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Tikinagan

Child & Family Services

ANNUAL REPORT 2018-2019



Mamow Obiki-ahwahsoowin
everyone working together to raise our children

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Lorraine Crane
Board Chairperson

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Sonny Gagnon, Co-Chair
Russell Kakepetum, Secretary-Treasurer
Jim Bottle, Board Member
Simon Winnepetonga, Board Member
Stena Turtle, Board Member
Chris Lawson, Board Member
Chris Kakegamic, Board Member

Elsie Fox
Emily Gregg
Moses Mawakeesick
Georgina Neshinapaise

Reina Foster
Chrednick Raul Kakekagumick

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Message from the Board Chairperson

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In my role as a leader in my community, I draw on my life experiences every day while I make important decisions to better the lives of families and children. Similarly, these personal experiences help me in my work with the Board of Directors, as we guide Tikinagan Child and Family Services. My own family and extended family, and many community members that I am close to, have had hardships and relied on Tikinagan to help them during difficult times. I think this is important to reflect on in this year's Annual Report. Tikinagan is not separate from our First Nations. It was created by and continues to be led by our First Nations people.

All of our board members are community-based and have been impacted by the same issues affecting the families and children we serve, because we are one and the same. Many of our managers and employees have all been through experiences connected to colonialism and the long-lasting impacts of residential schools, so we have compassion and empathy for those we serve. We are serving our own people and we cannot forget how unique Mamow Obiki-ahwahsoowin is. When we promote or talk about Mamow Obiki-ahwahsoowin and what makes Tikinagan unique, there aren't just hollow words. There is a deeper meaning to Mamow Obiki-ahwahsoowin.

We continue to grow and be responsive to the needs of our communities, and we also continue to stay true to our traditional values and work within Mamow Obiki-ahwahsoowin to keep children and families together. Sometimes we know children need protection and parents need help, and we see our employees working hard to keep children in the home and only removing them if necessary. It's incredibly promising to see the number of children in care decreasing every year here at Tikinagan and I feel that it demonstrates Mamow Obiki-ahwahsoowin is working. With the practice of Mamow Obiki-ahwahsoowin, we work tirelessly to

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Lorraine Crane
Board Chairperson

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keep children safe and at home. If they have to go to a place of safety, we work to keep them close to their family and close to their community through channels like customary care and community-based foster homes.

There were many positive changes this year, and at the forefront was the flow of resources coming through from the Canadian Human Rights Tribunal (CHRT) which resulted in many benefits for our communities, including increased funding for prevention services here at Tikinagan. We are already seeing a positive impact in our communities with this funding. We want to take the time to remind our community leaders and all of our families that they have access to many programs and funds separate from Tikinagan but which help our families be stronger and healthier. We also are grateful for Jordan's Principle. This funding has helped many of our children.

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Tikinagan Elders' Council



In closing, I have many people I want to thank from this past year. First, I want to thank the Board. They work very hard to keep Tikinagan true to the original vision set out by our leadership, while being adaptable to the changing world around us. I want to thank our Elders Council and Youth Council. We get a lot of guidance through their experience and wisdom. I want to thank our First Nation leaders and all of our community members for guiding Tikinagan. I also want to thank our dedicated foster parents, who help keep our children close to home and in their home communities. And of course I have to thank our dedicated management team and our Executive Director and Associate Executive Director for leading our employees who work hard every day. Meegwetch! 🍁

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Our agency continues to grow and expand in complexity of services. In order to better support our staff, we now have three Directors of Services; Judy Angeconeb, Amy Hardy and Bill Kuzemczak. These three Directors all have expertise in the services we provide and will help us be more responsive especially as we continue growing our prevention and early intervention services.

Being more proactive and involved in intervention has always been a part of our work at Tikinagan, but it wasn't until we received funding through the Canadian Human Rights Tribunal (CHRT) that we were able to get more movement forward in this area. We had never been fully funded for these services before 2016, when the CHRT ruled that funding for Indigenous child and family services was insufficient. It took two years, but we then received retroactive funding to cover deficits and get some reimbursements for actual costs for prevention, intake/investigations, legal fees and building repairs.

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Tikinagan Pilot Projects

When it comes to addressing gaps and duplication of services, we often refer to this as silo-busting. Similar to how grain is kept in separate large silos on a farm, there are often many of the same services provided to our communities through different pockets of funding. We are joined by others who feel that this often leads to miscommunication, gaps in services and public confusion as to how to access services and vital resources. Tikinagan and Sandy Lake First Nation have started a "silo busting" pilot project, which will be built on Sandy Lake's values, principles and standards and will streamline and eliminate silos created by government programming and funding structures. There is a strong emphasis on prevention services for families and children.

The goal of the pilot project is to develop both a Sandy Lake law on children, youth and families, and a comprehensive service delivery framework. Through this, there is a goal to develop a model for the people of Sandy Lake, and ideally one that can be used by other communities to assist them in breaking down their silos.

Another pilot project is the Kitchenuhmaykoosib Inninuwg (KI) Family Law project. Since Tikanagan was created in 1984, it's been a goal of our First Nations to have their own law on child and family services. Using provincial legislation was intended as an interim measure until First Nation laws were created.

In 2019, Tikinagan and KI re-initiated this pilot project that was originally envisioned back in 2007. We have been working steadily on this and KI's plan is to ratify the law in 2019. This means KI will be under the jurisdiction of KI legislation instead of the provincial Child, Youth and Family Services Act. The KI Family Law working group consists of Elders, leadership, parents, Tikinagan and other First Nation members.

Stay tuned for news in the upcoming year on the progress of these pilot projects by visiting www.tikinagan.org or following us on Facebook.

Even though we continue to face challenges in accessing this funding, we have moved forward with improving prevention services. We established a Prevention Unit to support our community-based prevention workers. This is very exciting and we continue to prioritize intervention and prevention services to help families care for their children.

Strategic planning is a common practice to set priorities for the years ahead at an organization, and Tikinagan is moving from our 2014-2019 plan onto the next five years. As we prepare for the 2020-2024 plan, Tikinagan has been returning to the communities, staff and leadership to ask for their input and their vision of Tikinagan in the next five years and onwards. This has involved many community-based strategic planning sessions, which began in October 2018 and continued into the spring of 2019. We held 32 focus groups in nine communities, plus had 121 surveys completed online.

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We consulted with hundreds of Elders, youth, Chiefs and Councillors, staff, foster parents and community members. The Plan is currently in draft form and has been brought to our 2019 Annual Chiefs Assembly for their review. We anticipate this Plan will be finalized and ready to release to the public on our website in January 2020.

A significant change internally at Tikinagan this past fiscal year was adjusting our salary grid for our employees. This change was important, as we were able to bring our salary closer to that of the provincial standard and address changes in inflation in recent years. Employee recruitment and retention is a challenge for many organizations in northern Ontario and this was a positive step forward for the organization.

Another significant topic this year is our partnerships. Tikinagan is just one of many community-led resources and we strongly believe in working with our community partners to provide services for our families and address gaps and duplications in services. We worked with many partners this year, such as Sioux Lookout First Nations Health Authority (SLFNHA) and Nishnawbe Aski Nation (NAN) in areas like prevention services. We co-hosted a two-day conference with SLFNHA and NAN for community representatives where we all presented our prevention program and services updates and worked together to create a vision of supported and happy families in our communities. This was also a good opportunity for attendees to get more information about accessing prevention funding through Indigenous Services Canada.

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. Meegwetch. 🇺🇸

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Our service model, Mamow Obiki-ahwahsoowin means “everyone working together to raise our children” and guides the work we do here at Tikanagan Child and Family Services. It’s a system of working hand-in-hand with communities to provide child protection services and help our families.

Services for Children in Care

Tikinagan is entrusted by our First Nation leadership to provide protection services to their most sacred population- children. We work hard with our communities to keep children in their homes, but sometimes a child needs to be brought to a place of safety. It is with our Mamow Obiki-ahwahsoowin model that we operate and we work with each family and their circle of care to help them during difficult times. With our Mamow agreements, we can work in our traditional way to respond to protection concerns. We want children to always stay connected to their family and community. If a child has to go to a place of safety, we prioritize placement with extended family in or as close to their home-community as possible, while we work towards reunification with their immediate family.

We started out the 2018-2019 fiscal year with 534 children in care, and ended it with 482 children in care. This number has been on the decline in recent years, but this is the first time we've seen under 500 children in care in the last 15 years, and this 15-year average is 571. We attribute this continuous decline to our increased prevention services and our work towards more in-home supports for families. There are minimum provincial standards in social services, but our workers take steps to go above and beyond. If a minimum is to visit with a family every 30 days, we often are in their home more frequently. We work alongside the parents to either keep their children at home, while addressing concerns, or working to return them as soon as possible once the concerns are addressed.

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services. We had 599 investigations into ongoing cases (648 five-year average). These numbers are lower than last year (728), yet we had more referrals. These numbers help us illustrate that families have ongoing needs for intervention and support services. The number of referrals increasing is also due to the new role of the Intersociety Liaison Unit (ISL Unit), which came from a directive from the Ministry of Children, Community and Social Services in October 2017 and was established soon after but developed more throughout 2018.

ISL Unit

The ISL is based out of Thunder Bay. It was created to better serve our families from our communities who live in Thunder Bay. It was also a response to the Ministry directive issued in 2017 which called for Tikinagan, the Children's Aid Society of Thunder Bay, and Dilico Anishinabek Family Care to each establish an Inter-Society Liaison to serve as a point of contact between the agencies. The directive reinforced Tikinagan's authority to open foster homes in Thunder Bay and provide prevention services for our families in the city.

In the 2018-2019 year, the ISL Unit received 1,674 requests of information and 219 referrals. They also sent 332 requests of information and 91 referrals. The ISL Unit held 646 Mamow case conferences over this last year. This is part of the work we're doing to reach our goal of ensuring our First Nations are properly consulted when it comes to their families receiving services while living in Thunder Bay.

Since established in 2017, Tikinagan has worked with 829 families in the city. With many of our families in and moving to Thunder Bay, we have grown the ISL Unit to be responsive to their needs. We currently have 22 employees based out of our Thunder Bay office in the ISL Unit.

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Training and Capacity Development

Tikinagan has an established and productive training unit that is dedicated to ensuring staff are supported and encouraged to grow within the agency, and understand Mamow Obiki-ahwahsoowin and how it impacts their day-to-day work. It also ensures our staff meet provincial standards for providing child protection services. All new employees are welcomed to Tikinagan with a three-day orientation and an employee handbook. Our orientation covers our service model, the history of Tikinagan, our internal forms, and areas related to introducing employees to their new job. This is just the beginning of their training though, as we offer training throughout the year and have mandatory and participatory sessions for our employees.

In the last fiscal year, we offered Child Welfare Professional (CWP) training for those staff who work, or wish to work, directly with children and families. Between February 2018 and May 2019, 45 employees completed this 16-week course. Other sessions and topics we trained on this past year included; FASD, non-violent crisis intervention, Mamow case management, sexual abuse investigations, mental health first aid, leadership development, compassionate care, Make the Connection/Kids have Stress Too, and many other topics for our staff and foster parents. We introduced new training topics like LGBTQ2S and traditional-based training such as an Elders gathering and Anishinaabe Cultural training.

We offered 149 training sessions this past year, with 367 staff training days. We recruited an internal Trainer last year and are expanding this by recruiting more trainers and building on capacity development.

On the topic of capacity development, we did some restructuring this year and are pleased to announce we have three Directors of Services now in place to be more responsive to the needs of our management and their staff. Tikinagan will continue to grow and restructure to meet the needs of our families as we, and our First Nation leaders, identify them. 🇺🇸

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Statement of Child Welfare Fund

Operations 2018/2019

Operating Revenue	2018/19	2017/18
Child Welfare	\$ 52,286,125	\$ 51,016,634
Other	\$ 7,614,570	\$ 4,122,387
Total	\$ 59,900,695	\$ 55,139,021
Operating Expenses	2018/19	2017/18
Salaries & Benefits	\$ 24,835,955	\$ 20,782,039
Boarding & Client Services	\$ 33,787,236	\$ 31,089,964
Administration	\$ 5,512,428	\$ 4,436,915
Total	\$ 64,135,619	\$ 56,308,918
Fund Balances, beginning of year	\$ (2,272,410)	\$ (1,226,909)
Settlement of prior year deficits	\$ 2,272,410	
(Deficit) or Surplus for the year	\$ (4,234,924)	\$ (1,045,501)
Fund Balances, end of year	\$ (4,234,924)	\$ (2,272,410)

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

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ስራዎች ለውጥ	\$ 7,614,570	\$ 4,122,387
ጠቅላላ ለውጥ	\$ 59,900,695	\$ 55,139,021

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በጋራ ገቢዎች & ልዩ ገቢዎች	\$ 33,787,236	\$ 31,089,964
በጋራ ገቢዎች በጋራ ገቢዎች	\$ 5,512,428	\$ 4,436,915
ጋራ ገቢዎች	\$ 64,135,619	\$ 56,308,918
በጋራ ገቢዎች, በጋራ ገቢዎች ጋራ	\$ (2,272,410)	\$ (1,226,909)
በጋራ ገቢዎች ጋራ ገቢዎች		
በጋራ ገቢዎች ጋራ ገቢዎች	\$ 2,272,410	
(በጋራ ገቢዎች ጋራ ገቢዎች)		
በጋራ ገቢዎች ጋራ ገቢዎች	\$ (4,234,924)	\$ (1,045,501)
ጋራ ገቢዎች ጋራ ገቢዎች	\$ (4,234,924)	\$ (2,272,410)

[illegible]

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 2018-2019 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

Curtis Zoccol
Florette Turpin
Katherine Machimity
Ella Barkman
Jennifer Sapay
Jennifer Tinney
Evelyn Quequish
Stanley R Bois

15 Years

Lillianna Barkman
Fred Sky
Nora Vincent
Marcella Fiddler
Jim Cook

20 Years

Karla Stanley
Roseanne McKay

30 Years

Diane Hoey

[illegible]

10 Δ"ρ

$\rho \geq \eta^u$ $\rho \leq \Delta$
 $\Lambda \leq \rho \geq \eta^u$ $\eta \geq \Lambda$
 $\eta^u \geq \eta$ $L \cap \Gamma \cap$
 $\nabla \leq \Delta$ $\Delta \geq \eta^u$
 $\eta \geq \Lambda$ $\eta \vee$
 $\eta \geq \Lambda$ $\eta \sigma$
 $\nabla \Lambda \leq \Delta$ $\rho \cdot \rho \cdot u$
 $u \cap \Delta \leq \nabla$ \geq $\Delta \cdot u$

15 $\triangle''\rho$

[illegible]

20 $\Delta''\rho$

$b \geq \Delta$ $u \leq \Delta$
 $\geq \Delta$ $L9$

30 $\triangle''\rho$

CLJ "▷Δ.

Congratulations and thank you to Diane Hoey, our second employee to celebrate 30 years here at Tikinagan!

[illegible]

Mamow Obiki-ahwahsoowin

Everyone Working Together
to Raise Our Children

See this Annual Report,
and our previous years' reports,
online at:

www.tikinagan.org



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Tikinagan
Child & Family Services

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