

Kunuwanimano Child & Family Services

REPORT TO THE COMMUNITIES 2018
CONSTANCE LAKE FIRST NATION

OCTOBER 23, 2018



Agenda

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- ▶ 1. 11:00AM - Call to Order
 - a) Opening Prayer
 - b) Approval of the Agenda
- ▶ 2. Welcome and Opening Remarks
 - a) Chief Rick Allen
 - b) Roger Archibald, Board Chair
 - c) Christina Reid, Executive Director
- ▶ 3. Audited Finance Statements
 - a) Audited Financial Report for 2017/18
 - b) Appointment of Auditor
- ▶ 4. Personal Story – Leona Moore
- ▶ 5. Minutes of Previous AGM
 - a) Acceptance of the Minutes to the 28th Annual General Meeting
- ▶ 6. Adoption of Report
 - a) Chairperson
 - b) Executive Director
 - c) Director of Finance & Administration
 - d) Director of Well-Being Report
 - e) Senior Managers Report
- ▶ 7. Adjournments and Closing
- ▶ 8. Closing Prayer
- ▶ 9. 12:30PM- Meal and Information Stations – Open to Community

Please hold any questions until end of presentation when senior management and staff will be available to answer any questions at the information booths.

Agency Information

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► Agency Main Office & Administration Office

MAIN OFFICE

Wahgoshig First Nation

ADMINISTRATION OFFICE

38 Pine Street North,

Unit 120

Timmins, Ontario

P4N 6K6

Phone: (705) 268-9033

Fax: (705) 268-9272

Toll Free: (1-800) 461-1293

Website: www.kunuwanimano.com

► Agency Background

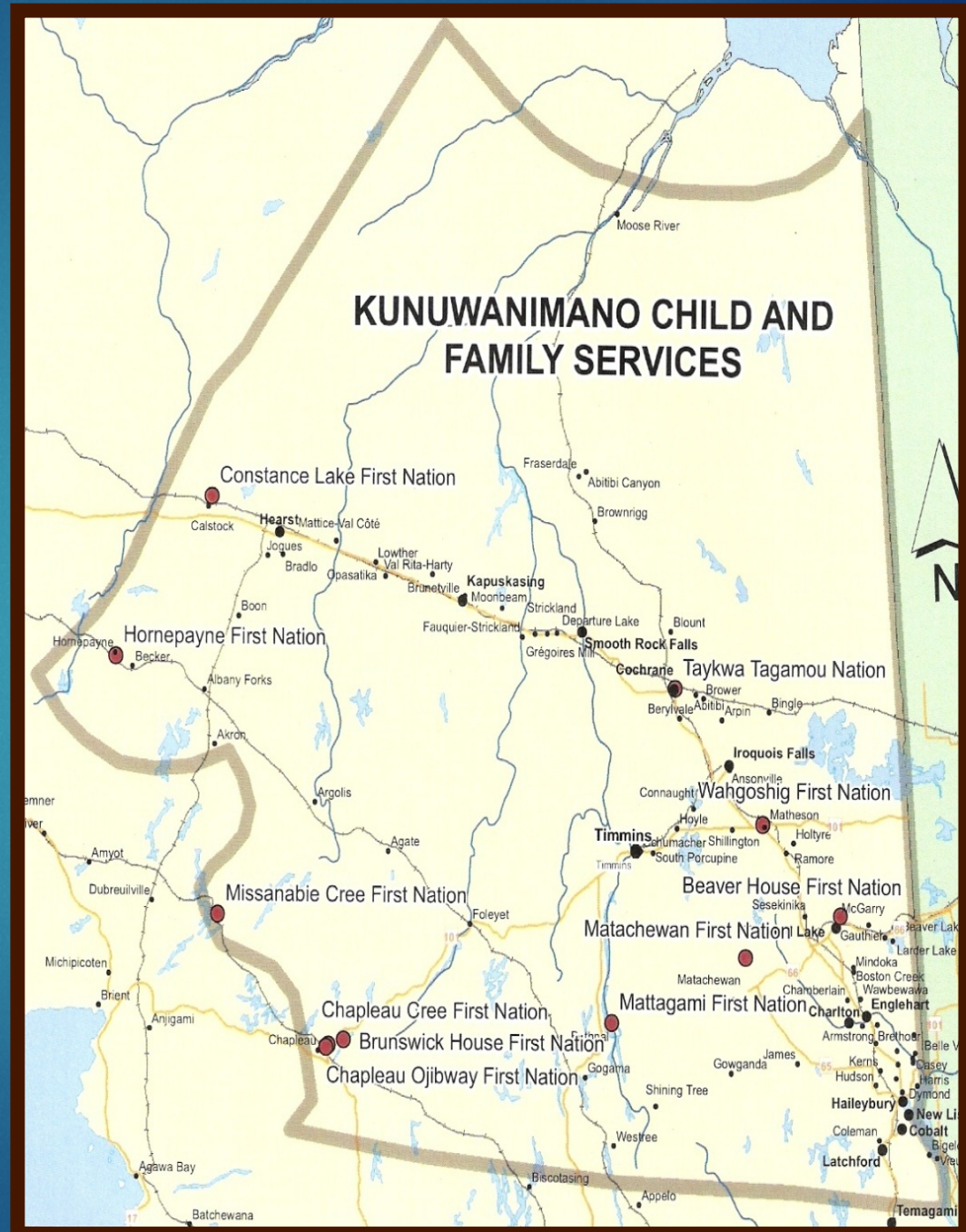
► Kunuwanimano Child and Family Services was incorporated as a non-profit organization on May 15, 1989 and is funded by the Ministry of Community and Social Services.

► Kunuwanimano envisions a future where all children and youth are protected, safe and cared for by an entire community. Elders, families and caregivers would support them in growing up healthy and strong through the inheritance of Aboriginal skills, knowledge, language and traditions.

► Staff at Kunuwanimano are committed to providing culturally sensitive programs and services, like counselling/referral, advocacy/liaison, family support/prevention and customary/foster care, to individuals and families within our catchment area. Our services focus on the social, academic, recreational and cultural growth and development of clients.

Service Area

A visual of our vast catchment area of each of the 11 First Nation Communities served.



Board of Directors 2017/2018

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Roger Archibald, Chair
Taykwa Tagamou Nation

Leslie Nolan, First-Vice Chair
Missanabie Cree First Nation

James Fletcher, Board Member
Chapleau Cree First Nation

Darius Ferris, Board Member
Constance Lake First Nation

Wendy Kitty-Milligan, Board Member
Beaverhouse First Nation

Angela Saunders (pending)
Brunswick House First Nation

Pending
Chapleau Ojibwe First Nation

Pending
Hornepayne First Nation

Barney Batisse (pending)
Matachewan First Nation

Pending
Mattagami First Nation

Jackie Fletcher, Elder
Missanabie Cree First Nation



Message from the Board Chair

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My Name is Roger Archibald and I am the Board Chair at Kuuwanimano. I come from a large family within our Community. My mother's side of the family originated from Kashechewan and I am a proud member of TTN. My first language is Cree which I carry with pride. As we review the year, I can honestly say we have made a number of strides and lead with a good heart. As a Board, we have focused on board growth and sustainability. We completed the second implementation review in May 2018 and we are content with the findings from a governance and operations viewpoint. During this last year we have been working tirelessly to strengthen our Governance structure. We have worked closely with the Ministry as well as Governance experts to build capacity in this area. In September 2018 we attended a Board retreat to gain knowledge about governance as well as gain clear understandings about each other. We had two committed Elders at the event that guided conversation and led by opening in a good way. The training was valuable and the retreat was a success. Although all of the Board members are unique, and have varying religious beliefs, one thing we all did have in common is empathy, open mindedness and a love for the children we service. As the seasons begin to change I would like to wish you all a happy fall and winter. We are excited about moving forward in a healthy way with open minds and a vision that promotes child and family wellbeing.

Sincerely,



Messaging From Executive Director, Christina Reid

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- ▶ **Implementation review 2018:**
- ▶ 2018 has been a very busy and productive year. I want to take this opportunity to provide you an update on Kunuwanimano and the great strides that have been made in 2018. The Board and I are proud to report that the 2018 Implementation review went very well and the Ministry review team has advised that we have successfully completed the requirements within Stage E of the designation process. In order to receive official designation as a children's aid society (CAS), agencies must successfully complete five stages:
 - ▶ Stage A – Assessing Community Interest
 - ▶ Stage B – Capacity Development
 - ▶ Stage C – Transition
 - ▶ Stage D – Ministerial Designation
 - ▶ **Stage E – Sustaining Capacity**

Post Designation Review

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- ▶ The one year post-designation implementation review for Kunuwanimano occurred on site during October 24-28, 2016. A report outlining the results of the review and the corresponding recommendations was issued to Kunuwanimano in February 2017. There were extensive recommendations made and the Ministry stated that the agency was not in a position to leave Stage E. In late 2017- 2018 Implementing the corrective action to respond to the recommendations of the 2016 review was a priority for the management team at Kunuwanimano. The 2018 review was successful and the findings were extremely positive. I am pleased to report that within the last year a number of children have found their way back to their communities and most importantly, to family. We as an agency support reunification, creativity and flexibility of family service planning. We see the family and community as the experts and our service plans are beginning to reflect that.



Decolonizing Our Beautiful Minds

- ▶ As we leave stage E the agency continues to stabilize and focus on our core values, the children and families we service. Nothing is perfect, but the more we focus on the needs and positive outcomes for families the better we as an agency will be. We lead with a healthy mind and an open heart...
- ▶ As we move forward into a new fiscal year we focus great attention on wellbeing and building capacity in areas that include but not limited to counselling, 1:1 support for families, homemakers, helpers and navigators. Prevention is a term that is ambiguous and nonspecific. We as a collective will continue to work with community partners to ensure that services are not being duplicated and the programs offered are researched based and have positive outcomes. We continue to work on moving from collaboration to an intertwined existence with stakeholders and the communities we service. We continue to work to decolonize our minds and reclamation of our land, water, and inherit rights as Indigenous people.

Bill C-45

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- ▶ Bill C-45 Canada's Cannabis Act legalizes recreational and medical usage of cannabis products and Ontario's Cannabis Regulations set additional limitations. The object in these changes is to prevent young persons from accessing cannabis, to protect public health and public safety by establishing strict guidelines for consumption and distribution of the product. The act is also intended to reduce the burden on the Criminal Justice System (openparliament.ca). Please refer to the website Ontario.ca for further information about cannabis legalization.
- ▶ As a child and family wellbeing agency we recognize an individual's rights to use cannabis at their leisure. However, being under the influence of marijuana could potentially put a child at risk. To ensure that children are not at risk, it is recommended that you use responsibly and not while in a caregiving role. In addition, if you are pregnant or breastfeeding please speak to your healthcare practitioner about the potential impacts cannabis can have on your unborn or infant child.
- ▶ As we move into a readily available world of cannabis we also need to be mindful and educate our youth about black market sales. Synthetic marijuana is inexpensive and can be purchased and delivered to your door for less than legalized cannabis. Please note that synthetic marijuana is not regulated nor approved by Health Canada.
- ▶ Please be advised that each individual situation is unique and if you have any questions on how to safely plan around the use of cannabis or require more information on acceptable limits do not hesitate to speak to your local Kunuwanimano staff.



Chi Miigwetch M & E Engineering

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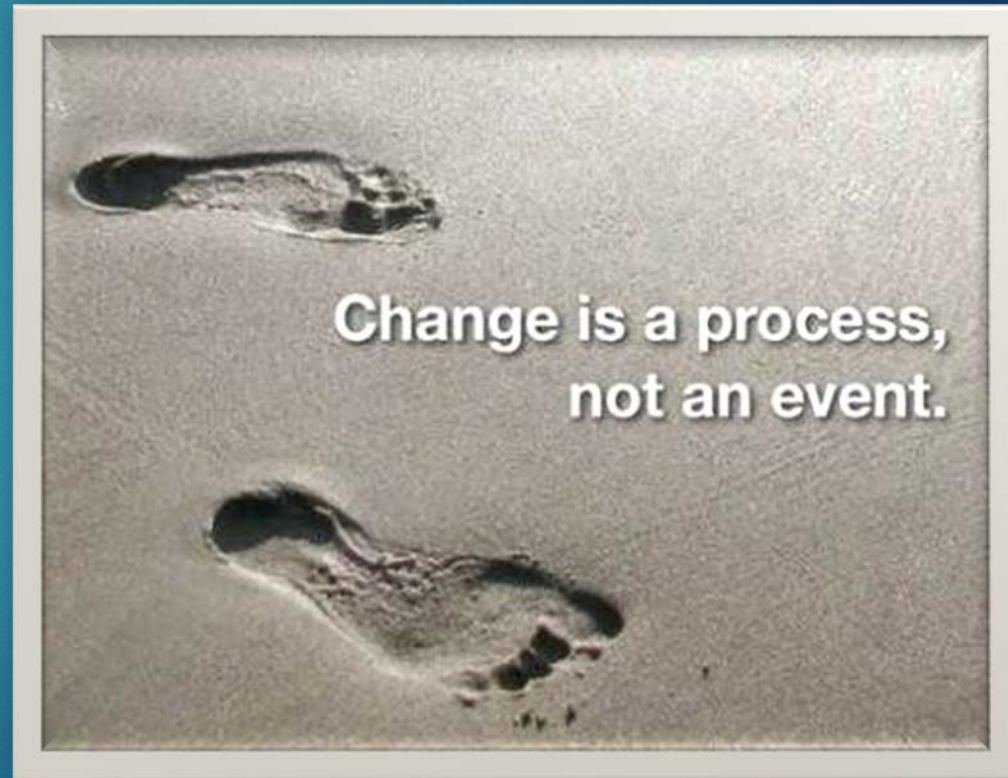
- ▶ Be where the people are:
- ▶ We are currently looking to set up nonprofit store fronts in the jurisdiction that provides basic needs and necessities of life to the families. We have been very fortunate to have great support from community partners as it pertains to fundraising and support. Chi Miigwetch to M & E Engineering for their very generous donation of 1500 snowsuits for our children.



In Closing....

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- *Our children and families deserve the best. To receive the best they need people in their corner who possess a caring heart and open mind. Those people I speak of are all of you that do that little extra to make a family member, neighbor or acquaintances journey a little easier. For that I thank you. I thank you for your late nights and early mornings. I thank you for your dedication and commitment to being helpers. I also give thanks to your individual family's that support your helping lifestyle.*



Finance

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- ▶ Kunuwanimano Child & Family Services received our regular 3 separate streams of funding from the Ministry of Children and Youth Services (MCYS): Prevention, Re-Integration, Child Welfare. In the 2017/18 year, MCYS also funded \$20K for an Education Liaison and an addition \$8K for Mental Health Training.
- ▶ Total funding received from MYCS for the year totalled \$12.759M which is an increase over the prior year of \$9,772M. Our funding streams resulted in an amount owing back to the Ministry of \$353K for Child Welfare and \$23K for reintegration.
- ▶ Cultural funding in the amount of \$100K was funded through the Association of Native Child and Family Service Agencies of Ontario.

Financial Summary 2017/2018

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	Child Welfare	Prevention	Reintegration	Cultural	Misc
<u>Revenue</u>					
Ministry of Children and Youth Services	11,338,985	1,321,468	70,500		28,400
Children's Special Allowances	591,225				
Child and Family Service Agencies	193,135				
Other	12,769			100,000	
Total Revenue	\$ 12,136,114	\$ 1,321,468	\$ 70,500	\$ 100,000	\$ 28,400
<u>Expenditures</u>					
Salaries and benefits	6,398,589	657,029	31,408		
Travel	634,401	58,028	1,596		2,058
Rent	388,581	109,971	5,518		
Technology	202,354	35,589			3,715
Advertising and Promotion	24,992	15,634			
Membership and other fees	28,711				
Legal Costs	249,990				
Professional services - non client	130,655	17,273			
Professional services - client	12,503				
Office and general	219,402	38,349		26,048	1,553
Program costs	4,248	155,059		3,726	1,894
Client personal needs	404,645				
Health and Related	79,574				
Financial Assistance	24,984				
Training & Recruitment	48,529	3,676		25,902	5,408
Boarding Rates	2,925,398				
Allocated central administrative	146,106	138,756	7,350		
Total Expenditures	\$ 11,631,450	\$ 1,229,364	\$ 45,872	\$ 55,676	\$ 14,628
Excess of revenue over expenses before undernoted items	504,664	92,104	24,628	44,324	13,772
Transfer for capital purposes	-199,162	-90,493		-44,324	-13,772
Change in Vacation entitlement and banked overtime	47,843	-1,611	-1,089		
Current year repayable to Ministry	-353,345	0	-23,539		
Excess of revenue over expenses	0	0	0	0	0

Information Technology

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- ▶ As the agency continues to grow, our IT department has also grown with the additional of 2 Full time IT staff on site. We have also continued to invest to ensure the effectiveness/efficiency of program delivery. Last year we continued to replace/update older computer equipment with the purchase of 20 additional laptops and accessories.
- ▶ Kunuwanimano retained the services of RiskView, which is a consulting firm. RiskView performed a comprehensive security assessment, and risk analysis of our network and infrastructure. The objectives of this assessment were to ensure personal and sensitive information was effectively protected against theft, loss, unauthorized access, and accidental disclosure as security breaches often result in reputational, financial, legal, and regulatory damages
- ▶ The audit findings included a list of items which were ranked by risk level and reviewed by our internal IT team. Items identified as critical were addressed and changes implemented. Other items were included in our 2018/19 budget submission.

Human Resources

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- During the 2017/18 fiscal year, the goal of the Human Resources team has been and will continue to be retaining our employees and ensuring active and timely recruitment in all areas and all communities. Our priority is to keep our staff healthy which in turn will contribute to healthy children and families. An important benefit offered to our staff is our Employee and Family Assistance Program (EAP) which is illustrated in the diagram below.

Counselling Coaching Support

Achieving your health and wellness goals just got easier

Your Employee and Family Assistance Program (EFAP)

Professional
We guarantee your confidentiality. We are Homewood Health™, a trusted Canadian company with years of experience delivering the best possible support for clients like you. Everyone is guaranteed confidentiality within the limits of the law. You won't be identified to anybody—including your employer.

Choices
Counselling that's convenient for you. Counselling is available in person, by phone, or online. There is no cost to you. Offices are local and appointments are made quickly, with your convenience in mind. Have a preference for location, gender, appointment time? We'll do our best to accommodate your preferences.

Plan Smart
Lifestyle and specialty counselling. You can receive counselling and coaching for a variety of life balance and health issues, or get expert support to manage your career better. Plan Smart services are available by phone.

Counselling
For all of life's challenges. Your Employee and Family Assistance Program helps you take practical and effective steps to improve well-being and be the best you can be. Within a supportive, confidential and caring environment you can receive counselling for any challenge:

- Family
- Marital
- Relationships
- Addictions
- Anxiety
- Depression
- Life transitions/change
- Grief/bereavement
- Stress
- Other personal issues

Online Resources
The right information at the right time. Access our Member website anytime for e-Learning, interactive tools, health and wellness assessments, and a library of health, life balance, and workplace articles.

Contact Information
Contact us 24 hours a day, 7 days a week
1-800-663-1142
TTY: 1-888-384-1152
International (Call collect): 604-689-1717
www.homewoodhealth.com

Health

- Nutrition
- Lifestyle Changes
- Weight Management
- Smoking Cessation

Life Balance

- Childcare and Parenting
- Elder and Family Care
- Relationships
- Financial
- Legal

Career

- Career Planning
- Workplace Issues
- Pre-Retirement
- Shift Work

Homewood Health | Santé

Employee and Family Assistance Program
Counselling | Coaching | Support

The Time is Now

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- ▶ Kunuwanimano is dedicated to community growth and increasing capacity. We encourage all Indigenous people to apply to our vacancies.
- ▶ Our current complement is 2/3 Indigenous
- ▶ The focus is on early intervention and there will be a number of positions related to counselling and support services in the near future.
- ▶ There will be a booth setup where current vacancies will be available as well as any other questions you may have.

Human Resources

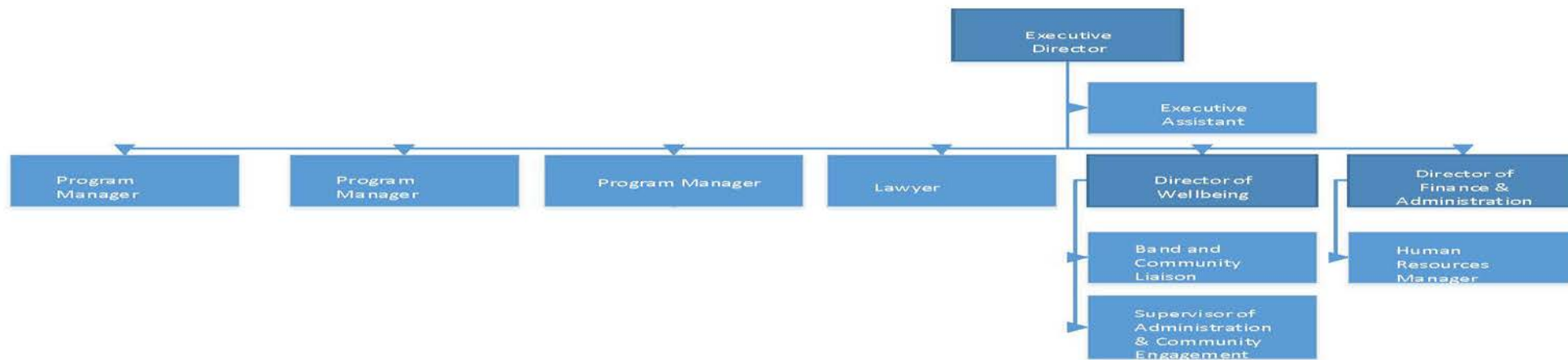
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- ▶ Current Strategies and Commitments
 - ▶ 100% involvement from our First Nation Communities regarding vacancies and retention. Consistent communication is essential to success in hiring community members.
 - ▶ HR presence in communities on a regular and consistent basis



Kunuwanimano Child and Family Services

Senior Management Organizational Chart 2018

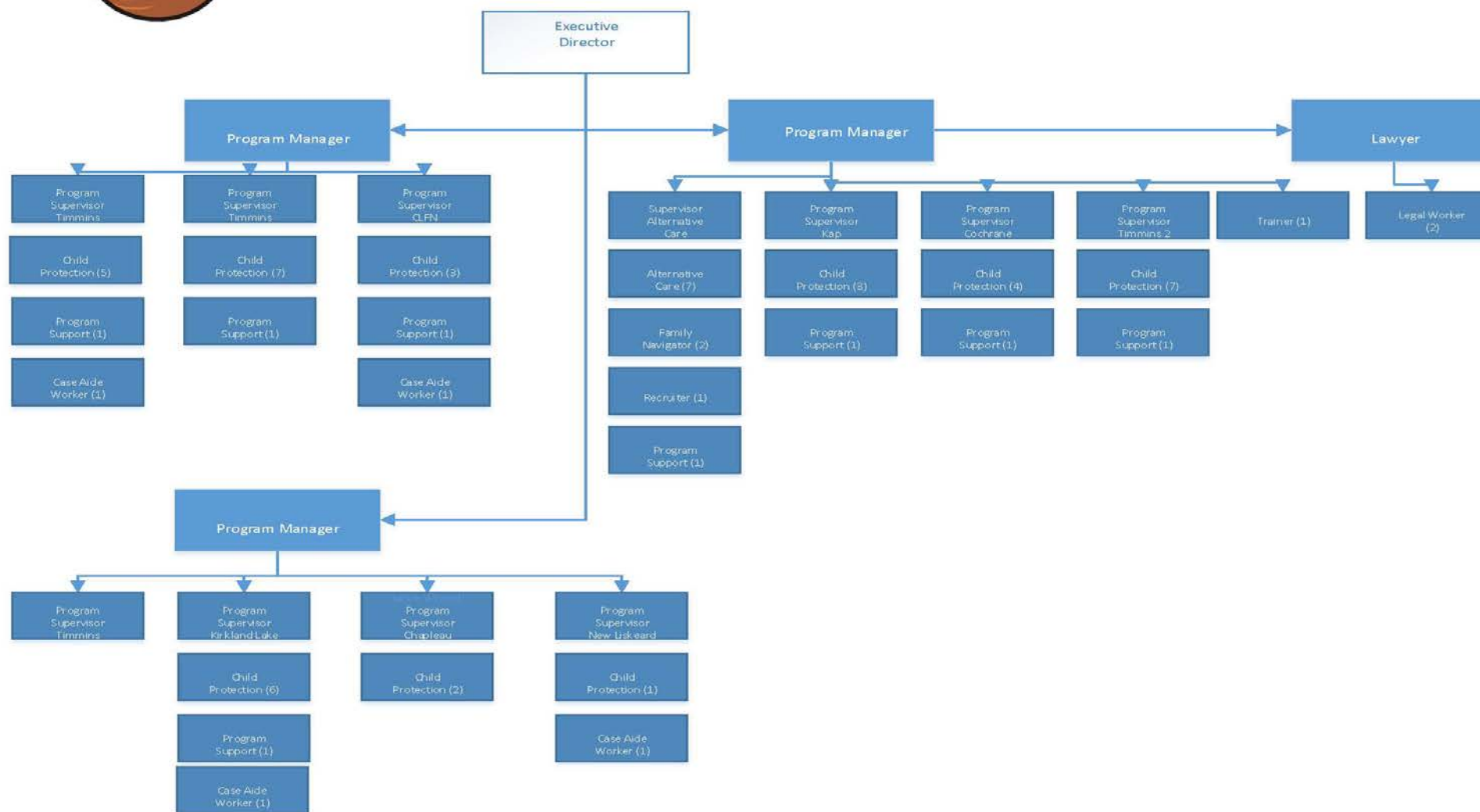




Kunuwanimano Child and Family Services

Operations Organizational Chart

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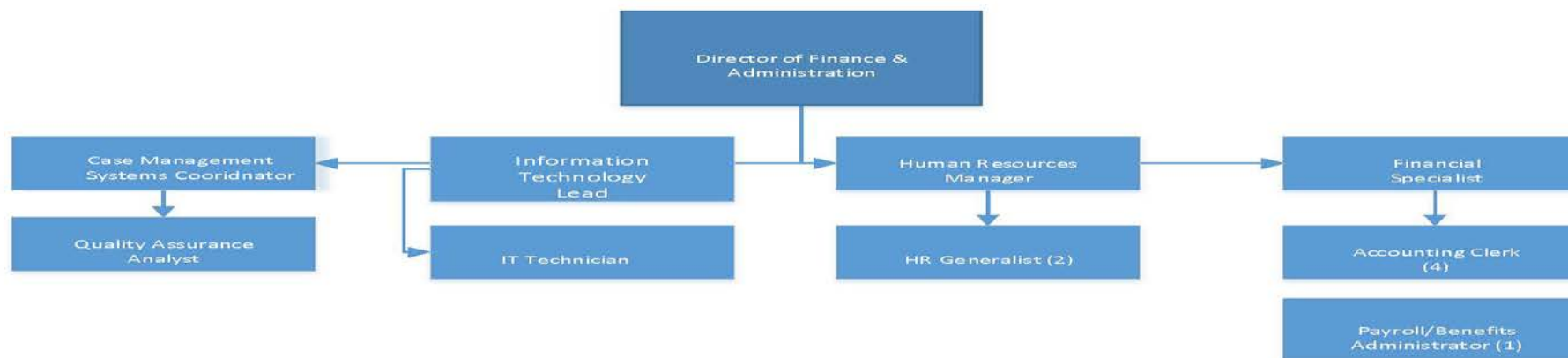




Kunuwanimano Child and Family Services

Administration Organizational Chart

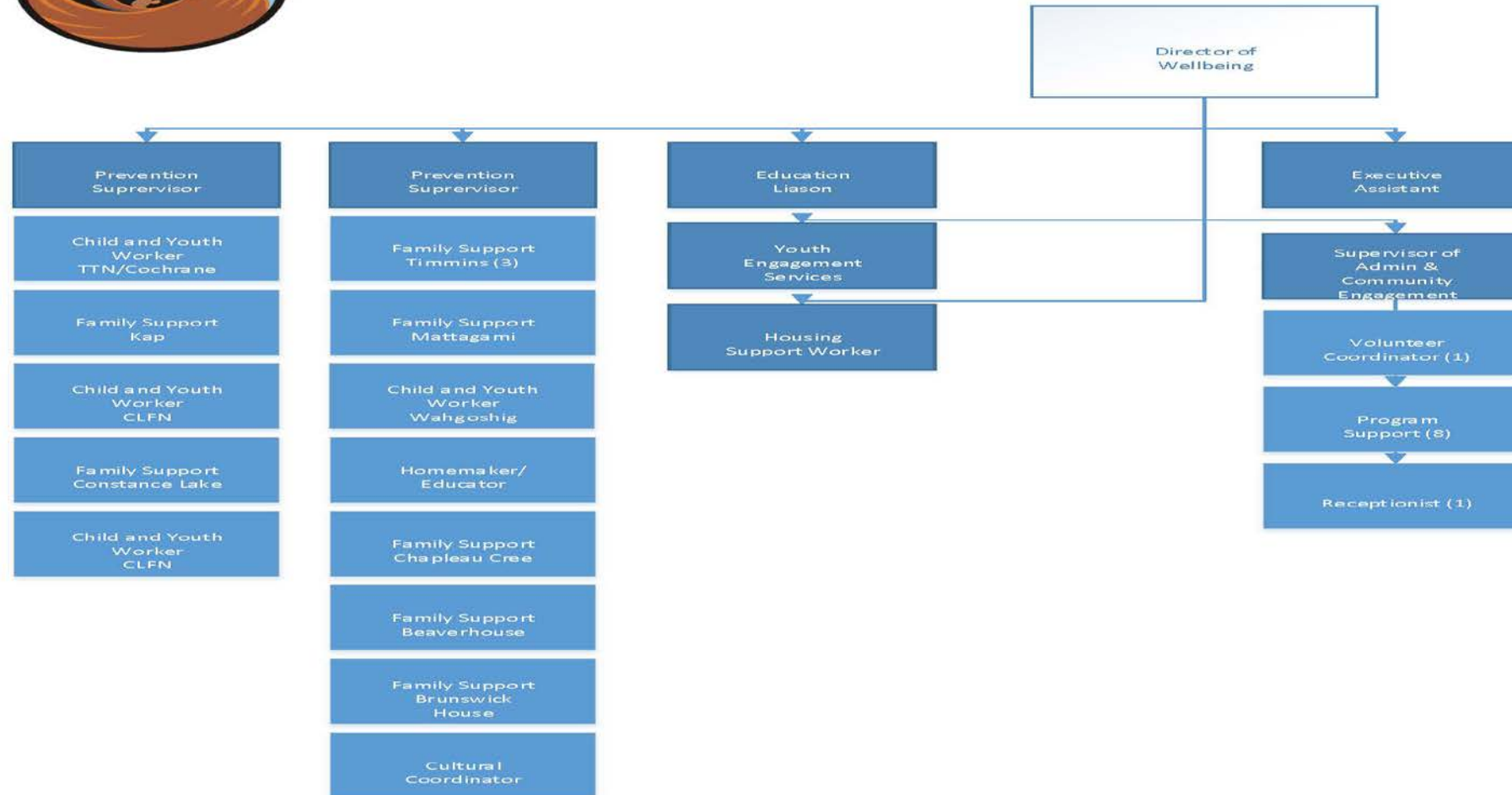
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Kunuwanimano Child and Family Services

Prevention & Resources Services Organizational Chart



Services

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Message from the Director of Well-being

'Relative of Change, Growth, Recovery and Healing'

- ▶ Kunuwanimano for last year has experienced exponential growth on the journey to becoming a multi-service agency with preventative, supportive services that will more than meet the needs of families with unique life challenges. *Change* is sometimes perceived with some apprehension and yet *Change* is the only constant relative in life that is dependable and does not go away. A perfect example of *Change* is the life cycle where each person changes with time; their needs change and their relationships change. The colonized history of Indigenous people has burdened a lot of our families with needs and challenges at an exponential growth rate.
- ▶ Going forward as this is the only direction possible, the preventative/supportive services are changing to ensure the children and families are afforded the best possible life chances. The staff have been extremely patient during a developmental phase moving into implementation.
- ▶ Given that the jurisdiction is extremely large, and the challenges that are posed with the inclement weather during the winter months, two supervisors will be required to meet the needs of the staff. This addition to supporting the staff and the communities will be realized in early November of this year.

Highlights of Staff Training:

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- ▶ Best Practice for Prevention staff and how to work as a team with Protection staff.
- ▶ Case Notes Modified for Prevention staff to ensure Best Practice
- ▶ Flexibility of process
- ▶ Mindfulness
- ▶ *Indigenous Approaches to Healing*

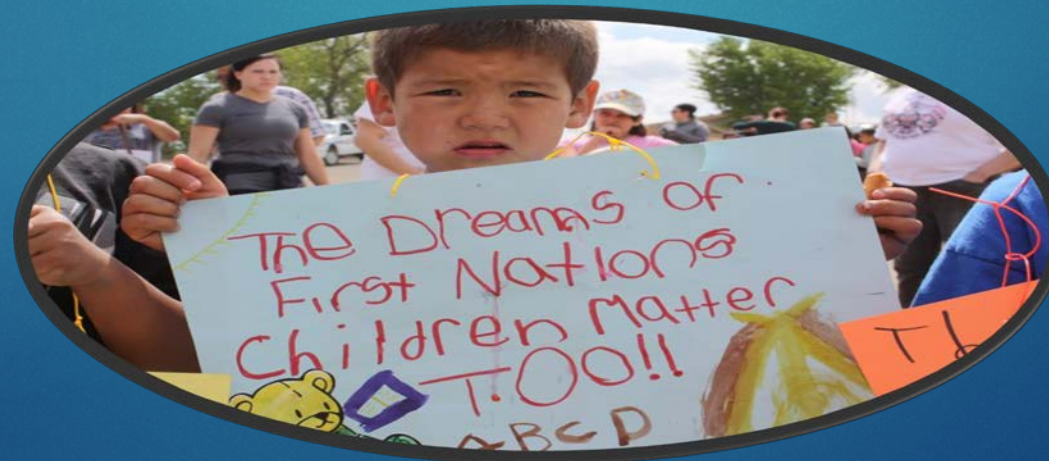


Honouring our Youth: Youth Engagement Services (YES):

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Reintegration Program –Honouring youth it is the responsibility of Kunuwanimano to reach out and engage with them long before the final outcome is Youth Justice and detention. The scope of practice for this established service was limited to working with the youth who were about to be released from a detention centre. Our youth deserve to be supported such that risk is diminished on their life journey to ensure the best possible life outcomes.

- ▶ Youth Engagement Services (YES) consists of three components Reintegration, Individual work and Group work.

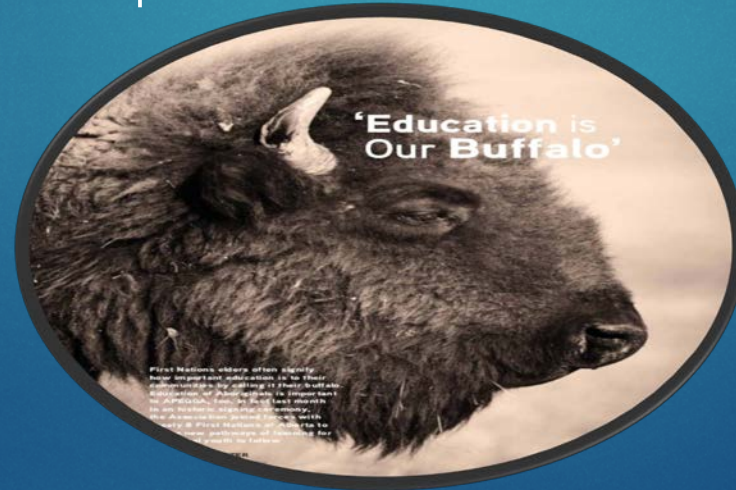


Service Need and Growth:

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Kunuwanimano has added key services to continually honour the mandate of 'bringing our children home' and educational needs.

- ▶ *Family Navigators*-main responsibility is to locate family/extended family for our children with a goal of a 'forever home'.
- ▶ *Family Finder/Recruiter*-Loving homes are needed when parents/caregivers need to the time to address any issues that impact the health, well-being and safety of the children.
- ▶ *Educational Liaison* support, advocates for children and youth in care to ensure their unique educational needs are a priority and are met.



Kunuwanimano Adventures

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- ▶ Children in care went on an adventure to Toronto to a Blue Jays game and also Ripley's Aquarium. For many of the children this was their first time south to a big city. This trip had all the ingredients for making childhood memories.
- ▶ Staff and volunteers went on the road over the summer months to all the communities and set up a day of fun for all that included; big bouncy structures for the children to climb, jump and play and even a monster obstacle course over 40 feet long. There was a barbeque for the communities and of course treats for all ages.



Closing

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- ▶ In closing Chi Meegwetch to the Board of Directors for their dedicated role of governance; to our Executive Director Christina Reid for her leadership; to all the First Nations as we journey together to build and sustain good healthy relationships; to all the caregivers who have a place in their heart and home for our children and to all the staff for their dedicated work over the past year. 'Keeping our Own' is the work that binds us as First Peoples..as we all keep our eye on the prize..the gift...our children.



Senior Manager Report

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- ▶ The focus of the senior management team has been on building capacity with supervisors and workers through training and mentorship.
- ▶ Strengthening our relationships with our First Nations through a collaborative approach to ensure services more than meet the needs of children and families.
- ▶ Kunuwanimano recognizes each community holds the knowledge as to the needs of their community.

- ▶ Supporting staff as they build capacity by assigning lower caseloads to ensure, Best Practice and Standards are met.
- ▶ Supporting staff in the districts with training on site.
- ▶ Cross training of protection and prevention staff to ensure they build capacity to work as one team keeping the children in the centre of the circle
- ▶ Senior Managers working in all the districts offices.
- ▶ Building good relationships with each First Nation specific to respectful communication; policies and procedures; protocols; case reviews and the formation of a Family Well-being Committee
- ▶ Kunuwanimano is a committee member of a working group of the Association of Native Child and Family Services Agencies for Ontario (ANCFSCO) for the development of a blue print for Indigenous Pathways for new worker series with a framework that has the Seven Grandfather Teachings imbedded throughout the service model.



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