



Child & Family Services



MESSAGE FROM THE BOARD CHAIRPERSON	6
MESSAGE FROM THE EXECUTIVE DIRECTOR	10
SERVICE HIGHLIGHTS	14
FINANCIAL OVERVIEW	19
STAFF RECOGNITION	22

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First,

thank you

TO THE COMMUNITIES

Thank you to the communities we serve and work with to help make a better life for our children and families.

With our mandate to work alongside leadership, we are partners and a part of each community. We continue to strive towards a day where all of our families are healthy and raising happy, strong and proud children.

As we continue the important work we do in child and family services, we truly appreciate the guidance, wisdom and values of each community.

Lorraine Crane
Board Chairperson

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BOARD OF DIRECTORS

@ March 31, 2020

Lorraine Crane, Chairperson
Sonny Gagnon, Co-Chair
Russell Kakepetum, Secretary-Treasurer
Jim Bottle, Board Member
Simon Winnepetonga, Board Member
Stena Turtle, Board Member
Samantha Kejick, Board Member
Chris Kakegamic, Board Member

ELDERS COUNCIL

Elsie Fox
Emily Gregg
Moses Mawakeesick
Georgina Neshinapaise

YOUTH COUNCIL

Reina Foster
Chrednick Raul Kakekagumick

ΔCΑCΛ9' βΔαΡγΔ- ΔΡ ΛΡ ΓΡγΔ.ΑγC 31, 2020

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ΥΝα CΞCΞ, ΔCΑCΛ9
ΥΛC ΡΡ, ΔCΑCΛ9
ΡΞΔΥ βΡβΓ, ΔCΑCΛ9

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Message from the Board Chairperson

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At the end of this fiscal year, our communities, our lives, and everyone around the world were disrupted by the COVID-19 pandemic. While our services continued, the significance of our service model Mamow Obiki-ahwahsoowin, which means “everyone working together to raise our children,” took on a whole new meaning. With travel restrictions and office closures across the North, our essential workers, including our community-based staff, remained available without any interruptions to serve our children, families, and communities — 24-hours a day, seven days a week.

At the timing of writing this, we are still in a difficult, somewhat uncertain time right now. We are all learning to cope in new ways and we're having to make sacrifices for the safety of our children, families, and communities due to the restrictions. For example, every August, the Board, our Executive and Staff look forward to hosting our Annual General Meeting in one of our communities. As a visual learner, I cannot wait to sit down again with the Board and discuss our business in-person. Although we continue to communicate over teleconference and phone, there is something special, more meaningful, about being together. And as I consider my own experience, I think about the children and families during this time. I want this same in-person experience for our families and children. That is why Mamow Obiki-ahwahsoowin is so important for everyone in our communities to understand: it is not just the immediate family raising our children; it takes a community.

Ultimately, Mamow Obiki-ahwahsoowin is about keeping our children with us, and within our community. Designed to respect the inherent authority of First Nations to care for our own children and to ensure culturally appropriate services, we developed very different service delivery procedures and policies than mainstream Children's Aid Societies. We seek to maintain a child's



Lorraine Crane
Board Chairperson

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connection to their community, culture, and family. This is important for our people because this is our history and our way of living. Child care law was knowledge passed down.

It makes me reflect to a time when I was seven-years-old and I lost my mom. My family stepped in and provided the care I needed. The community and the people in my life decided what was best for me. That is the tradition we keep by looking to our model and it is what Tikinagan is all about. When a child comes into care, it is important for each child to be part of a network of caring people. Every person who has an interest in the care of a child is asked to become part of the circle of care. During my last five years as Board Chair, I have seen Mamow Obiki-ahwahsoowin evolve and strengthen. I truly believe Mamow Obiki-ahwahsoowin is making a difference in the care of our kids in the communities - especially during a global pandemic.

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In late January, we received designation to provide services in the district of Thunder Bay – an effort that began 20 years ago toward working to change our Indigenous governance model.

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Nations, our Elders and our youth, will deliver the customary care to which our children and families are entitled.

This year, we were set to begin taking action toward our new five-year plan, which will include vision for our expanded jurisdiction area. We are excited to release this strategic plan in the near future and will be sharing this with all of our community members and stakeholders. One area of focus we intend to revisit in the near future is our response plan to future pandemics, if any. We also want to look at our extended jurisdiction and take a more proactive, prevention services to increase our supports for families in the communities we serve.

I am so thankful to work with a Board of Directors and great group of individuals who are very passionate and committed and to what we do. They work very hard and care deeply about the overall wellbeing of the agency. Many of Board Members have been serving for several years, which provides us with long-term vision. We also have some newer faces who have an equal importance and contribution in our work. Our Elders Council has a lot of knowledge with traditional teachings, and I value their input anytime.

I continue to admire the leadership provided by our Executive Director. At the community level, her cultural experience and language skills is a valuable asset for Tikinagan. Alongside her is our Senior Management team, who are all capable and hardworking individuals who not only do their jobs exceptionally well and stay on top of everything, but have a passion for our children and families. This enthusiasm flows directly into our frontline staff, and our Board is thankful for their dedication.

As we all remain socially distanced, you can take great comfort in knowing your agency is working diligently to keep families safe and connected. Until next time when we can meet again in-person. Stay safe and look out for each other. 🙏

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Thelma Morris
Executive Director

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Waachiye, Greetings!

As our children grow, families go through phases of transition. The key is to be able to handle these changes, adapting to the needs of the children. Loving and caring adults in the lives of our children sustain and empower them through the good and difficult times.

This is a similar approach we take at Tikinagan. We work to serve and support our communities as they grow and needs change. We are considered a resource and we want better outcomes for our families. We want to protect our children, help our families, and nurture our communities.

We are taking on a bigger role in supporting our families. In late January, we received designation to provide services in the district of Thunder Bay – an effort that began 20 years ago toward working to change our Indigenous governance model. We held strong to the Chiefs’ vision and kept working to get

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such as COVID-19, have changed this timeline. As we strengthen our priority response to include our new designation, we recognize our plan needs to be expanded. However, we are still taking all the input provided that was done previously and updating the strategic plan for the next five years, which will include our expanded jurisdiction. We look forward to sharing this vision with you.

Protecting the privacy of our clients has always been a part of our work at Tikinagan. Part X is a new section of the *Child, Youth and Family Services Act*. It sets out a legislative privacy framework for Ontario's child and youth sector. Effective January 1, 2020, it sets rules for the collection, use, and disclosure of, and access to, personal information held by ministry-funded and licensed service providers. Under this mandate, we will have clear rules for collecting, using and sharing clients' personal information; as well as requirements to protect clients' privacy and improved transparency and accountability.

We've also launched and staffed a new service with our Youth Outreach Team. The goal of this team is to make sure each child and family always has someone to connect with. It is also about providing stability and consistent in their lives.


A significant change internally at Tikinagan this past fiscal year was adding one week of cultural days for staff. This gives time for them to enjoy their cultural activities while employed at Tikinagan, as well as supports their self-care. We want to make our staff feel they are valued and we recognize the hard work they are doing.

In closing, we look forward to another year with our First Nation leadership, Elders, youth leaders, community resources, partners, foster parents and families working together to raise our children.

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Child & Family Services

Learn more at Tikinagan.org

The Tikinagan service model Mamow Obikihwahsoowin means “everyone working together to raise our children” and it always directs the work we do with children, youth, families, and communities. It reminds us that the answers lie within the community, and this is the approach we take when providing child protection services and helping our families.

Services for Children in Care

Tikinagan is mandated by our First Nation leadership to provide services that are culturally sensitive to the needs of Indigenous children, families and communities. We are accountable to the Chiefs and to the communities for this responsibility. Our staff work hard to keep families together, but sometimes children need a place of safety. Mamow Obiki-ahwahsoowin allows us to work with each family and their circle of care to help them during difficult times. Our approach honours our traditional way to respond to protection concerns. We aim to keep children connected to their culture, family, and community by prioritizing placement with extended family in or as close to their home community as possible with the end goal of reunification with their immediate family. It's always important to remember that Tikinagan and the First Nation leadership do not remove a child from their family unless there are protection concerns. Almost all children coming into Tikinagan care are under the authority and direction of their First Nation, not the court system. With Mamow Obiki-ahwahsoowin, a system developed by our First Nation communities, we are able to truly consult with each First Nation and work with each child's circle of care to respond to protection concerns. This is the advantage over the court system, as it means families have more flexible and culturally appropriate services.

We started out the 2019-2020 fiscal year with 482 children in care, and ended it with 494 children in care. This number has been on the decline in recent years, but this is the second time we've seen under

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የዋጋው 2019-2020 ስራው ለጥቅም ላይ የዋለው 482 ሺህ የሚጠጋው የጥቅም ላይ የዋለው 494 ሺህ የሚጠጋው የጥቅም ላይ የዋለው ለጥቅም ላይ የዋለው ለጥቅም ላይ የዋለው ለጥቅም ላይ የዋለው 500 ሺህ የሚጠጋው የጥቅም ላይ የዋለው 15 ሺህ የሚጠጋው ለጥቅም ላይ የዋለው

Effective July 1, 2019, legislation changed in regards to AOH and Live-In AOHs. These types of homes

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Statement of Child Welfare Fund

Operations 2019/2020

Operating Revenue	2019/20	2018/19
Child Welfare	\$ 56,254,050	\$ 52,286,125
Other	\$ 21,004,984	\$ 7,614,570
Total	\$ 77,259,034	\$ 59,900,695
Operating Expenses	2019/20	2018/19
Salaries & Benefits	\$ 34,316,224	\$ 24,835,955
Boarding & Client Services	\$ 33,544,418	\$ 33,787,216
Administration	\$ 13,352,684	\$ 5,512,428
Total	\$ 81,213,326	\$ 64,135,599
Fund Balances, beginning of year	\$ (4,234,904)	\$ (2,272,410)
Settlement of prior year deficits	\$ 2,053,348	\$ 2,272,410
(Deficit) or Surplus for the year	\$ (3,954,292)	\$ (4,234,904)
Fund Balance, end of year	\$ (6,135,848)	\$ (4,234,904)

*A summary from Schedule 1 – Statement of Revenue and Expenses – Child Welfare –
compiled by MNP LLP, Chartered Accountants*

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ሊጋላልቲ ስቴት ኦፊሴር ስቴት	2019/20	2018/19
ስቴት ሊጋላልቲ	\$ 56,254,050	\$ 52,286,125
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LLP ኦፊሴሪ	\$ 77,259,034	\$ 59,900,695

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በፋይናንስ & ልማት ስቴት	\$ 34,316,224	\$ 24,835,955
ከህግ ስቴት & ስቴት	\$ 33,544,418	\$ 33,787,216
ከሆስፒታል ኦፊሴር ሊጋላልቲ	\$ 13,352,684	\$ 5,512,428
LLP ኦፊሴሪ	\$ 81,213,326	\$ 64,135,599
ኦፊሴሪ ስቴት ሊጋላልቲ ስቴት	\$ (4,234,904)	\$ (2,272,410)
ከሆስፒታል ኦፊሴር ስቴት ስቴት	\$ 2,053,348	\$ 2,272,410
ከሆስፒታል ኦፊሴር ስቴት	\$ (3,954,292)	\$ (4,234,904)
LLP ስቴት ስቴት ስቴት	\$ (6,135,848)	\$ (4,234,904)

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Pictured top left: HR staff participate in the Big Trout Career Fair in April 2019.

Pictured top right: Sledding day in Webequie with our Prevention Team.

Pictured bottom: Lac Seul Staff take to the lake for a team-building exercise.

לראשונה הוגשו למשרד המשפטים: תביעות
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More than 100 staff gathered for a Supervisors Meeting in February 2020. Pictured top left: Thelma Morris, Executive Director. Top right: Rachel Tinney, Associate Executive Director. Bottom left: Rosemary McKay, Mamow Special Projects Coordinator.

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Tikinagan Child and Family Services would like to recognize employees who have reached their 10th, 15th, 20th and 30th anniversary of employment with the agency in the 2019-2020 fiscal year. Our thanks and congratulations go to the following employees for their many years of dedicated service to the families and children of this region.

10 years

Ruth Beardy
Kayla Beck
Lee-Anne Besselt
Armand Binguis
Heather Gillespie
Amanda Tait
Sandra Gray
Caroline Lafleur
Phyllis Marie McKay
Beatrice Kakepetum
Sarah Morin
Nancy Sakchekapo
Amanda Trenchard
Aaron Kakegumick
Rodney Rae
Christina Zatorsky
Floyd Chisel

Michelle Lobreau
Angela Williams
Amy Hardy
Jesilyn Daniels
Steven Somers

15 Years

Annie Anishinabie
Teresa Angeconeb
Roy Beardy
Rachel Tinney
Ellen Meekis
Robert Meawasige
Emily Van Voris
Wendy Baumbach
Dawn Gardhouse
Nora Chisel

Marion Kanny
Edna Quequish

20 Years

Anne Morgan
Randy Fukushima
Christine Stever
William J. Davis
Frances Grieg
Harry Suganaqueb
Deanna Mitchell

30 Years

Caroline Derouin
Marie Hudson

Leaving their mark since 1990

Read the stories at tikinagan.org/news

When Marie Hudson started her career with Tikanagan Child & Family Services as an optimistic, unwittingly the 35-year-old in September 1990 thought she was accepting a temporary reception position.

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Now, 30 years later, wise and experienced, she's still in the same chair.

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“When I applied, it was to cover the person who was on maternity leave,” explains Hudson, a Bearskin Lake First Nation band member. “I was supposed to be there for a couple of weeks until they found someone permanent. I never heard back from anyone after that. I suppose that was my hiring day when I arrived here.”

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◀σρΩβΩ\ βΩΩδLβδ◀.- | Staff Recognition

Based out of the Sioux Lookout office, Hudson recalls her first week as a “hectic time” by learning on the go after a 15-minute orientation. Not only was she overwhelmed by the number of calls, but the size of the phone and the number of buttons were daunting. Back then, she recalls handling as many as 400 calls in one day.

But Hudson did more than answer and redirect calls. She tells of her experience as a Case Aide Worker, traveling to several of Tikanagan's First Nation communities.

"I got to travel by vans, cars, and airplanes to pickup parents and children to where they needed to go," Hudson explains.

Hudson has also kept busy as a Foster Parent, supporting teenagers in difficult times and sharing many positive memories.

"I liked looking after teenagers, some even wanted me to adopt them. It was busy doing this, it's like you have extra children to take care of. It was never boring. It was fun and hard at times."

Thirty years ago, Caroline Derouin moved from Weagamow Lake First Nation to Sioux Lookout to support her children's education with the hopes of finding a career where she could work with children.

“I really enjoy working with children, and that’s where I was most of my career,” reflects Derouin. “To be able to make a difference for a child — by something you said, something you did, you encouraged them.

“That was the main reason I joined Tikinagan, because I wanted to help kids and be around kids. They’re so full of life and kids are so precious, each one of them.”

Starting her career with Tikinagan as a File Clerk at the age of 31, Derouin was encouraged to take on different roles in the agency, including as a Child Care Worker.

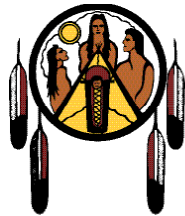
Derouin's advice to new Tikinagan employees is to be mindful of the main goal, which is working with children.

Derouin concludes: “I hope that Tikinagan continues to grow, and provide its services to our clients and our children. And as for myself, I am going to stay until they kick me out!” 🍷👤

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Tikinagan

Child & Family Services



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