

ᑎᑦᓇᓇ ᐃᐃᓂᓂ ᑦᓇ ᑎᑦᑦᑦᑦᑦ ᐱᑦᑦᑦᑦ

Tikinagan

Child & Family Services

ANNUAL REPORT

ᑕᑦᐃᑦᑦᑦ ᑎᑦᑦᑦᑦᑦ

2017-2018



MAMOW OBIKI-AHWAHSOOWIN
everyone working together to raise our children

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

σϞϞ **Γ9.-**
ΡαΔ· ϞϞ9Δ·α

Γ9.- ΡαΔ· ϞϞ9Δ·α βΔΡ· ΔσβϞϞϞ· βΔΡ· Δ·Ρ·ΔϞϞ· ΡΡ ΓσΛΛΡϞΔ· ΡσβσϞα Γα ΡΝΥΡ9Δ·α.

ΔΥ· σϞααΔ·σΔΔ·σα ϞΔαΥ· ΡΔ·ϞσΡΛϞ· ΔσβσϞΛ9·, σΔ·ϞσΡΓΥ·Δ· Γα β4 Γ"ΔΛ ΥϞ Ϟβ·ΡϞϞ· βϞ ϞϞ <ΥϞβ·ΡϞ ϞϞ9Δ·α. σΛΓ ΔσβϞΓα ϞΔΔϞϞϞ· ΥϞβ· ΥΡϞβ· βΡα ΡΝΥΡ9Δ·σα ΡΓσϞΛβΡϞ Γα ΡϞϞΛΡ·ΔϞ· βΓσ·σΔΔ·, ΡΛΥβΔ·ΡϞΔ· Γα ΡΡΡσϞΓΡϞΔ· ΔΔ·Ϟ·.

ΔΥ· Ϟ· βΛΛσβϞϞ· βΡΡσϞϞ· σϞσΡΔ·σα ΔΛ ΔΔ·Ϟ· Γα ΡΝΥΡ9Δ· ΛϞΡ9Δ·σ·, σααΔϞ Γα βΛΓ ΡΡσϞΛΔϞ·, βσβΡϞΥ·ϞϞΛβΡϞ Γα βΡΡσϞϞ· βΡα ϞϞ9Δ·α.

ΞΔΞΥ ϞΞΥ
βΔΡβ·σϞ· ΔΛϞΛ9Δ·

BOARD OF DIRECTORS
@ March 31, 2018

Lorraine Crane, Chairperson
Sonny Gagnon, Co-Chair
Russell Kakepetum, Secretary-Treasurer
Jim Bottle, Board Member
Archie Meekis, Board Member
Stena Turtle, Board Member
Chris Lawson, Board Member
Chris Kakegamic, Board Member

ΔϞΛϞΛ9·
@ ΓΡΔ·ΛϞ 31, 2018

ΞΔΞΥ ϞΞΥ, βΔΡβ·σϞ·
Ϟσ βϞ, βΔσ9 ΔΡβ·σϞ·
ΞΔϞ βΡΛϞ, ΔΛΡα"Δ9Ϟ· ΔβαΔ·σϞ·
ΡϞ Ϟ·Ϟ, ΔϞΛϞΛ9
ΔΞΡ ΓΡΥ ΔϞΛϞΛ9
ΥΡα Ϟ·Ϟ, ΔϞΛϞΛ9
ΡΞΔΥ ΞΔ·Ϟ, ΔϞΛϞΛ9
ΡΞΔΥ βΡβΓ·, ΔϞΛϞΛ9

ELDERS COUNCIL

Elsie Fox
Emily Gregg
Moses Mawakeesick
Georgina Neshinapaise

ΡΡϞ"ΔΔ· ΔϞΛϞΛ9·

ΥΞΡ Ϟ·
ΥΛσ ϞΞΥ
ϞϞ ΛΔ·ΡϞ·
ϞΡα ΔσϞαΥ

YOUTH COUNCIL

Reina Foster
Chrednick Raul Kakekagumick

ΔΥβΡΔ· ΔϞΛϞΛ9·

ΞΔα Ϟ·ϞΞ
ΡΞΥ'σ· ΞΔ· βΡββΓ·

CONTENTS

MESSAGE FROM THE BOARD CHAIRPERSON	4
MESSAGE FROM THE EXECUTIVE DIRECTOR.....	8
SERVICE HIGHLIGHTS	12
TIKINAGAN IS YOUR AGENCY	18
FINANCIAL OVERVIEW	22
STAFF RECOGNITION.....	23

ბლქ"ΔბUρ▷L

ከጋራው ጋር ለሚገኙት ሰባት ሰዎች ስለሚገኝ ጥያቄው4
 ከጋራው ጋር ለሚገኙት ሰባት ሰዎች ስለሚገኝ ጥያቄው 8
 ለሰባት ሰዎች ስለሚገኝ ጥያቄው12
 በሰባት ሰዎች ስለሚገኝ ጥያቄው18
 ለሰባት ሰዎች ስለሚገኝ ጥያቄው 22
 ለሰባት ሰዎች ስለሚገኝ ጥያቄው23

$$\begin{aligned} b \triangleright \cap b \cdot \sigma^u b \backslash \quad & \triangleleft \wedge \sqsubset L \eta \Delta \cdot \circ \\ \triangleright \cap < \sqcup \Delta \cdot \circ \end{aligned}$$

We present this report to talk about this past year, but more importantly we are here to connect with our communities. We want to communicate not just the challenges we face, but the positive outcomes we see in child and family services. We also have a focus on the future - our hopes for the years to come as it relates to increased prevention services, helping families and Mamow Obiki-ahwahsoowin.

[illegible]

Δ9.σ4.1. ΛΡΓΔ.α β<ΡΠα.Γ- Γ4"Π ΡΠ<ΡΓΔ.σ4., ΔΡΛΔ."Γβ.σ, Γα βΔΡ4Ρ ΔΡΓΡΓα
 Γα βΡ ΔσβΓΔ.- ΔΓα.1 βΛ Δ"Π4.1. ΔΛ ΠΡαβ Δ4.Γ5 Γα ΠΥΠΡΓΔ.1 ΛΓΡΓΔ.σ, Γ4"Π
 σΠ<ΡΓΔ.σ4 <Π <βαU. βΔ.1 Ρ4<ΡΓ4.1 ΔΡΓΡΓα αΓ Γα βΡ βΥΡΡβΥΡ βΔσβΥΡ, Δ"Δ
 βΔΡ Δ4.1.1 Δ4.Γ5. Γα ΠΥΠΡΓΔ.α ΔΔσβα4.1.

Board members pictured left to right: Stena Turtle, Russell Kakepetum, Chris Kakegamic, Sonny Gagnon, Lorraine Crane, Jim Bottle and Archie Meekis. Missing from photo: Chris Lawson.

[illegible]

Before I expand on my thoughts about prevention and Mamow, I want to share that our Board welcomed a new Elder to the Elders Council this past year. Moses Mawakeesick now joins Emily Gregg, Elsie Fox and Georgina Neshinapaise on the Council. We also welcomed two young adults to our Youth Council, Reina Foster from Lac Seul First Nation and Chrednick Kakekagumick from Sandy Lake First Nation. We look forward to working with Moses, Reina and Chrednick as they offer new voices and perspectives here at the Board level.

Tikinagan's Board of Directors, and the management team, frequently discuss how we can provide more for families and do more in the circle of care in which we are part of. We want to ensure there are more resources, more prevention services, and more healthy and whole families in the communities we serve.

This past year, we received notice that the federal government was ordered to pay “actual costs” for prevention, intake/investigation, legal fees and building repairs. Additionally, there was retroactive funding dating back to January 2016 for these areas. This was exciting news for Tikinagan and our communities. With this enhanced funding, there is a lot of opportunity there to start filling in gaps in community-based services and ensuring parents have the resources they need to raise happy and healthy children.

I would like to see everyone coming together, in each community, to integrate and collaborate. We need to break down the “silos” that have been established because of the varying federal and provincial funding programs. Tikinagan is committed to partnering and working together with local and regional programs and services. That’s Mamow after all.

47C5 7J <P0aLj 7A. 0<PCLj 7Cqj bP
 A4"Pa, 5d- 7A. L7 b7P 7CLj 7A. 7P
 0<PCLj 7Cqj. 7A. 7C7PCLj b7A-
 7C 7A-7A bA 7A7PbLj, 7A. 5 b7CLj
 7A 7A 7A7A 7A7A 7A 07P7A7A 7A7A7A-
 7A 7A7A7A - 7A7A7A7A7A 7A 7A
 7A7A 7A7A. L7- b7P 7A7A7A 7A7A7A7A-
 7A7A7A7A, b7A7A7A7A 07P7A7A7A 7A 7A
 7A7A7A7A7A.

[illegible][illegible][illegible][illegible]

Continued on next page

$$\rho\gamma\gamma^- \rightarrow \rho\gamma\gamma \rightarrow \rho\rho\sigma b\sigma^1$$

Every community has the same challenges, but also every community is different- so I think it's very important that each community starts looking at what resources they have and what they need more of. I know Tikinagan is not alone in seeing the vision of healthier, happier communities where young families can flourish and children are raised to be educated and healthy adults. Tikinagan and many community resources share in this vision, where there are more positive outcomes and more stories of children succeeding than there are of children suffering. I trust our Executive Director, Thelma Morris, and her team of experienced, caring and forward-thinking staff to continue taking steps to see this vision as a reality.

Thank you to the First Nations' leadership and all of the staff working in the communities, whether for Tikanagan or for another organization, who came together to be there for our children this past year. In the spirit of Mamow Obiki-ahwahsoowin, we are all working together to raise our children and fighting for a better future.

[illegible][illegible]



From top, clockwise: Tikinagan staff at the 15+ year employee recognition luncheon in 2018; Tikinagan Prevention Coordinators participated in a sewing machine training session in March 2018; Staff and foster parents participated in FASD training in 2017; Community members enjoy the Honouring our Children Day in the summer of 2017 in Poplar Hill First Nation.

ΔΰΛΓΐ Δΐ ΛΓ Λσΰ ΣΠ<"Δ: ΝΡαβΐ ΔσΡαβαΐ Δς 15+ ΓΐΔ"Ρ βΔσΡCLQΔΐ ΡααΔJAΐ Λδΰ"ΔβσΔΐ Γβΐ 2018; ΝΡαβΐ αCLQΔΐ Δΐ"ΔΓΐΔΐ βΔΐ σβσ βαΔ<ΔCJΔΐ ΡΔΐΓCΔΐ βΡ ΡΡσ"ΔLβσΔΐ βΛΓΛUΐ ς>σβΐ Γβΐ ΓΡΓΔΛΐΓC 2018; ΔσΡαβαΐ Γα ΔβαΔΐσLΔΐΐ ΡΔΐΓCΔΐ FASD ΡΡσ"ΔLQΔΐ Γβΐ 2017; CLQΔΐσΐ βΔΐ ΝΥΔCΔΐΔΐ ΔΡ ΓσΐCαΔΐ βΡUσLβσΔΐ ΡσςσΐαΔΐ ΡΓβ Γβΐ βΡ σΛΐ 2017 ΔL Δ<ΔΥΠβΐ Δΰδσβΐ.

6▷ρLΔ.- ▷∩<∩Δ.∩

an Indigenous Child and Youth Strategy and oversees the development and implementation of the Family Well-Being program, NAN Special Needs Strategy, First Nations jurisdiction over child welfare and other activities which are integral to the well-being of families in our communities. Working alongside NAN, Sioux Lookout First Nations Health Authority, other First Nation child welfare agencies and leadership from NAN communities, it is such a positive step forward - all of us coming together to help our families.

We need to keep building relationships and partnerships with all of the services and programs delivered to children and families, as this will help fill in gaps in services and really make sure our families are getting the services they need so they can raise healthy and happy children.

Moving Forward

We're gearing up to update our Strategic Plan, so that we can look ahead to the next five years. The visions we identified in the previous plan continue to guide us and we can see areas where we continue to focus, such as training on Mamow Obiki-ahwahsoowin and working to continue to promote it within the communities and to the general public. There are many other areas in our strategic plan that we've seen progress in and a few areas where we need to re-evaluate and strengthen for our next plan. Planning is underway for developing the 2020-2024 strategic plan which will involve our Board, our staff, First Nation leadership, local and regional resources, Elders, parents and children and youth.

In closing, I want to thank everyone who has contributed to the work here at Tikinagan: our Board of Directors, Elders and youth council, the Chiefs and council members, our foster parents, the community members and the partners we work with. I also acknowledge our families, who may face hardships in their lives. We recognize their determination and courage to stand up and work every day to overcome challenges. Tikinagan continues to stand with them in helping build a positive future for their children. Mamow Obiki-ahwahsoowin... everyone working together to raise our children. Meegwetch.

[illegible][illegible]

σb) ∇σf Λfσ^ubσΔ·\

[illegible]

ፕሴ. ፕላፕሆፓኝን ማሰርገጧል፡፡ ማዳወሊኝ ህዋዳ ላልኑኝ ህዋ
 <ሞሽሞሽሆላኝ- ገላጾሞሮሮላፍላኝ- ሞሞ፡ ማሰርገጧል-ሚ፡፡
 ሞሞኝ፡ ገዳ ምህሞሽሆል- ላሰርገጧል-ሚላኝ፡ ምሆሞ፡ ገዳ
 ምላፍሆላል-ሚላኝ፡ ህህዳሆ-ሚላኝ-ሚላኝ፡ ምሆሞ-ሚ ህላኝላኝ-
 ላሚሚሚላኝ፡ ገዳ ህላ ህላሆ ል-ሚሆሆሆሆ፡፡ ገዳፋ ፕላ ምሆ
 ገህላኝ-ሚላኝ ልሞ-ሚላኝ ሞሞሆሆሆሆሆ፡ ህሆላ ሚሆህሆላኝ-
 ላሚሆሆሆሆ፡ ምላሰሞሆሆሆሆ-ሚላኝ- ሚላኝ፡፡ ምላኝ፡፡ ምላኝ ገዳ
 ፕሴ ፕሆሞ-ሚላኝ- ሞሞ. ል-ሞላሰሞሆሆሆ- ገዳ ገላጾሞሽሆሆሆ-
 ምሆሆ ህህሞ. <ሞሞሆሆሆ- ህላ ሚሆህሆሆሆሆሆ- ሞሞ፡ ላሰሞ
 ሞሆ ለገ ል-ሞላሰሞሆሆ- ሞ ህላኝ ምላሞሆሆሆሆ- ምሆሆሆሆሆሆ.
 ሆሆ ምላሞሆሆሆሆሆሆ...ህሆሆ ፕላ-ሚሆሆሆሆሆ ምላሞሆሆሆሆሆ
 ሞሆሆሆሆሆ. ገሞ፡፡

$\Delta \cdot \Gamma'' \Delta \nabla \cdot \Delta \cdot \Omega$
 $b\rho \quad \trianglelefteq \omega b U \rho$



Our Tikinagan employees are a part of each community, with family ties and community values. At our core, we provide child protection services with true Anishinabe values. Child protection requires workers to be compassionate, understanding and culturally-aware. This approach keeps a strong focus on the child's safety and well-being.

The Creator entrusted First Nations with the sacred responsibility of protecting our children. With that in mind, there are times that children need to be brought to a place of safety. We work within the Mamow Obiki-ahwahsoowin Service Model to sign care agreements with the families and First Nations if the children need to come into care.

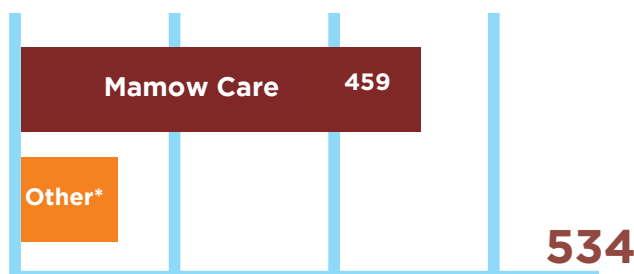
[illegible][illegible]
$$\rho\gamma\gamma^- \rightarrow \rho\sigma b\sigma'$$

With Mamow agreements, we can work in our traditional ways to help families during difficult times and ensure that if a child has to leave home due to protection issues they stay close to home, stay connected to their family and community and are reunified as soon as possible.

The 2017-18 fiscal year, began with 600 children in care and ended with 534 children in care. This number had been on the decline in recent years, and now not only are we below our five-year average (572), but we are at the lowest number of children in care since 2008 – 10 years ago. The fact that the number of children in care has dropped, even though we had a high number of referrals, shows that Mamow is working. Working with families, extended families, community resources, and First Nation leadership we are able to support families so that we can return children or prevent them from coming into care in the first place.

Of the 534 children in Tikinagan care, 459 are in Mamow care (86%) under the direction and authority of First Nations. There are 37 children/youth in court ordered care (8%), most of whom are Crown Wards who were transferred to Tikinagan from other agencies. The rest are in care voluntarily with the approval of the parents and/or youth 16 and over. That means almost all children are coming into Tikinagan care under the authority and direction of the First Nation, not the court system.

Continued on next page



This last year, there were **459** children under Mamow Care, out of **534**

Children in Care, which is **86%**

* Other types of care include continued care youth services and renewed youth support.

[illegible][illegible]

* $dC\rho \lesssim V \langle b \rangle \langle \Gamma^{\mu} \Delta \nabla \cdot \Delta \cdot q \rangle \wedge \Gamma^{\mu} b \langle \Delta \cdot p \rangle \triangleright^{\mu} b \Pi \rho \Delta \cdot$

Δ·P'Δ∇·Δ·σ· Γα βρ Δ^υρΓβU· Δ^υβΓρΔ· Δ^ρυβΓρΔ·

ፕሮፌሰሩም ልዩ ልዩ ለጊዜ ለሆነ ጥያቄ ለሚገባው ልዩ ልዩ ምክር ቤቱ ማቅረብ አይቻልም፡፡ ምክር ቤቱ ለሚገኝበት ጊዜ ለሚገባው ጥያቄ ማቅረብ አይቻልም፡፡ ምክር ቤቱ ለሚገኝበት ጊዜ ለሚገባው ጥያቄ ማቅረብ አይቻልም፡፡

[illegible]
$$p\gamma \rightarrow \pi^0 \Delta^+ \rightarrow \rho^0 \rho^+ \sigma b \sigma^+$$

Mamow Obiki-ahwahsoowin

Everyone Working Together to Raise our Children

Mamow Obiki-ahwahsoowin care is the preferred method of bringing children into care.

When a child cannot be protected within their own family, the First Nation can declare the child to be in need of protection and in the agency's care through a First Nation Mamow Obiki-ahwahsoowin Care Declaration. As a result, the child is placed in Tikinagan care under the authority of the First Nation rather than under provincial Court authority.

LL° ▷ΛΡ"Δ.ΔΓΔ.Δ <ΓσθΔ.Δ ΔΓ"Δ∇.
∇σθβγΔΓ' ΔΛΔ βΛγθρσΔ.- ΔΔ.γζ'.

[illegible]

Consultation with the First Nations is a key element to our Mamow Service Model, and Tikinagan workers are required to involve and provide updates on decisions that affect the families we work with, including whether a child should come into care. We respect and value the First Nations' guidance, as we seek their input for the families' Service Plans, Children's Plan of Cares and placements for children in care.

This past year, there has been a lot of proactive work initiated or completed to address the complex needs of youth in Tikinagan's care. We work with the leadership and other community resources to identify gaps in service delivery and the need for resources. One of these gaps is prevention services, which we were previously not funded adequately for but with the announcement from the Canadian Human Rights Tribunal this past year, we now are excited to have access to enhanced funding. We now have the ability to start providing more prevention services as well as working with all community services and partners to reduce gaps and work together. This new focus on prevention will promote family well-being and the prevention of children coming into care.

Another complex need for youth who come into care is the need for specialized services, and addictions and mental health counselling. We've been looking at how we can move towards establishing specialized services in the communities as well as what we can do to ensure youth feel supported close to home. While we aren't mandated to provide addictions or mental health counselling, our staff work closely with youth and work hard to obtain these services. It's important to remember that Tikinagan and

[illegible][illegible][illegible][illegible]

Continued on next page

 $\rho\gamma\pi^0 \rightarrow \rho\rho\sigma b\sigma'$

7,272

**Number of Referrals
(5,968 five-year avg)**

864

Child Protection Investigations completed (763 five-year avg)

843

**Open Family Files at end of year
(833 five-year avg)**

7,272

- ՀԻՅ ԵՐ ՀՐԾԵԱԾ՝
ԲԶԶԲՐ՝ՎԵՎԸ-
(5.968 ժՀԶՎՐ ՄԴ ԼԼՎԻՐԵՍԻ՝)

864

- 44.55Δ. 66.7-199Δ. 66.7CΔ.
 66.799Δ- 66 66.76U (763
 66.76U 66.7 66.76U)

843

- ከሊገ ክፍልጋርዳ- በሃንባል፡፩
ክፍል ያሉት ሐ"פ (833 መሬተ
ጥገ ሲፈጠሩ)

the First Nation leadership do not remove a child from their family unless there are protection concerns. This means if a child is struggling with issues, there are other community resources in place to help them and support their family. It's only when parents are struggling and there are concerns for a child's safety and well-being that we are contacted and work within our Mamow service model.

Tikinagan also has been working with adult services to support those youth with developmental disabilities that require special care past the age of 18 years old. In 2017, we had eight clients transfer to adult services and in 2018 we have had another four enter their system. Tikinagan has been working towards identifying youth at the ages of 14-15 years of age, and then develop plans to transfer their supports at the age of 18 years. We continue to support those who are deemed eligible past their 18th birthday, until the transition to adult services is complete.

Intake and Family Services

We have integrated Intake into our service teams, so Service Managers have their own Intake Unit to work alongside Family Services and Child Care in the communities they are responsible for. This team approach is closely tied to the Mamow Obiki-wahsoowin service model.

This year, our intake team received 7,272 referrals, which include general inquiries about our services and child protection concerns. This is a significant increase over the previous years' referrals, which is partly reflective of our service area expanding as we offer services to our First Nations' families who live in urban areas as well as increased requests from other agencies.

Continued on next page

[illegible][illegible][illegible][illegible]
$$\rho\gamma\gamma^- \rightarrow \rho\omega\Delta^+ \rightarrow \rho\rho\sigma b\sigma^+$$

534

Children in Care at end of year (572 five-year avg)

86%

Children placed in Mamow care

315

Number of Foster Homes

534

፡ ላላታራ፣ ከፍጥረትና ሕይወት ሕይወት
የሕይወት ላላ (572 ሕይወት ሕይወት
ሕይወት)

86%

• 44.75% երբ \leq 90 անգամ - 1 րժ
 90 անգամ - 1.5 րժ
 1.5 րժ - 2 րժ
 2 րժ - 3 րժ
 3 րժ - 4 րժ
 4 րժ - 5 րժ
 5 րժ - 6 րժ
 6 րժ - 7 րժ
 7 րժ - 8 րժ
 8 րժ - 9 րժ
 9 րժ - 10 րժ
 10 րժ - 11 րժ
 11 րժ - 12 րժ
 12 րժ - 13 րժ
 13 րժ - 14 րժ
 14 րժ - 15 րժ
 15 րժ - 16 րժ
 16 րժ - 17 րժ
 17 րժ - 18 րժ
 18 րժ - 19 րժ
 19 րժ - 20 րժ
 20 րժ - 21 րժ
 21 րժ - 22 րժ
 22 րժ - 23 րժ
 23 րժ - 24 րժ
 24 րժ - 25 րժ
 25 րժ - 26 րժ
 26 րժ - 27 րժ
 27 րժ - 28 րժ
 28 րժ - 29 րժ
 29 րժ - 30 րժ
 30 րժ - 31 րժ
 31 րժ - 32 րժ
 32 րժ - 33 րժ
 33 րժ - 34 րժ
 34 րժ - 35 րժ
 35 րժ - 36 րժ
 36 րժ - 37 րժ
 37 րժ - 38 րժ
 38 րժ - 39 րժ
 39 րժ - 40 րժ
 40 րժ - 41 րժ
 41 րժ - 42 րժ
 42 րժ - 43 րժ
 43 րժ - 44 րժ
 44 րժ - 45 րժ
 45 րժ - 46 րժ
 46 րժ - 47 րժ
 47 րժ - 48 րժ
 48 րժ - 49 րժ
 49 րժ - 50 րժ
 50 րժ - 51 րժ
 51 րժ - 52 րժ
 52 րժ - 53 րժ
 53 րժ - 54 րժ
 54 րժ - 55 րժ
 55 րժ - 56 րժ
 56 րժ - 57 րժ
 57 րժ - 58 րժ
 58 րժ - 59 րժ
 59 րժ - 60 րժ
 60 րժ - 61 րժ
 61 րժ - 62 րժ
 62 րժ - 63 րժ
 63 րժ - 64 րժ
 64 րժ - 65 րժ
 65 րժ - 66 րժ
 66 րժ - 67 րժ
 67 րժ - 68 րժ
 68 րժ - 69 րժ
 69 րժ - 70 րժ
 70 րժ - 71 րժ
 71 րժ - 72 րժ
 72 րժ - 73 րժ
 73 րժ - 74 րժ
 74 րժ - 75 րժ
 75 րժ - 76 րժ
 76 րժ - 77 րժ
 77 րժ - 78 րժ
 78 րժ - 79 րժ
 79 րժ - 80 րժ
 80 րժ - 81 րժ
 81 րժ - 82 րժ
 82 րժ - 83 րժ
 83 րժ - 84 րժ
 84 րժ - 85 րժ
 85 րժ - 86 րժ
 86 րժ - 87 րժ
 87 րժ - 88 րժ
 88 րժ - 89 րժ
 89 րժ - 90 րժ
 90 րժ - 91 րժ
 91 րժ - 92 րժ
 92 րժ - 93 րժ
 93 րժ - 94 րժ
 94 րժ - 95 րժ
 95 րժ - 96 րժ
 96 րժ - 97 րժ
 97 րժ - 98 րժ
 98 րժ - 99 րժ
 99 րժ - 100 րժ
 100 րժ - 101 րժ
 101 րժ - 102 րժ
 102 րժ - 103 րժ
 103 րժ - 104 րժ
 104 րժ - 105 րժ
 105 րժ - 106 րժ
 106 րժ - 107 րժ
 107 րժ - 108 րժ
 108 րժ - 109 րժ
 109 րժ - 110 րժ
 110 րժ - 111 րժ
 111 րժ - 112 րժ
 112 րժ - 113 րժ
 113 րժ - 114 րժ
 114 րժ - 115 րժ
 115 րժ - 116 րժ
 116 րժ - 117 րժ
 117 րժ - 118 րժ
 118 րժ - 119 րժ
 119 րժ - 120 րժ
 120 րժ - 121 րժ
 121 րժ - 122 րժ
 122 րժ - 123 րժ
 123 րժ - 124 րժ
 124 րժ - 125 րժ
 125 րժ - 126 րժ
 126 րժ - 127 րժ
 127 րժ - 128 րժ
 128 րժ - 129 րժ
 129 րժ - 130 րժ
 130 րժ - 131 րժ
 131 րժ - 132 րժ
 132 րժ - 133 րժ
 133 րժ - 134 րժ
 134 րժ - 135 րժ
 135 րժ - 136 րժ
 136 րժ - 137 րժ
 137 րժ - 138 րժ
 138 րժ - 139 րժ
 139 րժ - 140 րժ
 140 րժ - 141 րժ
 141 րժ - 142 րժ
 142 րժ - 143 րժ
 143 րժ - 144 րժ
 144 րժ - 145 րժ
 145 րժ - 146 րժ
 146 րժ - 147 րժ
 147 րժ - 148 րժ
 148 րժ - 149 րժ
 149 րժ - 150 րժ
 150 րժ - 151 րժ
 151 րժ - 152 րժ
 152 րժ - 153 րժ
 153 րժ - 154 րժ
 154 րժ - 155 րժ
 155 րժ - 156 րժ
 156 րժ - 157 րժ
 157 րժ - 158 րժ
 158 րժ - 159 րժ
 159 րժ - 160 րժ
 160 րժ - 161 րժ
 161 րժ - 162 րժ
 162 րժ - 163 րժ
 163 րժ - 164 րժ
 164 րժ - 165 րժ
 165 րժ - 166 րժ
 166 րժ - 167 րժ
 167 րժ - 168 րժ
 168 րժ - 169 րժ
 169 րժ - 170 րժ
 170 րժ - 171 րժ
 171 րժ - 172 րժ
 172 րժ - 173 րժ
 173 րժ - 174 րժ
 174 րժ - 175 րժ
 175 րժ - 176 րժ
 176 րժ - 177 րժ
 177 րժ - 178 րժ
 178 րժ - 179 րժ
 179 րժ - 180 րժ
 180 րժ - 181 րժ
 181 րժ - 182 րժ
 182 րժ - 183 րժ
 183 րժ - 184 րժ
 184 րժ - 185 րժ
 185 րժ - 186 րժ
 186 րժ - 187 րժ
 187 րժ - 188 րժ
 188 րժ - 189 րժ
 189 րժ - 190 րժ
 190 րժ - 191 րժ
 191 րժ - 192 րժ
 192 րժ - 193 րժ
 193 րժ - 194 րժ
 194 րժ - 195 րժ
 195 րժ - 196 րժ
 196 րժ - 197 րժ
 197 րժ - 198 րժ
 198 րժ - 199 րժ
 199 րժ - 200 րժ
 200 րժ - 201 րժ
 201 րժ - 202 րժ
 202 րժ - 203 րժ
 203 ր

315

בכפר בן נטף

There were 864 child protection investigations completed this year, with 849 open family files at the beginning of the year and 843 open family files at the end of the year. All of which is on-par with our five-year averages. This illustrates that the numbers of families requiring intervention and support remains constant. Increasing support to families is now possible because of new funding sources, so we hope to see a reduction in investigations and open family files in the future.

Residential Services

We maintain focus on recruitment of community-based and Aboriginal foster homes because Aboriginal children deserve an Aboriginal home. As of March 31, 2018, we had 315 foster homes. There is a need for more foster homes, especially in our First Nations, so we can keep children in their home community. Probably the most frequently-seen type of foster home is when we receive a call from someone who wants to take family (such as a niece or nephew) while the parents are struggling - a true customary care approach to fostering with Mamow.

Last year, we announced funding of \$5000 to each new foster home for the purpose of preparing the home for a foster child. We continue to offer this incentive, as well as training opportunities and a Residential Services Unit that supports our foster parents.

Training and Capacity Development

Staff training and capacity development continue to be a high priority for Tikinagan, which is why we created the role of Training Service Manager. This role provides a stronger support system as we grow our training unit. As we enhance training this enriches services to families and children.

All new employees at Tikinagan have a three-day orientation. The orientation provides more thorough overviews of Mamow Obiki-ahwahsoowin, our services, completing internal forms, and training in materials related to human resources and workplace safety.

[illegible][illegible]

፲፭ጋን፤ ከፆ ልሽዎች፣ ማዖ በርባገግ ስሜት ማረፊያው
\$5000 ልገ ከርባ ለሚከፈልኩት ማዖ ከሚከፈልኩት ጥቅምተኛነት
ዓፄ ከሚከፈልኩት ልሽዎች፣ ልገለጸ ማዖ ለፍ ለማረፊያ
፲፱. ማዖ ልሽዎች፣ ልገ ከሚከፈልኩት ማዖ ለማረፊያ
ልሽዎች፣ ከሚከፈልኩት ማዖ ከሚከፈልኩት ማዖ ለማረፊያ
ከሚከፈልኩት ማዖ ለማረፊያ፡፡

ԲԲԾ"ՎԼԳՃ.Ն ԴԶ ԱՂԴԳՃ.ԶՆ ԳՎԾՄԴԵՍՐՆ

[illegible][illegible][illegible]

Continued on next page

 $\rho \gamma \ell^- \rightarrow q \bar{q} \ell^+ \nu_\ell$

We provide a lot of job specific training. We offered two cycles of the Child Welfare Professional training for our child protection workers and had 23 employees complete that essential training. Some of the training workshops over the year were; Standard First Aid, ASIST & ASK, Train the Trainer, Assessing Parent Capacity, Foster Parent Fire Safety, Leadership Development, Aboriginal Suicide and Trauma, Critical Decision Making, Mental Health First Aid, Wilderness First Aid, Safety Assessment & Plan Forms, Microsoft Training, Healthy Pregnancy and Children, and Partners in Prevention. We held a total of 171 training sessions and 284 staff training days.

Our training unit is located in Sioux Lookout, where the majority of our training takes place, but we held 25 training sessions in First Nation communities and 47 sessions in urban communities, such as Dryden, Kenora and Thunder Bay. We were also successful in filling the role of Trainer, which means that we can do more in-house training and rely less on bringing in outside trainers to conduct essential training. The biggest benefit of having a training unit here at Tikinagan, rather than relying on outside sources, is that we can ensure our staff not only provide professional services and meet provincial standards of care for children and families but that our staff get a true understanding of Mamow and work with families in a way that is culturally appropriate.

The Mamow Way

Tikinagan is committed to Mamow Obiki-ahwahsoowin – everyone working together to raise our children. It is a system of protecting and caring for children and supporting families that has been designed and is delivered by First Nations people. Our services are rooted in the culture of our communities and reflect our traditional values, principles and practices. Mamow is not just service procedures, policies and forms, but it's the way we deliver our services, recruit and train our staff, and work with communities and individual families. In all corners of the agency and in all aspects of our work, we strive every day to live up to the true spirit of Mamow and the vision Chiefs set out for Tikinagan almost 35 years ago.

[illegible][illegible][illegible]

TIKINAGAN IS **YOUR** CHILD AND FAMILY SERVICE AGENCY

$\nabla \cdot \rho \mathbf{u} = 0$ $\rho \mathbf{C} \cdot \mathbf{J} = \rho \mathbf{u} \cdot \nabla \mathbf{u}$ $\nabla \cdot \mathbf{u} = 0$ $\nabla \cdot \mathbf{u} = 0$

MANAGED by our people. The management team is led by Thelma Morris from Kasabonika Lake First Nation. All five members of senior management are members of one of our First Nations and 70% of managers are from First Nations we serve.

STAFFED by our people – over 75% of our staff are First Nation members of one of the communities we serve and almost half live and work in one of our First Nation communities. When we recruit, we consider not just education and work experience, but experience raising families, working in their communities, connection to Indigenous culture and ability to speak the language.

COMMUNITY-BASED – we have offices in 27 of our 30 First Nations. We also have urban office settings, such as Sioux Lookout or Dryden, not just for administrative purposes but also to serve families from our communities living there.

FOLLOWING Mamow Obiki-ahwahsoowin “everyone working together to raise our children.” It is a system of protecting and caring for children and supporting families that has been designed and is delivered by First Nations people. Mamow Obiki-ahwahsoowin represents the culmination of more than 30 years of work to develop a culturally appropriate response to children and families who are in need of help. In developing Mamow Obiki-ahwahsoowin, we sought to be true to the original vision that the Chiefs and Elders had when Tikinagan was created. Mamow has been guiding Tikinagan for many years, but it evolves with continued direction from leadership, Elders and our First Nations.

Δ∇· LΔ·- b~b^up"Δ·σ- ∇▷CΛp"Δ- ΠVσLbα,
 bΛΔωPCLQΔ·- ▷CJqΔ·σΔ·-, ρρqCJΔ·-
 ΔωJσ· ΔσJαVΔ·ΠrΔ· Γα ρσC ΔσJαVJΔ·-.

ርኅዳዲት ኔታ ርኑህ ልዎልዱ- 27 ሊዊ"ልዳል.ቤገዳ
 ማርኩጉ ልፈ 30 ዎህደሙሙዳ. ርልት ኔሩ ርኑዎ
 ሊዊ"ልዳል.ቤገዳ, ኃኔ ልሙላኑ ሊዊ በጃሊቡ,
 ኔልሙደ ልፈ ሊዊ"ልዳል.ገገደል. ሊዊዳዲት
 ዐዳ ልፈርኅደላኝ ራደ ኔሩ በሃብዳዲት ልገረ
 ልብኔልልብኔሀዎ.

[illegible]

**Learn more about Tikinagan and Mamow
on our website, www.tikinagan.org**

የኒረ- ባዕን ልጃልርል፡ የቅርሪን በየዓኑ ገጽ ሊላ ይችላል
ልጁን ለፋለጎ፡ **WWW.TIKINAGAN.ORG**



From top left, clockwise: Rachel Tinney, Director of Services, donates at the Tlikinagan toy drive graciously held by Red Apple in Sioux Lookout this past December. Donations from shoppers and the store all went towards children in care and children travelling for medical care during the holidays; Community members at the 2017 fall feast in Fort Severn First Nation; Staff from Tlikinagan and Kenora Rainy River Districts Child and Family Services participated in one of two Child Welfare Pathway training series held this past year. Pictured is the group celebrating the receipt of their certificates following their 12-week training series.

ΔΥΛΓΥΐ ΔΡ ΛΡ ΛσΥ ΣΠΚ"Δ: ΞΥΨ Νσ, βσβσΥβΐ Δΐ"ΠΔΥΔΐ ΛΥΡΥΔΐ, Ρ<ΡΠσΥ ΔΛ ΝΡαβΐ βΡ ΛΔΐΥαΡΐ ΥΔΐβαΐ ΔΛ ΔΥΔΐβΓΔΐ ΔΐσαΔΐβΐ βΡ ΔΡ βαΔΐ<ΥΥΔΐ ΔΥΔΐ ΛΔΥΡΥβΔΐΛΥΔΐ. ΡΥΛΥΡΡΔΐ ΔΥΔΐβΓΐ ΔΥΔΐσΥΔΐσΔΐ Γα ΔΛ ΔΥΡΥ <ΡΠσΥβΥΔΐΔΐ ΔΔΐΥΐ ββαΔΥΔΐΔΥΔΐ Γα ΔΔΐΥΐ βΛαΥ ΔΔΥΔΐβΥΔΐΔΐ Υβΐ βΔσ ΛΔΥΡΥβΐ; ΥΥΔΐσΐ βΔΥ ΝΥΥΔΐΔΐ ΔΛ 2017 βΥβΐ βΡ ΛΔΥΔΐ Δΐ"Υ ΔΐΔσβΐ; ΔσΡαβαΐ ΝΡαβΐ Γα ΡΔΞΔ ΡΥΔΐσΥΛΐ βΔΥ ΝΥΥΔΐβΐ ΔΔΐΥ Γα ΝΥΥΡΥΔΐ ΛΥΡΥΔΐ ΡΔΐΥΔΐ ΔΛ σΥ ΔΔΐΥΥΔΐ ΛΥΡΥΔΐ βΔΥ ΛΓΔΐΥβΥ ΡΡΔ"ΔΛΥΔΐ ΡΥΥΡβΥ ΔΥΔΐ βΡ ΛΔΐΥΔΐ. ΔΥΥ ΔΥΔΐβΐ βΛΥΔΐΔΐ ΔΥ ΔαΔΥΔΐ βΡ ΓαβΔΔΐ ΔΥ<σΥΔΐ 12 ΛΥΔαβ βΡ ΡΡΔ"ΔΛΔΐβΔΔΐ.

Operations 2017/2018

Operating Expenses	2017/18	2016/17
Salaries & Benefits	\$ 20,782,039	\$ 18,241,429
Boarding & Client Services	\$ 31,089,964	\$ 30,438,891
Administration	\$ 4,436,915	\$ 4,456,515
Total	\$ 56,308,918	\$ 53,136,835
Fund Balances, beginning of year	\$ (1,226,909)	\$ (4,492,793)
(Deficit) or Surplus for the year	\$ (1,045,501)	\$ 3,265,884
Fund Balances, end of year	\$ (2,272,410)	\$ (1,226,909)

በኢትዮጵያ ፌዴራላዊ ዲሞክራሲያዊ ሪፐብሊክ ሕገ መንግሥት መሰረት የሕግ አፈፃፀም ሪፖርት 2017/2018

ለጋራ ገቢዎች	2017/18	2016/17
በፋብሪካው ልማት ልማት	\$ 20,782,039	\$ 18,241,429
የፋብሪካው ልማት ልማት	\$ 31,089,964	\$ 30,438,891
በፋብሪካው ልማት ልማት	\$ 4,436,915	\$ 4,456,515
ለፋብሪካው ልማት	\$ 56,308,918	\$ 53,136,835
የፋብሪካው ልማት ልማት	\$ (1,226,909)	\$ (4,492,793)
(በፋብሪካው ልማት ልማት)		
በፋብሪካው ልማት ልማት	\$ (1,045,501)	\$ 3,265,884
ለፋብሪካው ልማት ልማት	\$ (2,272,410)	\$ (1,226,909)

22 ANNUAL REPORT 2017-2018

Tikinagan Child and Family Services would like to recognize employees who have reached their 10th, 15th, 20th, 25th and 30th anniversary of employment with the agency in the 2017-2018 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

Jennifer Mendowegan
Carrie Brisket
Maybelline Fiddler
Nina McKoop
Hilda Moonias
Dorothy Kakepetum
Donna Gagnon
Lydia Bella Meekis

15 Years

Lori Labelle
Bernice Kakekaspan
Tanya Favot

25 Years

Clara Young

30 Years

Judy Angeconeb

[illegible]

10 Δ"ρ

ገላጸ፥ ገጋፍ፡ጌ
 ዓፈ፤ ለፈ፡ፆ።
 ገለፎ፤ ለ፣ፍ፤ፈ፥
 ሙ ሊ።
 "ፍ፤ ለ፡ፆ።
 ገፈ፤ ለ፡ፆ።
 ለ፡ፆ። ገፈ፤
 ፍ፤ ለ፡ፆ።

15 Δ"ρ

$$\begin{array}{l} \varepsilon \triangleright \triangleright \Delta \quad \triangleright \triangleleft V \varepsilon \\ \wedge \triangleright \sigma^u \quad b \rho b^u \triangleleft \triangleright \\ C \triangleright \triangleright \quad V \triangleleft \cdot \end{array}$$

25 Δ"ρ

רצונו

30 Δ"ρ

յո զորեօ՛



Assistant Director of Services Judy Angeconeb, pictured with her husband Ron, celebrated her 30 year anniversary at Tikinagan this past year and is our longest-serving employee.

47. בדסגורלבצי Δ·ר״מΔ· ΛΓרדΔ·
 50 דריבס׳, בΔ·CUJ· דΔ·רד·ב
 30 ד״ר דΔ·סרלר-
רררר דC ב ד״ר ד· ד· ד·
ד· ר· ד· ד· ד· ד· ד· ד· ד· ד·



Mamow Obiki-ahwahsoowin

Everyone Working Together to Raise our Children



Our Model

Tikinagan provides services using a service model called Mamow Obiki-ahwahsoowin, which means “everyone working together to raise our children.”

Everyone in the community, including parents, extended family, Elders, Chief and council, local service providers and Tikinagan, is responsible for protecting and caring for our children.

Key Aspects

- Protecting and caring for children is a community responsibility
- Culturally appropriate services based on traditional practices and values
- Services are designed and delivered by First Nations people
- Recognizes the inherent authority of First Nations over child welfare



Let's work together to keep children safe and raise them to be healthy, strong and happy.

www.tikinagan.org