



KUNUWANIMANO

CHILD & FAMILY SERVICES

ANNUAL GENERAL REPORT

2018 - 2019



VISION

KUNUWANIMANO CHILD AND FAMILY SERVICES STRIVES TO SUPPORT CHILDREN AND YOUTH THROUGH A COLLABORATIVE PROCESS OF PLANNING WITH THE FAMILIES AND COMMUNITIES FOR REPATRIATION.

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AND OUR BOARD OF DIRECTOR

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MISSION

OUR MISSION IS THE MITIGATION OF RISK TO ENSURE THE SAFETY AND WELL-BEING OF CHILDREN AND YOUTH THROUGH THE IMPLEMENTATION OF SERVICES WITH 'LEAST DISRUPTIVE MEASURES.





message from the leadership

Wacheya, Boozhoo, Aniini, all our Relatives.

We would like to acknowledge the beautiful and sacred traditional territory of Mattagami First Nation and also for so graciously hosting Kunuwanimano Child and Family Services' Annual General Meeting.

To our Board of Directors, who volunteer their time, we convey our sincerest appreciation for taking on the responsibilities of governance that guides the overall direction. All our Board members travel a great distance to meet and come together, with a good mind always with our children at the centre of all decisions.

The Executive team moved continually forward in the early part of this fiscal year towards securing a new office of operations in Timmins. The office currently is not conducive to the health and well-being of the staff and also affects productivity as the basement has no windows. The space is extremely limited with respect to programming space, individual and group sessions, and play areas for our little ones.

Through funding received through Indigenous Services Canada (ISC), Kunuwanimano was able to purchase two buildings in Timmins! The new office of operations is a former school that is halfway through extensive renovations with an anticipated completion date of early next year. The second building will be a 'youth hub' with a projected completion date of mid-April next year. This was a one-time opportunity for Kunuwanimano to create facilities to honour all the children, youth, families and of course, our staff. The buildings have been unofficially named Big Kunu and Little Kunu and the grand opening for both building will be in late spring or early summer of next year.

The new Strategic Plan will be up on the website early in the New Year. Kunuwanimano has struck a committee comprised of many of the internal talented and proficient staff to undertake a process of 'branding' the website and all product to be readily identified as Kunuwanimano. One of our tenured staff has been able to trace back the logo artist and this will be highlighted on the website to preserve the historical legacy.

The Canadian Human Rights Tribunal (CHRT) orders, specially 410 and 411 became effective in early 2018 with information disseminated to the First Nations and the Indigenous Child and Well-being agencies as to what was eligible for funding. Key areas of eligible funding as per the orders are: prevention, least disruptive measures to diminish children coming into care and intake and investigations.

Kunuwanimano submitted for prevention positions to develop and implement services to meet the unique needs of the families within the jurisdiction reflective of 'least disruptive measures'. Staff are flourishing under the leadership of competent and qualified prevention supervisors who have researched and developed programs to support the reclamation of the individual, family and community continuum of health and well-being.

Kunuwanimano is currently undertaking an analysis of the on-call or after hours service needs as this reflects the CHRT order for intake and investigation and this will provide the data required for an ISC submission. On-call or after hours since designation in 2015 has been a challenge for a multitude of reasons that will be identified in the submission.

Kunuwanimano Executive team, at the onset of the information for the ISC funding, went to the First Nations to present the information from ISC. Many of the First Nations moved quickly and we worked together towards many successful funding approvals. Congratulations to everyone!

The landscape of child welfare is changing under C-92 and a greater understanding of First Nations' jurisdiction over their children. Through meetings with ISC Regional Director's table, Association of Native Child & Family Services of Ontario and the NAN Chiefs Committee on Child Welfare it is evident that the federal and provincial governments have not yet developed financial architecture to support the changing landscape.

This being said, Kunuwanimano is committed to working closely through our intertwined existence with all the First Nations through the devolution of child welfare to write our own history that will become the legacy for the next seven generations. A wise Elder said a long time ago... 'there is not greater or cleaner work that we can do than to serve our People'.

Nyah: weh with Respect

Roger Archibald
Board of Director Chair

Shirley Gillis-Kendall
Acting Executive Director

Baedahben Nemki-Kwe



BOARD OF DIRECTORS

ROGER ARCHIBALD
CHAIR

Tagamou Nation

LESLIE NOLAN
1ST VICE CHAIR

Missanaibe Cree First Nation

MARGARET COULTER
Chapleau Cree First Nation

WENDY KITTY-MILLIGAN
Beaverhouse First Nation

DARIUS FERRIS
Constance Lake First Nation
tion

MORRIS NAVEAU
Mattagami First Nation

DANNAH ELLISON
Wahgoshig First Nation
December 5/19 - official

PENDING

Brunswick House First
Nation

Hornepayne First Nation

Matachewan First Na-
tion

Chapleau Obijwe First
Nation

human resources

OUR ROLE AND FUNCTION WITHIN KUNUWANIMANO

HR has a number of important functions. These include recruitment, performance management, learning and development.

Recruitment:

- HR posts job opportunities on professional acquisition sites

Performance and Compensation & Benefits

- Performance Management utilizing current coaching strategies
- Develop pay grids to reflect the sector
- Administer Benefits

Learning / Development/ Health & Safety (HS)

- Training and onboarding new staff; track evaluation processes
- Consults with the Executive-Leadership team on an organizational staffing strategy reflective of needs and budget
- Ensure H&S Committee performs tasks of safety for organization

HR on the move....

- Meet and work alongside community employment coordinators in the New Year
- Develop strategies for a trained, sustainable Indigenous workforce.



Staff honoring Orange Shirt Day

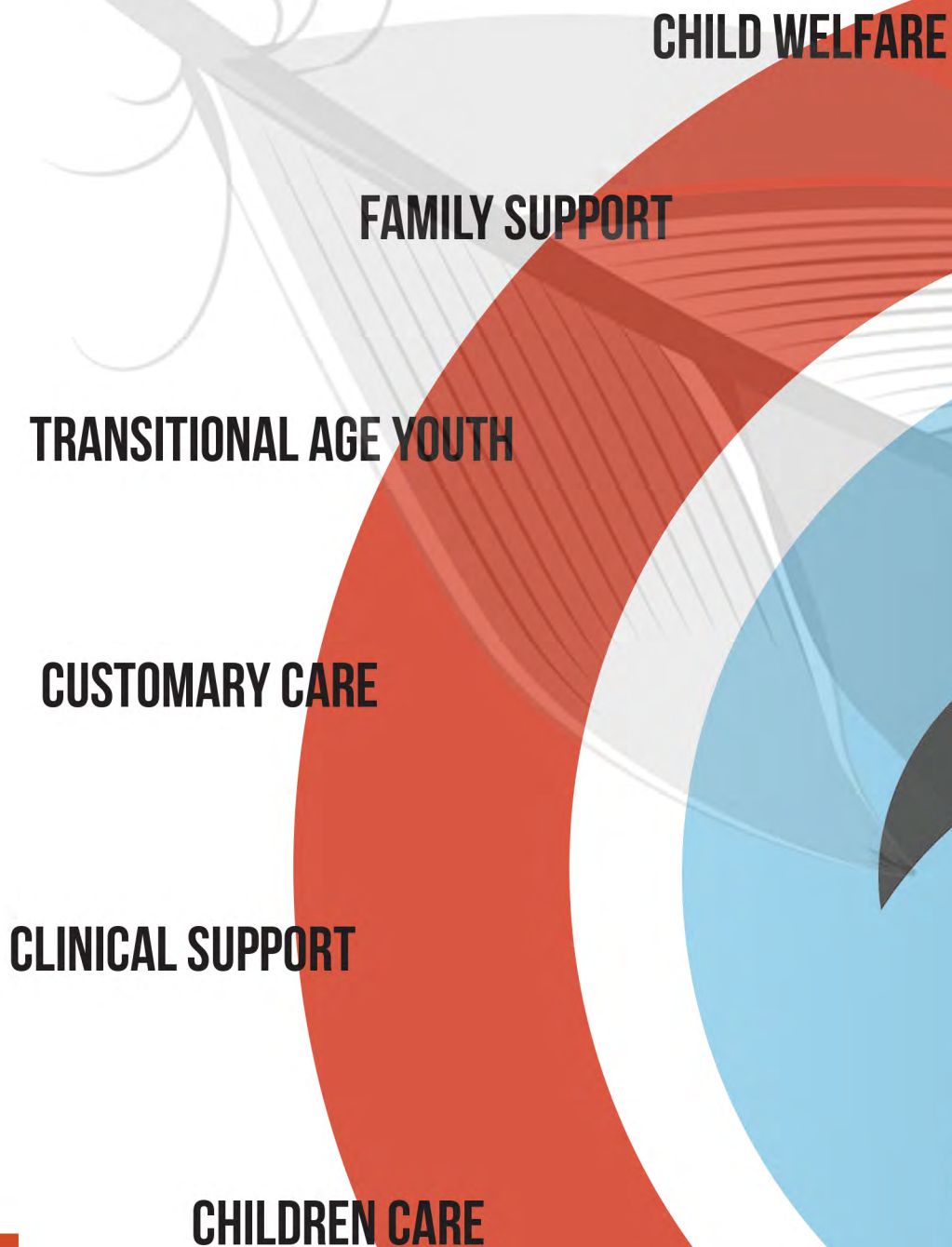


KUNUWANIMANO

CHILD & FAMILY SERVICES



circle of care





ALTERNATIVE CARE

COMMUNITY FUN DAYS

CHILDREN IN CARE EXPIDITIONS

CASE MANAGEMENT

STAFF TRAINING

alternative care

Welcome! The Alternative Care department consists of Alternative Care Workers who work diligently to provide ongoing case management and support to Alternative Caregivers in our communities to ensure that the needs of children in care and out of care are being met.

Each worker brings different skills and experience to the table that has allowed us to have a good working relationship with our caregivers in the best interest of children. As the matching process for children and caregivers is a crucial and fundamental part of placement security, and through professionalism and on going efforts of our workers and caregivers we are always striving to provide quality care for children. We seek Caregivers for our indigenous children who have an understanding that children need to stay connected to their roots and cultures.



child welfare



Child Welfare

Kunuwanimano staff pride themselves on the work of keeping children safe while simultaneously keeping their connection to family and community.

- 478 -Investigations opened
- 424 Investigations closed
- 165 Ongoing files closed
- 137 children were placed with family members under a Kin Out of Care Agreement

Children in Care

- 225 children were in care with Kunuwanimano
- 51 children were reunited with their original caregivers
- 39 children were placed with a family member with financial support from Kunuwanimano

Working with the First Nations throughout the year, 83 children were placed under a formal Customary Care Agreement.

Formal customary care protects children, families and First Nation Communities, as children can never be lost to the system and parents legal rights are never terminated. It allows families to heal at their own pace, while making sure children are supported and protected.

Finance 2018-19 Updates

We received 2019-20 Child Welfare Budget from MCYS in amount of \$13.78M in late Sep 2019. It has been allocated accordingly.

Ministry has also allocated funding for Mental Health \$7.5K, Prevention \$1.3M, Reintegration \$70K, Housing Support Worker \$75K and Education Liaison \$68.6K which cannot be repurposed to other programs.

Nishnawbe Aski Nation (NAN) conducted research into the financial needs of 3 Northern Agencies. KCFS was identified as 47% underfunded.

The research was called "Remoteness Quotients" and funding was approved for year 2019-20 .

In the year 2018 -19, ISC provided funding for prevention staffing \$450K. We are waiting for the decision for the year 2019-20



MORE INFORMATION

www.kunuwanimano.com



journey to a new strategic plan

Kunuwanimano Child and Family Services conducted a series of community engagement circles at Cedar Meadows under the direction of an external, third party facilitator. The circles were over three days with specific questions introduced by the facilitator leading to fulsome discussions on community needs and expectations for service delivery over the next three years. Board members also attended the engagement circles.

The Facilitator compiled a report from the engagement circles information that was later presented to the Board of Directors for the purposes of identifying key priorities for the Strategic Plan.

A retreat was scheduled within the next few months to allow the Board of Directors time to do a deep dive and develop a work plan to address the key priorities.



MORE INFORMATION

www.kunuwanimano.com

kunuwanimano strategic plan 2019-2022

Training and Development:

- Continuum to build capacity amongst Board members with respect to governance responsibilities
- Continuum to identify and implement training initiatives that will enhance service delivery for/with communities and KCFS

Strategic Direction: 2019-2022

Communication:

Maintain continuous, transparent communication with all communities, First Nations staff and stakeholders to ensure trust is built and sustained.

Service/program Enhancement:

- Implement and sustain plans of service/care to work effectively in a forward direction for the repatriation of our children and youth.
- Implement evidence based, innovative programs to support 'new beginnings' for families

Child and Youth Wise Practices:

- Development and implement a strategy of promising practices to continually improve services to ensure optimum life outcomes for our children and youth.

prevention new beginning

Services are provided within the communities throughout the jurisdiction and the greater Timmins area.

We understand that supportive programs, parenting education, family support and early intervention programs can work to empower a family and prevent many children from having to be placed into care.

Prevention-New Beginnings staff provide a variety of preventative and supportive interventions including the following:

- Referral to other services agencies including addiction treatment programs;
- Advocacy to support social determinates of health
- Parent education programs
- Child well-being programs facilitated in home support and also in groups
- Financial literacy to support family empowerment
- Supportive counselling with referrals as required to external services
- In-school cultural awareness programs.

- Case Management

- **Transitional age youth programs**

Prevention-New Beginnings and Child Welfare strive to work together to provide parenting education and family supports to minimize the numbers of children and families that will require direct service interventions.

Prevention New Beginnings Highlights

- Increase in new referrals to 637
- Groups for empowerment
- 53 youth supported
- Life skills, peer mentorship
- On the land
- 74 community members received counselling services
- **Clinical counselling (New Services!)**
- **Tree of Life - Legacy Program**

prevention framework

Bimaadiziwin Miikan - The Life Path

Kunuwanimano is employing a new framework for Prevention-New Beginning services that is focused on the strength-based development of life skills that contribute to the overall wellbeing, functionality, and safety of families within our communities. Bimaadiziwin Miikan provides a guide and evaluative process that ensures that community members are attaining their desired goals, objectives and outcomes based on their collaborative service plans with prevention team members.

The framework consists of traditional Indigenous knowledge, including the acknowledgment of Creation Stories, the Seven Sacred Teachings, the understanding of seven generations and blood memory, cultural understanding of balance and harmony, and approaches to wellness derived from the Medicine Wheel teachings that all contribute to positive individual and family development. Through the Bimaadiziwin Miikan framework, Kunuwanimano is able to build healthy and professional helping relationships with community members that is conducive to cultivating motivation for change, and providing opportunities for resiliency for community members that lead to greater realities of self-determination.



Current Leadership

SHIRLEY GILLIS-KENDALL
ACTING EXECUTIVE DIRECTOR

OKTA MUNAJAT
DIRECTOR OF FINANCE

CARLA CAVALHEIRO
DIRECTOR OF QUALITY ASSURANCE-COMPLIANCE

EXECUTIVE ASSISTANTS
ANDREA GAGNON
JESSIE ST. JEAN

Management

BEV OSTERBERG
MANAGER OF HUMAN RESOURCES

MICHELE MIHICHUK
MANAGER

JASON SHAWANA
MANAGER PREVENTION NEW BEGINNINGS

PARASTOO DERAKHSHANDEH
SENIOR MANAGER

CHARLENE MOORE
MANAGER

There is simply not enough space to extend a big Chi Meegwetch to all the Supervisors and staff who work to keep our children..our most precious bundle safe. Your good clean work is appreciated more than you will ever know.

To all our Chiefs..we count on your dedicated work and leadership during these challenging political times.

To all the communities, Kunuwanimano appreciates the unique beauty of each community. Your patience is appreciated as we journey together to support our communities heal, recover and reclaim a healthy future that is our inherent birth right.

To Christina Reid...you came to the north with a passion and love of our children... you taught us so much ..Chi Meegwetch and we miss you

KUNUWANIMANO CHILD AND FAMILY SERVICES

New Operation Office
401 Cedar St. S
Timmins, ON