred to other resources such as Ma-Mow-We-Tak, Futures, AFM, YWCA and the Crisis Center to attend programming on parenting, anger management, family violence and addictions. Many of our parents have expressed disappointment that our workshops have not run consistently this year.

From July 12-15, 2007, some of KaWeCiHitToWak team volunteered their time and helped with the 2007 Indigenous Games. This was a fun event and staff appreciated being asked to help out.

On September 11, 2007 the KaWeCiHitToWak and DIA jointly planned the 3rd Annual BBQ. The staff of both Agencies worked hard at making and donating the food. There were all kinds of activities for the day. Unfortunately, Mother Nature did not co-operate as the weather was cold and rainy. The day was not at a loss as our numerous homeless soon showed up and the food and coffee disappeared like magic.

On October 30, 2007, our office held a Halloween party. The children and parents enjoyed hot dogs, juice and goodie bags. Staff had decorated the office and dressed up for the occasion.

November and December was a very busy time as our office. In November, the Caring 4 You office had their Grand Opening on November 29, 2007. As they are our next door neighbours, staff came over to our office on a daily basis borrowing something. KaWeCiHitToWak divided up toys, furniture, donated gifts, etc. to help the new office get started. Our team donated food for the Grand Opening and helped out during the day.

Our children's Christmas party was a joint effort between Caring 4 You and KaWeCiHitToWak. This was held at the Caring 4 You office on December 8, 2007. Santa arrived to a room full of happy children. All children and Foster Parents received nice gifts. Goodies were abundant and a good time was had by all.

This year, with money allocated to KaWeCiHitToWak for their families and children at Christmas, it was decided to give hampers to 14 families in need with children in the home. Each hamper had a turkey, a bag of potatoes, vegetables, oranges, bread, cereal, milk, cranberry sauce, a gingerbread house and dessert items. As well, all parents and children



received an item of clothing. The child also received a wrapped gift and a goodie bag from Santa. On December 20, the team bravely battled -40 below weather to deliver the hampers. Some of our mothers cried when the hampers were delivered.

In December 2007, a Workload Relief Review was completed on KaWeCiHitToWak. Caseload demands have continued to increase since the implementation of the AJI-CWI. However, staff ratio had remained the same. Some of the more obvious factors are the increased family service files and number of children in care. . These increases mean more transfers and intakes from the DIA, which require investigation by our agency. Other factors include 120 townhouses closing down (extra increase in shortage of housing), increase in gang and drug activity and increase in population from Awasis communities to Thompson.

In April 2008, the staff were involved in the Awasis Agency self- assessment conducted by Drs. Jim and Frances Ricks. This was a very positive experience for all involved.

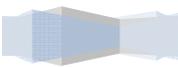
This year during spring break, our team arranged to take children to Mystery Lake Ski Hill. A Greyhound bus was rented and approximately 30 children and the KaWeCiHitToWak staff were off for a day of fun. The day included skiing instructors teaching the children to ski on the bunny hill. Some of the older youth were advanced in their skiing skills and enjoyed riding the ski lift to the top to skiing down the main trails. All the ski equipment was provided for the children. The day also included pizza and drinks. A great time was had by all.

COMMUNITY PARTNERSHIP ACTIVITIES

During 2007, KaWeCiHitToWak was invited to represent Awasis Agency by being a board member or by sitting on their advisories. That commitment continued into 2008. The Young Parents Proposal and Youth Crisis Advisory Council (Youth Crisis Stabilization Unit) had come to a halt due to housing and funding issues. As of April 2008, both proposals are again moving forward. Awasis Agency has loudly voiced concerns at some of the changes made in the proposals. While these new services are going to be in Thompson, it is not clear how or if they will help our First Nations families and children. Marymount has been chosen to take on the Young Parents Program. They will be responsible to develop the housing, deliver the programs and staff the unit that the young moms live in. MacDonald Youth Services has been given the responsibility to staff and develop the unit for the Youth Crisis Stabilization Program.

The proposal that was developed and submitted regarding Prevention, Education and Intervention of sexual abuse was totally funded by Family Services and Housing for one year only. This program was run out of the Crisis Centre and only worked with children within the schools. At this time, it is unknown if the program will continue.

A Foster Care Initiative was developed jointly between Family Services and Housing, Nisichawayasihk Cree Nations, Cree Nations Child and Family Caring Agency and Awasis Agency of Northern Manitoba. This initiative was approved and at that time, Caring 4 You



opened in October 2008. The office is staffed by 3 foster care workers, a team leader and an administrative assistant. At this time, all foster home placements within Thompson and the 5 non-reserve communities must be processed through this office. The team continues to work hard to promote, develop, and deliver services that not only meet standards and policies, but work within the perimeters of all agencies.

As time has gone by, the original Interagency Committee has changed and is it now the Child Welfare Steering Committee for Thompson and area. As a result, several protocols were developed and are being used by all agencies such as: how cases are transferred from the DIA, how referrals (intakes) are to be sent to agencies on open cases and how abuse investigation is to be dealt with when it is in a foster home. The committee continues to look at present service delivery and seek solutions in working toward a best practice approach for First Nations families and children.

In February 2008, the NCN-CFS Northern Amalgamated and KaWeCiHitToWak developed a proposal called Wecihitowin Project. This project would provide prevention, early intervention, education and family supports to First Nation children and families. This project would hold workshops, have individual/family sweats, hold sharing/healing circles, and develop retreats and intervention/prevention programs. At this time, we await approval prior to further planning.

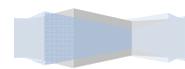
As always, the office received many donations of clothing and toys from businesses and citizens in Thompson and the surrounding communities. Our families are always delighted to receive these donations. Our office also utilizes the new donations in times of emergencies when a child or children may need clothing immediately. Appreciation certificates were sent to all donors to thank them for their thoughtfulness.

STAFFING

KaWeCiHitToWak has 6 on-site staff members. We have a Supervisor, myself - Linda Picard; a Services to Families Worker, which is currently vacant, and 3 Case Managers: Beatrice Dick, Michael Spence, a current vacant position and an Administrative Assistant, Eleanor Wavey. We also have a Financial Assistant, Sarah Wavey, assigned to this office however Sarah works out of the main Awasis office.

From April 2007 until April 2008 our office have been faced with ongoing challenges/changes as a result of staff leaving for other job offers, our foster care position was moved to the Caring 4 You office and three of our team were off work for an extended time on disability.

Over the last year, Awasis Agency continued to encourage and support staff in their personal and professional growth. Power Writing, SSFR training, CFSIS training and Understanding and Working with Sexually Exploited Children and Youth II were offered to staff to enhance professional growth. Once again, staff attended the AGM and Honouring Our Own Conference in Portage La Prairie. This was a great learning experience and appreciated by all. Personal development consisted of sharing circles, staff appreciation



night, Christmas dinner and gift sharing. Some staff prefer to find support and utilize Elders from their home communities.

Our staff also have formal and informal support from the supervisor. We have an open door policy and have informal discussions among staff regarding case planning and program changes. We have weekly team meeting and protected time for paper work.



KEEWATINOOK WECHIHWEWIN AGENCY

WINNIPEG

CASE MANAGER – SUPERVISOR

Darla Spence

Tansi, my name is Darla Spence and I am the Case Management Supervisor for Awasis Agency at Keewatinook Wechihewin Agency at 315 McGee Street in Winnipeg, Manitoba. I have been at this location since July 2006. The work is challenging but rewarding when you help one person especially a child or family in need. This is why I continue to strive with determination because Aboriginal children and families have a voice that is now heard since the AJI/CWI process in 2005. I am very honored that I am able to a part of this history and to try and help our own people as best as I can.

Our office continues to provide courtesy services for our communities. We continue to strive on updating and maintaining our child in care files and family files. This has been a challenge for our staff but with a lot of hard work and effort we have succeeded.

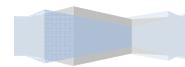
Thanks to all the social workers on my team and I acknowledge each and every one of them today. We also have monthly unit meetings, regular supervision sessions, quarterly file reviews and regular case conferences. We continue to have office visits between children in care and biological families. We accommodate these visits in our family rooms.

We also have social workers who go on call from 8:30 to 4:30 daily. ANCR attends to all calls after 4:30 p.m. and weekends. We have court on a weekly basis, so staff attend court weekly. Staff also take one paper day per month, just to catch up on their paper work.

In April 2007, our team consisted of 8 social workers, they were: Warren Spence; Errol Boulanger; Shelley Poiron; Stella J. Woodhouse; Henry Fiddler; Jeanette Flett; Ithan Bullard; and Helen Chornoby. Gary Delaronde is the Resource Supervisor. We also have Terri Owen as Intake/Stats worker, Lorraine Ducharme in Finance, Robyn Bjornsson as the Legal Assistant, Joan Durant as the Family Support Worker, Darlene Scott as Receptionist, Beverly Robinson as the Foster Care Coordinator and Melanie Shea from the Smith office.

In April of 2007, one social worker attended training at Haven in Gabriola Island, British Columbia, for 6 days. Three new social workers were hired and started work this month. During this month, social workers took pictures of children in care for our files.

In May 2007, two staff members were part of the conference planning team and attended a planning workshop in Victoria, BC for a few days. Supervisors attended a management meeting in Thompson. And at the end of May, we moved from the Jarvis office to the McGee office.



In beginning of June 2007, we worked out of the Smith office for about two weeks. One social worker attended a Child Abuse Training in Thompson, two social workers from our unit graduate from the BSW program through the University of Manitoba and two staff attended the facilitation meeting for conference planning in Gimli for a few days.

In July 2007, one staff member went to Cross Lake Awasis office to work with the other facilitation team member in regards to planning the conference for a few days, two of the staff also attended another facilitation meeting in Victoria, BC for a few days to continue to plan and prepare for the upcoming conference in September 2007. Two social workers also attended a Family Group Conference in Winnipeg.

In August 2007, two staff members of the facilitation team attended a planning meeting in Elkhorn, Mb for a few days. A Foster Care Worker was hired. In the last week of August, there was another facilitation meeting for conference planning held in Portage La Prairie and two staff members attended this meeting.

In September 2007, two staff were once again on site attending the last facilitation meeting for the conference for one week. During this month, one social worker left our Agency so we only had 7 social workers on site; one social work position was vacant for several months. Also in September, staff attended the AGM and Awasis Annual Conference in Portage La Prairie. Staff really enjoyed this weekly event.

In October 2007, one of our families we worked with was honored with “Honoring our Families” award and we took her out to lunch along with our Executive Director. During this month, Leisha Shepel, Ph.D. student started working with social work staff for case consultations.

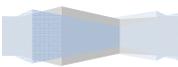
In November 2007, we had a Grand Opening at Keewatinook Wechihiwewin Agency.

In December 2007, staff had a Christmas dinner at the Round Table. We had a Christmas party and gift exchange for the children in care and foster parents. This was a fun event for all involved. We also purchased 50 gift certificates for our families we work with and they were very happy to receive these certificates for Christmas. One social worker attended a Crisis Management meeting training in Thompson for a few days. The Resource Supervisor resigned from his position during December so his position was vacant for several months.

In January 2008, one social worker was hired. A two day Legal Workshop was held at the McGee office hosted by Helen Zuefle.

In February 2008, our new social worker started work. The RCMP gave us Manitoba Moose tickets for our children in care and their families. This pertained to “Follow Your Dreams”. We shared these tickets with Cree Nation CFS Agency. During this same month, our Family Support staff started a 6 week Parenting Program and it was very successful.

In March 2008, we had a one day Cultural Awareness workshop for children in care and foster parents. We had a feast afterwards. This was a successful event. During this month,



social work staff had a 2.5 day training in ACM planning at the Charter House. Also, one social worker was part of the committee for First Nations Family Resource Center and there was an Open House held this month. One social worker left our Agency this month so we were minus one social worker. One last thing, Leisha Shepel, Ph.D student finished her work at our Agency.

Last but not least, thanks to Robert Lafontaine, Juliet Lafontaine, Helen Zuefle and David Monias for their continuous support.

RESOURCE COORDINATOR

Shelley Poiron

I began my position on April 7, 2008. My duties are as follows:

- Manage the Family Support Services budget and maintains spreadsheets outlining monthly and annual expenditures.
- Compile statistical reports on services provided under the Family Support Service program.
- Responsible to recruit and contract with volunteers and service providers to perform various duties on behalf of the Agency.
- Develops, manages and facilitates a pool of short term contract support service providers that include: volunteers, drivers, respite workers, interveners, parent aides and escorts.
- I ensure that Awasis Agency policies are adhered to with respect to completing and compiling all required Police, Child Abuse and Prior Contact checks for support service providers prior to any service being delivered.
- The Resource Coordinator sits on various committees for the purpose of enhancing their knowledge and understanding of the resource network within the City of Winnipeg and throughout the Province of Manitoba.
- The Resource Coordinator works cooperatively and effectively with child and family service workers and other human resource workers such as those in the fields of education, employment, community health, recreation, alcohol and substance abuse and prevention, social assistance and other child and family services, in order to strengthen and unify children and families.
- The Resource Coordinator will also sit on various committees and also assist with coordination of special events and projects.

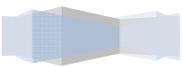
Since I began my position, I have been busy with re-organizing the Support Service Program. I have met with Senior Managers to fine tune policies and procedures within this particular service. Currently, a Support Service manual is being developed and will be implemented in the near future.

Currently, I am supervising 2 full time, in house staff and 9 casual, contracted staff.



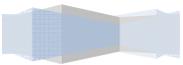
I have had conversations with a representative of Volunteer Manitoba, and will be utilizing this resource.

I have begun to network with various resources/collaterals within the City of Winnipeg, and have begun discussing future services for our children and families.





CHRISTMAS PARTY 2007





CHRISTMAS PARTY 2007

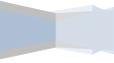




**CULTURAL AWARENESS
2008**



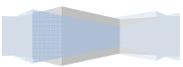
CULTURAL AWARENESS
MARCH 2008





**CULTURAL AWARENESS
MARCH 2008**

PROGRAM REPORTS



CHILDREN WITH LIFE LONG COMPLEX MEDICAL NEEDS

PROGRAM COORDINATOR

Helen Trudeau

2007/2008 is the sixth full year of project operation under the ongoing service arrangement negotiated at the end of the pilot project. On a continuum, the case managers assess the children and family's needs and resources i.e. specialty equipment\supplies in the home and at school. Information provided by OT, PT and Child Development is an integral part of the care plan and shared with the medical/health care team ensuring consistency and enhancing service delivery i.e. Individual care plans, IEP process in the beginning of school year.

The Individual care plans are developed guided by the principles of being (a) child-focused; (b) family-centred; (c) community-based; (d) holistic and comprehensive; (e) ongoing; (f) coordinated; (g) timely and preventative; and, (h) accessible and equitable.

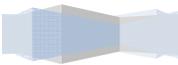
The project staff continue to be readily available to provide support and training to the families, schools and EA's working with the child to meet both the physically and developmental needs i.e. CPR training, counselling. The case managers continue to be the primary and ongoing contact person who provides supportive and consultative services for the family.

The project continues to work closely with the Community Resource Team by networking with Building Healthier Communities, Nursing Stations, Schools, NADAP, CFS units, Head start and Brighter Futures. Networking at the community level and accessing support from the local leadership has ensured that the best possible service is provided to our families and their children. By working together, service delivery has been consistent and ensures continuity of care.

This year has proven to be very busy with the finalization of the Budget format with the Funding parties, Project promotion through presentations to different levels of government, Annual Family retreat, and the on-going service delivery and support of the children and their families involved in the project.

Staffing

Helen Trudeau continues to provide service in the combined roles of half-time Project Manager and half-time Thompson Case Manager for Nelson House, Garden Hill, and Brochet, MB. Service delivery has been consistent with continuity of care by collaborating with in-home support, educational assistants and family members by promoting training and recommendations outlined by OT and PT. The Project Manager continues to research, develop and network with government officials and other programs on behalf of



the project to implement and promote on-going services to all First Nation children and their families.

Celena Moore, Norway House Case Manager, continues to work close with OT, PT, schools, Independent Counselling, and Minisowin Agency. She demonstrates strong case management skills and works independently. Employee Performance evaluation has been done (dated January 9, 2008).

Irene McKay provides Child Development on a contract basis for all the families involved in the project. She continues to provide recreational programming to enhance the developmental needs of the children. Irene has, in her creative style, stimulates learning with the children both at home and in the school. She ensures that the recommendations outlined by OT and PT are followed in the home and at the schools.

Ellana Friesen continues to provide Occupational Therapy coverage on a contract basis during the school year. She provides in-direct and direct therapy to all the families involved in the project. The schools appreciate and follow the guidelines as outlined in each program designed by the OT for each of the children on our caseload.

Carol Kehler continues to provide Physiotherapy on a contract basis to the families of Nelson House and Brochet, MB. She has proven to be a great asset in the assessment of fine motor and gross motor abilities. Recently, child # 3 has started to walk and Carol was able to identify the need for ankle foot orthotics and an appointment was made with Dr MacPherson to be further assessed. She continues to provide training for the families and EA's in the use of standers, pommel walkers and basic transfers in the care of the children. Ellana Friesen, Carol Kehler and Irene McKay have continued to establish a supportive working environment and entered in partnership with the families and schools with their down to earth approaches. The children have shown positive benefits in their overall physical abilities from these very important specialized services.

Frontier School Division has implemented Speech Therapy services but not Physiotherapy in Brochet, MB at this present time.

The Administrative Assistant is currently vacant.

Current Year Finances

Spending in Child Specific Categories to the end of March 31, 2007 is \$271,284.28 leaving a surplus of \$20,351.72. Any questions regarding the statement can be addressed to the Project Manager.

Casework

The brief summaries do not begin to capture the hard work that the project has had to address re: serious issues that the families have faced in this past year.

Child # 3 has been in and out of hospital in Thompson, MB with severe ear and chest infections. She is closely monitored by the Paediatricians in Nelson House, MB and BRHA. NCN CFS has informed the project that the case is now a family file and the children are legally returned to Mom's care. The NCN CFS has been very cooperative in



working together as a team to ensure the well being of the family unit. Monitoring remains in place through the close work of the case manager and NCN CFS. The project continues to be consistent in accessing resources in the community to further support Mom. NCN Housing continues to fix the ongoing issue of running water and the plumbing. Mother is presently advocating on behalf of her family for a new house.

Child #17 remains prone to bed rest due to the demineralization of bone and is closely monitored by the Paediatricians at Children's Hospital in Winnipeg, MB. The child is to be assessed to determine if he needs oxygen during the night. The family has succeeded in their Autopac claim.

The Project continues to work very hard and responds immediately to meet the needs of the children and their families by providing increased support, referrals, and accessing the assistance of other services in and outside the communities i.e. NADAP and local CFS units.

Past Initiatives

In the early part of this fiscal year, the Annual Family Retreat took place in Winnipeg, MB at the Clarion Hotel. The theme chosen was "Reconnecting and Reflecting". The Board of Directors from Awasis Agency of Northern MB attended the opening ceremonies. Grand Chief of KTC Arnold Ouskan and Rusty Beardy Chief Negotiator for MKO also attended. The families were very happy to meet them and understood their roles in advocating and representing them for on-going services and the enabling of a new program to provide services to all First Nation children living with disabilities in their respective home communities.

The families enjoyed many activities: Manitoba Legislature Tour, Aviation Tour, and Adult session with Rose Flagg, Children's session with Irene McKay, and the Red River Exhibition. Irene McKay made a display of pictures from past retreats that brought back a lot of memories and the families each shared stories. This was a great time and opportunity for the families to shop and visit family members in care that lived in the city. The families have a major input in the planning of the family retreats.

On September 18, 2007, the project was part of a press conference involving "The National Policy on Social Welfare". The Project manager did a small presentation on "The Funding Proposal *"To Provide Essential Services to Northern First Nations Disabled Children"*. One of our families from Norway House, MB attended the conference.

On December 12, 2007, the project was part of a press conference and the passing of the motion "The Jordan Principle" in the House of Commons in Ottawa, Ontario. One of our families from Norway House, MB attended the event.

Two of our families from Norway House, MB attended a Parent Workshop hosted by Adult Community Living in Winnipeg, MB (November, 2007). ACL is one of the many disability support organizations who have shared resources with the project to aid in



addressing the needs that exist to work towards increasing understanding and awareness so as to improve the care and servicing of children living with disabilities.

The families in Norway House, MB attend counselling services provided by Independent Counselling on a monthly basis. This has proven to be an essential service as it enables the families to share their stories and concerns in caring for a child with disabilities.

New Initiatives

The project staff and families are in the middle of the planning phase for the upcoming Family Retreat. The Family retreat is scheduled for July 04/08 to July 7/2008. It has been decided that the retreat take place in Winnipeg, MB at the Victoria Inn Hotel. The families are able to combine the retreat and attend medical appointments and visit family members in care that live in the city. The families are looking forward to our yearly event with great anticipation of sharing and joining in on activities such as Birds Hill, Fun Mountain and Tinker town.

The project will be continuing to network with ACL and the Cerebral Palsy Association of Manitoba for future parenting workshops. CPR training is presently being planned by the case managers.

The case managers are preparing for the end of the school year and reviewing summer programming for the children and their families. OT and PT are at present reviewing their contracts for the up-coming September 2008 to June 2009 school year with the project.

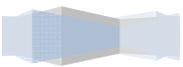
Conclusion

The project staff remains to be very responsible and reliable in providing direct service delivery to our families involved in the project on a continuum through case management, utilizing the Rehabilitation Therapy Team and networking with the Community Resource Team.

Again, The Project staff work very hard in ensuring the highest possible quality of life in the care of each child and their families living with disabilities in their respective communities



APPENDICES



AWASIS AGENCY OF NORTHERN MANITOBA

CURRENT BOARD OF DIRECTORS

Chief George Neepin, A/Chair
Fox Lake Cree Nation
P.O. Box 369
Gillam, Manitoba
R0B 0L0

Tribal Grand Chief Arnold
Ouskan
102-83 Churchill Drive
Thompson, Manitoba
R8N 0L6

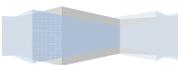
Chief John Miswagon
Cross Lake First Nation
Cross Lake, Manitoba
R0B 0J0

Chief Joe Dantouze
Northlands Denesuline First
Nation
Lac Brochet, Manitoba
R0B 2E0

Vacant Position

Former member

Roger Ross
Manto Sipi Cree Nation
God's River, Manitoba
R0B 1N0



AWASIS AGENCY OF NORTHERN MANITOBA STAFF LIST

March 29, 2008

THOMPSON CENTRAL: PHONE #677-1500 FAX #778-8428
TOLL FREE #1-800-667-4734
100-701 Thompson Drive, Thompson, Mb. R8N 2A2

A. Administration:

Robert Lafontaine	Director of Operations
Juliet Lafontaine	Director of Finance
Marlene Salamandyk	Director of Research/Spec. Projects

B. Agency Program Center

Thelma Bland	Operations Manager II
Verna Ironstar	Operations Manager II

C. Finance Department

Marilyn Lagimodiere	Human Resource/Office Manager
Georgina McKenzie	Maintenance Clerk
Karen Merasty	Accounting Clerk III
Harriet Pelland	Accounting Clerk II
Vacant	Services to Families Clerk
Vanessa Duke	Intake Data Entry Clerk
Annette Ross-Kinley	Travel Clerk
Nora Frank	Stats Clerk
Leona St. Denis	Senior Stats Clerk
Melvin Flett	Janitor
Sarah Wavey	Maintenance Clerk-Thp. AJI-CWI
Trevor McKenzie	Clerk

Tanya North (Maternity Leave Mar. 3/08 - Mar. 02/09)

ADMIN/PROGRAM SUPPORT

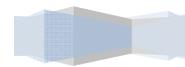
Elizabeth Crait	Paralegal II
Kathy Bee	I/Administrative Assistant
Norman Moose	I/Receptionist

Maryssa Oniske - Maternity Leave July/07 - July/08

Charlene Cook - Maternity Leave Dec'07 -

KAWECIHITTOWAK OFFICE - 55 SELKIRK AVE. PHONE #677-1581 FAX #677-1588

Linda Picard	Supervisor
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Laurie Irving	Services to Families Worker
Michael Spence	Child & Family Services Worker
Beatrice Dick	Child & Family Services Worker
Barbara Daniels	Child & Family Services Worker
Eleanor Wavey	Administrative Secretary III

Danae McCullough - Sick Leave (Jan. 22/08 - six weeks)

CARING 4 U OFFICE - 79 SELKIRK AVE. PHONE #677-1547 FAX #677-8938

Leon Frost	Foster Care Worker
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WINNIPEG LIAISON OFFICE PHONE #987-9480 FAX #987-9489

201 - 274 Smith Street, Winnipeg, Mb. R3C 1K1

David Monias	Executive Director
Barbara Campbell	Director of Administration
Helen Zuefle	Legal Counsel
Beverly Robinson	Foster Care Coordinator
Melanie Shea	Receptionist/Clerk Typist

WINNIPEG KEEWATINOOK WECHIIHEWIN AGENCY PHONE #790-4400 FAX #204-790-4410

TOLL FREE #1-877-429-2747

Henry Fiddler	Social Worker
Jeanette Flett	Social Worker
Vacant	Social Worker
Ducharme, Lorraine	Maintenance Clerk
* Durant, Joan	Family Support Worker
Darla Spence	Supervisor
Laura Courchene	Social Worker
Darlene Spence	Foster Care Worker
Vacant	Resource Coordinator
* Owen, Terri	File/Stats Clerk
Robyn Bjornsson	Legal & Administrative Clerk
Pangman, Ronda	Administrative Clerk



Scott, Darlene	Receptionist
Woodford, Denise	Support Worker
Lagimodiere, Charmaine	I/Data Entry Clerk
Woodhouse, Stella	Social Worker
Poiron, Shelley	Social Worker
Warren Spence	Social Worker
Ithan Bullard	Social Worker

*** Seconded Employees**

BROCHET FIRST NATION

PHONE #323-2300 FAX #323-2245

Charles Michell	Unit Supervisor I
Loretta Linklater	Services to Families/Youth Dev. Wrkr
Angelique Halkett	Foster Care/Stats Worker

FOX LAKE FIRST NATION

**PHONE #486-2463 FAX #486-2020 (shared
with Band)**

Pamela Luce	Unit Supervisor I
Turton, Sherry	Foster Care/Intake Stats Worker
Dana Ash-Avison	Child/Family Services Worker
Massan, Arlene	Services to Families Worker

GOD'S LAKE NARROWS FIRST NATION

PHONE #335-2098 FAX #335-2245

Lillian Saunders	Operations Manager
Iona Okemow	Unit Supervisor I
Alice Captain	Foster Care/Adoption Worker
Charles Harper	Child/Family Services Worker
Debra Mason	Child/Family Services Worker
Tanya Okemow	Child/Family Services Worker
Priscilla Watt	Child/Family Services Worker
Vacant	Child/Family Services Worker
Vacant	Intake/Stats Worker
Myra Okemow	Legal Secretary/Receptionist

Priscilla Watt - Maternity Leave - March 3/08 - March 2/09



GOD'S RIVER FIRST NATION**PHONE #366-2245 FAX# 366-2245**

David Yellowback	Unit Supervisor I
Flora Ross	Services to Families Worker
Vacant	Foster Care/Stats Worker
Louise J. Ross	Child/Family Services Worker

Florence James - Foster Care/Stats Worker - Leave - Sept. 4/07 - 1 year**NORTHLANDS FIRST NATION****PHONE #337-2329 FAX #337-2331**

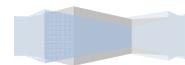
Theresa Tssessaze	Unit Supervisor
Adele St. Pierre	Intake Stats Worker
Denechezhe, Alfred Jonas	Child & Family Services Worker
Laura Nambiennaire	Child & Family Services Worker
George Allen Gazayou	I/Custodian
George Allen Gazayou	Security

OXFORD HOUSE FIRST NATION**PHONE #538-2622 FAX #538-2627**

Vacant	Operations Manager
Shawna Harper	Unit Supervisor
Darwin Chubb	Child & Family Services Worker
Patricia Munroe	Child Protection Worker
Annie Rose Robinson	Foster Care Worker
Milton Mason	Youth Family Resource Worker
Tessa Sumner	Intake/Stats Worker
Vanessa Munroe	Legal Secretary
Wood, Daphne	Receptionist/Clerk Typist
Doreen Crane	Custodian
Vacant	Maintenance Person

SAYISI DENE FIRST NATION**PHONE #684-2014 FAX #684-2187**

Betty Bickell	I/Unit Supervisor
Vacant	I/Child/Family Services Worker



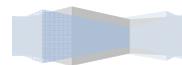
Eva Nalge I/Youth Development Worker
Vacant Custodian
Georgina Yassie - Leave of Absence (Jan. 21/08 -)
Clifford Yassie - Sick Leave

SHAMATTAWA FIRST NATION

PHONE #565-2569 FAX #565-2574

* Beverly Bee I/Operations Manager
Maryann Miles Unit Supervisor I
Margaret Koostachin I/Intake Stats Worker
Vacant Child & Family Services Worker
Carla Taylor Child & Family Services Worker
Evelyn Redhead Receptionist
Christine J. Redhead Intake Stats Worker
Vacant Foster Care Worker
Shirley Canabie Services to Families Worker
* Mabel Cook Regional Child/Family Services Worker
* Regan Cook Regional Child/Family Services Worker
* Jimmy Wavey I/Regional Child/Family Service
Worker

* These employees can also be reached at 677-1500
Sharon Milne - Operations Manager - Sick Leave (July, 2004 -)



SPLIT LAKE FIRST NATION

PHONE #342-2459 FAX #342-2449

Thelma Kirkness Operations Manager
Rose Mayham Unit Supervisor I
Vacant Child/Family Services Worker
Vacant Child Protection Worker
Leona Spence Services to Families Worker
Christine Wavey Foster Care Worker
Eleanor Wavey Intake Stats Worker
Eleanor Wavey I/Receptionist
Abbie Ouskun Legal Secretary
Abbie Garson - Maternity Leave (Aug'07 - Aug'08)
Eleanor Wavey - Maternity Leave (Mar 21/07 - Mar'09)
Flora Beardy - Sick Leave (Mar 3/08 - April 2/08 - ??)

WAR LAKE FIRST NATION

PHONE #288-4315 FAX #288-4371 (Shared

w/Band)

Jennifer Bloomfield Unit Supervisor I
Stacey Spence ½ Services to Families Worker
Mavis Garson ½ Foster Care/Intake Stats Worker

YORK LANDING FIRST NATION

PHONE #341-2021 FAX #341-2011

Louise Ouskun Unit Supervisor I
Roberta Harper Child & Family Service Worker
Vacant Foster Care/Intake Stats Worker
Rosanne Laliberty Services to Families Worker

CROSS LAKE FIRST NATION

PHONE #676-3902 FAX #676-3251

George Muswaggon	Associate Director
Edith McKay	I/Director of Operations
Fred Richards	I/Team Leader #1 CFS
Bertha LePage	Team Leader #2 CFS
Helen Beardy	Financial Administrator
Vacant	Finance Clerk
Lisa Robinson	Services to Families Worker
Laura Omand	Child & Family Services Worker
Joannie Hart	Child & Family Services Worker
Della Robinson	Child & Family Services Worker
Juliet Apetagon	Child & Family Services Worker
Lana Sinclair	Child & Family Services Worker
George Paupanekis	Child & Family Services Worker
Madeline Muskego	I/Special Needs Worker
Anne Settee	CFS Investigator
Mavis Garrioch	I/Foster Care Worker
Vacant	Administrative Assistant
Sheila Halcrow	Intake/Stats Clerk
Sonya Burge	Legal Secretary
Lynn Blacksmith	I/Clerk Typist
Isabelle Muswaggon	I/Receptionist
Roseanne Muswaggon	I/Custodian

Molly Scott, Receptionist - Maternity Leave Apr 1/07 - Mar 31/08
Flora Beardy, Director of Operations - Leave of Absence - Aug'07 -

AWASIS TRAINING INSTITUTE OF NORTHERN MB. PHONE #677-1500 FAX #778-8428

Vacant	Executive Director
Vacant	Admin. Support Worker
Vacant	Staff Development Coordinator

**COM'Y BASED SUPPORTS FOR FAMILIES OF CHILDREN WITH A TECHNOLOGY
DEPENDENCE PROGRAM: PHONE #677-1500 FAX #778-8428**

Helen Trudeau	Team Leader/Registered Nurse Project Manager
Irene McKay	Child Development Specialist
Celena Moore	Case Manager, Norway House, Mb.
Helen Trudeau	Nurse Case Manager, Nelson House, Mb.

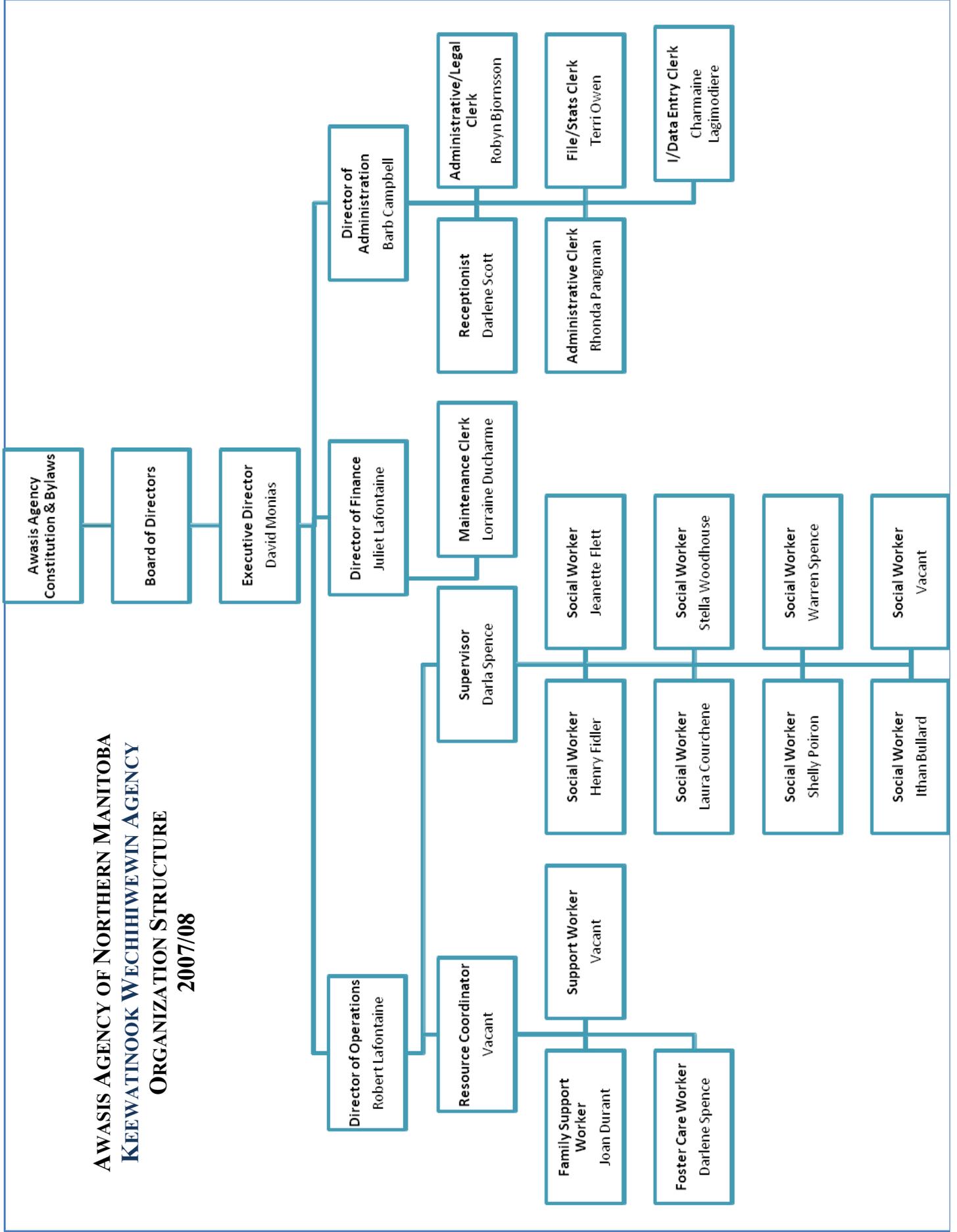
FIRST NATION FAMILY JUSTICE PROJECT

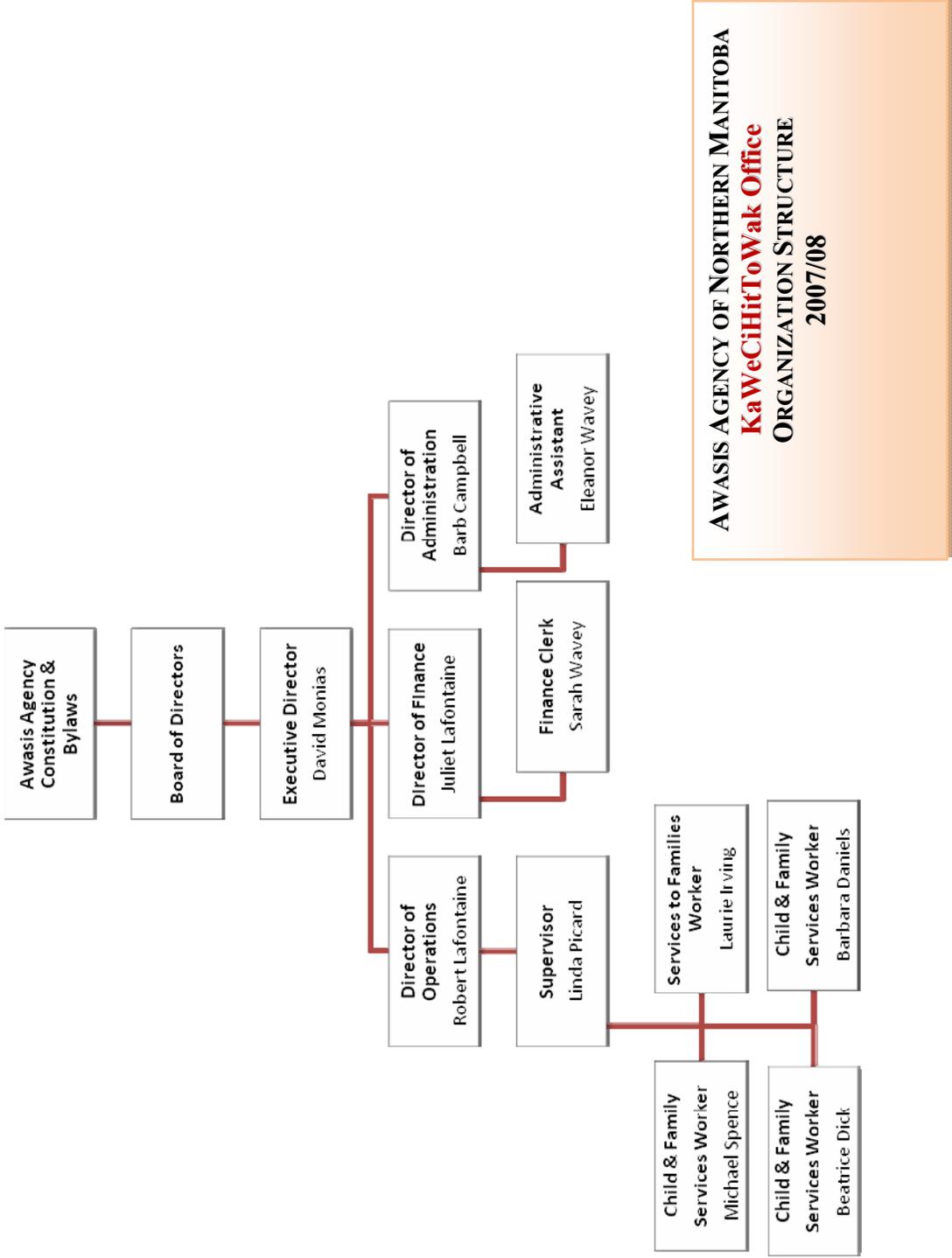
Brenda Watt	I/Project Coordinator
PHONE #677-1500	FAX #778-8428
Vacant	O-kwes-ki-mo-wew (Thompson)
PHONE #677-1500	FAX #778-8428
Sheryl Blacksmith	O-kwes-ki-mo-wew (Winnipeg)
PHONE #987-9480	FAX #987-9489
Verla Umpherville	O-kwes-ki-mo-wew (Thompson)
PHONE #677-1500	FAX #778-8428
Vacant	O-kwes-ki-mo-wew (Cross Lake)
PHONE #676-3902	FAX #676-3251
Vacant	O-kwes-ki-mo-wew (God's Lake)
PHONE #538-2622	FAX #538-2627
Pamela Beardy	Administrative Assistant (Thompson)
PHONE #677-1500	FAX #778-8428





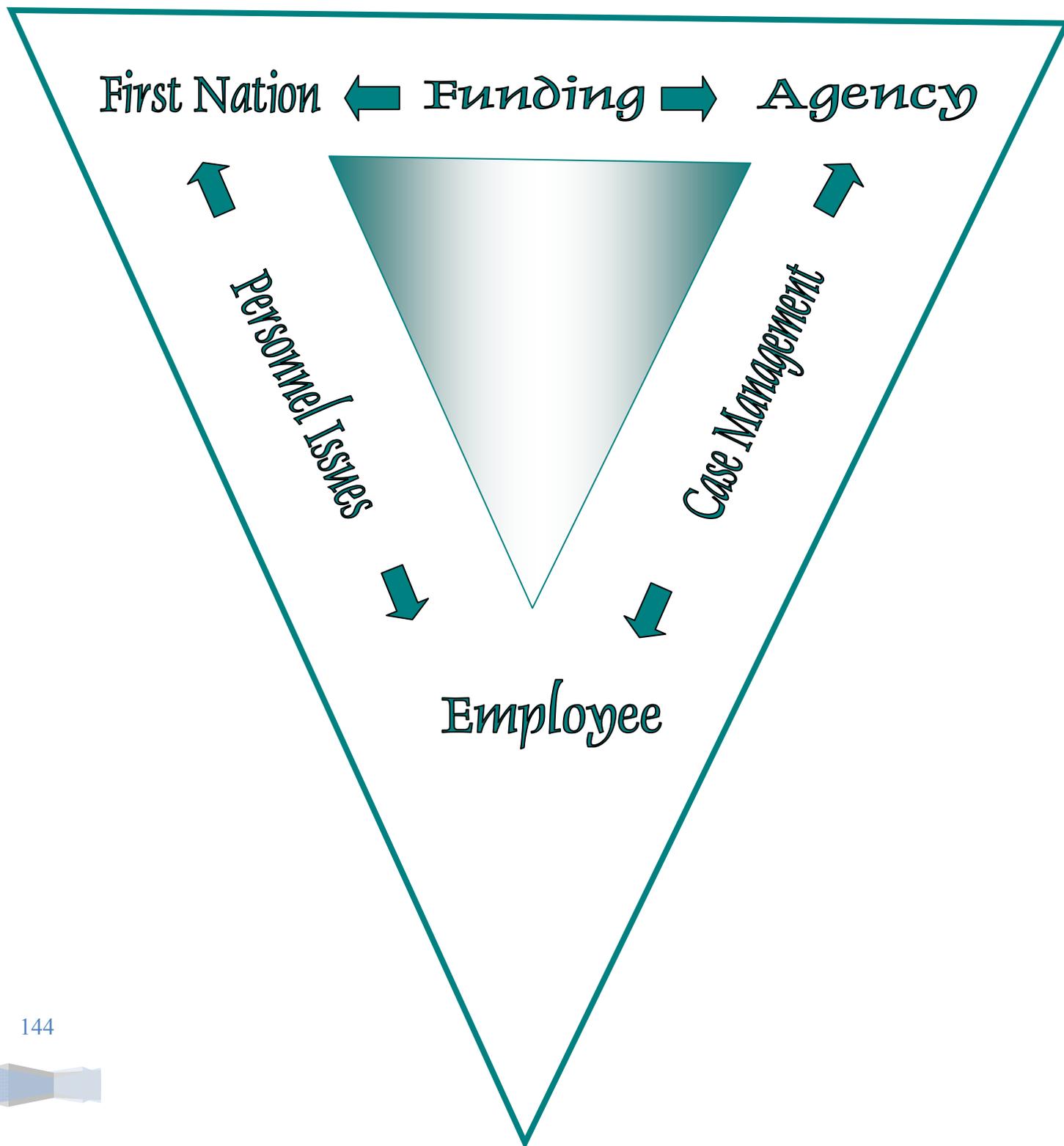
**AWASIS AGENCY OF NORTHERN MANITOBA
KEEWATINOOK WECHIIWEWIN AGENCY
ORGANIZATION STRUCTURE
2007/08**





AWASIS AGENCY OF NORTHERN MANITOBA
KaWeCiHitToWak Office
ORGANIZATION STRUCTURE
2007/08

First Nations - Awasis - Employee Relations



Laws, CAS, Corp Act affect this



Lines of Authority & Communication

**Awasis Agency of Northern Manitoba
Shamattawa First Nation**

Shamattawa, Manitoba

R0B 1K0

Telephone Number: (204) 565-2569

Fax Number: (204) 565-2574

**Awasis Agency of Northern Manitoba
War Lake First Nation**

Ilford, Manitoba

R0B 0S0

Telephone Number: (204) 288-4315

Fax Number: (204) 288-4371

**Awasis Agency of Northern Manitoba
York Factory First Nation**

York Landing, Manitoba

R0B 2B0

Telephone Number: (204) 341-2021

Fax Number: (204) 341-2011

**Awasis Agency of Northern Manitoba
100 – 701 Thompson Drive**

Thompson, Manitoba

R8N 2A2

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Fax Number: (204) 778-8428

Toll Free Number: 1-800-667-4734

Awasis Agency of Northern Manitoba

201 – 274 Smith Street

Winnipeg, Manitoba

R3C 1K1

Telephone Number: (204) 987-9480

Fax Number: (204) 987-9489

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Keewatinook Wechihiwewin Agency**

315 McGee Street

Winnipeg, Manitoba

R3G 1M7

Telephone Number: (204) 790-4400

Fax Number: (204) 790-4410

Toll Free Number: 1-877-429-2747

**Awasis Agency of Northern Manitoba
Ka-We-Ci-Hit-To-Wak**

55 Selkirk Avenue

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Telephone Number: (204) 677-1581

Fax Number: (204) 677-1588