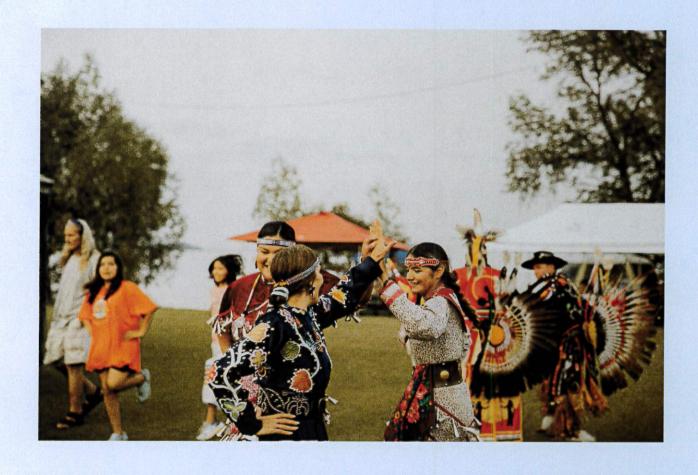


# Annual General Meeting

# August 26, 2024 Anishinaabeg of Naogaashing First Nation





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# Board of Directors, Member Representatives and Chiefs

		R & F= R & F= F= F=	
COMMUNITY	BOARD OF	MEMBER	CHIEF
	DIRECTOR	REPRESENTATIVE	
Mishkosiminiziibiing	Stephanie Andy	Vacant	Lynn Indian
Anishinaabeg of Naongashiing	Wes Big George	Virginia Handorgan	Wes Big George
Couchiching	Lucille Morrisseau Board Vice President	Dave Bruyere	Richard Bruyere
Lac La Croix	Carrie Atatise- Norwegian	Vacant	Carrie Atatise- Norwegian
Mitaanjiigamiing	Chris Henderson Board President		Janice Henderson
Naicatchewenin	Adrian Snowball Secretary Treasurer	Rhonda Smith	Wayne Smith
Nigigoonsiminikaaning	Garry Windigo	Vacant	Terry Allan
Rainy River	Marcel Horton	Karen Oster-Bombay	Marcel Horton
Seine River	Tom Johnson	Carrie Boshkaykin	Shane Whitecrow



# **Elders Council**

Elder	Community
Bessie Tom	Mishkosiminiziibiing
Lucille Eldridge	Rainy River
Doris Caribou	Naicatchewenin
Agnes Kabatay	Mitaanjigamiing
Dave Spencer	Seine River
Margaret Ottertail	Lac La Croix
Patrick Handorgan	Anishinaabeg of
	Naongashiing
Val Norris	Couchiching
Don Jones	Nigigoonsiminikaaning





# Maango'inini

Drummer
Drummer
Drummer
Drummer
Drummer/Elder
Stick Holder





Message from the Executive Director, Laurie Rose

### and

## the Board of Directors President, Chris Henderson

Weechi-it-te-win Family Services has maintained the original vision that began in 1982. Through committed, hard working staff our Agency flourishes and our children are stronger culturally – growing in their knowledge as Anishinaabe. We wish to acknowledge our founding fathers Moses Tom and Joseph Big George for taking the initiative and lead back in 1982. Without these two men Weechi-it-te-win Family Services would not exist. It has been a great honour to stay focused on our vision and help our children and families within Treaty #3 south.

We can proudly say that we continue to be the leaders in Indigenous Child Welfare and working within the true meaning of traditional customary care. We have not lost any children in the colonialized child welfare system – our ways have kept this from happening. Following mainstream practices, we would have had to adhere to timelines and at some point, the children would be permanent wards. We never lose hope that a parent will address issues that keep their children from returning to them.

We know that WFS has grown stronger culturally and added many successful initiatives as a result of my vision for the organization as the Executive Director. The following are some of the accomplishments for WFS in the last 12 plus years:

- MOU- Transfer of Jurisdiction Agreement between Weechi-it-te-win and Kenora Rainy River Child and Family Services
- Truth & Reconciliation for Agency children, former clients, parents, extended families, caregivers.
- Child and Family Services
- Young Warriors Program
- Youth Drum Group
- Truth & Reconciliation for children, former clients, parents, extended families, caregivers.

- Behavioural services
- Education support workers for high needs children
- Land based cultural services
- Agency Clinical Services enhancement
- Built infrastructure within each CCP team
- Two staff trainers to build capacity and enhance skills for CCP staff
- Increased funding to all CCP teams
- Increased funding to all children cultural, recreational, vacation, clothing
- Increased caregiver per diem rates
- Traditional Care funding
- Wrap around services within each community to avert children coming into the system
- Naanigaan Abinoojii Manual
- Youth Addictions Prevention Program (includes addiction support and outpatient treatment)
- Enhanced Tele-Mental Health
- Enhanced CMH program
- Crisis Response team
- Youth In Transition Program
- Family Healing Program & aftercare services
- Anishinaabe after care program/land-based services
- Development Support Services- O/T &D/T, speech/language, early intervention, behavioural Intervention, EA in classrooms for children
- Increase funding for children in care and youth
- Family preservation at First Nation level
- Wrap around services at First Nation level (youth support worker, addiction worker, cultural worker, case aid)
- Cultural Resources via coordinator
- Increased staffing, programs and wage parity for Community Care Programs
- Increased core funding to First Nations
- 3 operational reviews to improve services at the Agency and First Nations
- Fiduciary responsibility and accountability- maintaining balanced budget
- Anishinaabe Inakonigewin project resulting in an exceptional product for the full benefit of our nine First Nations working toward independence
- Reunification program for children returning to parents
- Wage parity for First Nation employees
- Increased equitable fund for each CCP team Core funding model
- Activities that are all inclusive for all people within the district
- Increased family support for on and off members
- Family Preservation Program- Community based
- Anishinaabe Traditional Parenting Program- specific to our First Nations
- Service Agreements- revised for clearer understanding

- Progressively decrease in overall number of children in care not just at organizational level but provincially- number of children in the province 2.5%
- Family Healing Program
- Semi Independent Living Program
- Relationship building within our district-inclusivity for our activities
- Strong advocate while sitting on the Board of Directors for ANCFSAO, maintaining our Treaty# 3 voice on our Customary Care.
- Sat on the Pediatric Death Review Committee to ensure Anishinaabe knowledge was shared and transferred when dealing with Indigenous people.
- Heart and Spirit, our aboriginal training modules that replaced Ministry intrusive Safe and Pride.
- Abinoojii Inakonigewin community consultations and the development of templates our communities can use while creating their own laws and model

On a final note, we want to share that Laurie Rose is retiring and we felt it would be nice to reflect on her time here as the Executive Director.

In closing, it has been a great honour and privilege to represent and help our children and families of southern Treaty #3.

Laurie Rose, Executive Director

Chris Henderson, Board President





Annual General Meeting August 26, 2024

# Agenda

- 1. Traditional Opening Ceremony & Prayer
- 2. Welcome Address from Chief Wes Big George
- 3. Roll Call- Chair Person Acknowledgement of Appointments
- 4. Band Council Resolution-Appointments
- 5. Board President/Executive Director Address
- 6. Approval of Annual Meeting Minutes
- 7. Audit Report for Fiscal Year 2023-2024
- 8. Annual Service Reports
- 9. Traditional Selection
- 10. Closing Ceremony



# Annual General Meeting

Date | time: August 3, 2023, at Naicatchewenin Round House | Meeting called to order by MC Don Jones

## Attendance

FIRST NATION	NAME	TITLE	ATTENDANCE
Nigigoonsminikaaning	Garry Windigo	Secretary Treasurer	Regrets
	Terry Allan	Chief	Regrets
Mitaanjigamiing	Chris Henderson	Vice President	Present
	Alex Cochrane	Member Representative	Regrets
	Janice Henderson	Chief	Regrets
Couchiching	Lucille Morrisseau	Board of Director	Present
	Dave Bruyere	Member Representative	Regrets
	Brian Perrault	Chief	Present
Rainy River	Marcel Horton	Chief/Board of Director	Regrets
	Karen Oster-Bombay	Member Representative	Present
Naicatchewenin	Adrian Snowball	Board of Director	Present
	Rhonda Smith	Member Representative	Present
	Wayne Smith	Chief	Present
Lac La Croix	Carrie Atatise-Norwegian	Board President/ Chief/Member Representative	Regrets
Seine River	Tom Johnson Jr.	Board of Director	Regrets
	Janice Johnson	Member Representative	Present
	John Kabatay	Chief	Present
Big Grassy	Vacant	Board of Director/Member Representative	
	Lynn Indian	Chief	Regrets
Naongashiing	Wes Big George	Board of Director/Chief	Regrets
	Virginia Handorgan	Member Representative	Regrets
OTHERS PRESENT	ORGANIZATION	TITLE	ATTENDANCE
Laurie Rose	WFS	Executive Director	Present

Dean Wilson	WFS	Director of Administration	Present
Shannon Blight	WFS	Director of Nanaandawewenin	Present
Arlene Bruyere-Parker	WFS	Director of Naaniigaan Abinoojii	Regrets
Samantha Heyens	WFS	Executive Assistant	Present
Don Smith	WFS	Cultural Coordinator	Present
Don Jones	Nigigoonsiminikaaning	MC	Present
Val Norris	Couchiching	Elder	Present
Nancy Jones	Nigigoonsiminikaaniing	Elder	Present
Margaret Ottertail	Lac La Croix	Elder	Regrets
Agnes Kabatay	Couchiching	Elder	Present
Bev Wilson	Rainy River	Elder	Regrets
Freeman Trottier	Maango'inini	Drummer	Present
Charles Friday	Maango'inini	Drummer	Preset
Shawn Brown	MNP Auditor	MNP Auditor	Present

### Opening Prayer/ Roll Call/ Meeting called to order

Drum protocol – opening ceremony began at 10:40am with a pipe song.

Don Jones begins with the offering of the fruit and Dorris Caribou spoke and blessed the water. Agnes Kabatay spoke followed by Don Jones the MC who advised that Dorris Caribou would translate the prayer Agnes gave. Traditional ceremony concluded 11:36

Don called on Vice President Chris Henderson to call the meeting to order at 11:36am.

Roll call for the communities.

### Roll Call: 11:37am

	Board of Director	ø	Member Representative	2	Chief	V
Anishinaabeg of						х
Naongashiing	Wes Big George	Х	Virginia Handorgan	х	Wes Big George	
Big Grassy	Vacant	х	Vacant	х	Lynn Indian	х
Couchiching	Lucille Morrisseau	yes	David Bruyere	x	Brian Perrault	yes
	Carrie Atatise-		Carrie Atatise-		Carrie Atatise-	х
Lac La Croix	Norwegian	Х	Norwegian	х	Norwegian	

						х
Mitaanjigamiing	Chris Henderson	yes	Alex Cochrane	х	Janice Henderson	
Naicatchewenin	Adrian Snowball	yes	Rhonda Smith	yes	Wayne Smith	yes
						x
Nigigoonsiminikaaning	Garry Windigo	x	Garry Windigo	x	Terry Allan	
Rainy River	Marcel Horton	x	Karen Oster-Bombay	yes	Marcel Horton	х
Seine River	Tom Johnson	x	Janet Johnson	yes	John Kabatay	yes

Chief Wayne Smith gave his welcoming remarks. Wayne acknowledged the traditional items with us today such as the community drums. He explains it was created by young people for the young people and has not gone through ceremony yet. He explained that we cannot forget how important and sacred our children are. That is the sacred priority that should always be at the forefront of everything that we do. Wayne explained that we need to continue to focus on our traditional ways. He thanked Laurie for her years of service and dedication to the organization and the children that we provide services to. Executive Director, Laurie Rose, expresses her gratitude to Chief Wayne Smith for hosting the AGM this year. Laurie acknowledged our drum and our Elders who are present today. Laurie expressed how extremely grateful she is to Chris, our vice president, for his dedication to the Board of Directors and our organization. Laurie also acknowledged the staff at Weechi-it-te-win and how grateful she is for their hard work and dedication to the Agency.

### Audit Report Fiscal Year 2021/2022

Taylor Radford, MNP Auditor, presented the audit report. They are issuing an unqualified opinion, meaning they did not find any errors or issues within the audit, otherwise known as a clean audit. Taylor went on to give an overview of the financial statement as at March 31, 2023. There is funding that has been received. Weechi-it-te-win is waiting for some reporting to be done to be distributed to the communities. Accounts receivable is down from last year. Taylor goes on to summarize the financial report as provided with the AGM Booklet. He explains the various categories on the financial report and what each means and how it differs from the year prior. The Statement of Operation encompasses the entire year and shows the funds received and how they were spent throughout the year. Overall, there is half a million dollar increase which is mainly just an inflation increase from last yar. The expenditures are in line with last year as well the main increase is due to wages, increase in wages and more positions being created and filled. There is a deficit of about \$800,000.00 which is the result of using surpluses from prior years.

Taylor asks if there are any questions.

Chief Brian Perrault asked about the funds that can not be accessed for children aging out of care. He asked if these funds are being used for the kid that has aged out of care? Taylor says yes and confirms he's referring to the restricted cash. He explains that while they're in school if they attend school, they receive those funds and if they do not attend school those funds are redistributed to the remaining children's accounts. It can only be used for education.

Chief John Kabatay asked for clarification on the Legal costs that have more than double is that due to the Operational Review that's happening? Taylor explains it is due specifically to the corporate lawyer that was retained for advice to the board and the APTN situation. His services were about \$350,000.00 for the year and that accounts for the increase.

MOTION: That the Board appoints MNP for audit 2023/2024. This was accepted at a prior board meeting. The audit will be put on Weechi it te wins website.

Motion to nominate the auditor for next year – MNP. MOVED BY: Adrian Snowball SECONDED BY: Lucille Morrisseau Motion is carried.

Acknowledgement of Appointments/Acceptance of BCRs No BCRs provided.

### Approval of 2022 AGM Minutes

Board reviewed minutes as provided in report.

MOTION: That the Board approves the minutes from AGM August 8, 2022.

With the following correction being made: Chief Robin McGinnis and not Marcel Horton. It also says John Kabatay Jr and Jr needs to be removed.

MOVED BY: Chris Henderson SECONDED

BY: Adrian Snowball

Motion is carried.

### Service Reports

The Service reports were distributed to the board members previously. These reports were previously approved by the board. Questions will be answered by Laurie. No questions were brought forward.

MOTION: That the Board accepts and approves the service reports as presented. Approved at previous board meeting. MOVED: Chris Henderson SECONDED: Lucille Morrisseau Motion accepted. Don Explains the traditional selection process and how it will work for those nominated and how to make nominations.

The Board of Directors gather in the circle within the birch bark scrolls. Don Jones explains the policy of Weechi-it-te-win that board members can run but not representatives. We have 3 board members present. We will start off with the nomination for president. You can offer tobacco and the nominator can either accept or decline. If there is more than one nominee the voters will stand behind their selection. There is a time limit of five minutes.

### Nominations for Executive Council:

Nomination for:

Board President: Adrian offers tobacco and nominates Chris Henderson for Board President. He states that Chris has been a dedicated board member for years and rarely missing a meeting. He feels he would be a good fit.

Chris Henderson accepts the tobacco from Adrian and seconds what Adrian stated that he rarely misses a meeting in the years he's been on the board he thanks Adrian for the nomination. No other nominations are brought forward.

### Nominations closed- Chris Henderson is the new Board of Directors President

Nomination for:

Vice President: Chris Henderson offers tobacco and nominates Lucille Morrisseau. He states that she has been on the board as a member and executive for several years. She carries a lot of knowledge and will be a good candidate.

Lucille thanks Chris for the nomination and accepts. She states that she has been on the board through good and bad times and that there is a lot of work to be done. No other nominations were brought forward.

### Nominations closed- Lucille Morrisseau is the new Board of Directors Vice President.

Nomination for:

Secretary Treasurer: Lucille Morrisseau offers tobacco and nominates Adrian Snowball for Secretary Treasurer.

She has worked alongside him on the board for years and he is dedicated to child welfare and to the children. Adiran accepts the nomination from Lucille and thanks everyone. No other nominations were brought forward.

### Nominations closed- Adrian Snowball is the new Board of Directors Secretary Treasurer.

Don Jones advised that the honor song will be rendered and lead by Chris Henderson.

Meeting adjourned at 1:40pm

Weechi-it-te-win Family Services Inc. Financial Statements March 31, 2024

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To the Members and to the Board of Directors of Weechi-it-te-win Family Services Inc.:

#### Opinion

We have audited the financial statements of Weechi-it-te-win Family Services Inc. (the "Organization"), which comprise the statement of financial position as at March 31, 2024, and the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Organization as at March 31, 2024, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

#### Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Organization's financial reporting process.



### Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud
  or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that
  is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material
  misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve
  collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

MNPLLP

Chartered Professional Accountants Licensed Public Accountants

Fort Frances, Ontario July 30, 2024



### Weechi-it-te-win Family Services Inc. Statement of Financial Position

As at March 31, 2024

	2024	202
Assets		
Current		
Cash	8,536,310	7,034,796
Accounts receivable	2,130,365	356,763
Prepaid expenses and deposits	460,922	316,349
	11,127,597	7,707,908
Restricted cash (Note 3)	3,621,012	3,434,617
Tangible capital assets (Note 4)	2,776,495	2,304,662
	17,525,104	13,447,187
Liabilities		
Current		
Accounts payable and accruais (Note 5), (Note 13)	6,587,024	4,009,077
Deferred contributions (Note 6)	3,846,117	3,636,666
Funds held in trust (Note 7)	3,621,464	3,406,345
	14,054,605	11,052,088
Contingencies (Note 8)		
Commitments (Note 9)		
Net Assets		
Unrestricted (Note 10)	694,003	90,437
Investment in Tangible capital assets	2,776,496	2,304,662
	3,470,499	2,395,099
· · · · · · · · · · · · · · · · · · ·	17,525,104	13,447,187

Director

Difector

The accompanying notes are an integral part of these financial statements

# Weechi-it-te-win Family Services Inc. Statement of Operations For the year ended March 31, 2024

	2024	202:
Revenue		
Ministry of Children Community and Social Services	47 000 454	47 030 500
Indigenous Services Canada	17,800,151	17,038,503
Special allowance	11,618,063	5,800,901
Ministry of Health	672,060	700,734
Ontarlo Child Benefit Equivalent	566,431	539,531
Universal Child Care Benefit	193,695	203,071
Administration fees	118,020	121,060
Other (Note 12)	509,952	456,885
Interest revenue	293,429	170,795
Deferred revenue, beginning of year (Note 6)	160,237	71,783
Deferred revenue, end of year (Note 6)	3,636,666	2,976,132
Funding repayable	(3,846,117)	(3,636,666)
	(305,957)	(359,292)
	31,416,630	24,083,437
xpenses		
Administrative	508.409	456.885
Amortization	287.890	225,726
Boarding	2.900.996	3,125,580
Building occupancy	509.291	564,838
Capital expenditures	81.784	10.689
Clients' personal needs	597,317	708,499
Financial assistance	49.142	511,791
Food and kitchen expenses	16.463	19.737
Healthcare	<b>75.</b> 157	74.982
Insurance	136.360	120,955
Legal services	853,918	738,409
Memberships, dues and fees	90.042	
Office expenses	204.920	90,042
Professional services - client (Note 13)	6,244,638	263,422 4,327,371
Professional services - non client	101,096	
Program expenses (Note 13)	-	73,722
Promotion and publicity	10,378,736 55,215	7,003,182
Salaries and benefits	<b>-</b>	98,599
Technological costs	6,149,035	5,232,926
Training and recruitment	451,531	554,823
Travel	127,344	137,708
Universal Child Care Benefit expense	403,927 118,020	417,447 121,060
	30,341,231	24,878,393
xcess (deficiency) of revenue over expenses	4 578 644	( <b>3</b> 0 / 0-0)
	1,075,399	(794,956)

The accompanying notes are an integral part of these financial statements

# Weechi-it-te-win Family Services Inc. Statement of Changes in Net Assets For the year ended March 31, 2024

	Unrestricted	Investment in Tangible capital assets	2024	2023
Net assets beginning of year	90,438	2,304,662	2,395,100	3,190,056
Excess (deficiency) of revenue over expenses	1,075,399	-	1,075,399	(794,956)
Change in invested tangible capital assets (Note 11)	(471,834)	471,834	-	-
Net assets, end of year	694,003	2,776,496	3,470,499	2,395,100

The accompanying notes are an integral part of these financial statements

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### Weechi-it-te-win Family Services Inc. Statement of Cash Flows

For the year ended March 31, 2024

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	2024	2023
Cash provided by (used for) the following activities		
Operating Excess (deficiency) of revenue over expenses	1,075,399	(794,956)
Amortization	287,890	225,726
Changes in working capital accounts	1,363,289	(569,230)
Accounts receivable	(1,773,602)	579,950
Prepaid expenses and deposits	(144,573)	(71,038)
Change in restricted cash	(186,395)	(146,853)
Accounts payable and accruais	2,577,947	1,679,787
Deferred contributions	209,451	660,535
Funds held in trust		109,351
	2,261,238	2,242,502
nvesting		
Purchase of tangible capital assets	(759,724)	(544,440)
ncrease in cash	1,501,514	1,698,062
Cash, beginning of year	7,034,796	5,336,734
Cash, end of year	8,536,310	7,034,796

The accompanying notes are an integral part of these financial statements



# WEECHI-IT-TE-WIN FAMILY SERVICES

HUMAN RESOURCES- JACKIE DEBENEDET – APR 2023 TO MAR 2024 BOARD REPORT – ANNUAL GENERAL MEETING

#### **New Hires:**

- 4 Education Assistants (Positions filled)
- Dana White Youth Resource Lead
- Dale Geurts Youth Treatment Facilitator
- Dianna singleton JP Coordinator
- Dianna Singleton Tele Mental Health Assistant
- Julie Indian Privacy Officer Assistant
- Jenna Field Brief Intervention Therapist
- Mike Jones Education Liaison
- Riley Pollard IT Assistant
- Sam Mickelson Executive Assistant
- Rachel McQuaker Communication Assistant
- Shannon Kuchma DSS Intake Coordinator/Family Navigator
- Diane Smith YIT Housing Coordinator
- Several lateral transfers
- 6 Resignations

#### **Regular Duties:**

- Working collaboratively with Life Inc. to administer pension and benefit plan I have submitted 4 short term disability claims, and all have been approved.
- Day to day duties.
- Certification in Joint Health and Safety.
- Attending meetings as required.
- Committed to completing Bamboo HR
- Employee Handbook (Non-Union Staff)



# WEECHI-IT-TE-WIN FAMILY SERVIES

### JORDAN'S PRINCIPLE ANNUAL REPORT 2024

The Jordan's Principle Program at WFS has shown success in being awarded approvals on Individual and Group Request in 2023.

#### **GROUP REQUESTS:**

- Jordan's Principle Service Coordination Approved \$177,228
- Food Security Program Approved \$679,140
- Children's Days & Powwow Approved \$130,320
- CIC Educational Support Program- Approved \$127,757
- Aftercare Clinician Approved \$122,892
- Land-Based Coordinator Approved \$132,319
- Land-Based Activities/Resources Approved \$125,699
- Behavioural Intervention Services Approved \$644,952
- Speech & Language Approved \$453,354
- Anishinaabe Mental Wellness Program Denied.
- Cultural Development Therapy Denial, appeal upheld

#### Total: \$ 2,593,661 Approved

#### INDIVIDUAL REQUESTS:

- Sports Camp Registration & Travel \$8,727.08
- Pyschoeducational Assessment \$3060
- Education Assistant \$27,607

#### Total \$39,394 Approved

Number of fulltime employees funded through Jordan's Principle: 16

I begun this position in January of 2024 and have spent the first few months getting out to the communities and networking. There were no outstanding Individual or Group requests waiting for approval.

Miigwech,

**Dianna Singleton** 

# 25/07/2024 CONTACT:

Dianna Singleton Jordan's Principle Coordinator 1455 Idylwild Drive Fort Frances, ON P9A 3M3 807-274-3201 EXT. 4011



# WEECHI-IT-TE-WIN FAMILY SERVICES

### COMMUNITY RELATIONS - BILL MORRISON - AGM BOARD REPORT-AUG 2024

-In the past year I have continued working to increase our social media following and we are currently at 2000 dedicated followers on Facebook, which was an increase of 25% over the prior year.

-We have had many jobs posted over the past year and we were able to attract up to 15 applicants for some of the positions we were hiring as I expanded our advertising to radio when we have multiple jobs posted. I've found it's much easier for us to find applicants for one position than multiple positions at the same time on social media and the economical radio ads have helped. Going into 2024, it has been more difficult to find applicants as there are hundreds of job openings in the district and every Agency has numerous openings. I do believe we have the lowest job vacancy rate of any major Agency or organization in the district.

--I have been involved with planning and facilitating many events with all the programs of the WFS team. I was Co-Emcee on a number of occasions including the Youth Conference and Really Livin' 2 Conference.

-WFS events I have been involved with in the past year include Back to School Beach Fun Day, DSS Cultural Camps, Family Day and March Break Swim and Skate, Speech and Language Fish Fry, Children's Days, Honouring our Children Pow Wow, Really Llvin' 2, the Men's Conference, Parent Gathering, Elder's Gatherings, Spring and Fall Ceremonies and Christmas Around the World at Robert Moore School.

-I have been working alongside our Cultural Coordinator Don Smith and we have started a Youth Drumming program that has had up to 12 youth attend. To draw interest, we have been making fun Facebook videos and reels with Don sharing the Teachings he will be giving the Youth. The videos have been very popular averaging over 1000 views each week. We have also worked with various district Schools and Rainy Crest Home for the Aged facilitating Pow Wows. -I have been a WFS rep on multi-agency committees where I am often asked to be the spokesperson for the committees taking care of the radio and newspaper interviews and press releases.

- I was asked by the Truth and Reconciliation Committee consisting of 17 Agencies and organizations to speak on their behalf at the Flag-Raising ceremonies on Agency One and at the Town Hall in Fort Frances which was the official commencement of Truth and Reconciliation Week of 2023 (Sept. 25<sup>th</sup> to Sept. 30<sup>th</sup>.)

-Our events held at the Family Healing Program have been very popular with approximately 3500 visitors attending our Haunted Trail and Christmas Trail of Lights. I post these events on our website and social media and with the connections I've made at the radio station and FF Times, they have been giving us a great deal of promotions for any of our events that are inclusive to all families in the district.

-Our events have been very popular on Facebook and during the week of our Children's Days and Pow Wow we had 50 000 views of my various posts featuring videos and photos of the events. In the past year I have taken over 6000 pictures and videos of every event and activity that I have attended.

-I was nominated as Co-Chair of the Joint Health and Safety Committee and the committee has been busy in the past year with the Ministry of Labour, Training and Skills development, training, Safety and Housekeeping tours, installing eye-wash stations and updating MSDS documents.





# WEECHI-IT-TE-WIN FAMILY SERVICES

## Family Well-Being Program

SPECIAL PROJECTS COORDINATOR

Weechi-it-te-win Family Services is a Family Well-Being funding holder for the 8 First Nations listed; Naicatchewenin, Couchiching, Lac La Croix, Seine River, Rainy River First Nations, Anishinaabeg of Naongashiing, Mitaanjigamiing and Nigigoonsiminikanning. This prevention funding is made available through the Ministry of Children, Community and Social Services.

#### Family Well-Being Network Meetings

May 23,2023- Rainy River First Nations, Lac La Croix and Nigigoonsiminikanning FWB workers attended.

\*Family Well-Being meetings were cancelled due to schedule conflicts\*

#### Family Preservation Network Meetings

May 30,2024- Naicatchewenin, Rainy River First Nations, Couchiching First Nations, Big Grassy, and Lac La Croix workers were in attendance, along with WFS's CST's.

#### Family Preservation, Family Well-Being and Family Counsellor Christmas Network Meeting- December 8, 2023,

Rainy River First Nations, Naicatchewenin, Seine River, Lac La Croix, Couchiching, Nigigoonsiminikanning, Big Grassy, Mitaanjigamiing and Anishinaabeg of Naongashiing community workers attended.

#### **Certificate Trainings**

#### June 7: Depression-Practical Intervention Strategies

Couchiching	1
Seine River	1
Rainy River First Nations	1
Naicatchewenin	2
Nigigoonsiminikanning	2
Lac La Croix	1
Big Grassy	1
WFS	3
July 7-Harm Reduction	
Couchiching	3
Naicatchewenin	3
Rainy River First Nations	1

## 07/15/2024 CONTACT:

Danielle Bruyere Special Projects Coordinator 1455 Idylwild Drive Fort Frances, ON P9A 3M3 807-274-3201 EXT. 4052 Danielle.bruyere@weechi.ca

WFS	1		
Walking with Grief- September 18 & 19, 2023			
Couchiching	1		
Big Grassy	1		
Lac La Crooix	1		
<u>WFS</u>	Z		

Addictions and Youth- Substances, Technology, Porn- October 13,2023

Couchiching	2	
Mitanjigaming	1	
Naicatchewenin	1	
Lac La Croix	2	
Seine River First Nation	0	
Rainy River First Nations	1	
Anishinaabeg of Naongashiing	0	
Nigigoonsiminikanning	1	
Big Grassy First Nation	1	
Weechi-it-te-win	5	
Mental Health Awareness and Support- November 14,2023		
Weechi-it-te-win Family Services	2	
Big Grassy First Nation	1	
Couchiching First Nation	4	
Nigigoonsiminikanning	2	
Rainy River First Nations	3	
Mitaanjigamiing First Nation	3	

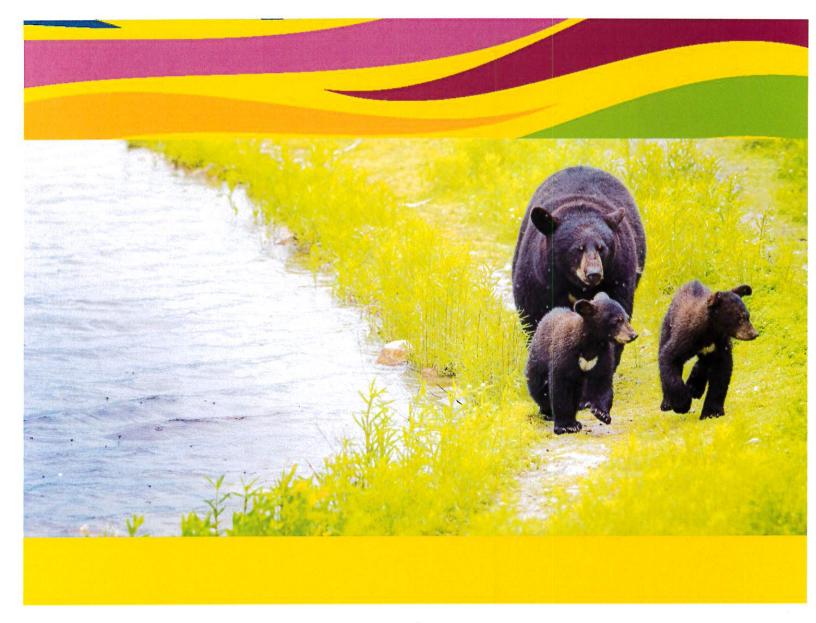
#### <u>Self-Injury Behavior in Youth- Issues and Strategies- January 25 &</u> 26, 2023

Lac La Croix First Nation	1
Seine River First Nation	0
Nigigoonsiminikanning	2
Couchiching First Nation	1
Rainy River First Nations	3
Naicatchewenin First Nation	4
Big Grassy First nation	2
Anishinaabeg of Naongashiing	0
Mitaanjigamiing First Nation	0
Weechi-it-te-win	5

### Program Highlights of the Year

- Weechi-it-te-win Family Services Family Well-Being Program Sponsored Gizhewaadiziwin Health Access Centre Healthy Living Food Box. This program serviced over 500 First Nation members.
- Drive Thru Gardening Kits- June 2,2023.
   75 Gardening Kits were made available to the First nation Community members. The kits included: Gardening Pot, Gloves, Watering Can, Solar Light Soil and flowers.

- Children's Day- July 12 & 13, 2023- Weechi-it-te-win Family Services annual Children's Day which is held on Agency One land- Nanicost Grounds. Over 595 families attended Children's Day. Children's Day is funded through Jordan's Principle.
- Back to School Event- August 25,2023
   This event was held at the Point Park. School supplies were handed out. WFS Staff BBQ'd lunch and invited local organizations to participate.
- Truth and Reconciliation Walk- September 29,2023 WFS partnered with local agencies to create awareness around Truth and Reconciliation.
- McTavish Haunted Woods-October 26 & 27,2023- Over 2,000 families attended McTavish Haunted Woods. Supper and candy bags were provided.
- Winter Wonderland Trail of Lights- December 14 & 15, 2023 This event is held at WFS Family Healing Program property on McTavish Road. Over 2,000 families attended this event between both days.
- Family Day- February 20,2023
   WFS Family Well-Being Program Sponsored Family Skates and Shiny at Memorial Sports Centre.
- March Break- March 13-17,2023
   WFS sponsored skates for the week of March Break. Over 200 families attended the skates.



# Nanaanadawewenin Annual Report 2023-2024



Abinoojii Inakonigewin

"Reclaiming our sacred instructions."

### HIGHLIGHTS FOR 2023-2024 DIRECTOR OF NANAANDAWEWENIN

- ✓ The ISC Capacity Building Project concluded with three mini-conferences accommodating all chiefs, WFS Elders, CCP Supervisors, CCP Teams and Weechi-it-te-win Staff.
- ✓ WFS Statement of Reconstitution as related to First Nation Anishinaabe Laws.
- Summer Student research project for WFS youth services.
- Mental Health, Crisis, and Clinical Support and Training for First Nations and their Community Care Programs.
- ✓ Development of a new Youth Addictions Unit.
- Networking with Giizhiwaadiziwin Health Services on addiction and mental health services for youth, and crisis response for our First Nations. Networking with MCCSS on various anti human trafficking initiatives including the upcoming CARE (Children at Risk of Exploitation) Unit in NOW. Human Trafficking is now the fastest growing crime in Ontario.
- Networking with Grand Council Treaty #3 on Health Transformation and Abinoojii Inakonigewin programs.
- ✓ Youth Warriors Program Development a land-based prevention program to develop outdoor survival skills in youth.
- ✓ Really Livin 2 A conference to provide opportunity for youth and adults to experience various forms of healing and wellness
- ✓ Men's Wellness Gathering 3 days of healing and wellness activities specifically designed to support men in their healing journeys.
- ✓ Significant renovations at the Mctavish and 601 Victoria properties to better serve youth and their families.
- Re-implementation of Brief Intervention Services for Child and Youth Mental Health. Certified 10 paraprofessionals in crisis and trauma response. As a result, the Crisis Response Policy was updated, and board approved.
- Implementation of a Youth Addictions prevention, treatment and recovery unit.



### DIRECTOR OF NANAANDAWEWENIN

Abinoojii Inakonigewin Project concluded on March 31, 2024. The following activities and deliverables were completed during the 2023-24 fiscal year.

- Al Conference: April 13<sup>th</sup>, 2023. All chiefs in attendance. All Board members. All Elders Council members, and 6 CCP supervisors attended.
- Chiefs meeting regarding AI : April 14, 2023 all 9 Chiefs in attendance.
- 2 Mini Conferences: November 16-17, 2023, and January 18-19, 2024. 91 participants from First Nation CCP Programs and WFS Staff. The mini conferences were designed to provide the same information presented at the big AI Conference held in April 2023.
- Deliverables Completed: Templates for National Standards, Service Model Development, Training Strategy and Capacity Development, Interjurisdictional Matters, Caregiver Certification and Management of Service Complaints and Disagreements, Template to Develop Terms of Reference for Governing Structures, Financial Negotiation Toolkit for Coordination Agreements.
- Statement of Reconstitution Board Approved December 2023

In 2023, there were zero services in the Rainy River District geared toward youth substance abuse, addictions in terms of service coordination and/or treatment. The Nanaandawewenin Team developed a continuum of care that would begin with prevention and include an outpatient treatment program for youth ages 15-24, and a recovery portion which would support youth as a counselling service pre and post treatment. This continuum includes two full time wellness workers to provide prevention and counselling services, and one treatment facilitator. A workplan was developed with deliverables in place. However, the positions were not filed until January 2024 so quarter 4 mainly consisted of training and development of this unit.

The Nanaandawewenin Team completed a Facilitator's Manual for an Outdoor Survival Program that was based on Anishinaabe teachings. The manual has since been shared with all



Inakonigewin

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First Nation CCP Programs who can deliver at the community if they so choose. The WFS Land-Based Coordinator is the lead person responsible for delivering this very important program.

### WFS FAMILY HEALING PROGRAM

**Jordan's Principle Funding** - Jordan' Principle continues to fund our Land Based Coordinator and After-Care Clinician positions for the 2023/24 year. These positions are a unique feature and strength to the Family Healing program that allows for ongoing support to families that participate in the program.

Land Based Teaching Center – Program staff re-profiled project funds from our land-based project and clinical after-care position to construct a land-based teaching center. The facility will have two roles hosting land-based activities and storage for land-based equipment. The facility renovation was completed in the Spring of 2024 as identified in the proposal.

**Really Livin' Conference** -In February 2024 program staff worked with other units to host a Mental Health and Addictions Conference to support individuals in their recovery and healing journeys.

The conference utilized the arts to provide participants with unique experiences in the area of fashion, music and dance to broaden their recovery experience. This conference had 45 participants (full conference) and over 200 people attended the evening events.

**Renovations** – A much needed full renovation of the kitchen was completed in the 2023-24 fiscal year. Plans were put in place to change flooring and paint and lighting to the living room, dining room and upstairs was made into a sewing room. The only original rooms remaining in that building are the two bathrooms and storage room upstairs. We are hoping to have this work done in the next few years if budgets allow.



**Property Upgrades -** We have installed power to the trails which host WFS activities such as the Halloween Haunted Trails and Christmas Trail of Lights. These activities have hosted approximately 1400 and 3000 people from across the district.

**Men's Gathering** – This idea began at Mishkosiminiziibiing where our staff supported Big Grassy CCP workers in delivering a men's wellness group. In December 2023, the FHP hosted a 3-day Men's Gathering. The intent of this session was to build capacity at a community level in responding to client trauma needs. The session also allowed participants to work on their own trauma issues.

- Day 1 66 people attended
- Day 2 62 people attended
- Day 3 61 people attended
- 21 Staff and Our Drum Group (3)

**3<sup>rd</sup> Annual Ice Fishing Derby - We** had a total of 78 participants – 45 adults and 33 children. This event is popular among the First Nations. It provides families with the opportunity to participate in Land Based Activities and promotes healthy relationships within the family unit.

**After Care Group** – November 13 – 14,2023 we had an after-care group. We had 6 participants and had another after care group in February 2024 and had a total of 15 participants.

**Big Grassy Men's Group** – We continue to support the Big Grassy Community Care Program staff in facilitating their men's group for community members to engage and experience healthy, traditional learning opportunities.

**Women's Support Group** – We had 2 sessions with a group of 5 ladies who have completed our program. This group offers peer support on an ongoing basis. They are building their own support systems to continue their healing journey.

**Family Wellness Camps -** In August our Family Wellness camps were held at Hyatt's Manion Lake Camp and attended by a total of 58 participants from 16 families.



These camps allowed families to gather and participate in healthy activities as a family unit. Activities included ceremony, circles, land-based teachings, traditional games and language were all promoted. Families worked on structure, discipline and routine around preparing family meals, waking up early, and following the camp schedule.

## HOUSING SUPPORT AND NINZIGOS-NIMISHOMEH SEMI-INDEPENDENT LIVING HOME

Kitchen renovation was completed in June 2023.

Both beds at NNE were full throughout the 23-24 fiscal year. A total of 3 youth have resided at the program. Two graduated high school and two went on to post-secondary studies. Al youth that reside in the program were able to maintain employment either part-time or full-time.

The Housing Support Coordinator offered 2-4 life skills programs each month and sent out notices and calendars on a regular basis. In addition to independent living skills, the HSC also offered programming to increase self-esteem and mental wellness. Youth mental health workshops were provided, various cultural enhancement programs, and even income tax services for any WFS youth in transition.

The Housing Support Coordinator offered networking sessions with local youth services such as the WFS Youth Resource Lead, UNFC, NCDS, District Social Services Administration Employees, Grand Council Treaty #3 Youth Justice Program, Giizhkaandagoikwe Health Services and Metis Child and Family Services. The purpose of these sessions was to understand each service and work together when helping youth in transition.

The Housing Support Coordinator worked alongside the WFS Youth in Transition Worker and WFS Youth Resource Lead on various youth projects including the Youth Gathering hosted in February 2024.



### **CLINICAL TEAM**

Nanaandawewenin developed a Youth Addictions Prevention and Treatment Unit that included 3 program manuals, an open house and several outreach events. The prevention workers have developed a schedule to provide addiction prevention programming to First Nation students within the local school and directly within the communities that WFS serves. This schedule has rolled over into this fiscal year.

The Brief Intervention Therapist formally called (2016) Children's Mental Health Worker has been re-implemented within the Clinical Team. The position and program were designed to reflect the original service agreement with MOH to provide brief therapy and service coordination. In 2023, the Brief Intervention Therapist program, was implemented to assist in speeding up how quickly children and youth begin receiving therapy services, shortening waitlist times, improving assessment and vetting referrals and directing them appropriately. This program also offers resources to families that they can access/use while they wait.

The Tele-Mental Health Program had a complete turnover of staff. With the turnover came some new efficiencies where referral now go directly into the system electronically. They participated in 4 local outreach days and have served a higher-than-average number of clients.

The Family Counselling Unit has continued to serve the local communities and has expanded their role at times to assist the CCP teams in making referrals for more intensive mental health services. They also continue provide peer clinical support to community family counsellors.

The Clinical Coordinator has provided support to communities to make referrals for clinical assessments and follow-up. The coordinator has also supported clinical capacity building by offering relevant training to professionals from many communities.

The Clinical Coordinator also recruited, trained and oversees a group of "paraprofessionals" from various communities to assist Weechi-it-te-win in providing Crisis Response services when communities are in need. This development has been helpful in providing First Nations with a



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broader and more accessible crisis response service. 12 Crisis Responders were certified, 7 are currently active in helping with Crisis Response.

### **CULTURAL SERVICES**

In 2023 there was a change within the org structure and cultural services were moved under Nanaandawewenin.

Some of the highlights for 2023-2024 were:

The WFS Cultural Coordinator was able to take the lead in opening protocols at WFS and other events. Learning from the elders helped him to gain confidence in preparing for ceremonies.

The Cultural Coordinator provided an excellent Christmas get-together for the Elders Council that included games and entertainment. The elders really appreciated this.

The Cultural Coordinator was very active in the school system this fiscal year. He was invited to share teachings and songs on several occasions at several schools within the district.

#### Boozhoo: WFS Board Members, Chiefs & Councillors

Throughout the year, WFS has hosted numerous events with the Cultural Coordinator such as Cultural Camps, School Powwows, Rainycrest Showcase, Mctavish Haunted Woods Trail, ANCFSAO Elders Conference, Children's Days/Powwow, WFS Spring/Fall Ceremony & Two Drum Ceremonies.

Maango Inini has also been utilized at our Abinooji Inakonigawin Conferences, the Men's Conference, and WFS Network Meetings with Our First Nation CCP Teams.

This past year one of the highlights for me has been working with the youth boys and sharing the knowledge of our drum Maango Inini, the Songs and our Sacred Items. I look forward to continuing to share our teachings with the youth.

*Everyday I start the with a smudge and asaymah offering to Maango Inini and occasionally I smoke the pipe. When requested I do smudge, and open the weel with pipe & prayer for Staff and Board Meetings.* 



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I've attended drum ceremonies at neighbouring agencies, went on sage pick and been invited for land-based activities.

I have also been asked to host circles for communities and their families.

*In closing I just want to give my gratitude to all my helpers the Singers, the Elders Council, the Staff & Board and Executive Director.* 

Gitchi Meegwetch

Don Smith - Tabaswaytung

## CAPACITY BUILDING AND CRISIS RESPONSE

Training	Trainer	Location	Date	# of Participants	# of Completions	Communities served
Crisis Response Training	CTRI	Nanaandawewenin office	Nov. 13 <sup>th</sup> - 17 <sup>th</sup> 2023	12 Participants	12 Completions	CFN, SRFN, RRFN, MFN, LLC 5 communities
Emotional Freedom Technique level 1 and 2	Susan Bushnell – Master EFT Trainer	Rendezvous				
Time Management	Great Canadian Training & Consult Co.	Rendezvous	Dec. 6 <sup>th</sup> 2023	16 Participants	16 Completions	BG, NWB, RRFN, CFN, SRFN = 5 Communities
Crisis Response Orientation	Anthony Andrusco & Andy McCormick	Nanaandawewenin office	Jan. 23 <sup>rd</sup> 2024	7 Participants	7 Completions	CFN, SRFN, RRFN, LLC 4 communities
Cultural Therapies for Counsellors / Helpers	Sherry Copenace, Lillian Cook and Hazel Copenace	Healing Program on McTavish	March 14 <sup>th</sup> & 15 <sup>th</sup> 2024	14 Participants	14 Completions	BG, CFN, LLC, Nigig, RRFN, SRFN, AON, MFN 8 Communities



#### CLINICAL SUPPORT TO FIRST NATION CCP PROGRAMS

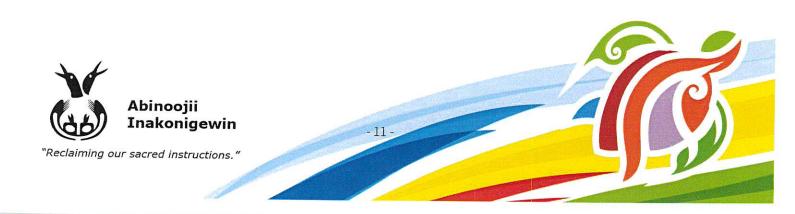
First Nation	Total visi	ts / Total Contacts	
Anishinaabeg of Naongashiing	10	13	
Big Grassy	11	26	
Couchiching	2	3	
Lac La Croix	1	3	
Manitou	10	15	
Mitaanjigamiing	7	20	
Naicatchewenin	2	10	
Nigigoonsiminikaaning	5	14	
Mishkosiminiziibiing	12	20	
Seine River	5	25	
WFS/GTP/GAP		14	
Other			
TOTAL	65	163	

#### **CRISIS RESPONSE**

# c	fIncidents	# of days	# of contacts
Mishkosiminiziibiing	2	6 days	19 contacts
Big Grassy	0		
Couchiching	0		
Lac La Croix	1	1 day	1 contact
Manitou	1	3 days	14 contacts



otal Contacts	9	46 days	141
Seine River	2	8 days	38 contacts
Nigigoonsiminikaaning	1	4 days	5 contacts
Naicatchewenin	3	24 days	64 contacts
Mitaanjigamiing	0		



## **ANNUAL STATISTICS**

WFS SERVICE	AON	BGFN	RRFNS	NFN	MFN	CFN	Nigig FN	SRFN	LLCFN	OTHER	TOTAL
Family Healing Program		DOIN						JAFN	LLCFN	OTHER	TOTAL
Pretreatment-Intake	7	7	5	13	0	19	1	4	5	18	79
Treatment Cycle (individuals served)	13	11	8	13	0	34	1	7	3	33	123
Relapse Prevention Programs	1 4 3 4	10000									0
After Care Program	1	5	5	17	2	9	12	11	8	9	79
After Care Clinician	6	5	6	13	0	10	3	9	12	13	77
Land Based Coordinator	0	3	2	4	0	11	3	2	6	6	37
Community Visits	20	69	2	4	0	43	20	29	2	10	199
Clinical Services				and the state		the set of a		al de la compañía de	Sarah Sa	San Manageria	
Telemental Health	2	4	4	11	2	21	5	7	3	447	506
Family Counselling Unit	5	4	7	4	6	10	6	4	5	3	54
Brief Intervention Services	- 2	0	3	1	1	1	2	2	1	0	13
Youth in Transition	5	1	0	0	1	3	2	6	3	1	22
Psychological Service Coordination	5	6	2	0	6	1	3	0	0	0	23
Crisis Response		19		64			5	38			126
Community Visits	16	19	34	5	9	82	21	29	2	SPACE -	217
NNE SEMI IND LIVING - Intake and Admissions	1					2					3
HOUSING SUPPORT COORDINATOR	3					3	1	3	2		12
Community Visits	1	1	2	1		2	1	1	1	5 S	10
Youth Addictions Prevention and Treatment											
Prevention Programs						1		Star 1		Part Hell	0
Treatment Services	En la sur										0
Service Coordination/Brief Services										Sec. 22	0
Community Visits			3			3	1	and the			7
Young Warriors Program		1				8	4	and M	2	1	16
Boys Drum Group				4		11				4	15
Cultural Coordinator Programs	5	5	5	9	5	5	7	4	3	16	64



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# Naaniigaan Abinoojii



# **Annual General Report**

## Naaniigaan Abinoojii

Report from April 1, 2023- March 31, 2024

This past year Naaniigaan Abinoojii team remain the resource bank for our 9 First Nations Community Care Teams.

Mishkosiminiziibiing (Big Grassy River First Nation) Anishinaabeg of Naongashiing (Big Island First Nation) Couchiching First Nation Gakijiwanong Anishinaabe Nation (Lac La Croix First Nation) Naicatchewenin First Nation Nigigoonsiminikaaning (Red Gut First Nation Seine River First Nation Mitanjigaamiing First Nation Rainy River First Nation

Each of the First Nations Community Care team are charged with the day to day care of their children under the umbrella and Resource Support of Weechi it te win Family Services.

2002-03 Service Agreements set forth the evolutionary vision of our founding fathers to have First Nations oversee the care of their Children, interim caregivers and supports to parents.

Moses Tom (Big Grassy First Nation) and Joseph Big George (Anishinaabeg of Naongashiing) put their hearts and minds together to see what could be done for the children. They served notice to the local Children's Aid Society and demanded that no more children were to be remove from the community.

They asserted that Anishinaabe people had never relinquished their right to care for their children. Some people remembered Moses and Joseph waiting on the 612 Highway to turn Children's Aid workers away from their communities.

"Customary care" is a contemporary term that describes an all-encompassing approach to communities caring for their own - something our people did for hundreds of years prior to colonization. It is a "natural" philosophy of child caring that is unconditional. It has its roots in traditional society and community and is therefore inherent to our Community Care Programs. It encompasses a set of beliefs, principles, and practices through which our communities are responsible for the care of our children and the strengthening of our families. Customary care is more than a practice or way of doing things; it is a way of thinking and living.

## Our Treaty #3 9 area First Nation Community Care Staff Compliment

FN	Supervisor	Child	Parent	Alternative	Secretary/	Family	Family	
		in	FSW	Care	Case aid	Preservation	Counsellor	
		care						
124	1	2	1	1	1	1	1	7
125	1	2	1	1	2	1	1	8
126	1	1	1	1	2	1	Vacant	6
127	1	1	1	1	2	1	Vacant	6
128	1	1	1	1	1	1	1	6
129	1	1	2	1	2	1	1	7
130	1	2	1	1	1	1	1	7
132	1	1	1	1	2	1	1	7
133	1	2	1	1	2	1	Vacant	7
	9	13	10	9	15	9	6	71

The First Nations frontline service workers recruited and retained by their First Nation

## Services Provided by the First Nation Teams

## First Nation CCP Supervisor:

Oversees the day to day duties/ Case Management of their staff to their First Nation clients. Works with First Nation on their Child Care Law. Liaison for other agencies who reach out regarding their First Nation members involved with other agencies. Participates in WFS supervisor meetings to ensure the First Nation view is incorporated into any potential policies, Forms and or templates. Receives updates and dates of engagement meetings with ANCFSAO on developmental initiatives for First Nations in Ontario. Reviews quarterly audits with their teams to address compliancy of records held on behalf of their members. Participates and shares fresh ideas and common issues with Supervisors and Assembly meetings.

**FN Child in Care worker**(s) are delegated by the FN to provide the direct face to face services needs/ Case management services and support of children in care as well as their young adults transitioning out of care. Ensuring the life file of the children and youth are up to date and reflective of the youths goals and achievements as well as current struggles and supports. Participates in WFS networking meetings and trainings to support their work at the First Nation.

**FN Family Service Worker** supports and develops service needs with parents to aid in ongoing connection with their children during intervention while supporting treatment and reunification of the family unit. FSW assists in setting up services identified by parent and team that will promote reunification. Reviews eligibility for ongoing services, makes recommendations on service needs and advocates for reunification. Works with a bicultural approach to services for the family. Participates in WFS networking meetings and trainings to support their work at the First Nation.

**FN Alternative Care worker** is responsible for recruitment of First Nation based Caregivers that maintain the vision of their Traditional Care model set out by the First Nation. Support and training on client specific needs as required. Ensure ministry/ WFS regulations are met and reviewed annually. Make recommendations to supervisor on any closures of their FN Caregivers. Participates in WFS networking meetings and trainings to support their work at the First Nation.

**FN Secretary** assisting in the filing, and secretarial duties needed by the First Nation team, reviews audit as needed to ensure filing is completed in a timely manner and safely secure. Works with the First Nation team on activities and services needed by the clients and families.

**FN Case Aid worker** who provided technical support to the team in their daily functions, assists parents and children as requested by the Supervisor.

**FN Family Counsellor** who works with First Nation families and children both under services and outside of agency services. They provide brief, crisis and ongoing counselling to their First Nation members. FN Family Counsellors work with First Nation members as called upon. They are not solely protection Counsellors. They assist in promoting overall mental health support to their community families and children. Participates in WFS networking meetings and trainings to support their work at the First Nation.

**FN Family Preservation worker** who works with families to provide voluntary family based supports and assist in addressing any needs identified by families to build and strength the family bond. Participates in WFS networking meetings and trainings to support their work at the First Nation

#### Note:

Weechi it te win Family Services was successful in providing additional funding for the First Nations to recruit a Youth Worker, Addictions worker, Cultural Worker and case aid fort those First Nation who required additional supports. This provided the teams with enhanced services to their clientele for a period of time as was an opportunity for the First Nations to review their service needs and validity of such services.

In 2023 this funding was successfully provided directly to the First Nations through Indian Services Canada (ISC). WFS was no longer eligible to apply and funding is now provided to all First Nations directly from ISC. This provides the First Nations with greater opportunity to design service needs of their membership from the First Nation perspective.

## COMMUNITY CARE CLIENT SERVICED OVER THE YEAR

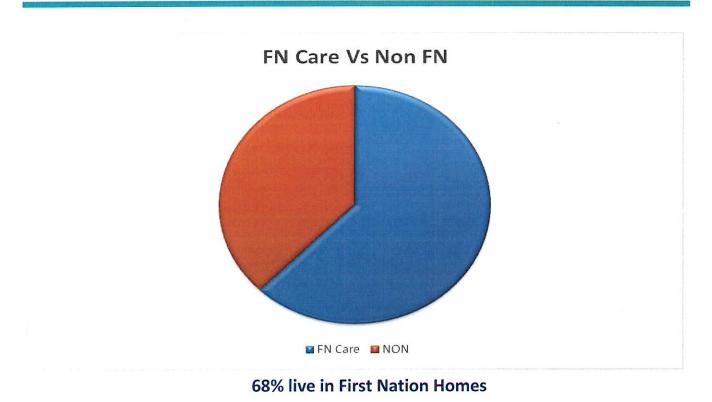
This past year the First Nation Community Care Teams collectively had a case load of 382 services captured through Naaniigaan Abinoojii unit.

This is reflective of cases that have been processed through Intake to ongoing services. This does not reflect the support work provided directly at the respective First Nations under their community support systems they provide to its members.

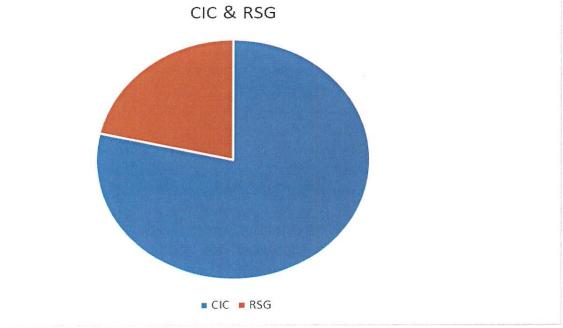
Core services captured under Naaniigaan Abinoojii are open Child in Care, Parent and Caregiver clients.

			March	1			l.
сс	ESC	sw	СВА	CIC	RSG	Total CiC	Var
10	4			14	6	20	0
11	1		2	14	3	17	1
16			3	19	4	23	0
4		1	1	5	2	7	0
9				9		9	0
11				11	3	14	0
20				20	4	24	0
16	6		6	28	7	35	0
8				8	2	10	0
105	11	0	12	128	31	159	1

#### CHILD IN CARE BY TYPE for period ending March 31, 2024







Ready Set Go 18 -23 years of age =31

Naaniigaan Abinoojii is a spiritual teaching based in the traditional child rearing practices of the Anishinaabe. It is for this purpose, that Weechi-it-te-win engaged in ceremony to incorporate this teaching into our service delivery system.

## NAANIIGAAN ABINOOJII STAFF ARE A RESOURCE SUPPORT TO THE FIRST NATION COMMUNITY CARE TEAM IN THEIR DAY TO DAY RESPONSIBILITIES SET FORTH IN THEIR SERVICE AGREEMENT OUTLINED BETWEEN WFS, BOARD OF DIRECTORS AND FIRST NATION CHIEF AND COUNCIL.

Naaniigaan Abinoojii's resource and support our First Nations during their ongoing development of their Child Care Law. Providing the least intrusive approach to families in crisis and mitigating risks of family separations and preserving family units wherever possible. Naaniigaan is the link between the mainstream world view in Child Welfare as well as encompasses our traditional child rearing practices and protective of our Customary ways of helping.

1. Director of Naaniigaan Abinoojii oversees Naaniigaan Abinoojii team, works with sister agencies on reviewing and harmonizing Ministry tool to best meet First Nation standards of care. Works with WFS staff and Board on maintaining WFS and FN standard and vision and committed to the evolutionary goals the First Nation. The Director of Naaniigaan Abinoojii assists the First Nation with mentoring, training and capacity building initiatives in the area of child welfare, to maximize service delivery functions. Supervise agency program staff to ensure optimal resources are made available to the communities served to maximize community service delivery as well as program and policy development.

Communicates and explains Agency and Ministry policy and standards to the First Nations and ensures that child welfare services provided by the First Nation Teams are managed and delivered in accordance with the agency's commitment to a bicultural practice model and all applicable Ministry, Agency and First Nation standards, through harmonization.

- 2. Manager of Naaniigaan Abinoojii oversees Ministry Extended Care and Licensing audits, support to agency trainers and Community Support Technicians. Provided oversite and makes recommendations to regulations and enhancements that meet our First Nations vision of Customary Care and WFS bi Cultural approach to service delivery
- 3. WFS 2 agency trainers that provide First Nation teams with their Pathways to Authorization training modules and Case Management Training (training is provided in various methods, (group, individual, hand on and mentoring)
- 4. **WFS 4 Community Support Technicians** who attend the First Nation CCP provide sign off and support in the First Nation daily case management needs. They are the liaison with any First Nation needs to the Agency
- Privacy Lead who over sees Part X of the CYFSA and First Nation OCAP. Reviews and makes recommendations on internal policies and procedures to ensure they are in keeping with privacy needs of Clients, oversees legal matters and historic and current files safe keeping.
- Privacy Lead assistant provides technical hand on support to the privacy lead to prepare and ready files for use, provides assistance to Director of Naaniigaan. Resource support to 9 First Nation teams on files needed by Privacy Lead.
- 7. Program Data Specialist attends the First Nation Community Care Teams quarterly to complete audit on all open files housed at the First Nation CCP office, provides the First Nation CCP teams with quarterly audit reports for their use. (audits are provided to CCP teams, and portfolio holder of the CCP teams at the First Nation). Non identifying reports are provided to the First Nation Board of directors, Chief and Council for their information on their teams file compliancy and oversite of their team and members receiving services through their First Nation Community Care team.

- 8. **Quality Assurance** reviews and supports Directors on agency policy and procedures, provides and recommends enhancements and changes in keeping with our devolved model and First Nations vision under bi- cultural approach. Provides SQIP reports to Executive Director, generates reports needed by individual First Nation and Agency, reviews agency Serious Occurrences and overall quality of forms and templates used and provided to CCP teams via Microsoft teams app for FN CCP staff. Oversees the quality assurance practices, including monitoring, feedback loops, and continuous improvement efforts.
- 9. **Investigations and Assessment Supervisor** oversees referrals and duties of intake and investigation, reviews protocols with police, hospital and other agencies. Works with First Nation teams on their afterhours On call services and training needs.
- 10. Intake worker fields calls and concerns and provides support under Serious Occurrence reporting to ministry. Assisting the First Nation CCP teams in reviewing any calls received directly to the First Nation Community Care Team.
- 11. **Investigations workers** respond to calls with the 9 First Nation CCP designate where safety needs of children are followed up with. Primary lead on investigating physical or sexual abuse/ neglect, risks/ threat of harm, abandonment, caregiver capacity.
- 12. Youth Resource Lead works with our 18+ youth who are accessing Ready Set Go as well as information and support under Post Majority Care. Services are delivered by the First Nations for the transitioning young adults, which provided greater information and supports to young adults leaving care. Greater supports and resourcing to former children in care as they launch into adulthood and seek their educational endeavors.

## TRAININGS PROVIDED TO FIRST NATION COMMUNITY CARE TEAMS

Training is provided in a variety of approaches. Pathways to Authorization training for new workers are provided as group, in class and virtual and online testing.

Case Management training has been provided at a variety of levels. Networking/ assembly's group, individual and through mentoring/ hands on. This allows for individual workers to gain the needed insight and feed back to best support their job requirements. Supervisors attend any and all trainings as they require.

## Staff Trainer

TITLE OF TRAINING	# of Participants
Reimagined Child Welfare Pathway to Authorization CWP4: Looking Inward	2
Reimagined Child Welfare Pathway to Authorization CWP5: Child Development and Maltreatmen	it 2
Reimagined Child Welfare Pathway to Authorization CWP6: Looking Outward	2
Reimagined Child Welfare Pathway to Authorization CWP7: Intake and Investigation	2
QSF - POC, Social History, Documentation & Late Compliance	12
QSF - Safety Assessment, Plan & Review	7
QSF - Pre-Placement Assessment	7
QSF - Foster Parent Learning Plan	7
CWP1	3
CWP2	3
CWP3	3
CWP4	3
Indigenous Authorized Worker	4
CWP5	3
Walking with Grief - Helping Others Deal with Loss	3
IAW	4
CWP6	3
Addictions & Youth	7
IAW Unit 1 Part 2	2
CWPP01	4
CWP02	4
CWP03	4
On-Call Training	30
CWP04	4
CWP05	4
CWP06	4
CWP07	4

Case management Trainer

Training title		# participated
nunning title		# purticipated
Plan of Care		1:
Conducting a Plan of Care meeting		
Content in POC		
Youth engagement		
Resource person & Parent involvement		
Private Visits	24 hr/ 7 day/ 30 day/90 day	
Conducting a private visit		
Rights Responsibilities & Complaints procedure		
New Worker Training	1:1 and practical support	2
Case management forms per position		
timelines & compliancy		
forms and templates initial to closure		
SOR-L Training	SOR-Lonline data base	69
What to report		
when to report it		
who to report it to		
follow up		
Case Note Capacity Building		69
who, what, when, where, why		
proper use of casenoting contact		
Service Plans		E
how to conduct a Service Plan meeting		
Setting achievable goals		
addressing risk		
developing a support network		
6 Month Case Review		g
Risk reassessment		
service plan		
case closures		
ON- Call Training		30
After hours services tools and process		
Intake, safety assessments, FN, Attending		
Placement priority, child information sheet, med	dical, SOR-L	
· · · · · · · · · · · · · · · · · · ·		

#### **OVERVIEW**

Weechi it te win Family Services Inc. (WFS) remains committed to upholding true Customary practices, which were foundational to our founding fathers' vision for WFS and our Community Care Programs. Our collaboration with the 9 area First Nations ensures that our services align with First Nation Customary Law and ongoing work to support and enhance services where we can fiscally ensure First Nations Vision is captured in tools and templates, policies and procedures that respect the founding vision of this agency and the work we do with our First Nation stake holders under Customary Care.

## **Insights and Impact**

- 1. **Insight into Changes**: This year, First Nation Supervisors gained valuable insights into regulatory changes. Understanding how these changes are implemented and their potential administrative impact is crucial for effective service delivery.
- 2. Harmonization of Tools: WFS actively considers harmonizing tools to align with First Nation Customary Law. If any impact deviates from our cultural values, we prioritize maintaining fidelity to our traditions.
- 3. **Protecting Customary Care**: A critical aspect of their work was safeguarding the original Customary Care practices. They emphasized the importance of preserving these traditions and rejected any Formal Customary Care document that did not align with their elders' and leaders' vision.
- Staffing Challenges: The post-Covid-19 staffing landscape has been challenging for both our First Nation and the agency. Despite this, we've achieved a steady balance in staffing levels.
- 5. Assemblies and Networking: Assemblies provide a platform for networking between our First Nation Community Care teams. Opportunity to share ideas, address common struggles, and overcome barriers to delivering quality services in our Treaty #3 area. Naaniigaan provide information on policy changes, templates as

well as updates on any potential changes that may impact worker duties. Provided opportunities for other departments to present on programs and new initiatives.

- 6. **Networking and Advocacy**: Over the past year, First Nations Supervisors and Naaniigaan Staff actively engaged with ANCFSAO and the Ministry. Their focus was on understanding regulation changes and ensuring that the voice of the community is heard
- 7. **Case Management Support**: Our additional Case Management Trainer has extended support to First Nation teams. This hands-on assistance helps them navigate changes and optimize Case Management forms and templates for comprehensive child reviews.
- 8. First Nations Prevention Programs: Voluntary supports for parents within their homes are designed by First Nations and administered by the First Nation under CHRT funding. These programs play a vital role in preserving family well-being. WFS resource support through DOA Special Project worker
- 9. **Bi-Cultural Approach**: Weechi it te win Family Services Inc. operates under a bicultural approach. Mango-inini (Agency Drum) remains in the center of the agency, protecting our children, staff and ensures culturally sensitive care for children.

Mango- inini is our constant in what role we play in the lives of children and how we all must conduct ourselves in the services and bond in our Anishinaabe family systems and Community.

- 10.Youth leaving Care: Enhancements to young adults supports this past year WFS, young adults and our First Nations hope that with the increase in supports that over the next few years' young adults are graduating with degrees while maintaining their strong cultural connections with their home land.
- 11. **Ministry Audits:** Our extended Society Care reviews were completed July 2023. The Ministry attended our First Nation Community Care Programs and were

thoroughly impressed with the First Nation based service model. The ministry auditors report spoke to the overall care and design of this First Nation care of files and knowledge of their duties. Carol C from the Ministry provided glowing review on our teams they met with and asked permission to advocate at their table on attending First Nations and their experience.

Foster Care Licensing review was completed August with follow up on Plans of Care, Caregiver First Aid training. 133/133 POC were completed by MCCSS timelines. Roll out of First Aid training commenced until ministry removed this requirement.

As we continue to strengthen our ties with families through traditional ceremonies and methodologies, we remain dedicated to our mission of healing and supporting our communities.

Weechi it te win Family Services and the Naaniigaan Abinoojii Team along with our First Nations Community Care Team continue to follow MCCSS regulations and harmonize those areas that do not support our vision or geographical abilities. We will continue to promote the best outcomes for our children and the parents they were gifted to by ensuring a holistic approach and understanding that under Customary Care practiced at the agency and First Nation level provided parents the time to heal from historic traumas' knowing their children are cared for under the First Nation Customary Law. Ultimately our children will never be stolen again.

#### Miigwech from the Naaniigaan Team



15



## AT A GLANCE

Speech Fish Fry	Behavioural Discharge Ceremonies	Summer Camps	Creative Therapy Associates	School Based Programs

## LETTER FROM DIRECTOR

"CHILDREN ARE THE SACRED SEEDS OF OUR COMMUNITY, EACH ONE CARRYING THE PROMISE OF A THRIVING FUTURE FOR OUR PEOPLE"



As the Director of Developmental Support Services for children, I am thrilled to share with the Board the highlights of our programs in our annual report. Our services, including Speech and Language, Developmental/Occupational Therapy, Education Liaison, Education Assistants and Behavioural Intervention Services have made a significant impact on the children we serve. Through our dedicated team and innovative approaches, we continue to strive for excellence in supporting the developmental needs of every child in our care. Chi Miigwech for your continued support and commitment to the well-being of our children, families and communities.

## PROGRAM HIGHLIGHTS

Since the inception of our programs in August of 2019, the program has grown leaps and bounds. Initially, we commenced with Developmental/Occupational Therapy and Intake Services/Navigation. We have since grown from 1 program with 4 staff to 5 programs and 20 staff. Additional programs include; Speech and Language, Education Liaison, Education Assistants and Behavioural Intervention Services.

## **Our Team**

**Director of Developmental Support Services: Michelle Strachan** Administrative Assistant: Karmon Perrault **Education Liaison Worker: Michael Jones** Intake Coordinator/Family Navigator: Shannon Kuchma **Communication Assistant: McKenna Begin Communication Assistant: Rachel McQuaker Developmental Therapist: Beulah Perrault Developmental Therapist: Elizabeth Bruyere-Tucker Education Assistant: Joanne Haney-McKinnon Education Assistant: Cheryl LaBelle Education Assistant: Angela Brown** Education Assistant: Melisa Wilson **Education Assistant: Linda Allen** Manager of Behavioural Intervention Services: Christine Badiuk Behavioural Intervention Services Intake Coordinator: Kim Perreault **Behavioural Intervention Services Worker: Chelsey Hamilton** Behavioural Intervention Services Worker: Megan Perry Behavioural Intervention Services Worker: Shilo Beck **Behavioural Intervention Services Worker: Taylor McOuaker Early Intervention Services Worker: Vacant** 

## **Our Sustainability Vision and Strategy**

Services are sustained through our funders who recognize the need for the programs. Funding comes from Jordan's Principle, Ontario Autism Program and MCSS. These services are also sustained through community support, dedicated staff, ongoing partnerships with local agencies, communities and Boards and visibility of Developmental Support Services staff in the communities, at local events and participation in activities across the district. These partnerships and community involvement opportunities create a strong, supportive network for children and families. The commitment and expertise of staff members also contribute significantly to the sustainability of child development services by providing quality care and support when it's needed. By utilizing innovative and creative strategies and interventions, staff help the program to grow and thrive. By thinking outside of the box and coming up with fresh ideas, we can keep our program dynamic, engaging, and impactful for the children and youth that we serve.



## What We've Accomplished

## Highlight 1: Red Arrow Wellness Inc.

Kate Clower; President & CEO "As an Indigenous, female entrepreneur and owner, I want to be a leader in Indigenous business & in providing health and wellness in our region." In May of 2023, Creative Therapy Associates pulled out of their contract with Weechi-it-te-win Family Services. The DSS Director sought out other potential agencies to establish a partnership with and was able to secure a Fee for Service Contract with Red Arrow Wellness Inc. Red Arrow provide both an Occupational Therapist and a Speech and Language Therapist for oversight of the Developmental Therapists and the Communication Assistants. Full services resumed in October of 2023.

The Speech and Language Program experienced the same interruption to services as Developmental/Occupational Therapy. Communication Assistants resumed services in October of 2023 with a full case load. Red Arrow Wellness Inc. provides hybrid services with both in person client visits and virtual supervision of the Communication Assistants. In May of 2023, the program hosted a Fish Fry for Speech and Hearing Month at the Point. The event brought in approximately **300 people** and was well received.

The Speech and Language Program partnered with an Education Assistant to facilitate the Connections Program: A leadership and diversity program for High School Students. Students completed the pre-online training and then attended a weeklong conference in Alberta. 4 students attended and the program was sponsored by Kiwanis. Highlight 2: Speech & Language Services

## Behavioural Intervention Services



## Early Intervention Services





## Highlight 3: Summer Camps



Behavioural Intervention Services ran short one staff from December to March, without interruption to client services. The program serviced 8 youth, 5 were discharged. The program highlights the achievements of their learners by coordinating a discharge ceremony with the Weechi-it-tewin Family Services Cultural Coordinator. The program has a waitlist of 13 clients and the Manager and Director are in the process of expanding the program to meet client needs.

The Early Intervention Program met the needs of over 300 clients through individual and group programming and providing meal kits to address food security issues with families who have children between the ages of 0-6.

The program facilitated an Early Intervention Conference and hosted several agencies, Indigenous and Non-Indigenous to promote Early Intervention services and enhance collaboration across agencies. This was the first conference of its kind and well received by participants with requests to continue the collaboration in the future.

Early Intervention programs include; Traditional Parenting, Nobody's Perfect Parenting, Kindermusik, Zumbini, Roots of Empathy and Potty Training.

To ensure continuity of services through the summer months, it is imperative for Developmental Support Services to provide additional programming for children and youth. This initiative aims to enhance the summer experience for our clients while still meeting their needs.

Two camps were run in the summer;



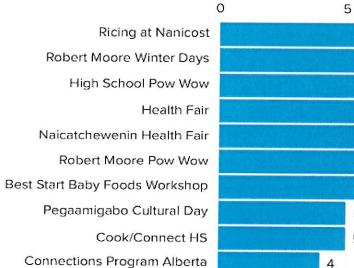


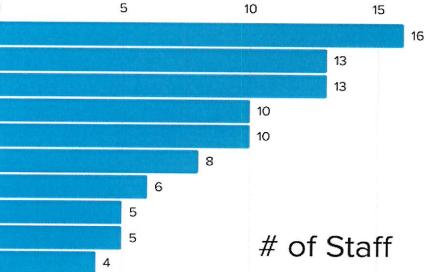
A Developmental, Nature Based Camp. Activities included relationship building, knot tying, social/emotional skill development, Baffin Lake Trip (nature walk, nature crafts, outdoor cooking, blueberry picking), mindfulness, fine/gross motor skill development, canoe races, birch bark basket making, cooperative play, obstacle course. These activities promote the therapeutic goals for Developmental/Occupational Therapy.

A Cultural Camp: Activities included: Tobacco Teachings, Anishinaabemowin/Songs with Darcy Jones from Seven Generations, WFS Drum Teachings, Dancing, Youth Drumming with Broken Horn, Filleting Fish, Bannock on a Stick, Boat Rides, Beach Day

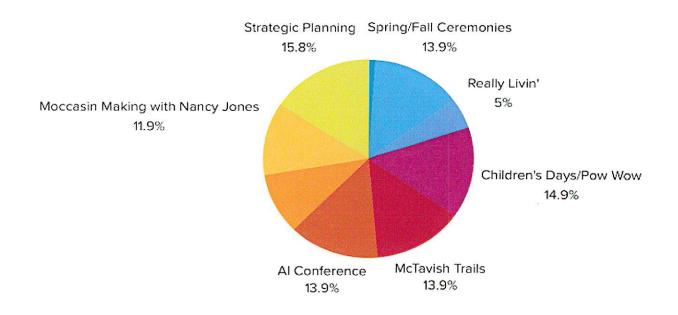
This fiscal year we have had 3 Education Liaison Workers. One retired, one did a lateral transfer and now we have the position filled with a new employee. The Jordan's Principle Coordinator applied for 4 additional Education Assistants which were utilized at Mine Centre School and Robert Moore School. Education Liaison supports students as per the direction of the Community Care Programs through consultation in the summer months to establish a roster of children who need additional support. Education Liaison also supports cultural programming such as the High School Pow Wow, Robert Moore Pow Wow, Anishinaabemowin and sharing circles with students. Highlight 2: Education Liaison/Education Assistants

# STAFF PARTICIPATION IN COMMUNITY EVENTS & ACTIVITIES

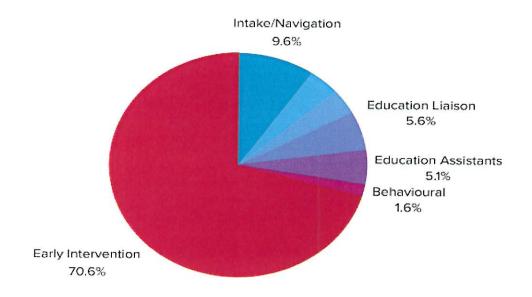




## AGENCY EVENTS & ACTIVITIES



## TOTAL NEW INTAKES



The primary reason for the high percentage of families accessing Early Intervention Services is Food Security. The Early Intervention Program provides meal kits to families with children 0-6 and this is a highly accessed program component for Early Intervention Services. This is a significant issue of concern across the Fort Frances-Rainy River District, across Communities and across Agencies.

## STAFF TRAINING

- A Comprehensive and Compassionate Approach to Addressing Problem Behaviours
- Social/Emotional Executive Functioning Solutions
- Commit to Kids
- On Call Training
- NET
- Mands with Peers
- Following Instructions from Peers
- Introducing New Foods
- Behaviour Management
- Go Charge
- Relinquishing Reinforcement
- Worker Health & Safety Awareness
- Supervisor Health & Safety Awareness
- WHMIS
- Accessibility for Ontarians with Disabilities Act
- Workplace Violence & Harassment
- Addictions & Youth
- Special Needs Sleep Course
- Potty Training
- Health Emergencies: Life Threatening Allergies

## PLANNING FOR THE FUTURE

The Developmental Support Services team met in 2024 to plan for the future and develop a strategic plan to act as a roadmap for all of our programs. The plan assists with setting clear goals, identifying best practices, ways to achieve them and ensure that each step we take moving forward is with purpose and will effectively nuture the potential and well-being of the clients we serve. These goals are identified below:

- Increase the number of professionals qualified in Applied Behaviour Analysis and in the Crisis Prevention Institutes Non-Violent Crisis Intervention
- Increase the number of professionals certified in the Forest and Nature School's Practitioner Course to increase the number of children receiving culturally appropriate play based and land focused learning opportunities
- Strengthen availability and access to Child Development Services by expanding the Behavioural Intervention program, adding a Reading Literacy Worker to the Speech and Language Program and increase capacity to provide Education Assistance to students in need
- Increase opportunities to learn Anishinaabemowin through a collaboration with Seven Generations Institute
- Increase progress in domains of language and literacy, cognition and general knowledge, physical well-being, motor development and social/emotional development to enhance pre-school readiness
- Increase infrastructure capacity to allow for additional employees in DSS programs
- Increase family and community awareness and engagement
- Enhance successful transition experiences for parents and caregivers by implementing 2-Generational Programming that supports child development and builds parent/caregiver capacity
- Increase opportunities for children/youth to engage in social skills development by ensuring Summer Programming is implemented on an Annual Basis
- Increase food security through the ongoing Early Intervention Program and through continued collaboration with agencies across the district

# Children's Days 2024



# Honouring Our Children 2024 Pow Wow







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# Youth Drum Group









# Naicatchewenin and Couchiching

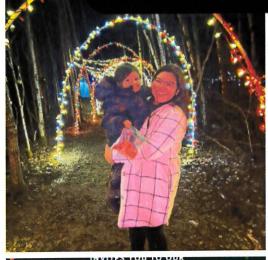








### McTavish Winter Wonderland Trail of Lights





DEC 14TH AND 15TH

4:30 TO 8:30PM 71 MCTAVISH RD. LAVALLEE TOWNSHIP 10 MINUTIS WIST OF FORT FRANCES

LIGHT FOOD, HOT CHOCOLATE & TREATSI

FREE ADMISSION!! ations of non-perishable food items are appreciand will be donated to the local food bank.

# Spring Ceremony June 2023







# Men's Conference December 2023

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Tele-Mental Health Coordinating Agency

Increasing access to specialized mental health services for children in Northern Ontaria







# **Back to School Beach** Fun Day at Point Park



Summer ALL AGES **Fun Day** 

PLEASE JOIN US FOR A SUMMER FUN DAY!

FRIDAY, AUGUST 25 TIME- 9:30am to 3:30pm

LOCATION: The Point Park Agency One- Fort Frances

Snacks and Drinks will be provided during the day.

Lunch will be served from 12pm to 1pm · SunSet Water Sports/waivers must be signed

by Parents/Guardians for tubing) Back Pack for Kids Rouncy House, Lawn Games, Sand Toys and

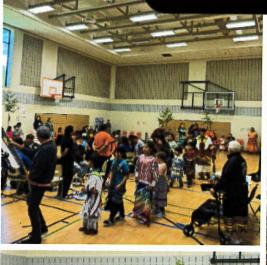


#### August 3, 2023 <mark>Annual General Meeting</mark> Naicatchewenin FN



#### School Pow Wows FF High School, Mine Centre and Robert Moore

lat A MARAN





PST NATION

# Fall Two Drum Ceremony October 2023



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### Cedar Tie Teachings Staff and Elder Agnes Kabatay





An all they want

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# McTavish Road Haunted Woods



度28月間在時



VENTURE DEEP INTO THE EERIE WOODS, WHERE DARKNESS AND FEAR REIGN SUPREME THIS HAUNTED TRAIL IS NOT FOR THE FAINT OF HEART BEWARE OF LURKING CREATURES SINISTER SUPPRISES AND BONE-CHILLING ENCOUNTERS AROUND EVENY CONNER WILL YOU MAKE IT THROUGH ALIVE?

SOFT SCARE TRAIL AVAILABLE FOR LITTLE GHOULS AND GOBLINS









Minister of Children, Community and Social Services



Premier of Ontario



Minister of Tourism, Culture and Sport

#### **Our Sincere Appreciation to** WEECHI-IT-TE-WIN Family Services, Fort Frances

for your dedication and contributions to Ontario in serving the community as a Non-Profit Organization. The executives and professionals of the Non-Profit Sector are COMMUNITY CHAMPIONS.

You are driven by your vision and mission, and carry out your responsibilities with a deep sense of pride, passion, and persistence.

#### 2024 Non-Profit Appreciation Community Champions





# Really Livin' 2 Conference 2024

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