

Wikimanej Kikmanaq

Calling Our Families Together



2017 MI'KMAW FAMILY & CHILDREN'S SERVICES OF NOVA SCOTIA ANNUAL REPORT



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Back Cover - MacNeil Architectural Rendition of the New MFCSNS Building.	



Our Vision

First Nations communities where children are safe, proud of their First Nations culture, families are strong and communities are strengthened and supported



Our Mission

Leading with excellence and working in partnership to:

- Prevent situations that lead to child abuse and neglect by embracing, strengthening and supporting families, and communities; Protect children and youth from abuse, and neglect;
- Provide safe and nurturing care for children and youth in a manner that is culturally appropriate and reflecting the history and traditions of First Nations people;
- Advocate meeting the needs of children, youth, families, and communities.



Our Values

We believe in:

- Placing the needs of children and youth first;
- The seven sacred teachings – courage, humility, honesty, love, respect, truth and wisdom;
- First Nations peoples, as the original peoples of this country and as self-determining peoples, have Treaty, constitutional and human rights that must be recognized and respected;
- There must be a more equitable and inclusive society created by closing the gaps in social, health, and economic outcomes that exist between First Nations and non-First Nations Canadians;
- The perspectives and understandings of Aboriginal Elders as Traditional Knowledge Keepers of the ethics, concepts, and practices of developing healthy children, youth and families is vital to stronger families and communities;
- Supporting Aboriginal peoples' cultural revitalization and integrating Indigenous knowledge systems, oral histories, laws, protocols, and connections into our programs and services are essential.
 - Affirming and valuing our staff, care providers, clients, and volunteers;
 - Demonstrating excellence, leadership, teamwork, and innovation.



MI'KMAQ FAMILY CHILDRENS SERVICES STAFF

ESKASONI OFFICE - PO Box 7142, Eskasoni, NS, B1W 1A2

OFFICE MANAGEMENT

Executive Director - JOHNSON, Arlene
Assistant Executive Director - PAUL, Lenora
Executive Assistant - DENNY, Vance
Office Manager - GOOGOO, Carleen
Receptionist - LAFFORD, Marcia
Janitorial/Maintenance Supervisor -
STEVENS, Eric

HUMAN RESOURCES DEPARTMENT

Human Resource Manager - MURRAY, Holly
Occupational Health & Safety Coordinator -
TRAINOR, Pius
Human Resource Assistant - DENNY, Karen

LEGAL DEPARTMENT

Legal Counsel - DENNY, Jessie

FINANCE DEPARTMENT

Accounts Payable Clerk - GOULD, Alaina

CHILD PROTECTION SERVICES

INTAKE & INVESTIGATION

Intake Supervisor - HISCOCK, Lucinda
Administration Support Staff - CHIN, Mishka
Intake & Investigation Team
MACNEIL, Alicia DENNY, Nerissa
COMER, Daryl MACCARTHY, Christina
BRAIN, Jennifer (Sophie Young)

LONG-TERM CHILD PROTECTION

Long Term Supervisor -
DENNY-SYLLIBOY, Angeline
DOYLE, Helen
Administration Support Staff -
STEVENS, Carolyn
Long-Term Child Protection Team
ABOUD, Wendy
MARSHALL, Trish
BOUDREAU, Christian
SMITH, Melanie
CROWE, Kristin
BESAW, Craig
LEBLANC, Amy
HILL, Natasha

TEMPORARY CARE & CUSTODY

Temporary Care & Custody Supervisor
DOUCETTE, Yvonne
Administration Support Staff - BERNARD, Nikhea
Temporary Care & Custody
KABATAY, Cynthia
ROACH, Jillian (Zhe Tang)
FRANCIS, Jane
DENNY, Nadia

FAMILY SUPPORT & CASE AIDE

Family Support/Case Aide Supervisor -
BOYD-CROWTHER, Debbie
Family Support Team -
SYLLIBOY, Charis
SIMON, Rhonda (Jermaine Doucette)
WALSH, Debra
SYLLIBOY, Vera
Case Aide/Access Coordinator/Drivers Program
CHRISTMAS, Dean
MENGE, Bree
MARSHALL, Margaret
STEVENS, Justin

CHILDREN IN PERMANENT CARE & CUSTODY SERVICES

Casework Supervisor - WILLIAMS, Sheena
Administration Support Staff
GOOGOO, Jeannie
Permanent Care & Custody Team
BERNARD, Veronica BERNARD, Mickella
GOULD, Gloria CLARKE, Thea
MACKENZIE, Kristine JEFFERY, Madeline
GOUTHRO, David

RESOURCE FAMILY SERVICES

Supervisor for Resource/Pride -
YOUNG, Sheraine
Supervisor of Adoptions -
JOHNSON, Karlana
Administration Support Staff -
DENNY, Rhonda
Adoption Assessment/Placement & Subsidy Team
PEREZ, Helen
YOUNG, Charmaine
SMITH, Susan

Resource Family Team
KEAGAN, Janine
CAMPBELL, Jacqueline
CAMPBELL, Malcolm
TOURNIDIS, Jocelyn
GINNISH, Sheila (Rhonda Simon)
Kinship Assessment/Recruitment
GOOGOO-BROWN, Chelsea
FRANCIS, Dorothy
Pride Core/Pre-Service
GOOGOO, Carol

FAMILY & COMMUNITY HEALING
Supervisor/Coordinator - CHRISTMAS, Diana

Administrative Assistant
PETERS-COPELAND, Sandy
Family & Community Healing
SIMON, Wilma
SYLLIBOY, Norman
GALE, Julia

WIKMANEJ KIKMANAQ
Supervisor - BASQUE, Kristen
Administrative Assistant
BERNARD, Nikhea
Wik'manej Kikmanaq Social Workers
STEVENS, Lydia
SYLLIBOY, John Denny

WEKOKMAQ FAMILY & HEALING CENTRE **PO Box 310, Wekokmaq, NS, B0E 3M0**

Manager of Family Healing Centres
MACLEAN, Jean
Program Supervisor
POIRIER, Bernadette
Administrative Assistant
WALKER, Jean
Night Support Worker
MILLER, Krista
GOOGOO, Cammeilia (Maternity Leave)

Women's Outreach Worker
GLOADE, Sandra
Men's Intervention Worker
GOOGOO, Doreen

Woman's Support Worker
WILCOX, Olive

MACEACHERN, Carol
Assistant Support Worker
GOOGOO, Claudine
Child & Youth Outreach Worker
GILLIS, Justine

Casuals
BRIGHT, Jessica
GOULD, Faith
STEVENS, Elizabeth
GOUTHRO, Sandra
POWELL, Wendy
MACLEOD, Jillian
COGSWELL, Jessica
PIERRO, Mary Helen
JULIAN, Kristine

INDIAN BROOK OFFICE, PO Box 179, Indian Brook, NS, B0N 2H0

OFFICE MANAGEMENT
Assistant Executive Director
CLARKE-JOHNSON, Monica
Executive Assistant/Supervisor/Office Manager
PAUL, Anna
Receptionist(s) - GOOGOO, Bonnie
Filing Clerk - MARR, Megan
Janitorial/Maintenance - PAUL, Clayton

LEGAL DEPARTMENT
Legal Counsel - MORRIS, PAUL
Paralegal Assistant - MCCONNELL, Christena

FINANCE DEPARTMENT
Finance Manager - ARSENEAU, Kendra
Supervisor - MALONEY, Tanya
Pay & Benefits Clerk - MARR, Jo-Anne
Accounts Payable Clerks -
PAUL, Lisa
GEHUE, Hilary
MICHAEL, Julie
SACK, Lou (Ellie)

CHILD PROTECTION SERVICES

INTAKE & INVESTIGATION

Intake Supervisor - MEECH, Keira
Administration Support Staff - MARR, Eileen
Intake & Investigation Team -
REVELS, Leann INGLIS-ASSAFF, Pauline
FAULKNER, Katie NUTTER, Jennifer

LONG-TERM CHILD PROTECTION

Long Term Supervisor - DONNELLY, Louise
Administration Support Staff - VACANT
Long-Term Child Protection Team -
BERNARD, Roberta
MARSH, Kelsey
MACEACHREN, Mary
HUNTER, Karen

TEMPORARY CARE & CUSTODY/LONG TERM

TCC & Long Term Supervisor - HIGGINS, Leeann
Long Term Team -
STEPHENS, Marsha
MACPHERSON, Anneliese
Temporary Care & Custody
BALDWIN, Nicole
GARIEPY, Kim
MCKELVIE, Jennifer

FAMILY SUPPORT & CASE AIDE

Family Support/Case Aide A/Supervisor -
KOOPMAN, Matilda
Family Support Team -
KNOCKWOOD, Annie MAYICH, Earla
TOMER, Catherine BROOKS, Suzanne
Case Aide/Access Coordinator/Drivers Program -
FORD, Kelly (Glen Knockwood)
MARR, Juanita

CHILDREN IN PERMANENT CARE & CUSTODY SERVICES

Casework Supervisor - MARACLE, Denise

Administration Support Staff - PAUL, Virginia
Permanent Care & Custody Team -
GALLANT-WHITE, Michelle
CROWE, Emily
WELLS, Carolyn
YOUNIS, Corrine

RESOURCE FAMILY SERVICES

Supervisor of Adoptions - MCKEE, Lesley
Supervisor for Resource Family -
PHILLIPS, Jodi
Administration Support Staff - MARTIN, Sylvia
Adoption Assessment/Placement &Subsidy Team -
RAFUSE, Ruby
RUFUSE POOLE, Deanna
WHITE, Julie
MCDERMOTT, Sean
Resource Family Team
HANCOCK, Norine
Kinship Assessment
COLLINS, Kim
Pride/Pre-Service Training
SAULNIER, Annette
Recruitment
STEVENS, Semisel

FAMILY & COMMUNITY HEALING

Supervisor/Coordinator - CHRISTMAS, Diana
Administrative Assistant -
PETERS-COPELAND, Sandy
Family and Community Healing -
COPELAND, Darlene
PAUL, Brooke

WIKMANEJ KIKMANAQ

Supervisor - BASQUE, Kristen
Administrative Assistant - BERNARD, Nikhea
Wikmanej Kikmanaq Social Workers
HILLIER, Cassandra
KNOCKWOOD, Ella

MILLBROOK FAMILY & HEALING CENTRE

PO Box 665, Truro, NS, B2N 5E5

MANAGER OF FAMILY HEALING CENTRE

MACLEAN, Jean
Program Supervisor - WALKER, Beverly
Administrative Assistant - VACANT
Night Support Worker - GLOADE, Dora
 NASSON, Theresa
Women's Outreach Worker - PAUL, Jacklyn
Men's Outreach Worker - WALSH, J. Dan
Assistant Support Worker - DREW, Theresa

Women's Support Worker
FOLEY, Shantel
MARTIN, Michelle
Child & Youth Outreach Worker
WINTERS, Laura
Casuals
MACNEIL, Betty GOULD, Lorraine
MARTIN, Mary Ann DREW, Marie
MARTIN, Cynthia

President's Remarks

Chief Deborah Robinson



It is my pleasure to welcome each of you to our Annual General Meeting. It is an honour to be President of Mi'kmaw Family and Children's Services. Welcome to the Chiefs who make up the Board of Directors and to Grand Chief Ben Sylliboy our honorary Board Member. Welcome to our elders, staff, foster parent, kinship care families, youth and guests.

Children, youth and families have always been a very important part of our culture and traditions. We will only be successful by making sure that our children and youth are successful. The stories of success each year are often not heard by most individuals in our communities. Our staff, foster parents, kinship care providers and other partners go quietly about their work each and every day, yet we know the achievements made are the result of their efforts. So at the outset I wish to say thank you to the staff of this Agency on behalf of the Chiefs. I would like to extend a warm welcome to all of the new staff who have joined us during the year. Best wishes on an enjoyable and rewarding career with Mi'kmaw Family and Children's Services. Congratulations and best wishes to Theresa Martin, Foster Care Social Worker on a well-deserved retirement this year.

I am pleased that we were able to do renovations to the Indian Brook Office this year and hopefully in 2018 we will have new offices for our employees in Eskasoni. Planning has also begun on the development of a third office in Bear River. A special thanks to Chief Leroy and Chief Carol for their support and assistance in developing these two new offices. It is imperative that our staff have adequate space. Thank you to INAC for their support for Indian Brook, Eskasoni and Bear River offices.

Thank you to my colleagues on the Board of Directors. Each of you have so many demands on your time as Chiefs, yet you always find the time and willingly share your knowledge, insights and expertise. We are unique in Canada to have one single First Nation child welfare agency that serves the entire Province and a board of directors made up of all of the Chiefs. This makes for a much better coordinated child welfare service across the Province and a board of directors with considerable knowledge of every First Nation community in Nova Scotia. The result is more effective governance and service delivery for our children, youth and families.

Thank you to Indigenous and Northern Affairs Canada, that provides the bulk of our funding, Natalie, Wendy, Janet and staff from the Department of Community Services who also provides funding, support and expertise, the foster parents, kinship care families, elders, service providers, other agencies, George, Dennis and Carol for their ongoing advice and support. No organization can be successful without a dedicated and hardworking senior management team. Arlene, Lenora and Monica make up that team. They are passionate about protecting and supporting children, youth and families. They work many long hours on behalf of the Agency. A special thanks to Arlene, Lenora and Monica.

Once again thank you for joining us today at our AGM. It is because of your collective efforts, dedication and support we are stronger and more effective as an Agency for our children, youth and families.

Thank You

Chief Deborah Robinson,

President, Board of Directors
Mi'kmaw Family and Children's Services,
Chief of Acadia First Nation

Executive & Assistant Executive Director's Report



**Executive Director
Arlene Johnson**



**Assistant Executive Director
Lenora Paul**



**Assistant Executive Director
Monica Clarke-Johnson**

Welcome everyone to the 32nd Annual General Assembly.

A special thank you to Chief Andrea Paul, Council and the community of Pictou Landing First Nation for hosting the Annual General Assembly in their beautiful community.

First I would like to acknowledge the Agency Staff, and the Staff of the Family Healing Centers for their dedication and commitment to working with our families and children.

Mi'kmaw Family & Children's Services of Nova Scotia consists of numerous departments that are dedicated to reducing the number of Children in Care of the Agency, and to improve better outcomes for families and children. I encourage you to take the time to review the reports of our managers and supervisors which are in the AGA Report.

It is extremely important that the agency stay on top of current issues resulting from the Human Rights Tribunal. As Executive Director I represent Nova Scotia, Newfoundland and Labrador as the National Advisory Committee. Both Assistant Executive directors sit on this committee as observers.

The Services delivered by MFCS are culturally developed to respond to the unique needs of our communities.

On March 1, 2017, the legislated changes of the CFSA came into effect that reflect the unique needs of the Mi'kmaq.

Chief Paul Prosper and Angelina Amaral developed the CFSW Working Group in order to capture all. We commend Chief Paul Prosper and Staff at KMKNO for taking the lead in the submissions for the proposed legislative changes of the CFS Act. His contribution and that of Angelina Amaral has been extraordinary. Their expertise is shaping the future of Mi'kmaq Child Welfare.

Thank you to Wendy Bungay, Natalie Doucette, and the Staff of the Department of Community Services. They provide the Agency with ongoing support in its continued development and growth in expansions of culturally appropriate services.

A Special Thank you to the President of Mi'kmaw Family & Children's Services of NS, Chief Deborah Robinson for her commitment dedication, Leadership, Insight and Direct Support. We appreciate it from the bottom of our hearts we also would like to acknowledge Chief Sidney Peters for the time and commitment he has provided to the Agency. His contribution to the Agency's continued growth and development has been instrumental. Thank you, Chief Peters, your ongoing support is much appreciated.

A heartfelt appreciation is extended to all the Chiefs of Nova Scotia. Their contribution and role as the

Board of Directors and Executive Board of Directors has provided clear leadership and Direction of the Future of Mi'kmaw Family & Children's Services of NS.

MFCS has utilized family group conferencing since 2001. The Concept was originally introduced by Joan Glode who served as the first Executive Director of the Agency.

Joan had the opportunity and pleasure of accompanying Dr. Cindy Blackstock to New Zealand to learn about the concept of Family Group Conferencing and how the Māori developed and introduced this process in reducing the over representation of Children in Care, to working directly with families by engaging in Family Group Conferencing.

In 2001 we had our first Family Group Conference Circle in which myself and Lenora Paul had the opportunity to learn about the process by being a part of the circle. Joan Glode lead the circle with much expertise.

From then on MFCS has embraced this process. We know that family engagement in decision making is a respectful way of doing Child Welfare. We have seen many positive, and much better outcomes.

Kristen Basque is an expert in Family Group Conferencing, who presents to numerous groups on the positive outcomes. We are very fortunate as an Agency to have Kristen as the lead of Wikimanej Kikimanaq. We acknowledge her dedication wisdom, and contributions to the development and implementation of Culturally relevant programming that deals with the heart of the family.

It is an exciting time for MFCS. We will be starting construction of a new office building in Eskasoni which is to begin on September 1, 2017 with completion slated for the spring of 2018.

To this end we acknowledge and thank Chief Leroy Denny and council and Allan Sampson for their commitment to ensuring that staff of the agency be able to work in an adequate building that is safe and healthy for all staff. We are extremely excited about this project.

We are also looking at having a third office to be located in Beautiful Bear River First Nation. We are currently working with Chief Carol Dee Potter on this project.

As a result of situating a 3rd office in this area of the province. As an Agency, we will better meet the needs of the surrounding First Nation Communities and provide improved response times to deal with Child Protection matters.

MFCS has been committed to the students of the MMBSW with St. Thomas University. Diana Christmas has provided her ongoing leadership, commitment and dedication to the Mi'kmaw Students whom are mentored by Diana and well informed about Child Welfare Issues, Development and the importance of having Mi'kmaw Social Workers.

Today Diana is with the students as they graduate with their Bachelor of Social Work Degree's at St. Thomas University in Fredericton, NB.

I am proud to announce that MFCS has hired all the graduates in Social Work Positions.

We would like to acknowledge the numerous hours that Diana has contributed to the MMBSW Program. Her commitment has been endless. She has coordinated all Student Placements ensuring students have the best learning opportunities in Mi'kmaw Child Welfare.

In closing, I would like to thank our lead lawyer, Paul Morris and Lawyer for Eskasoni Jessie Denny, for their contributions and expertise they provide to Mi'kmaw Child welfare and their roles as lawyers representing the Agency. Paul Morris has played an important role in working with the CFSA Working Group lead by the Mi'kmaq Rights Initiative of KMKNO.

We hope that you have enjoyed our AGA and once again thank you Chief Andrea as a wonderful Host!

Respectfully,

Arlene M Johnson, BSW, RSW
Executive Director

Lenora E Paul, MSW, RSW
Assistant Executive Director – Eskasoni

Monica M Clarke-Johnson, BSW, RSW
Assistant Executive Director – Indianbrook

Mi'kmaw Family & Children's Services of Nova Scotia

ANNUAL GENERAL ASSEMBLY

Ramada Plaza, Dartmouth, NS

06 July 2016

The 31st Annual General Assembly of the Mi'kmaw Family & Children's Services of Nova Scotia was held at the Ramada Plaza, Dartmouth, on July 6, 2016.

PRESENT:

Board:

Chief Deborah Robinson, President
Chief Sidney Peters, Treasurer
Chief Andrea Paul, 3rd Vice-President
Chief Rufus Copage, 1st Vice-President
Grand Chief Ben Sylliboy

Staff & Guests:

Grand Chief Ben Sylliboy	Jacklyn Paul	Emily Crowe	Laura Winters
Carol Googoo	Helen Perez	Annette Saulnier	Nelson Young
Bernadette Poirier	Marcia Lafford	Karlana Johnson	Sheraine Young
Jo-Anne Marr	Bev Walker	Katie Faulkner	Cindy Kabatay
Tanya Maloney	Chief Carol Dee Potter	Megan Marr	Sheila Ginnish
Jodi Phillips	Sylvia Martin	Diana Christmas	Corrine Younis
Norine Hancock	Suzanne Brooks	Lucinda Hiscock	Kim Collins
Lenora Paul	Olive Wilcox	Mickella Bernard	Nathan Lane
Matilda Koopmann	Cassandra Hillier	Erica Lafford	Maureen Googoo
Louise Simon	Angeline Denny Sylliboy	Karen Denny	Stephen Brake
Eileen Marr	Jenn McKelvie	Julia Gale	Ella Alicia Knockwood
Julie White	Lisa Paul	Vera Sylliboy	Veronica Bernard
Karen Hunter	Pius Trainor	Edward Morris	Trish Marshall
Michele Gallant	Carleen Googoo	Janean Marshall	Janet Nearing
George Paul	Wendy Aboud	Rhonda Simon	Yvonne Doucette
Angelina Amaral	Charlie Aboud	Doreen Googoo	Margaret Marshall
Carol Barr	Katelynn	Shery Pictou	Cheryl Maloney
Ruby Rafuse	Marie Myers	Marie Sack	Sophie Young
Carol MacEachern	Malcolm Campbell	Deanna Rafuse	Carolyn Stevens
Claudine Googoo	Hope Denny	Sheena Williams	John Norman Sylliboy
Nicole Baldwin	Philippa Pictou	Kaylei & Mairi Denny	Aaron Prosper
Shantel Foley	Christina Shaffer	Lindsay Bernard	Theresa Naisson
Bobby Gould	Niki Netterfield-Farquhar	Breah Sylliboy	Earla Mayich
George Savoury	Heather McNeil	Catherine Tomer	Darlene Copeland
Jocelyn Matheson	Jen Cox	Jane Francis	Justin Stevens (Jolly)
Mary Prosper Paul	Keira Meech	Justine Gillis	Nikhea Bernard
Jillian Roach	Lesley McKee	Andrea Paul	Louise Smith
Thea Clarke	Naomi Metallic	Chief Rufus Copage	Jessica Sylliboy
Jennifer Nutter	Dorothy Francis	Charmaine Young	Sandy Peters-Copeland
Pauline Inglis-Assaff	Rhonda Denny	Kassie Stevens	Anneliese MacPherson
Debbie Boyd	Chief Gerald Toney	Mairi MacLean-O'Handley	Alana Lee
Jessica Fleming	Lorraine Whitman	Janine Keagan	Chief PJ Prosper
Chief Sidney Peters	Councilor Nastasya Kennedy	Wilma Simon	Kay Michael
Jean MacLean	Kelly Ford	Helen Doyle	Arlene Johnson
Annie Knockwood	Julie Michael	Jean Walker	Monica Clarke-Johnson
Bonnie Googoo	Kristen Basque	Jacqueline Campbell	Lenora Paul
Mary MacEachern	John J Gould	Nancy MacDonald	Carolyn Wells
David Gouthro	Ellie Sack	Mishka Chin	Nerissa Denny
Sandra Gloade	Gloria Gould	Dora Gloade	Paul Morris
Chris MacAulay	Darrell Sack	Natalie Doucette	
Johanna LaPorte	Dean Christmas	Kelly Besler	
Roberta Bernard	Denise Maracle	Alex Christmas	

The meeting convened at 10:26am with Chief Deborah Robinson, President, presiding. The opening prayer was said by Grand Chief Ben Sylliboy, followed by drummers: Aaron Prosper, Mike Sack, Colin McDonald (who performed the Honour Song) and young Mi'kmaw dancer: Jessica Sylliboy. Chief Deborah Robinson welcomed everyone. Chief Sidney Peters read the minutes of the last Annual General Assembly.

AGENDA

Motion #1: To approved the agenda as presented, with few revision: Keynote speaker, slated earlier on agenda. Moved by Chief Carol Potter, seconded by Pius Trainor. All in favour. Motion carried.

MINUTES

Motion # 2: To approve the minutes of the last Annual General Assembly, held June 17, 2015, as presented. Moved by Chief Leroy Denny, seconded by Chief Carol Potter. All in favour. Motion carried.

PRESIDENT'S REMARKS

Chief Deborah Robinson noted that she is honored to serve another term as President for Mi'kmaw Family & Children's Services of Nova Scotia. Also remaining on the Executive this year:

President: Chief Deborah Robinson
1st Vice-President: Chief Rufus Copage
2nd Vice-President: Chief Leroy Denny
3rd Vice-President: Chief Andrea Paul
Secretary: Chief Roderick Googoo
Treasurer: Chief Sidney Peters

Chief Deborah Robinson welcomed all the chiefs and Cheryl Maloney (NSNWA), who make up the MFCS Board and Grand Chief Ben Sylliboy, honorary board member. She also welcomed all Elders, delegates, staff and guests to the Assembly, noting that children, youth and families continue to be a very important part of our culture and traditions.

New staff: (first in-house) legal counsel, Paul Morris, and Kendra Arseneau, Manager of Finance (who will start on July 25), were welcomed to the Agency.

Special thanks was also given to the Agency's senior management team, consisting of Arlene Johnson, Lenora Paul and Monica Clarke-Johnson.

Copies of the Agency's Strategic Plan were available for everyone today. That plan includes the Agency's new vision, which is First Nations communities where children are safe, proud of their First nations culture, families are strong and communities are strengthened and supported. The Plan has our Mission, Values, four Strategic Goals with performance measures for each and a Report Card on the Cooney Report. You will see that most of the recommendations that were accepted in the Connery Report have been implemented.

To see full report, refer to page 5-7 of 2016 Annual Report.

KEYNOTE SPEAKER – CINDY BLACKSTOCK

For more than two decades, Cindy Blackstock has been one of the country's most committed activists for First Nations children. She was instrumental in advocating and moving forward Jordan's Principle and spearheaded a landmark decision in which the Canadian Human Rights Tribunal has ruled that the federal government's underfunding of child and family services on First nations reserves was discriminatory.

She is currently the Executive Director of the First Nations Child and Family Caring Society of Canada. This national organization supports First Nations child and family service agencies and regional organizations by providing research, professional development, and networking services.

Her presentation, entitled “Reconciliation, Children and the Law: A Review of the Landmark Human Rights Decision” was made available to all participants via flashdrive wristbands, along with the MFCS Annual Report.

On behalf of the Agency and Board of Directors, Arlene thanked Cindy Blackstock and presented her with gifts.

PROGRAM REPORTS

In the interest of time, it was noted that all other reports are in the Annual Report, for everyone to peruse later.

STANDING COMMITTEE REPORT

Chief Paul Prosper and Angelina Amaral shared a Draft II 'Proposed Provisions to the Children and Family Services Regulations', dated June 29, 2016. It was noted that they were tasked with this a year ago, and they have since drafted this submission. Roughly 25 amendments were made. Discussions are still ongoing. Regulations are in the process of being developed and scheduled to be complete by end of July.

On behalf of the Agency and Board of Directors, Arlene thanked Chief Paul Prosper and Angeline Amaral and presented them with gifts.

FINANCIAL

Carol Barr, BDO Canada LLP, auditor, presented Financial Report that was approved at a special Executive Committee meeting on June 20, 2016. She reported that it was a very good year, and clean audit, and noted that the Agency's finance department is doing a great job. She thanked everyone for making the audit go smoothly.

MOTION # 3: To accept the Audit Report for this fiscal year. Moved by Chief Sidney Peters, seconded by Chief Rufus Copage. All in favour. Motion carried.

MOTION # 4: To reappoint the firm of BDO Canada LLP, as the Agency's Auditors for the year 2016-2017. Moved by Chief Leroy Denny, seconded by Chief Sidney Peters. All in favour. Motion carried.

On behalf of the Agency, Arlene thanked the Executive and presented each member with a thank you gift. George Savoury was also thanked and presented with a gift.

MOTION # 5: To adjourn the Annual General Assembly. Moved by Sandra Gloade, seconded by Jean MacLean. All in favour. Motion carried.

Keynote Speaker

Kristen Basque



Kristen Basque is a Mi'kmaq Social worker from Eskasoni First Nations, Nova Scotia. She was born and raised in Eskasoni and graduated with a Bachelor of Arts in sociology and minoring in psychology from University of Cape Breton.

After graduation, Kristen took a year off to work in justice as a Youth Justice worker with MLSN. She returned to school after her year of employment to pursue a career in Social Work. Kristen graduated from Dalhousie Maritime School of Social Work.

After graduation, Kristen was employed with Mi'kmaq Family and Children's services as a child protection worker. While on maternity leave, she was offered a position as a youth justice worker, in which she accepted. During her employment, she facilitated Justice Circles.

In 2005, Kristen returned to work for Mi'kmaq Family and Children's Services as Coordinator of Family Group Conferencing at the Agency.

Currently Kristen is the Supervisor of Wikimanej Kikmanaq FGC Program where she continues in this role to promote building positive relationships, reconciliation and healing while empowering families to make decisions for themselves. Kristen resides in Eskasoni First Nations with her partner and their 10-year-old daughter and 5-year-old son. She is a fluent Mi'kmaq speaker and believes in the importance of preserving her language and culture through embracing culturally relevant practices with families in their own communities.

Mi'kmaq Family & Children's Services of Nova Scotia offers a wide range of services to the children and their families that promote an environment conducive to their well-being. The agency continues seeking to apply more culturally appropriate interventions and to strengthen families and communities. One of the services that the Agency is offering is Wikimanej Kikmanaq Family Group Conference.

The Wikimanej Kikmanaq FGC has its roots in Aboriginal traditions, where the care of and decision making for children and families is the responsibility of the extended family and community. The Wikimanej Kikmanaq Program: Mi'kmaq Family Group Conference is based on our Mi'kmaq values, beliefs, traditions and customs, which have been preserved in our language and collective cultural identity of the Mi'kmaq people.

Wikimanej Kikmanaq FGC very much resembles the Healing circle and Talking Circle of our culture. For many Mi'kmaq and other Aboriginals the circle is a powerful symbol of connectivity and completeness.

Everyone in the circle has a piece of truth and everyone's contribution is needed to make it whole. Cultural components reflected in FGC is in who is present, ceremonies (opening prayers, smudging), talking circles and its rules, having a feast, ensuring that children and other family members at home are cared for. More fundamentally, the FGC approach is consistent with long established traditions of the Mi'kmaq people for resolving issues of concerns, as reflected in our ceremonies and language.

The word Wikimanej translates as "let's call on / invite". The word Kikmanaq translate into your family, your supports, your community, it can be anyone in Mi'kama'ki. So, when social workers, families, professionals or even judges talk about Wikimanej Kikmanaq Family Group Conference it is hoped that it will be very clear what that "conference" will look like.



Mi'kmaw Family Healing Program

Annual Report 2016-2017

The Mi'kmaw Family Healing Program (MFHP) Operating under the umbrella of Mi'kmaw Family and Children's Services of N.S., the **Mi'kmaw Family Healing Program** oversees the operation of the Mi'kmaw Family Healing Centres (Transition Houses) located in Millbrook First Nation and the We'koqma'q First Nation. The main purpose of the Centres are to provide a place of safety for women and children and deliver culturally relevant programs to men, women and children who experience violence in all of its forms. Each Centre has four units, which can accommodate up to 16 beds for abused women and their children. The Mi'kmaw Family Healing Program services include: short/long term shelter for abused women and their children, 24 hour support services, individual and group counselling for women, life skills training and access to community resources, advocacy, outreach programs, information, prevention education (individual, group and community based) and referrals. In addition, we provide 24 hour crisis intervention on an in-person and via telephone basis.

The Family Healing Program works in concert with our Agency's Child Welfare, Family Support, Family and Community Healing Programs to provide holistic and comprehensive support to families, in terms of parenting, life skills, safety planning, intervention, and follow up services. We utilize traditional methods of support to all family members with the goal of encouraging families to break the "Circle of Violence" and support them in maintaining a peaceful and healthy lifestyle. In essence, the program is to help families in our First Nation communities to face challenges in today's society. With domestic violence being the one of the reasons for children coming into care of the agency, it is vital that the programming meet the needs of our families.

Who is most at risk?

Aboriginal women (First Nations, Inuit and Métis) are eight times more likely to be killed by their intimate partner than non-Aboriginal women. Aboriginal women are 3.5 times more likely to be victims of violence compared to non-Aboriginal women.

Violence Against Women Fact Sheet, Status of Women Canada

Family Healing Centres: The We'koqma'q Healing Centre has been open for 24 years and the Millbrook Healing Centre for 23 years. There have been **1,520** women and **1,634** children pass through our doors for help since. The Centres are still seen as safe places and have been used for **access visits** in the past years.

To utilize the Centres for more programming, we offer a retreat program for women and girls.

Retreats are specific to the participants' needs. We were only able to manage one retreat this year at the Millbrook Centre. The "Baby & Mama" retreat was held on August 26 – 28, 2016. The participants were able to spend quality time with their children in a supportive environment.

The Centres faced enormous challenges in the past years with funding, programming, shelter infrastructure, and human resources. The funding has always been inadequate to deliver the program at its full potential. With lack of both *fiscal and human resources*, it has been difficult to deliver an effective on-going program in our communities. Hopefully, in the upcoming years the federal government will be able to provide adequate funding to the shelters and the family violence prevention initiatives.

Coincidentally, the Millbrook Healing Centre also flooded in August due to a hot water tank rupturing on the upper level of the Centre. The damage was in the walls, floors and electrical receptacles. This disrupted our residential services that we normally offer. Due to the problems that a flood would create, like poor air quality and limited space to work in, the Centre was only operating during the day shifts. We were able to start accepting residents in late August. Unlike the We'koqma'q Healing Centre in the previous year, the costs for this damage was covered by our insurance.

Family Violence Prevention Program: The project titled "*Mawikwa'timk teli-sku'tasik ta'n*

Why would she stay?

Domestic abuse is often a gradual process, with the frequency of assaults and seriousness of the violence slowly escalating over time. Since abusers often express deep remorse and promise to change, it can take years for women to admit that the violence will never stop and the relationship is unsalvageable. The long-term experience of being abused can destroy a woman's self-confidence, making it more difficult for her to believe that she deserves better treatment, that she can find the courage to leave, or that she can manage on her own.

tl-maliaptasitew teli-emeko'tasi'tij kikmanaq" which means "Working together in unity and solidarity to address Family Violence". The Family Violence Prevention Program aims to provide the opportunity for communities to engage its members in understanding the issues of violence and abuse against Aboriginal women and to support them in recognizing tools and resources to address the problem using holistic strategies embedded in cultural knowledge and the Indigenous process. We recognize that community members hold the potential to restore balance and promote healing. Programs are holistic in nature in which healing is about

creating, maintaining and/or restoring balance in all aspects of a person's well-being (physical, emotional, mental and spiritual).

The primary goal of the project is to address family violence and its related issues which impact Mi'kmaq men, women and children through community based family violence initiatives

(information, education /awareness and intervention sessions), counselling services through outreach programs and early intervention programming to identify “at risk families” in need of support services early in the family violence cycle.

The effects of domestic violence on Mi’kmaq people are destructive and extensive. Education is critical to raising awareness and healing from domestic violence. Family violence remains to be the one of the primary reason why aboriginal children come to the attention of child welfare agencies in this country. Last year we received \$200,000.00 from AANDC’s Family Violence Prevention Fund to implement our objectives for prevention and public education. This funding was secured as a result of goals and objectives satisfied in previous projects aimed at reducing family violence. We continue to be proactive in Mi’kmaq Communities in terms of identifying, synthesizing and developing best practices on culturally relevant parenting, support and intervention programs. In addition to prevention, our efforts were directed in providing support and intervention to people early in the abuse cycle so that the entire family can work together toward healing.

This past year, the Healing Centre staff was able to deliver **161 workshops** with **1836 participants**. They also organized/involved in **105 community events** in our communities. Our team demonstrated dedication and commitment in achieving our goals to promote healing with our families and communities and their hard work was greatly appreciated.

The **Outreach Program** faces numerous challenges in delivering the programs. The Millbrook Healing Centre covers most of mainland and the We’koqma’q Healing Centre covers Cape Breton and Paqtn’kek First Nation. There are only 6 people to deliver the outreach program to our communities in Nova Scotia. Because of the **geographical** distribution of our First Nation communities and the severe weather conditions in the winter months, our programs are not always delivered as planned. The other challenge that we encounter is that there is no one to deliver the specific program if the worker is sick or on vacation. Travelling that is required for program delivery takes a toll on the individuals.

Men’s Outreach Program and the “Journey of the Two Wolves -Tapusijik

Paqtismk”: The Men’s Outreach program provides Mi’kmaq men the opportunity to receive important knowledge and education about being non-abusive to an intimate partner, ex-partner and/or family members. The “Journey of the Two Wolves” consists of a *5 session information workshop* that focuses on the wholistic healing and if groups are interested to go into a more in-depth *17 session (12 session and 5 session)* program, it can be offered in their communities. The outreach services also include one-to-one counselling, support and educations groups.



The Men's Outreach Worker, Doreen Googoo works out of the We'koqma'q Centre and Dan Walsh works out of the Millbrook Centre. In all there were **42 new clients** and **36 on-going clients** with **248 sessions** completed. There were at least four groups that have been completed this past year.

Women's Outreach Program: The Women's Outreach Program is instrumental in the delivery of the Men's Outreach Program by a joint program that delivers the women's component of the program. The program also has an Awareness and Education module delivered regularly to the communities in addition to the group and counselling sessions. Jacklyn Paul of the Millbrook Centre and Sandra Gloade of the We'koqma'q Centre are the Women's Outreach Workers. In the past year, there were **38 new clients** and **16 on-going clients** with **284 sessions** completed. Some of the topics covered in the program are: Intimate Partner Violence, Self-Esteem, Healthy Relationships, Parenting, Grief and Loss, Trauma, etc.

Child/Youth Outreach Program: The Child/Youth Workers are Laura Patriquin of the Millbrook Centre and Justine Gillis of the We'koqma'q Centre. There is a joint program to work in unison with the In-house programs at the Centres. The Child/Youth Outreach Worker works with shelter staff to ensure the children and youth who reside at the shelter also receive similar programming to address the issues of domestic violence. There were **54 workshops** with **928 participants** last year. There are *17 new* and *15 on-going clients* with *260 sessions* completed for this program. Some of the topic that are covered in this program are; Hands are Not for Hitting, Underwear Rule, Taming the Dragon, Teen Dating Violence, Bullying, Healthy and Unhealthy Relationships, Online Safety, Self Esteem, Seven Teachings, Girl Power, 2B Boys, Healthy Youth Relationships, etc.

In-House Programs: The In-House programs are facilitated by the Women Support Workers Shantel Foley and Michelle Martin/Nicole Farquhar of the Millbrook Centre and Olive Wilcox and Carol MacEachern of the We'koqma'q Centre. Some of the programs offered are; Intimate Partner Violence, Healthy/Unhealthy relationships, Safety Plan, Nobody's Perfect, Little Eyes Little Ears, Sacred Children, Healing Journey, Beyond Trauma & Violence, etc. They work with the clients in the residence by providing support, counselling, advocacy, safety planning, transportation, referrals, parenting, budgeting, meal planning and family violence awareness. The Family Violence Modules are also delivered to the individuals while at the Centre which deal with self-esteem, stress/anger management, self-care, etc.

The Women's Wellness Program offer programs such as: domestic violence education/awareness, self-esteem, anger/stress management, basic shelf, financial management, grief & bereavement, addiction relapse, life skills, safety and self-care, and much more. The needs of the victims of domestic violence are constantly changing as well as our First Nation communities. With the on-going concerns surrounding the prescription drug abuse, mental health issues and other addictions,

the current programs have not adequately met all the needs of the residence/clientele. The Program staff will be training in these areas of concern when the fiscal resources permit.



The National Aboriginal Circle Against Family Violence (NACAFV) is an organization that represents the First Nation shelters across Canada and has been providing training at no extra cost to the Agency. Jean MacLean, Manager of the Family Healing Centres has been actively sitting on the board since February 2014. Each year NACAFV is funded for training of front-line workers in the shelters and also the training of manager/directors.

On November 28 -30, 2016 the staff (Jacklyn Paul, Sandra Gloade and Jean MacLean) attended a training forum titled “Maada’ookii/Sharing with each other” in Montreal, Quebec. A 3-day training session was presented by Liz Stone of the Nijkiwendidaa Anishaabekwewag Services Circle. The workshop was about bridging Indigenous and western healing practices in the areas of addictions and mental health.

On January 31 - February 1, 2017 a Shelter Director’s Meeting/Assembly was held in Montreal, Quebec. This was attended by Bernadette Poirier, Beverly Walker and Jean MacLean. First day was about SELF-CARE, workshop was presented by Young Medicine - Jamie Medicine Crane & Curt Young. The rest of the meeting was on the NEICHI Institute Centre of Indigenous Learning Training - IMPACTS OF ADDICTIONS AND AFTERCARE presented by Trainers Geraldine Potts & Peggy Lafleur. The two day meeting provided an opportunity for managers and directors to share amongst themselves the issues they may have and the resources they have at their shelter, and the support they may require.

The NACAFV also provided opportunities and venues for meetings to take place so an **Atlantic Coalition of First Nation Shelters** can be possible. There are five shelters in the coalition that are located in the Atlantic region. The reason for forming the coalition for the Atlantic is because the shelters felt they are working in isolation with very limited resources and support. As a group we will be able to share any resources that we have available and support each other while working in our communities.



The Native Women's Association of Canada's (NWAC) is a national organization that works to advance the well-being of Aboriginal women and girls, as well as their families and communities through activism, policy analysis and advocacy. Aboriginal women continue to experience discrimination on multiple grounds and in various complex forms and from various

sources, including from individuals, businesses, and governments. There are 12 Provincial/Territorial Member Associations.

The Sisters in Spirit initiative is a multi-year research, education and policy initiative funded by Status of Women Canada. The initiative is designed to address the disturbing numbers of missing and murdered Aboriginal women and girls in Canada. Through the Sisters in Spirit initiative, NWAC aims to better understand racial sexualized violence against Aboriginal women and girls. This knowledge assists NWAC and other stakeholders to understand the root causes of this violence and identify measures to increase the safety of Aboriginal women and girls. Through the Sisters in Spirit initiative, NWAC works to honor the women and girls who have been lost to violence and remember those still missing.

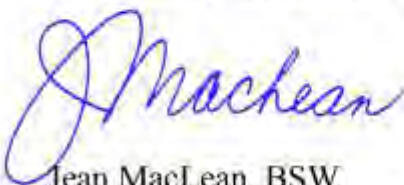
Each year the Healing Centres and the Family and Community Healing program help organize the "Sisters in Spirit Walks" and the "Faceless Dolls Project" in various communities. We also participate in the "REDress Project" and "Take Back the Night" which also focuses around the issue of murdered Aboriginal women and girls in Canada.

Staff Development Day for the Healing Centres is to reconnect and renew relationship among members of our staff. Some of the topics covered are: review of the FVPP Workplan, progress and development of programs, events and training, stress/time management and most importantly, TEAMwork. Starting this year, we combined our **Unit Meeting** with our Christmas party. This gave our Healing Centre staff time to reflect on things that are important to them and the program. This also gave us an opportunity to review what we did and what still needs to be done for our communities and the women, men and children we serve.

The Family Healing Centre and Program staff faced challenges and obstacles throughout the years, but were able to do most of the program delivery. I would like to take this opportunity to thank the staff for all their hard work and dedication to the program. On behalf of the staff, we would like to thank our leaders and the elders for their help in our communities and programs. We look forward in working with our communities in the up-coming year to make our First Nation communities safer for everyone.

Wela'liek

Respectfully Submitted by,



Jean MacLean, BSW
Manager of the Family Healing Centres

Mi'kmaw Family and Children's Services of Nova Scotia

Mi'kmaw Family Healing Program

The We'koqma'q Healing Centre had **11** admissions from **April 1st, 2016 - March 31st, 2017**. A total of **13** children have stayed at the Centre during this period. Total bed stays of **654**. The Millbrook Healing Centre had **20** admissions in the same time frame. There were a total of **19** children that stayed at the Centre during this period. Total bed stays of **986**.

MILLBROOK WE'KOQMA'Q

REASON FOR ENTRY:

Already at Centre	4	0
Physical Abuse	6	2
Verbal/Emotional/Psychological abuse	6	2
Threats to women and/or children	0	2
Other abuse (e.g., abuse by other family members)	4	0
Housing problem (non-abuse)	1	1
Other (non-abuse)	3	3
Access Visits	5	1
REFERRED BY:		
Self-referral	6	4
Multi-service agency	2	0
Social service agency	0	1
Medical /health agency/doctor	1	0
Other shelter	3	0
Relative/Friend	1	1
Other: MFCS	8	5
Police	2	0

Community Alcohol & Drug Worker/NADACA	0	0
Native Council of Nova Scotia	2	0
MFHC	0	0
Other	0	0

EMPLOYMENT SITUATION ENTERING THE CENTRE:

Not employed/not looking for work/social assistance	21	7
Unemployed/EI	2	1
Occasional employment	0	0
Employed full-time/part-time	2	3
Self employed	0	0
Attending School	0	0

PHYSICAL DISABILITIES:

Mobility	2	0
Visual	0	0
Hearing	2	0
Other	0	0
None	21	11

LEFT ABUSE SITUATION BEFORE:

Yes	24	7
No	1	1
Not Known	0	3

USED SHELTER BEFORE:

Yes	21	6
No	4	4

Not Known	0	1
REASON FOR LEAVING CENTRE:		
Returned home	7	3
Found alternative housing	13	2
Asked to leave	0	2
Didn't like shelter	0	0
No known reason	0	0
Other	1	3
Access visit Over	5	1
Going to Rehab	2	0
Still at MFHP Centre	1	0
DESTINATION/SITUATION:		
Returned home to unchanged situation	2	2
Returned home to changed situation	5	2
Relatives/Friends/neighbors	7	3
Own new place/private housing	4	1
Own new place/assistance housing	0	0
Other shelter	1	2
Second stage Housing	2	0
Other	5	1
Not Known	0	0
Alcohol & Drug Rehab Centre	2	0
Still at MFHP Centre	1	0

TOTAL BED STAYS:

Total Bed Stays for Women and Children	986	654
Total Access Visits: not overnight	40	33

AGE GROUPS - WOMEN:

16-29	9	4
30-54	13	7
55+	2	0

Family & Community Resource Program

Supervisor: Diana Christmas, BSW, MSW, RSW

Mainland Prevention Coordinators:

Darlene Copeland (Annapolis Valley, Glooscap, Millbrook & Pictou Landing)

Brooke Paul (Acadia (Gold River, Ponhook, Wildcat, Yarmouth), Bear River & Sipekne'katik)

Unama'ki Prevention Coordinators:

Julia Gale (Eskasoni, Paq'tnkek & Potlotek)

Wilma Simon (Membertou, Wagmatcook & We'koqma'q)

Norman Sylliboy (All Unama'ki)

Administrative Assistants:

Nikhea Bernard (Unama'ki)

Sandy Peters-Copeland (Mainland)

Program Overview

The Family & Community Resource team works directly with our Mi'kmaw First Nation communities and community partners & stakeholders, to identify, develop and enhance support services and resources to directly assist in program delivery. The team provides, develops and delivers programs designed for children, youth, parents and elders. All programs are delivered in partnership and in cooperation with community stakeholders, such as: Interagency Committees, First Nations schools, Health Directors & Centers, Mental Health & Addiction Services, the Native Friendship Centre, NADACA and Chief & Councils.

Staff Update

The Family & Community Resource Program has expanded over the past year. There are now five Prevention Coordinators working with all Mi'kmaw communities throughout Mi'kma'ki. In Unama'ki, Wilma Simon, works directly with Membertou, Wagmatcook and We'koqma'q. Julia Gale works with Eskasoni, Paq'tnkek and Potlotek. Norman Sylliboy works directly with Wilma and Julia in their respective communities. In the Mainland, Darlene Copeland works directly with Annapolis Valley, Glooscap, Millbrook and Pictou Landing First Nations. Brooke Paul works directly with Acadia (Gold River, Ponhook, Wildcat, Yarmouth), Bear River and Sipekne'katik First Nations. Administrative responsibilities are shared between two programs and two Administrative Assistants. Sandy Peters-Copeland (Mainland) and Nikhea Bernard (Unama'ki) provide administrative support to both the Family & Community Resource and Wikimanej Kikmanaq programs.

Staff Training

With the hiring of three additional Prevention Coordinators, staff training has been a priority over the last year. The Family & Community Resource team participated in several training programs, sessions and workshops with community partners such as: Mental Health & Addictions Services, Interagency Committees, the Red Cross and Trauma Informed Practices with Atlantic Policy Congress. Also, the team participated in a 2-day in-house training geared directly to enhance Facilitation and Leadership skills.

The team participated in a four-day First Nations Traditional Parenting Practices training. This training reviewed Aboriginal parenting practices through a cultural lens and how similar traditions, beliefs and customs are practiced and adhered to by various Aboriginal parents and groups.

Last year, as reported, the Red Cross in partnership with Mi'kmaw Family & Children Services (MFCS) received a \$30,500 grant from the Nova Scotia Domestic Violence Strategy. The monies allowed the Red Cross to train 15 people in the Healthy Youth Relationships Train the Trainer Project. Training took place over 4 days and included ten staff from the: Mi'kmaw Family Healing Centre, Family Support and Family & Community Resource program. An additional five community support staff from Acadia, Millbrook, Pictou Landing, Sipekne'katik and We'koqma'q were trained.

Additional training, sponsored by the Family & Community Resource program, including Family Support and Healing Center staff, included a three-day training on the 2BBOYS, Girl Power and FEM Power programs developed by Sherry Bezanson. The 2BBOYS & Girl Power programs are for boys and girls between 8-12 years. These programs teach healthy empowerment strategies in areas such as: body image, emotions and social skills. FEM Power is geared towards young women and single mothers between 14-24.

New Programming

The Healthy Youth Teen Relationships project is an educational program for middle and high school's students, to assist teens in gaining knowledge and skills to develop healthy relationships and prevent dating violence. Educating teens on healthy peer and intimate relationships is an essential part of a school wide approach for building and promoting safety. As part of this Project, Family & Community Resource staff were asked to participate in two panel discussions at the Aboriginal Justice Symposium in Truro, NS and the Health Conference in Dartmouth, NS. Healthy Youth Relationship (HYR) Train the Trainer program has been delivered to youths in several communities throughout Mi'kma'ki. First Nation communities including: Bear River (2 youth trainers), Glooscap (5 youth trainers), Potlotek (5 youth trainers) and Sipekne'katik (5 youth trainers). This training will continue throughout the year with the goal to train youth as trainers in all First Nations throughout Mi'kma'ki. The second part of the program is to encourage and support the Youth Trainers will deliver the peer program to youth within their own communities. Program delivery will be supported by the Red Cross and the Family & Community Resource program.

The 2BBOYS, Girl Power & FEM Power programs have been delivered at the community level and at Mi'kmaw schools to both boys & girls from Annapolis Valley, Glooscap, Millbrook, Pictou Landing, Potlotek and Sipekne'katik First Nations. These programs have also been delivered at three Youth Retreats in partnership with the Nova Scotia Native Women Association. Youth participation at these Retreats were from Pictou Landing and Membertou First Nations. A certificate is given to the youth upon completion of this 4-5-week program.

Community Events & Presentations

The Family & Community Resource team continue to work closely with communities, assisting with the annual: Mi'kmaw Valley Youth Gathering, St Anne's Mission Youth Dance & BBQ (Potlotek), Mi'kmaw Summer Games Fun Day, Treaty Day Celebrations, community Mid-Winter Feasts, Elder Christmas Dinners, and community Christmas Dinners. All events are planned jointly with various communities and community support services, such as the: Mi'kmaw Healing Center, RCMP and Chief & Councils.

Presentations were given to students and faculty at different universities, namely: Acadia University, Mount Allison University and Mount St. Vincent. Mostly these presentations spoke to honoring and remembering Missing & Murdered Indigenous Woman & Men and with presentations on the Mi'kmaw Family & Children's Services agency. These presentations have been very well received as we continue to be asked to present annually, in hope of keeping Aboriginal issues at the forefront, especially in relation to the Truth & Reconciliation report.

Mi'kmaw Youth Independent Living Program (MILP)

The MILP completed its fifth year in December 2016 graduating ten students. The program started with 12 youth, two of whom left the program prematurely. One youth turned nineteen and exited Care and choose not to finish the program. The other youth, started another program and did not return.

The Independent Living Youth Retreats took place in February 2016 at the Inverary Inn, again at Oak Island in May, again Dundee in July and the final retreat at Oak Island in October. Graduation took place in Membertou in December.

During the Graduation Retreat a Christmas dinner was prepared by staff and we all celebrated the youth together. All youth participated in a Birthing of Drums ceremony and nine youth chose to receive their Spirit name and colors along with four staff, with both ceremonies led by Membertou Elder, Jane Meader and her daughter, Siena along with Wilma Simon. The youth made drums at the previous retreat in Oak Island. We'koqma'q Chief Roderick Googoo was the guest speaker and assisted with presentation of Graduation Certificates, portfolio files and departing gifts. Chief Roderick gave a motivating and very powerful presentation. The event was very emotional for all as we departed for the onset of Christmas holidays and the continued and renewed work with the graduates in the New Year.

Mi'kma'ki Provincial Network (Previously referred to as: Mi'kmaw Family & Children Services, Health Directors (including CMM Health Analyst) Working Committee)

The Mi'kma'ki Provincial Network have been meeting for approximately four years. With enhanced communication, and dialogue through the partnership, the Network is better able to focus on different and various issues affecting our communities. The Network is working closely with the Child Welfare Working Committee, which includes: Chief PJ Prosper, KMKNO, MFCS Executive Director and the Child Welfare Specialist. This Committee is looking at the revised and implemented Child & Family Services Act.

Last year, the goal of the Network was to recruit new membership as previously it was limited to Child Welfare workers and Health Directors. Other organizations and departments, such as RCMP, MSLN, Judges, lawyers, DCS, and Native Women Association would meet with the Network quarterly, and when larger meetings and information sessions were required or shared. To optimize communication with communities, and to build renewed partnerships with organizations and Departments, recruitment became a priority. Over the past year we have been successful in recruiting membership from MK, NADACA and the Department of Justice.

The goal for 2017, is to continue with membership recruitment, organizations have a better understanding of shared policies and to focus on a 2nd Child Welfare Symposium. The logistics have been established by the Mi'kma'ki Provincial Network with possible funding through the NS Tripartite Funding Forum. The prospective date of Symposium in the Fall of 2017.

Mi'kmaw Maliseet Bachelor of Social Work (MMBSW)

The MMBSW program has been graduating Aboriginal Social Workers from the Atlantic region since 2005. Approximately, 65 students have previously graduated from this program. The fourth cohort, which commenced in September 2014 at St. Thomas University, in Fredericton, NB will be graduating 28 new social workers in July 2017. I am pleased to announce that six students currently enrolled in the MMBSW program are staff of Mi'kmaw Family & Children Services. Four student/employees are from the Eskasoni office: Mickella Bernard, Melissa Young, Sophie Young and Rhonda Young. The two from Sipekne'katik office are: Roberta Bernard and Annie Knockwood. I am pleased to announce that, thus far, four students have been hired for Social work positions and it is our hope, that the remaining will be hired in a Social work capacity in the future. The student Social Workers are currently being mentored in their respective positions but will not have official social work status until they receive their graduation certification on July 7, 2017. The fifth MMBSW cohort will commence in September 2017 with 30 students enrolled, including three current employees with MFCS, from the Mi'kmaw Family Healing Centre in Millbrook and Eskasoni office. The goal of the MMBSW program is to continue graduating Aboriginal Social Workers, with ongoing discussions with the MMBSW steering committee and St Tomas University about the future establishment of

a Mi'kmaw Maliseet Master Social Work program with a clinical and therapeutic approach. The goal for same will be September 2019.

As members of the MMBSW Steering Committee, Sheraine Young and myself, will continue in the recruitment of Aboriginal Social Workers. Mi'kmaw Family & Children Services is supportive and committed to this process and over the past 12 years have employed approximately 20 Social Workers who have graduated from the MMBSW program. Mi'kmaw Family & Children's Services of Nova Scotia continues to be a leading employer of Mi'kmaw Social Workers.

Supervisor Statistics

Training

Agency/Organization	Target Audience	# Participants
Mount St. Vincent University	Indigenous students	6
Mount Allison University	Students & Faculty	100
Acadia University	Students & Faculty	75
Judicial Forum: Membertou	MFCS staff, Lawyers & Judges	40-50
Restorative Practice workshop: Panelist: NS Sexual Violence Strategy project	Participants	20
Pictou Landing Chief & Council - Agency Presentation	Chief & Council and Band Staff	7
Walking the Prevention Circle – Acadia First Nation	Chief & Council and Band Staff	6
MMBSW Students – Agency Presentation	Students & Faculty	32
2-day Cultural Sensitivity Training: Potlotek	Education Staff	28
2-day Cultural Sensitivity Training – MFCS Eskasoni	Family Support, Case Aid & Service Provider staff	20
First Nation Health Conference: Panelist: NS Sexual Violence strategy project @ Red Cross	Participants	30-40

Program/Training	Participants
Traditional First Nation Parenting	Family Support, Healing Center, FGC, and F&CR staff
Documentation Training	Supervisors
First Aid Training	MFCS staff
Media Training 1 & 2	MFCS staff and Legal Support
How to effectively correct and discipline staff	MFCS Supervisors
Stress management Training	MFCS staff
Facilitation Training	FGC and F&CR staff
2.5 days Trauma Informed Practice	MFCS staff, MLSN, NADACA & Health staff

Presentations (May include Prevention Coordinators assistance.)

Mi'kmaw Youth Independent Living Program Retreats

Retreat	Youth	Staff
Inverary Inn	12	10
Oak Island	10	10
Dundee Resort	10	10
Oak Island	10	10
Membertou Graduation	10	15

Meetings

Meeting Organization/Committee	# of Times
MMBSW Steering Committee	3
Tripartite Social Committee	2
Mi'kma'ki Provincial Network	6
Glooscap Interagency	5
Membertou Interagency	3
Red Cross	3
Mi'kmaw Youth Independent Living	9
Supervisor Meetings	3
Family & Community Resource Team meeting & Unit Meeting with FGC	7
Staff Supervision	25
NSASW Advisory Committee	2
Supervision: MMBSW Student Placements	6

Family & Community Resource Program – 2016/2017 Fiscal Year Statistics - Mainland Prevention Coordinators: Darlene Copeland & Brooke Paul

Interagencies- Community Event Planning/Updates to various programming being offered within the community offered and conjunction with vested stakeholders (MFCS Staff, Health Staff, NADACA, Band Staff, RCMP, and other agencies within the community). These meetings take place monthly. Not all communities are active with Interagency meetings.

Communities: Annapolis Valley, Glooscap, Indian Brook

Presentations/Information Sessions regarding Family & Community Program(s)

Community/Agency/Group	Target Audience
Nova Scotia Legal Aid	Staff
Gold River	Health Staff
Bear River	Health Staff
Indian Brook	Health Staff
Wildcat	Health Staff
Friendship Centre	Staff
LSK-Indian Brook (School)	Staff
Red Cross Atlantic Canada	Staff

Events (Includes programming, and/or assistance from the Family & Community Resource Program. May not include all events.)

Event	Community	Target Audience	# Participants
Mi'kmaw Valley Youth Gathering	Acadia, Annapolis Valley, Bear River, Glooscap	Youth 6-18	150
Elder's Christmas Social	Acadia, Annapolis Valley, Bear River, Glooscap	Elders' 50 +	58
Bench Bullying Presentation	Millbrook	Youth 6-18	50
Mi'kmaw Valley Mid-Winters Feast	Annapolis Valley & Glooscap	All	50
Take Back the Night	In Cooperation with MFHC and partnerships (Truro & Area)	All	100
'Have a Heart' Day	Acadia University	Student Awareness	80
Sister in Spirit, Missing & Murdered Indigenous Women Awareness in cooperation with MFHC	Acadia University	Student Awareness	85
Sister in Spirit, Missing & Murdered Indigenous Women Awareness & Dinner	Glooscap	All	25

Programming (Program length varies. May not include all programs or modules presented)

Family & Community Resource Program – 2016/2017 Fiscal Year Statistics – Unama'ki

Program	Partnership	Community	Target Audience	# Participants
2BBoys	Unama'ki Coordinator	Paq'tnekek	Male Youth 8-16	12
	Co-facilitation with MHFC	LSK -Indian Brook	Male Youth 7-9	9
Independent Living (2016) (various program modules, 3 Retreats)	MFCS	All	Youth in Care of MFCS	10
Life Skills Budgeting Stress Management	School	LSK - Indian Brook	High School Students	5
Basic Shelf		Wild Cat	Families	10

		Bear River		4
		Indian Brook		9
		Sheet Harbour		14
Girl Power	School	LSK - Indian Brook	Female Youth	9
		Annapolis Valley	7-9	6
	Unama'ki Coordinator	Membertou	Female Youth 7-14	17
		Paq'tnkek	Female Youth 7-14	16
Red Cross: Healthy Youth Relationships	Red Cross	Bear River	Youth 16-18	2
		LSK - Indian Brook		4
Read & Play		Gold River	Mothers & enfants	3
Hands Are Not for Hitting	MFHC	Indian Brook	Parents	17
Faceless Dolls	MFHC	Truro, NSCC	Students	30
Independent Living (2017) (various program modules, 3 Retreats)	MFCS	All	Youth in Care of MFCS	12
Parenting Modules	Eagles Nest	All	In House Clients	8
	Parenting Group	Annapolis Valley	Parents	12
	Eagles Nest (II)	All	In House Clients	10
	Parenting Group (II)	Annapolis Valley	Parents	16
	Eagles Nest(III)	All	In House Clients	15
Sacred Children Parenting Program	Eagles Nest	All	In House Clients	6

Prevention Coordinators: Julia Gale, Wilma Simon & Norman Sylliboy

Interagencies- Community Event Planning/Updates to various programming being offered within the community offered and conjunction with vested stakeholders (MFCS Staff, Health Staff, NADACA, Band Staff, RCMP, and other agencies within the community). Not all communities are active with Interagency meetings.

Communities: Membertou, Paq'tnkek, Potlotek, Waycobah/Wagmatcook, Whycogomah

Presentations/Information Sessions regarding Family & Community Programming

Community/Agency/Group	Target Audience
Potlotek	Health Staff, School Staff
Membertou	Youth Council, Band Council
Whycogomah	All
RCMP-Eskasoni	Staff

Wagmatcook	Health Staff, Band Staff, School Staff
MADD – Atlantic Canada	Families
Eskasoni	High School

Events (Includes programming and/or assistance from the Family & Community Resource Program. May not include all events.)

Event	Community	Target Audience	# Participants
Potlotek School Mawio'mi	Potlotek	Elementary School children and families	120
Women's Appreciations Day	We'koqma'q	Women 18 +	15
	Membertou		45
	Wagmatcook		18
Woman's Traditional Retreat	Membertou	Women 18 +	18
Potlotek School Christmas Social	Potlotek	Elementary School children & parents	120
Elder's Christmas Social	Eskasoni	Elders 55 +	340
Youth Dance	We'koqma'q	Youth 6-18	45
Youth Appreciation	Potlotek	Youth 13-19	30
Family Fun	We'koqma'q	All	60
Potlotek High School Opening	Potlotek	All	100
Summer Games Family Fun Day	Membertou	All	500
Family Appreciation Day	Membertou	All	35
Men's Appreciation Day	Eskasoni	Men 18+	60
	Potlotek		25
	We'koqma'q		30
	We'koqma'q		10
Spring Fling	We'koqma'q	Elementary School children	35
Father's Day	We'koqma'q	Fathers	21
	Membertou		35
Youth Gathering Dance	We'koqma'q	All	67
Youth Gathering	Potlotek	All Communities	267
Sister in Spirit – Murdered & Missing Indigenous Women	Paq'tnkek	All	65
Youth Christmas Ball	We'koqma'q	Youth	102
Mid-Winters Feast	Potlotek	All	100

Programming (Program length varies. May not include all programs or modules presented)

Program	Partnership	Community	Target Audience	# Participants
Independent Living 2016 (various program modules, 3 Retreats)	MFCS	All	Youth in Care of MFCS	10
Red Cross: Healthy Youth Relationships	School	Potlotek	Youth 12-19	5
Women's Retreat	MFHC Waycobah	All	Women	
Mi'kmaw Culture. Traditions & History of Grand Council	High School	Eskasoni	Students	150
Glooscap Sweet Grass Ceremony & Teachings	Mainland Coordinator	Glooscap	All	10
Spirit Walk	High School	Eskasoni	Students	
Youth Wellness Program		We'koqma'q	Youth 12-19	40
Traditional Teachings (I)		Membertou	Community Elders	12
(II)			All	8
(III)				12
(IV)				9
(V)				8
(VI)				12
Domestic Violence	Native Women's Association	Truro	Women	35
Family Violence	Healing Our Nation	Potlotek	Men & Women	20
Traditional Teachings – Dream Catchers	NADACA	Eskasoni	Men & Women	24
		We'koqma'q		17
Self-Esteem	Healing Our Nation	We'koqma'q	Women 18+	20
	MFHC	We'koqma'q	All	18
		We'koqma'q (II)	All	14
	School	We'koqma'q	School Youth	5
		Membertou	All	10
Traditional Prayers (I)		Membertou	All	10
(II)				12
Hands are NOT for Hitting	School	Potlotek	School children	32
Teen Violence	School	We'koqma'q	Youth 10-18	75

Bullying	School	We'koqma'q	Youth	12
		We'koqma'q (II)	Youth	10
Traditional Teachings – Waltes	Elementary School	Wagmatcook	Students	60
Traditional Teachings – Drumming		Potlotek		20
7 Sacred Teachings	Elementary School	Potlotek		
Mi'kmaq History		Membertou	All	15
Traditional Teachings – Grand Council				17
Basic Shelf		Potlotek	Men & Women	20
Traditional Teachings – Language	M.K Conference	Dundee	Participants	75
Halloween Safety	Health Centre/RCMP/NADACA	We'koqma'q	All	35
Traditional Teachings		Eskasoni	All	7
		Wagmatcook		45
Traditional Parenting		Wagmatcook	Parents	14
		Membertou		12
Traditional Teachings - Mother Moon Celebration		Pictou Landing	Men & Women	14
		Membertou		12
Self Care		Membertou		14
Healthy Relationships		Wagmatcook		10
Traditional Teaching		Wagmatcook	All	75

Family Support and Case Aid Program

Supervisors: Deborah Boyd and Matilda Koopmann

The Family Support Program provides families with the parenting skills, life skills and access to community resources that will help them provide a better life for themselves and for their children. We also work to prepare youth for independent living. Topics include traditional parenting, behavior management, positive discipline, child development, linkages with community resources, stress management, anger management, communication, effects of domestic violence on children, healthy relationships, nutrition, attachment, safety, play, budgeting, self-esteem, self-care, feelings and emotions and organizational skills. Services are provided to men, women and children in all First Nation communities in Nova Scotia through family based practice/home visitation and working collaboratively with Agency and Community resources. Referrals to the Family Support Program are received from Intake, Long Term Protection, Children in Care and Temporary Care and Custody.

Family support programs deliver a range of services guided by principles which focus on building supportive relationships, facilitating growth, respecting diversity and furthering community development. Our programs focus on parental daily life skills in multiple areas of family functioning based on the adult education learning model, in which information is presented, discussed and modelled in the caregiver's personal life experience. Family Support contributes to the case management team and supports families

participating in the Wikimanej Kikmanaq FGC Program.

Family Support utilizes a family centered “whole family” approach in providing families with opportunities to strengthen family functioning, enhance new competencies, and work in ways, which are culturally sensitive and socially relevant. The path to personal growth with families focuses on developing self sufficiency through Self Care and Life Skills which provides the foundation for healthy parenting. The Family Support Program combines traditional parenting skills with positive contemporary parenting skills in a holistic manner, encouraging balance with one's spiritual, emotional, mental and physical well being.

The goal of family support involvement is to strengthen and enhance parenting skills in order for parents to create, and maintain a safe, nurturing, and healthy environment for their children. The Family Support Program has two components: skills based educational information which focuses on basic and complex life skills and secondly, a relational approach which emphasizes the emotional quality of the relationship between caregiver and child as the mechanism that promotes optimal child development. Family support staff uses a strength based approach when working with parents and caregivers to mutually develop short and long term goals. Family support workers connect with families in a way that engages their cooperation and commitment to change by being sensitive to fears of seeking and receiving help, mutually developing tasks and objectives in program material and planning, and building parental confidence and hope.

Indigenous parenting is ensuring that our language and culture survive for future generations. These are the essential building blocks of nationhood. We have a large compliment of our staff who are fluent Mi'kmaq speakers and are grounded in traditional knowledge.

The recommendations which emerged from The Truth and Reconciliation Commission of Canada provided the underpinning for our program's family based practice. Most notably, these recommendations are guided by the recognition of cultural safety and trauma informed promising practices. Over the past year, all staff in the Family Support Program have received Trauma Informed Training and Traditional Parenting Program training to better respond to the needs of Mi'kmaq families.

The Family Support Program uses the ARC Model of intervention in which Attachment, (Emotional) Regulation and Competency are essential components in the program delivery framework. Embedded within this approach are “trauma informed” programs which support parents in understanding trauma, triggers/responses and repairing relationships from a child centered lens.

Over the past year, Family Support (Eskasoni Office) has been working with intake to examine how families can be better supported early in the intake process. This lead to proposing a differential response model of service delivery to families who come to the attention of the Agency at the intake level and provide brief intensive supports to prevent or short circuit difficulties which can lead to child maltreatment. Our families experience many types of challenges and therefore not all families would warrant this kind of intervention. However, based on the type of difficulty, this model holds the potential for the following outcomes:

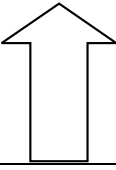
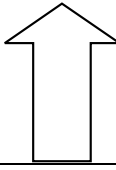
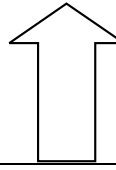
- Families with early stage difficulties would not get worse;
- Child maltreatment would be reduced;
- More families would begin accessing help on their own;
- Families recognize that child protection involvement make a positive difference in their lives;
- Community partnerships would increase and perceptions of work done by Child Welfare would improve;
- Reduce the need for more intrusive and costly services later;
- Preserve the family unit with positive outcomes

Family Support Yearly Comparative Analysis: 2006 – 2017

Year	Total Number of Families (Both Offices)
2006-2007	86
2008-2009	87
2009-2010	96
2010-2011	113
2011-2012	113
2012-2013	71
2014-2015	126
2015-2016	145
2016-2017	132
	Eskasoni Office 75 (9 PCC) Indian Brook Office 57 (5PCC)

The Family Support Program: Strategic Directions Chart of Outcomes and Indicators

Over-arching Goal: Family Support enhances the well-being of individuals, families and community through family based collaborative practice

SD1	SD2	SD3	SD4	SD5
Help people develop self-sufficiency, strengthen life skills to become resistant to crisis	Help people develop awareness of self-care, cultural identity and social needs	Help people develop interpersonal and family skills to enhance constructive relationships	Help people and communities assume responsibility for decisions and actions which affect them	Provide supports to help encourage people to actively participate in their community
				
Improved social well-being of individuals		Improved social wellbeing of families		Improved social wellbeing of community
Outcome 1: Individuals experience personal well-being.	Outcome 1: Healthy functioning within families.	Outcome 1: The community is connected and engaged.		
Indicators: Resilience; self-esteem; optimism; capacity to meet needs; autonomy; competence; personal engagement; meaning and purpose	Indicators: Positive family relationships: Positive parenting and family communication. Family environment is safe and provides security and stability.	Indicators: Social engagement; Social support awareness of the community; Positive attitudes toward others and the community		
Outcome 2: Individuals are connected with others	Outcome 2: Families have social supports.	Outcome 2: Community social issues are identified and addressed.		
Indicators: Quality of social relationships, supports are available, trust and belonging, feeling connected.	Indicators: Extent and quality of social networks; Family accesses resources as needed	Indicators: Awareness of community social issues; and community members work in partnership to address social issues.		
Outcome 3: Children and youth develop positively.	Outcome 3: Families access traditional knowledge and teachings	Outcome 3: Families contribute to community capacity building		
Indicators: Children achieve developmental potential	Indicators: Aware and access resources in the community to engage in traditional practices, i.e. elders, sweat lodge, cultural activities, etc.	Indicators: Volunteering, accessing community based initiatives to encourage positive sense of community spirit and well-being		

We are extremely proud of the hard work and dedication of our family support team. Both offices uphold quality assurance of family support and case aid programs through regular supervisor consultation, monthly team meetings with staff, unit meetings and training to review the standards, procedures and trends in their field.

Program goals Family Support and Case Aide Programs: 2017-2018:

- Update brochure of programs and services
- Pride training for family support, case aides and (casual) service providers
- Opportunities for professional development
- Provide services to families early in the intake process
- Increase collaboration with Family Healing Program, Children in Care Program, Family Resource and Family and Community Healing
- Increase consultation with departmental counterparts
- Increase linkages with community service providers and stakeholders through program presentations
- Expand resources to build capacity in program delivery
- Improve statistical tracking and analysis of services completed
- Explore program evaluation tools
- Expand youth mentor program and recruitment Aboriginal service providers

Case Aide Program

Case Aides are an essential part of the Case Management Team: The Case-Aide provides a variety of services to families, children and adults: setting up and coordinating drivers, schedules for access and youth mentoring, maintain files of service providers, transports children and adults to and from their homes, foster homes, facilities and various medical, dental, psychological, education, counseling appointments and cultural or recreational activities. Staff escorts children to sibling and parental access visits and may also be the Access Facilitator. Case Aides work closely with the case management team to ensure referrals are processed and service providers are trained in a timely and efficient manner.

The amendments to the Children and Family Services Act will significantly impact the Case Aide department in terms of infrastructure and policies. This transformation will be in compliance with the new legislation. As of March 1st, 2017, when a child enters temporary care and custody, the new access, family visitation and transportation policies will apply. Access and Family Visitation Access, and transportation services are intended to enable continuity of relationships, reunification, healthy growth and development and a sense of normalcy and routine for children in care. The new policies provide a framework to effectively and comprehensively plan for children where contact with parents, siblings and other significant relationships are in the child's best interests. Access and Family Visitation planning is child-centered.

The case aide program had an influx of new service providers this year, although recruitment is an ongoing process. The Professional Guidelines for Service Providers Manual was completed and service providers continually receive formal training. The Agency also sponsored First Aide and Cultural Sensitivity training for all service providers employed by this Agency.

The Indian Brook Case Aide Department has 28 Service Providers in Indian Brook and 33 service providers in Cape Breton.

Statistics	Drives	Access/Drives	Infant Support	Youth Mentor
Eskasoni Office Completed	1534	1700	(combined with access)	347
# Referrals	673	134		16
Indian brook Office	1895	1337	1	2144
# Referrals	1895	252	2584 hrs	475

Training/Professional Development/Special Projects: Supervisors/Staff

Deborah Boyd: Maritime Representative Canadian Association of Family Resource Programs (FRP Canada).

2 Year Term

Family Support / Case Aide Staff:

First Aid

Understanding Trauma

Connect Attachment Program for Teens

SNAP Program: Stop Now and Plan

Pride Modules

Wikimanej Kikmanaq Family Group Conferencing Protocol Committee

Autism Training: Autism Nova Scotia

CFSA Amendments training: Family Support Workers and Supervisors

Webinar Training: Access, Family Visitation & Transportation Services Case Aide

Meetings/Webinars: CYFS Access & Visitation for Team Leads, Schedulers & Case Aides

Wikimanej Kikmanaq Family Group Conference Program Training

Traditional Parenting Training: Janet Fox

Service Provider Training: Guidelines and Cultural Sensitivity

Career day: Eskasoni and Waycobah

CBU /NSCC Student Placements

Presentation Chief and Council: Chapel Island First Nation

Financial Literacy: Webinar

Wagmatcook Youth Presentation: Stress Management Grades 7-9

Orientation Package for New Family Support Workers

Stress Management

Supervisor Training: Strategic Action Planning, Documentation, Clinical Supervision, Differential Response (Child Welfare)

RCMP Addictions Training

HR Policy

Intimate Partner Violence

Life Skills Program (partnership with Family Community Healing) Chapel Island

Child Protection – Intake & Investigations

Supervisors: Lucinda Hiscock, BSW, RSW (Eskasoni)
Keira Meech, BSW, RSW (Indianbrook)

Brief description of the role of the department and goals:

The intake team's primary role is to assess risk to and ensure safety and well-being of the children in the home. This is always carried out with the best interest of the children in mind and using the least intrusive measures when possible. As per the Agency's mandate, the team's focus is to maintain the integrity of the family and to always take into consideration cultural values and beliefs when working with families and communities. As with the entire Agency, the intake team works towards the common goal of families being able to parent children safely, without agency intervention.

Achievements, Special Projects and Events: How services created positive outcomes for children and families

The intake team utilizes Early Intervention Agreements to work with families voluntarily to ensure connections and supports are in place that will help to address the risks identified. By working voluntarily with families, we can also make use of and partner with the appropriate community supports and resources. When involvement starts early and is proactive rather than reactive, there are better outcomes for children and families. There have been many gains this past year involving voluntary Agency involvement with

families where families have felt the Agency has helped them in their parenting journey.

The most significant aspect for the Supports and services offered through your department (include statistics). Trends over the last year, etc.

April 2016 to March 2017 (inclusive) saw the Eskasoni office process 550 Intakes/Referrals regarding protection of children under the age of sixteen. Of the 550 referrals received, the Agency made the decision to Investigate 398 referrals and the decision to Not Investigate 134 referrals received. The Indian Brook office processed 349 referrals and 69 of these referrals were deemed to not meet the criteria for investigation. The Major Presenting Problems identified by workers in both offices were parent substance abuse, domestic violence and substantial risk of physical harm.

How any challenges were remedied?

It is important for us to be able to reach out to family and other identified supports to the children to assist in planning and providing supports to the family during agency involvement. Partnering with community resources to enhance case plans with families is another integral way to remedy any challenges we may face.

Training

Intake workers from both offices have been able to access the following training this year: Human Trafficking, CFSA Amendments, Drug Recognition, Family Group Conferencing, Access Training, Nova Scotia Early Childhood development program: Changes and services, Walgwan Center: information session and Presentation, CPR, CFSA Amendment training, Trauma Informed Practice-IWK, Trauma informed care webinar- IWK, MANDT (crises intervention certification), Information Session on RDT/Hair follicle testing with Dr. Nassar, Stress Management Training with Serena Lewis, Supporting mental wellness of vulnerable children and families – public health agency of Canada.

Student Placements

The intake team in Eskasoni had three student placements this year and the Intake team in Indian Brook had four student's complete placements.

Maximization of front-line resources through efficient processes, including flexibility when allocating human resources (staffing) and special projects

Intakes are allocated by numbers and communities when reasonable so that caseloads remain fair and balanced. The team is consistent in working together to ensure timelines are being met so that we are in compliance with Provincial guidelines and standards. Better use of effective time management has resulted in overtime being minimized and the team has consistently tried to carpool to meetings and community events when able.

Timely implementation of programs, regulations standards and policies

The referral process follows specific guidelines we are required to meet. Having these guidelines in place ensures everyone from children and families to social workers are protected by the process.

Goals for the upcoming year

The Intake Team's goals for the upcoming year are to continue to work with families and communities in a positive, respectful and meaningful way; to continue to grow relationships with the supports and services in the communities we serve; to be thorough and comprehensive in gathering information to strengthen the families we are working with, and to ensure the safety and well-being of children. As always when carrying out the work we are doing, the team is keeping in mind the least intrusive approach when warranted. March 1, 2017 new legislation was enacted giving the province a new Children and Family Service Act. With the Act came a new set of guidelines and standards to be followed by all child welfare workers in the province. Given this has been a major change it will take some time to implement and adjust to the new expectations.

Protection – Temporary Care & Custody

Supervisors: Yvonne Doucette, BSW, RSW (Eskasoni)
Leeann Higgins, BSW, RSW (Indianbrook)

The TCC department is responsible for working with and maintaining files for children in Temporary care and custody. Among the many roles of the TCC Social Worker are to assess the needs of the child and develop a case plan for each child. Workers will supervise the placement and ensure services are provided to each child. The TCC Social worker is also responsible for reviewing the child's ecomap, genogram and cultural connection tool (effective Mar 1/17). All planning for each child has to be with their best interest in mind at all times.

The ultimate goal in TCC is to establish permanency for the child. Permanency may mean returning the child to their parent (s), placement with extended family, adoption or preparing the child for independent living.

As of Mar 3/17, there were 40 children in the TCC department in Eskasoni and 23 children in the Indian Brook office. There are children in the TCC department with Permanent Care and Custody status awaiting to be transferred to that department or to Adoption.

Over the last year TCC in Eskasoni has worked with 19 other children who have either returned to their birth family, extended family, or have transferred to adoption. There have been 15 children who have entered TCC in Eskasoni in the past year. The Indian Brook office has had an increase in the number of children entering care since the Fall of 2016 when there were 7 children in temporary care. Most of the children who entered care in the Fall were already involved with the agency through Early Intervention or through a Supervision Order.

TCC has been busy and presently has most placements (76%) on reserve in kinship homes in Eskasoni. There are a few children in group home placements or off reserve placements. The majority of the placements in the Indian Brook office are in regular approved foster placements with three children placed in kinship homes. The Indian Brook office has been busy over the past year as well supervising Eskasoni TCC files due to placements of the children in Mainland.

As well TCC workers from Eskasoni and Indian Brook have attended youth court with 5 children in care throughout the year on several occasions.

TCC has also been busy with placement moves (foster home breakdowns) over the last year, which can prove challenging. Time must be spent securing new placement and acquainting children to a new home and/ or community. Another challenge TCC has faced in the last year is staffing. Presently TCC is now operating with a full complement of staff of 4 TCC workers in Eskasoni and 2 in Mainland.

Staff have engaged in several training sessions over the past year. There has been training for Child and family Services Act-Changes, Access and Family Visitations, Stress Management Workshop, Human Trafficking and presentation by Leonard Dorion on the Child Welfare transformation. There was also involvement with the presentation to Potlotek Chief and Council on the Mi'kmaw Family and Children's Services Agency.

There were 4 student placements within the TCC department in Eskasoni and 2 BSW student placements in the Indian Brook office. Students completing their Bachelor of Social Work (BSW) degree from St. Thomas University, NB worked alongside TCC Social Workers. Students assisted frontline TCC workers in their day to day.

For the upcoming year the TCC department looks forward to many new training as well as working with families for successful outcomes for children in care.

Long Term Protection Services

Supervisors: Helen Doyle, BSW, RSW (Eskasoni)
Angeline Denny-Sylliboy, MSW, RSW (Eskasoni)
Leeann Higgins, BSW, RSW (Indianbrook)

Department Goals:

The Long-Term Protection team begins working with families after the Intake and Investigation stage is complete. Workers within this program offer services and supports to help families alleviate the identified risk/risks to the children. Services that are offered within the Agency include; Family Support programming, Family Group Conferencing and programming through the Healing Centers. Long Term workers also help guide and support parents into the appropriate programs and services within their own communities.

The Long-Term Protection team works with Community Resources such as NADACA, Mi'kmaq Lodge, the schools, the Band Offices, Chief and Council, Health Centers and resources outside of the communities to help families address the complex issues they may be dealing with.

The Primary goal of the Long-Term Protection team is to ensure the safety of the children while making all efforts at maintaining the family unit.

Achievements

The Wikimanej Kikmanaq Program (Family Group Conferencing) has helped shaped many positive relationships between the Agency and families. It has helped come up with the best possible plan for the children in collaboration with the parents, children and extended families while the Parents complete services to address their issues.

The use of Customary Care, as an alternate route for families (rather than Taking children into Agency's care) has been used to give parents the opportunity to address their issues while family provides care to their children. It is always our hope that we can use the least intrusive measures with families as well as cause the least disruption in the lives of the children while ensuring children's safety.

There are many successful stories of parents successfully addressing their issues. It is the hard work and dedication of the parents to work towards a healthy and nurturing home for their children. It is also the hard work and dedication of the Long-Term Protection Team in helping and supporting families to achieve their goals and ensure children's safety.

Significant Aspects of Supports/Services Offered

The Long Term Protection Workers offer support to the family by working with the family to come up with a case plan that will work towards alleviating the risks to the children. Transportation is provided to families for the services they are expected to complete. The Long Term Protection workers ensure that the families are given the opportunities to participate in services within their own communities but are also offered services and supports through the Agency such as Family Support and Wikimanej Kikmanaq Program.

Training

Long term staff have participated in several mandatory training sessions throughout the year including: Amendments Training and Access/Visitation Training offered through Department of Community Services. In addition, staff have participated in PRIDE Training, Trauma Training, CORE Training and various other training opportunities offered with the communities we work in.

Student Placements

The Long- Term Protection Team has always welcomed students to complete their placements within our department. This past year we were fortunate to have several Mi'kmaq BSW students completing their placements in our department. This was a positive experience to introduce them to all the aspects of Long Term Protection including shadowing senior workers to various communities and learning opportunities. These placements will end in June and most students have gained employment within the social work departments in both offices. Congratulations to the students as they complete their BSW.

Timely Completion of quality reviews/compliance Reviews

There have been many changes within the Provincial Children & Family Services Act. These changes were designed to be more child and family focused. The Mi'kmaq Child Welfare Specialist and the Assistant Executives Directors will assist the agency workers and Supervisors to implement these changes and to assist the Agency with delivery of services by ensuring compliance with Policy, Process, and Procedures. This guidance has helped to shape the Long-Term Protection team in providing better staffing including more Supervisors, regular Supervision and on-going training and supports from the Department of Community Services.

Goals for upcoming year

The goals of Long Term Protection are to reduce risk to children and families. The main goals for our clients are to succeed in having their children return to their care and to end the Agency's involvement in a positive way. However, for those situations when this is not possible, family placements are sought through family consultation or the Wikimanej Kikmanaq program (Family Group Conferencing), it is our hope to be able to gain more Kinship Foster homes or Customary Care placements. Ongoing training is paramount in assisting the agency to adjust to the recent amendments to the Children and Family Services Act. An important highlight of these new amendments is in regard to ensuring cultural appropriate services are available to our children and families. The agency continues to strive to excel assuring all services under Child welfare reflect our Mi'kmaq values customs and traditions. We will continue to promote the integrity and uniqueness of our culture through Wikimanej Kikmanaq, Customary Care placements, and First Nation Parenting programs. It is the paramount that we continue to enhance the working relationships with the communities, Mikmaw Organizations, RCMP and community health and addiction services.

Permanent Care & Custody

Supervisors: Denise Maracle, BSW, RSW (Indianbrook)
Pius Trainor, BSW, RSW (Eskasoni)

The Children in Care department is designed to care for the children/youth in the permanent care and custody of the agency. Many of the children/youth no longer reside with their biological parent(s). We work closely with the foster/kinship/youth and the biological families to ensure that the child will be successful in their placement. The goal for case workers is to guide and assist their children/youth through life acting as "wise and conscientious parents". Children in Care have been accessing the Wikimanej Kikmanaq Family Group Conferencing process in the attempt to include appropriate family and significant others for the youth to help work out issues.

There have been many changes in the new Child Welfare Policy Manual (CYFS) that we all require training for over the next year. Important changes have taken place, such as services being available to youth who are between 16 and 18 as well as an emphasis on a Cultural Connection Plan for all youth. A lot of these changes were already implemented by Mi'kmaq Family & Children's Services, but with new forms and procedures we are more accountable.

All our staff have completed the mandatory training required to satisfy the NSASW requirements.

Our youth continue to be nominated and awarded the Outstanding Youth Awards. These awards recognize Nova Scotian youth in care between the ages of 13 - 18 years old who have demonstrated at least one of the following: educational achievement; leadership; outstanding achievement in sport/cultural/hobby; shown tenacity in overcoming personal obstacles and/or having a plan for the future.

Our youth also continue to participate in the agency's Independent Living Program. This program is designed to assist them in gaining skills required to successfully live independently. The Children in Care team work closely with the Family and Community Resource department to provide appropriate workshops and programs to our youth. Workshops that have been provided in the past have been: Healthy Relationships, Budgeting, Conflict Resolution and many more life skill based information. There is also an important cultural component incorporated into the program. The youth have participated in the 7 Sacred Teachings, drum making, Moon Ceremony as well as discussions about the Tree of Life. At the graduation ceremony, Chief Rod Googoo of Waycobah, spoke to our youth after a Naming Ceremony was completed.

The main services that majority of our youth receive is youth support, access and therapy. These services are positive not only for the youth but is also an extra support for the foster placement. We have been attempting to access more of the specialized programs for our youth who have intellectual and mental health disabilities, we currently have 4 youth on the mainland that are engaged in the Disability Support Program.

There are currently 52 children in care on the Mainland that are in permanent care. 20 have provincial settlement and 32 have federal settlement. We are supervising 3 youth from three different provinces. 2 youth have been adopted over the last year and 2 more are in the process of adoption. We have 2 university students, 3 students that attend Nova Scotia Community College and one that took a Heavy Equipment Operator program.

In Unama'ki there are 76 children in permanent care. Three have provincial settlement and the remaining are federal settlement status. There is one out of province youth. We have nine in unapproved placement. There were 11 adoptions and three are currently in the referral stage. We have 5 children/youth that have returned to family members and four that have exited at age 19-21. Two students are currently attending Nova Scotia Community College

Totals By Settlement Type By Community

Federal Settlements		018- Acadia	023- Epsaloni	026- Membertou	022- Pictou	028- Wagmatcook	029- Wapscobagh	020- Annapolis	021- Bear River	030- Gosscap	027- Millbrook	019- Pagnivik	024- Pictou	025- Spidnekak	Other	Grand Total
Group Home		1	1	1			1					2	1	1		
Institution			1													
Place of Safety																
Independent Living			1		1		2				1	1				
Unapproved Placement			5	1	1						1		1	4	2	
Foster Home, Non-Kinship			16	2		2					2	2		2	2	
Foster Home, Kinship			29		2		1				4		1	5	5	
Totals		1	53	4	4	2	4				4	5	3	12	5	97

Provincial Settlements		018- Acadia	023- Epsaloni	026- Membertou	022- Pictou	028- Wagmatcook	029- Wapscobagh	020- Annapolis	021- Bear River	030- Gosscap	027- Millbrook	019- Pagnivik	024- Pictou	025- Spidnekak	Other	Grand Total
Group Home															3	
Institution																
Place of Safety																
Independent Living														2	2	
Unapproved Placement															1	
Foster Home, Non-Kinship		2									1				7	
Foster Home, Kinship															2	
Totals		2									1			2	15	20

All Settlements		018- Acadia	023- Epsaloni	026- Membertou	022- Pictou	028- Wagmatcook	029- Wapscobagh	020- Annapolis	021- Bear River	030- Gosscap	027- Millbrook	019- Pagnivik	024- Pictou	025- Spidnekak	Other	Grand Total
Group Home		1	1	1			1				1	2	1	1	2	
Institution			1													
Place of Safety																
Independent Living			1		1		2				1	1		2	2	
Unapproved Placement			5	1	1						1		1	4	3	
Foster Home, Non-Kinship		2	16	2		2					2	2		2	10	
Foster Home, Kinship			29		2		1				4		1	5	7	
Totals		3	53	4	4	2	4				5	5	3	14	20	117

Foster Care

Submitted by: Jodi Phillips, BSW, RSW
Casework Supervisor – Resource Family – Foster Care
Indian Brook Office
Sheraine Young, BSW, RSW
Casework Supervisor – Resource Family – Foster Care
Eskasoni Office

Brief Description of the Role of the Department and Goals

The role of the Foster Care department is to provide children and youth who have come into the care of Mi'kmaw Family & Children's Services with an alternative family environment. Our goal is to ensure that the children in care of the Agency are in a Mi'kmaw Foster/ Kinship home or placed in a Mi'kmaw community. The Foster Care department also provides on-going training, assessing needs and providing services to foster families which support the children in care.

When seeking Foster Care placements for children, our goal is to seek foster homes based on the current situation and the needs of the child(ren), if possible. The department will also determine if a Foster Home is considered an appropriate match for the child based criteria which may include but not limited to culture, language, behaviors, and location.

Foster Care placement options:

Kinship Care: *“is a full-time care of children who are in the Minister's care and custody, by relatives or other adults with whom the children have had a pre-existing relationship.”*

Foster Care: *“are approved to provide care for children who are not related to them; this approval is not restricted to particular children.”*

Emergency Care: *“is a short-term placement for a child requiring a foster home during after-hours.”*

Respite Services: *“is defined by a child or youth requiring overnight care for a specific purpose of providing relief for the primary foster family.”*

Conditional Respite: *“The purpose of the conditional respite approval process is two-fold:*

a. To provide general foster parent applicants with an opportunity to gain brief intervals of foster parenting experience while proceeding through, and awaiting the completion of, the full approval process;

b. To address a systemic need for respite foster care providers who can provide relief for foster families caring for children in care.”

Respite Care Exclusive: *“are approved individuals, are mature adults who provide short-term respite care to an identified child in care or for a specific foster family only.”*

General Respite: *“Fully approved general foster families who wish to provide respite for other foster families.”*

Our main goal for the department is to remain focused on recruitment for the purpose of potential Foster Care applicants. The department also wants to ensure that our children coming into care remain within their respective family, community or within a Mi'kmaw home.

Other goals for our Foster Care department include, but are not limited to:

1. Retention of current Foster Homes.
2. Maintaining support to our Foster Families.
3. Continue working collaboratively with the other departments within the agency.

Special Events

Our Mi'kmaw communities have shown their support in the Agency's recruitment efforts by asking questions and gathering information about the Foster Care program. This has led to potential applicants contacting the Agency and beginning the process of their SAFE assessment.

Each fall, Mi'kmaw Family and Children's Services annually hosts a Foster Family Appreciation Banquet. Our Foster Families are invited for a large feast, activities for the families, door prizes, and Foster Family gifts are presented. Foster Parents are recognized by the Department of Community Services (DCS) for their 5, 10, 15 or more years' service Certificates which are presented to our foster parents who have reached this milestone. The Foster Family Appreciation Banquet is also an opportunity for foster families to connect with one another, the staff to show their appreciation, and for foster parents to provide feedback on future foster family events.

Trends

The following are noted trends through the year:

- There have been changes in the Foster Care Manual. The Foster Care staff are making the necessary adjustment to changes to the new format and the forms.
- There is an increase in training opportunities for Foster Parents and Agency staff.
- The Foster Care teams have worked on strengthening their units.
- There continues to be a need for General Foster Care homes within our Mi'kmaw communities.
- Our long-term Foster Homes continue to close either due to children aging out of care or being adopted.

Challenges and Solutions

- There is significant need within our Mi'kmaw communities for General Foster Parents. Recruitment and finding creative ideas within our communities.
- There are some kinship homes that have the potential as being assessed as General Foster Care homes.
- Group Pre-Service Training has been challenging and one-on-one training would be more ideal for some.
- Ensuring better communication between departments when it comes to foster home concerns, placements, and children in care.
- Placement options should be explored for each child coming into care. I.e. Kinship homes or utilizing the Wikimanej Kikamanaq program.

Training

PRIDE Pre-Service Training

The PRIDE (Parent Resources for Information, Development, and Education) Pre-Service Training Program is a training program for prospective Foster/Adoptive Parents and is a model for the development and support of resource families. It is designed to strengthen the quality of foster care and adoption services by providing a standardized, structured framework for recruiting, preparing, and selecting Foster Parents and Adoptive Parents. It also provides Foster Parent in-service training and ongoing professional development.

All prospective Foster Parents are required to complete the PRIDE Pre-Service Program to become approved as a Foster Home and to attend other Foster Family training.

Pre-Service training was offered for families in the spring and fall of the 2016, in both the Eskasoni and Indian Brook offices. In total, there were eleven participants that completed training through the Eskasoni office and three participants that completed training in the Indian Brook office.

Because of the new provincial foster care policies, the Agency has approved one conditional respite foster home.

PRIDE Training

Summary of Education and Training Services Offered

Coordination, facilitation, and delivery of PRIDE Modules 1, 2, 3, 4, 6, 7, AS-2, AS-3, AS-4, FASD, and Understanding Trauma for foster parents, adoptive parents and staff.

The following table is the training statistics for both the Indian Brook and Eskasoni Offices from trainers Annette Saulnier and Carol Googoo:

P.R.I.D.E MODULE TRAINING PARTICIPATION (DELIVERED BY FOSTER CARE RESOURCES)				
MODULE 1	Foster	Adoptive	Staff	TOTAL
Registered Participants	9	0	2	11
Participants at Commencement	9	0	2	11
Participants at Completion	9	0	2	11
Programs Delivered	2			1
MODULE 2	Foster	Adoptive	Staff	TOTAL
Registered Participants	3	0	0	3
Participants at Commencement	3	0	0	3
Participants at Completion	3	0	0	3
Programs Delivered	1			1
MODULE 3	Foster	Adoptive	Staff	TOTAL
Registered Participants	4	0	5	9
Participants at Commencement	4	0	5	9
Participants at Completion	4	0	5	9
Programs Delivered	3			
MODULE 4	Foster	Adoptive	Staff	TOTAL
Registered Participants	7	0	8	8
Participants at Commencement	7	0	8	8
Participants at Completion	7	0	8	8
Programs Delivered	2			2
MODULE 5	Foster	Adoptive	Staff	TOTAL
Registered Participants	1		4	5
Participants at Commencement	1		4	5
Participants at Completion	1		4	5
Programs Delivered	1			1
MODULE 6	Foster	Adoptive	Staff	TOTAL
Registered Participants	2	2	1	5
Participants at Commencement	0	0	1	1
Participants at Completion	0	0	1	1
Programs Delivered	1			1

MODULE 7	Foster	Adoptive	Staff	TOTAL
Registered Participants	8	3	12	23
Participants at Commencement	1	2	12	5
Participants at Completion	1	2	12	15
Programs Delivered	2			2
MODULE 11	Foster	Adoptive	Staff	TOTAL
Registered Participants	2	0	1	3
Participants at Commencement	2	0	1	3
Participants at Completion	2	0	1	3
Programs Delivered	1			1
MODULE AS-2	Foster	Adoptive	Staff	TOTAL
Registered Participants	5	0	1	6
Participants at Commencement	5	0	1	6
Participants at Completion	5	0	1	6
Programs Delivered	2			2
MODULE AS-4	Foster	Adoptive	Staff	TOTAL
Registered Participants	5	0	11	16
Participants at Commencement	1	0	9	10
Participants at Completion	1	0	9	10
Programs Delivered	2			2
Understanding Trauma	Foster	Adoptive	Staff	TOTAL
Registered Participants	10	0	7	17
Participants at Commencement	10	0	7	17
Participants at Completion	10	0	7	17
Programs Delivered	1			1

PROGRAMS/HOURS OF P.R.I.D.E TRAINING

	# of Programs Offered	# of Training Hours Offered
Module 1	2	12
Module 2	1	9
Module 3	3	12
Module 4	2	6
Module 5	1	9
Module 6	1	9
Module 7	2	6
Module 11	1	6
Module AS-2	2	6
Module AS-3	1	9
Module AS - 4	1	12
Understanding Trauma	2	24
FASD	<u>3</u>	<u>12</u>
TOTAL	22	132

FASD	Foster	Adoptive	Staff	TOTAL
Registered Participants	12	0	6	18
Participants at Commencement	12	0	6	18
Participants at Completion	12	0	6	18
Programs Delivered	3			3

Kinship Foster Homes/Tradition of Caring Training

“Kinship Foster Care is the temporary, full time, day to day care of children who are in the agency's care and custody, by relatives or by other adults with whom the children have had an established relationship”. (Nova Scotia Foster Care Manual)

Thirteen referrals for assessment for conditional approval were completed and processed through the foster care program. In the Indian Brook office, thirteen referrals for Kinship Conditional Approval were received through the Foster Care Program. Of the thirteen referrals, seven of the referrals conditionally approved, one of the thirteen opened as General Foster Parent, four of the referrals withdrew their application due to a change in the child's plan and their Kinship Home was no longer required and one applicant withdrew as they were no longer interested in the Kinship process.

After a conditional approval has been approved, all approved home participated in the TOC Program and a SAFE assessment.

Student Placement

We have one student from Dalhousie University's Bachelor of Social Work in the Foster Care Department whose current focus has been working under Recruitment.

Recruitment

The Recruitment Social Worker for the Indian Brook office has completed a significant amount of recruitment this year. These efforts have included (but not limited to):

- Back to School Kick Off – Bear River First Nation
- Sipekne'katik Annual General Meeting - Sipekne'katik First Nation
- Sipekne'katik Mawiomi - Sipekne'katik First Nation
- Acadia Gaming – Acadia First Nation
- Eskasoni Mawiomi – Eskasoni First Nation
- Pictou Landing Mawiomi – Pictou Landing First Nation
- Nova Scotia Community College (Truro, Nova Scotia) Mawiomi
- Native Council of NS AGM – Liverpool, Nova Scotia
- Millbrook Health & Information Fair – Millbrook First Nation

Because of these recruitment efforts, we have noted an increase of referrals to foster care program.

Foster Care Audit

The Foster Care department participated in a provincial Foster Care Audit. We continue to ensure Provincial Policy and Program Requirements are met, while ensuring adequate care of our children.

Effective Planning and Development of Programs, Regulations and Standards

Effective planning continues to focus on recruitment. To reach more potential Foster Care applicants within our communities, we strive to go above and beyond the program's requirements and expectations.

To better support our Foster Families, we continue to use Intake Placement schedules to ensure that there is a Foster Care Social Worker available in the office during working hours.

Both the Eskasoni and Indian Brook Foster Care Supervisors meet monthly, and respective teams meet quarterly, to ensure fluidity of the Foster Care Program.

Both offices have implemented the Placement tracking method to better follow the process and trends for respite care and placement needs.

Goals for the Upcoming Year

- To ensure all policy and program requirements within the updated CFSA Manual are met.
- To seek out additional training opportunities for Foster Parents.
- To assess more General Foster Homes.
- To provide training and assess Kinship Foster Homes who have the potential to become General Foster Homes.
- To provide ongoing support to our foster homes in an effort to retain more homes for placement.
- To continue with the Recruitment efforts and strategies.
- To continue working collaboratively with other departments within the agency.
- To continue to maintain support to retain our existing foster homes.

ADOPTION Program - Indian Brook Office

Submitted by: Lesley McKee B. J. (Hons.), M.S.W., R.S.W.
Casework Supervisor - Adoption Program
Indian Brook Office

Brief description of the role of the Adoption Department and goals:

Adoption provides children who need permanent homes - from newborns to teenagers - with loving families. Without adoption, there are children in our communities who would not have the stability, support, nurturing and attention which are all so crucial to their physical, social and emotional development. All children require a stable and continuous relationship with a nurturing person to help promote their physical, social, emotional and intellectual development and abilities. For our children in care, these relationships are especially important due to their early traumatic experiences which have often placed them at greater risk for high risk behaviors including: homelessness, failure to finish high school, unemployment and engaging in troublesome behaviors such as substance misuse.

When children in out-of-home care cannot be safely reunited with their birth families, adoption is often the most desirable goal. Adoption provides the most stable, legally binding relationship for our children in the permanent care of the Agency and their adoptive parents.

Our foster parents often become adoptive parents to the children they foster should that child not be able to return home. It is our primary goal that should a child not be able to return to his/her birth family that the child be adopted by relatives. As this is not always possible, we also must recruit potential adoptive families for specific children who are waiting for adoption. In doing such we want to:

- Ensure timely permanence for children.
- Prepare and assist children in their transition to an adoptive family.
- Recognize and treat the "whole" child.
- Look at the physical, emotional, educational, social, spiritual and cultural needs of all our children.
- Provide treatment for emotional issues of the child.
- Develop adoptive homes capable of responding to the emotional and behavioral needs of children who have been neglected and/or abused.
- Provide education, support and therapeutic services to adoptive families which will thereby strengthen them as a family.
- Reduce the number of disruptions in a child's life.

We believe a positive and nurturing environment will help a child grow to his/her full potential. Working together with our adoptive families as a team toward a common goal allows us to provide services that will help children reach their full potential. Whenever possible, we want our children to remain with family and in their home community. When this is not possible, we look to other Mi'kmaw families residing both on and off First Nation communities as adoptive homes. The selection of a family must focus on the needs of the child being placed, while recognizing that each child and family has individual strengths. To be successful we must include assistance to the child and adoptive family in the process of their integration as a new family unit.

Training for Prospective Adoptive parents:

The purpose of the training is to help prospective adoptive parents decide if adopting a child(ren) is right for their family. The training provides opportunities to develop knowledge and awareness of adoption related issues, as well as, assess for themselves their commitment and readiness to proceed with adoption. In addition to the information and insight gained through the training experience, participants may begin to develop an informal support network with other prospective adoptive parents. The courses lay a foundation of knowledge that participants continue to build on as they welcome children into their lives through adoption.

Training for our prospective adoptive parents includes:

- Info Session (3 hours)
- Pre-Service (27 hours)

The Structured Analysis Family Evaluation (SAFE) and Approving an Application:

The Structured Analysis Family Evaluation (SAFE) is a series of interviews with an Agency adoption worker. The interviews are used to assess the relationships and dynamics of the prospective adoptive family or parent, as well as, their capacity to understand and meet the needs of a child at the time of placement and just as importantly, the future. The interviews also provide a valuable opportunity for families or prospective parents to self-assess their overall strengths and abilities, and to establish a relationship with their assessment worker.

The assessment worker completes a written family assessment, outlining the Agency's decision on whether to approve the prospective adoptive parent(s). The written assessment contains supportive documentation including the family's Application to Adopt, Criminal Record Checks, Child Abuse Registry checks, prior contact checks, financial statement, medical checks, and personal references, as well as, several home interviews and in-depth questionnaires. Once approved by the Agency, the prospective adoptive parent(s) are registered in the adoptive program and actively considered for a placement.

Although the Recruitment worker falls under the Foster Care Program, this position is twofold in that the Agency is not only actively recruiting foster parents, but adoptive parents as well. The following is a comparison of the 2015/2016 statistics and the 2016/2017 statistics.

Recruitment Adoption outcomes for this 2015/2016 fiscal year are as follows:

- # of adoptive applicants: 6
- # of adoptive applicants who withdrew their application: 1
- # of adoptive applicants who completed training: 4
- # of adoptive applicants waiting for training: 1
- # of adoptive parents waiting for an Adoption SAFE Assessment: 2
- # of adoptive applicants who are in the process of an Adoption SAFE Assessment: 6
- # of adoptive parents approved: 5
- # of adoptive parents not approved: 0

Of the 5 adoptive parents approved:

- # of adoptive parents who reside in a First Nations community: 3
- # of adoptive parents not residing in a First Nations community: 2

Recruitment Adoption outcomes for this 2016/2017 fiscal year are as follows:

- # of adoptive applicants: 9
- # of adoptive applicants who withdrew their application: 0
- # of adoptive applicants who completed training: 5
- # of adoptive applicants waiting for training: 2
- # of adoptive parents waiting for an Adoption SAFE Assessment: 2
- # of adoptive applicants who are in the process of an Adoption SAFE Assessment: 2
- # of adoptive parents approved: 9
- # of adoptive parents not approved: 0

Of the 9 adoptive parents approved:

- # of adoptive parents who reside in a First Nations community: 5
- # of adoptive parents not residing in a First Nations community: 4

The most significant aspect for the supports and services offered through your department (include statistics). Trends over the last year, ie: increase, decrease, significant changes worth noting:

Statistics

The following is a comparison of the 2015/2016 fiscal year and the 2016/2017 fiscal year: During the 2015/2016 fiscal year, there were 14 children in adoption probation (awaiting finalization) with the Indian Brook Office. The Agency was not involved in any inter-provincial adoptions this year. The number of adoptions finalized during this time was 11.

Of the 11 adoptions finalized within this fiscal year a further breakdown is as follows:

- # of Section 68(A) Adoptions (A Child-Specific Voluntary Adoption): 1
- # of children adopted by their current foster parents: 8
- # of children adopted by new families: 2

During the 2016/2017 fiscal year, there were 10 children in an adoption probation (awaiting finalization) with the Indian Brook Office. The Agency was involved in 1 interprovincial adoption this fiscal year. The number of adoptions finalized during this time was 6.

Of the 6 adoptions finalized within this fiscal year a further breakdown is as follows:

- # of Section 68(A) Adoptions (A Child-Specific Voluntary Adoption): 0
- # of children adopted by their current foster parents: 4
- # of children adopted by new families: 2

Ongoing Trends:

As we reviewed this past fiscal year, the Indian Brook adoption team noted a continuation of the trends identified the previous year, as well as, a couple other trends noted this year. They are as follows:

- An increase in the number of younger children being referred to adoption.
- A greater level of involvement by the adoption worker to not only participate, but to be involved in the planning and collaboration of a child's comprehensive plans of care in which adoption has been identified as the goal.
- An increase in the requests for the adoption worker to provide an affidavit or to testify in a child's PCC trial regarding an adoption plan for the child.
- Children coming into Permanent Care and Custody (PCC) are proceeding to adoption with little delay.
- An increase in the number of children adopted by families other than their foster parents. This carries over to an increase in the amount of work for the adoption team as such placements involve greater planning/matching and pre-placement.
- While the number of children requiring an adoptive family is increasing, the number of adoptive applicants is not growing at the same rate.

Achievements and special projects and events: How services created positive outcomes for children and families:

Subsidized Adoption Program

The single most powerful tool by which the child welfare system can encourage adoption and support our adoptive families is through adoption subsidies. Often, assistance is provided to encourage adoption of special needs children and remove any potential financial barriers to adoption for families.

Foster parents who adopt their foster children who have been in their home for a minimum of 12 months and the Agency has determined it will cause the family financial hardship to lose the board and clothing, the

family may continue to receive such with no further income test. For adoptive parents who have not fostered, an income test is applied to determine if the family would qualify for board and clothing.

Within the Adoption Subsidy Program, most payments to adoptive families are the actual costs of services not covered by their personal medical plan or the provincial/federal medical systems. Specialized rates are based on the extraordinary needs of the child, and/or the additional parenting skills needed to raise the child. The “Exceptional Needs Assessment Tool”, otherwise known as the ENAT, determines the exceptional care rate provided to a child. The rates for such are as follows:

- LOW - \$200 per month
- MODERATE - \$300 per month
- HIGH - \$425 per month

2015/2016 Fiscal Year

The team continues to provide support to 24 families through the Adoption Subsidy Program. Within these 24 families there are 48 children who are receiving a subsidy.

2016/2017 Fiscal Year

The team continues to provide support to 27 families through the Adoption Subsidy Program. Within these 27 families there are 57 children who are receiving a subsidy.

How many challenges were remedied?

We acknowledge that tangible outcomes, such as prevention of adoption disruption or dissolution, are very difficult to track. It is challenging to prove conclusively that families would have had a negative experience without the Subsidized Adoption program's intervention. We believe the ongoing support offered within this program has played a significant role in maintaining permanency and avoiding adoption disruptions or dissolutions. As was reported in the previous two fiscal years and again this fiscal year (2016/2017), there have been no adoption disruptions or dissolutions.

Maximization of front-line resource through the efficient processes, including flexibility when allocating human resources (staffing) and special projects:

Staffing:

The adoption team is a part of the Resource Unit which encompasses the Foster Care Department and Adoption Department. As such, the Indian Brook office has one dedicated Adoption worker (80% position) along with two workers whose focus is completing Structured Analysis Family Evaluation (SAFE) Assessments. One worker's prime focus is adoption and the other is foster care. The fourth worker in the adoption program holds the subsidized adoption caseload. The Adoption Team also shares an Administrative support position with the Foster Care Team. To meet our children's need for permanency and our prospective adoptive parents need for training and assessment, at some point additional staff may be required within the Adoption Team.

Student placements (how we create an opportunity for learning and excellence):

Social work is an incredibly important profession with the field placement being a critical element of education and preparing social work students for the challenges and demands they will face in their future careers as helping professionals. Such placements allow students to blend theory learned in the classroom with hands on practical experience, preparing them to function as professional social workers upon graduation.

During the past two fiscal years in the Adoption Program, we did not have any student placements. However, we look forward and welcome a social work placement in the Adoption program in the future.

Effective planning and development of programs, regulations, standards etc.:

Options Counseling:

Another service within the Adoption Program is Options Counseling. This service is provided to birth parents who are contemplating whether to parent their child when born, or to make another plan for their child -

which may include voluntarily placing their child for adoption. During the past two fiscal years, no birth families requested this service from the Agency.

Wikimanej Kikmanaq Family Group Conference (FGC)

Wikimanej Kikmanaq FGC is an Agency resource available to the Adoption program and can be an effective tool to help a birth family, along with their extended family, develop their own permanency plan for their child not yet born for example.

Timely completion of quality reviews, compliance reviews

The mandate of the Department of Community Services (DCS), in conjunction with Mi'kmaw Family and Children's Services, is to improve the services and outcomes for children both on and off First Nations communities throughout this province by way of advocacy, accountability and review, including audits. As we continue to draw from previous Audit and Compliance reports, we continue to strive for best practice while following policy and the Agency's mandate. The transition for children from Permanent Care and Custody (PCC) to the Adoption Program, when this is identified for them, continues to be completed without undue delay.

Guiding Values for Adoption and Goals for the upcoming year:

- All children who need safe, loving and permanent families have the best chance at finding one.
- Age and special needs are not viewed as insurmountable barriers to adoption.
- All prospective adoptive families are treated as valuable resources and receive clear, accurate information about all forms of adoption.
- All types of families and parent compositions should be actively explored as potential adoption placements.
- Adoption processes are streamlined and expedited, so that children and adoptive parents are united as quickly as possible.
- Contact or communication with the birth family, when in the best interest of the child, is not a barrier to adoption. Openness in adoption enables members of the adoption circle to maintain family and cultural connections and relationships to assist the child in developing a strong, healthy identity.
- Adoptive families - both parents and children - receive the supports they need even after an adoption has been finalized.
- Information on services and outcomes is collected and continuously evaluated to keep improving adoption for children and families.

ADOPTION Program - Eskasoni Office

Submitted by: Karlena Johnson, BSW, MEdC, RSW
Casework Supervisor – Adoption & Resource

The Eskasoni Adoption & Resource department supports the Vision, Mission & Values of the Agency, the Business, Strategic & Operational Plan and the “Calls to Action” of the Truth & Reconciliation Commission. Our department has the privilege of working with the caring families who become the Kinship/Foster parents and Adoptive parents for children in the care of the Agency. The Adoption & Resource department provides assessment of Respite, Kinship & General foster homes and Adoptive families to ensure that Mi'kmaw children in the care of the Agency are placed in culturally appropriate Mi'kmaw homes. The Adoption & Resource department provides A Tradition of Caring training to our Kinship Foster & Kinship Adoptive Families as well as referrals to PRIDE Pre-Service & PRIDE CORE for additional training. Ongoing support is provided to families who are in the process of adopting children in care or who have adopted and receive an Adoption Subsidy; support may also include facilitating Openness Agreements for Access between children who are adopted and their birth families or connecting adoptive families with needed community & specialized resources.

Our goal is to ensure the recruitment, assessment & training of extended family and community members who come forward to care for children in care. This puts into action the part of the Agency Mission “Leading with excellence and working in partnership to Provide safe and nurturing care for children and youth in a manner that is culturally appropriate and reflecting the history and traditions of First Nations people.” As per the Agency Business, Strategic & Operational Plan, we are also tracking school performance, out of home placement, moves in care, permanency status 36 months after coming into care, family moves, and aboriginal placement matching. Quarterly Reports are prepared for the Agency & DCS for Kinship & General foster homes receiving Full Approval and Children in Care who receive permanency through Adoption. The past year has also involved training and other preparations in anticipation of the changes resulting from the amendments to the Children & Family Services Act and the new Manuals for all Child Welfare departments. We feel privileged to work with the caring families who become our Respite, Kinship/Foster & Adoptive parents and the children who receive permanency through adoption.

The Kinship & General Foster Care Assessors/A Tradition of Caring Workers were very busy this year. During the fiscal year, 47 Kinship assessments were worked on by the workers: 9 Kinship assessments were carried over from the previous year, 38 new referrals for Respite/Kinship assessments were received, 16 Kinship foster homes were approved, and four were carried over into the new fiscal year. Kinship assessments that were closed included one who obtained custody through MCA, one changed to Third Party Supervision and one changed to Alternate Care. Interviews occur with Kinship & General foster parents for a survey when they close their foster homes; 31 open Kinship & General foster homes were closed. Only six completed the Exit Interview form. There were 10 Kinship foster homes (14 adults) who finished A Tradition of Caring training programs held in Eskasoni, Membertou & We'koqma'q. Kinship Foster Parents who complete ATOC are placed on the wait list for a Structured Analysis Family Evaluation (SAFE) assessment. This fiscal year we fully approved three Kinship Foster Homes which include Conditional Approval, PRIDE A Tradition of Caring (ATOC) or PRIDE Pre-Service training program and a Kinship Foster Care SAFE assessment.

Our team worked collaboratively on recruiting Respite, Kinship, General Foster Care & Adoptive families with recruitment activities conducted in five Unamaki communities. Events include Powwows, Summer Games, L'nuisultinej Conference, Heritage Days, School fairs, Federation of Foster Family AGM, MFCS AGM and Family Group Conferences. No referrals were received from the Federation of Foster Families 1-800 number. One was received the previous fiscal year and closed in the current fiscal year. Towards the end of the previous fiscal year, 16 Kinship foster parents asked to be signed up for training and assessment so they could become General foster parents, 8 closed, one was fully assessed and seven are currently being assessed. The majority of the Kinship homes opened were in Eskasoni and We'koqma'q in the 2016-2017 fiscal year. We are always seeking additional Adoption, Kinship & General Foster Home applicants and we welcome self-referrals.

During the fiscal year, there were two non-child-specific Adoption referrals and 13 Kinship Adoption referrals received for the potential adoptions of 18 children in care. The children are referred to the Adoption Children in Care Worker who assists the CIC Workers in the collaborative work towards permanency through adoption for the children in care. Eight referrals from the previous year progressed further through the adoption process and one referral was placed on hold. There were 12 adoption placement selection review & 12 child transfer meetings; 10 of these children were transferred to adoption during the fiscal year. The adoptive applicants are referred to the Adoption Pre-Assessment Worker and then to the Adoption Assessment Worker. The Adoption Pre-Assessment Worker worked on 11 of the referrals, two were assigned to a Kinship Assessor and two referrals were sent to the Indian Brook office. The 8 adoption SAFE assessments completed during the year involve the potential adoption of 13 children. One was denied approval to adopt. The Adoption Assessor also completed 2 SAFE assessments for Foster Care.

At the end of the fiscal year, there were 55 children receiving an Adoption Subsidy, including the 10 Mi'kmaw children in adoption probation. All Mi'kmaq children were placed in Mi'kmaw families. There were 16 children for whom a Notice of Proposed Adoption (NPA) was filed indicating the approved adoptive applicant(s)' intention to legally adopt the child(ren) whom the Agency has placed with them. Six of these children had their NPA's filed and Adoptions Granted in the same fiscal year. In total, there were 10 adoptions granted during the year. One of the goals of the Agency is improving the Outcomes for children and youth which includes tracking the Permanency Status of children 36 months after coming into care. The children who

were adopted were in care for an average period of approximately 5.4 years. The shortest time between entering care and adoption finalization was two years seven months and the longest was nine years four months. Additional Goals include tracking school performance and moves in care. There were no placement changes in the last fiscal year for these 10 children whose adoptions were finalized.

The Adoption & Resource staff have participated in various professional development opportunities this past year. These include seminars, webinars, training sessions, workshops and presentations from various sources. Participation in committees included the FGC Protocol, We'koqma'q Inter Agency and the Foster Family Federation & MFCS committee.

The Adoption & Resource department goals for the upcoming year include:

- Help additional children in care, whether they need a short-term Kinship or General foster home, Contracted Care foster home or permanency through Adoption
- Encourage continued collaboration between departments to ensure a smoother transition for children in care and their Kinship/General Foster & Adoptive families
- Complete 40+ kinship assessments
- Deliver the A Tradition of Caring training program in Eskasoni in Spring & Fall 2017
- Deliver the A Tradition of Caring training program in Membertou, We'koqma'q & Wagmatcook in Fall 2017 or Spring 2018
- Deliver the A Tradition of Caring training program in the Fall of 2017 in Potlotek
- Encourage foster care, kinship and adoptive families to take Sensitivity and Non-Violent Crisis Intervention training in the spring/summer of 2017
- Assess the Kinship foster homes who have requested training and assessment to become General foster parents
- Seek approval from DCS to develop specific Contracted Care foster homes
- Complete one SAFE assessment per worker, except the Adoption Worker to complete 10
- Promote foster care & adoption recruitment on a monthly basis
- Move potential foster & adoptive families through the Pre-Assessment and Assessment process on a timely basis

Respectfully submitted for the 2016-2017 MFCS Annual Report.

Wikimanej Kikmanaq Family Group Conference Program

Submitted by: Kristen Basque

Supervisor - Wikimanej Kikmanaq

Mi'kmaw Family & Children's Services of Nova Scotia offers a wide range of services to the children and their families that promote an environment conducive to their well-being. The agency continues seeking to apply more culturally appropriate interventions and to strengthen families and communities. One of the services that the Agency is offering is Wikimanej Kikmanaq Family Group Conference.

The Wikimanej Kikmanaq FGC has its roots in Aboriginal traditions, where the care of and decision making for children and families is the responsibility of the extended family and community. The Wikimanej Kikmanaq Program: Mi'kmaw Family Group Conference is based on our Mi'kmaq values, beliefs, traditions and customs, which have been preserved in our language and collective cultural identity of the Mi'kmaw people.

The Wikimanej Kikmanaq Family Group Conferences are a way of giving families the chance to get together to try and make the best possible plan possible for the children. The Mi'kmaw Family Group Conference approach restores the central role and responsibility of the family, as well as the community, in dealing with issues that arise within the family. It shifts the power to decide back to the families and empowers families to take responsibility for their children. But at the same time, MFCS retains the responsibility to ensure the plans that are developed result in a safe environment and ensures the best interest for their child(ren). This

process should uphold the integrity and dignity of the family group by helping them take the initiative in planning how to resolve issues in their family.

Wikimanej Kikmanaq FGC very much resembles the Healing circle and Talking Circle of our culture. For many Mikmaq and other Aboriginals the circle is a powerful symbol of connectivity and completeness. The Healing circle/Talking Circle has long been a place where everyone is equal, where all can have a say. It is a healing circle where the heart can be unburdened, and words of consolation can be freely spoken. Everyone in the circle has a piece of truth and everyone's contribution is needed to make it whole. Cultural components reflected in FGC is in who is present, ceremonies (opening prayers, smudging), talking circles and its rules, having a feast, ensuring that children and other family members at home are cared for. More fundamentally, the FGC approach is consistent with long established traditions of the Mikmaq people for resolving issues of concerns, as reflected in our ceremonies and language.

Mi'kmaq Family and Children's Services has recognized the need and value in offering the Wikimanej Kikmanaq Family Group Conference Program to the families we serve. It has been a very exciting year for the Wikimanej Kikmanaq FGC Program. There has been so many goals met and things accomplished within the program this past year. We have completed a Protocol Manual and a Case Management Manual for the Wikimanej Kikmanaq FGC Program. The protocol committee met regularly throughout the year and worked very hard to complete the Protocol manual. Thank you to Angelina Amaral who also assisted in completion of the Protocol manual.

It was very important that the Mi'kmaq family group conference process did not get lost in the social work jargon of "conferencing." We wanted to ensure that when families, communities and professionals were discussing family group conferencing they knew exactly what the process looked like and what to expect. The decision was then made to name our Mi'kmaq family group conference process Wikimanej Kikmanaq. These two works encompass exactly what we are trying to do in a Mi'kmaq family group conference; we are "calling on our people".

The word Wikimanej translates as "let's call on / invite". The word Kikmanaq translate into your family, your supports, your community, it can be anyone in Mi'kama'ki. So, when social workers, families, professionals or even judges talk about Wikimanej Kikmanaq Family Group Conference it is hoped that it will be very clear what that "conference" will look like.

I'm so very proud and excited to welcome 3 additional Wikimanej Kikmanaq FGC Social Workers to our team as well as an Administrative Assistant. The full team became a reality in January 2017. The Wikimanej Kikmanaq FGC Team currently includes:

Kristen Basque – Supervisor of the Program

Nikhea Bernard – Administrative Assistant of Wikimanej Kikmanaq

Cassandra Hillier - Wikimanej Kikmanaq FGC Social Worker for Mainland Area

Ella Knockwood - Wikimanej Kikmanaq FGC Social Worker for Mainland Area

Lydia Stevens - Wikimanej Kikmanaq FGC Social Worker for Cape Breton and Paqtnkek

John Denny Sylliboy - Wikimanej Kikmanaq FGC Social Worker for Cape Breton and Paqtnkek

Our FGC team provided staff training on our program in both offices and are planning to do another training session for the new staff. This year we also had the opportunity to provide Family Group Conference training to other Mi'kmaq Communities so they may embrace the Wikimanej Kikmanaq FGC Model. We trained 15 individuals from the community of Gesgapegiag, Quebec and 26 individuals from Listiguj, Quebec. We are also currently planning another training opportunity for Conne River Newfoundland for some time in the fall.

The referrals to the family group conference program have been steady throughout the year.

	Cape Breton Area including Paqtnkek	Mainland Area
Total Number of Referrals made to FGC from April 1, 2016 – April 1, 2017	27	13
Total Number of Current open FGC files.	26	12

Referrals to the Wikimanej Kikmanaq FGC Program can be made after the investigation is completed. Once a family is in need of services or support, at any stage a referral can be made for a family group conference.

Our future goal continues to be able to see Wikimanej Kikmanaq Family Group Conference Program flourish and be successful in providing opportunities for safe planning of children and families. The growth of the Family Group Conference program allows for more opportunity to endorse the Program to each department in the agency and increase referrals from other departments and communities. I would love for each family that has become involved with the agency to have the option and opportunity to access to a family group conference.

That is not to say every single family will have a family group conference however they will have the information provided and the option explored. Family Group Conference allows for a least intrusive approach to families to deal with child protection concerns. The family Group Conference can be used as an alternative to the court process in some cases, however if it is necessary to proceed with court action the FGC can be used to work with families to develop case planning. I would like for our agency to have the opportunity to use Family Group Conference Program in the early stages of protection involvement. It would be beneficial to all parties involved to have the same understanding in the early stages. Once the child protection investigation is complete and deemed that the family requires services it would be valuable to have a Family Group Conference at this point.

Human Resources

Submitted by: Holly Murray

Supervisor - Human Resources

Mi'kmaw Family and Children's Services employs 164 full time staff members. The Eskasoni office has 71 full time employees, five term and one casual. The Indian Brook office employees 57 full time employees, five term and two casual. There is a total of 21 employees working out of the Mi'kmaw Family Healing Centers in Millbrook and We'kokmaq.

The Human Resources department have created and implemented new forms, and began a new filing system. Our Human Resources manual has been updated and is anticipated to be completed soon. Once completed all employees will receive a copy.

Occupational Health and Safety

The Agency has a Joint Occupational Health and Safety Committee which meets monthly. It consists of five workers from the Eskasoni office, three workers from the Indian brook office one worker from the Mi'kmaw Family Healing Centre in We'kokmaq, and one from the Mi'kmaw Family Healing Centre in Millbrook.

In April, the position for the Occupational Health and Safety Coordinator was approved. Our new Occupational Health and Safety Coordinator began their role on May 23. All offices will have assigned Occupational Health and Safety boards as per Occupational Health and Safety standards.

Training

- Wikimanej Kikmanaq FGC Training took place January 24, 2017 in East Bay and was conducted by the Wikimanej Kikmanaq FGC team
- Performance Review Training for supervisors took place in Indian Brook May 17, 2017 and was conducted by George Savoury.
- Human Resources staff attended Atlantic Canada Human Rights & Labour Law Conference in Halifax May 18-19, 2017.
- Respectful Communication: The part you play took place in Eskasoni May 30, 31 and June 1st then June 14, 15, and 16th in Indian Brook and was conducted by George Savoury.
- Cultural Sensitivity Training is two in a half day training which is mandatory for all staff. Cultural Sensitivity Training was held in Eskasoni June 5, 6 and 7th.
- The Joint Occupational Health and Safety Committee attended the Foundations of Joint Occupational Health and Safety Committees training May 2, 2017 in Halifax.

Job postings

Eskasoni Office:

Dec 21, 2016 – Full time position Family Group Conference
Jan 9, 2017 – Full time position Administrative Assistant Family Group Conference
Jan 9, 2017 – Term position Family Support Worker
Jan 10, 2017 - Term position Family Support Worker
Jan 10, 2017 - Term position Finance Clerk
Jan 11, 2017 – Full time position Long Term Protection
Jan 19, 2017 – Term position Temporary Care and Custody
Jan 27, 2017 – Full time position Administrative Assistant Temporary Care and Custody
Feb 21, 2017 – Full time position Intake Worker
Feb 21, 2017 – Term position Intake Worker (Withdrawn)
March 6, 2017 – Full time position Children in Care Worker
March 30, 2017 – Term position Intake Worker
April 18, 2017 – Full Time Long Term Protection
May 9, 2017 – Full Time position Occupational Health and Safety Coordinator
May 12, 2017 – 6-month Term Long Term Protection

We'kokmaq Family Healing Centre:

None to report

Indian Brook Office:

Dec 8, 2016 – Full time position Long Term Protection
Dec 20, 2016 - Full time position Family Group Conference
Jan 5, 2017 – Term position Family Support Worker
Jan 6, 2017 - Full time position Recruitment/Pre-Assessment Social Worker
Jan 19, 2017 - Full time position Long Term Protection
Jan 19, 2017 - Term position Long Term Protection
Feb 24, 2017 - Full time position Children in Care
Mar 7, 2017 - Full time position Temporary Care and Custody
Mar 20, 2017 – Term position Case Aide
Mar 24, 2017 - Full time position Long Term Protection
March 24, 2017 – Term position Long Term Protection
April 10, 2017 – Full time position Long Term Protection Supervisor
May 8, 2017 – Full Time position Intake
May 8, 2017 – Full Time position Long Term Protection
May 8, 2017 – 6-month term position Long Term Protection

Millbrook Healing Centre:

May 3, 2017 – Full time Assistant Women's Support

Resignations

We have had six employees resign from their positions from February 10, 2017 to April 13, 2017. This is between three office locations. One employee has retired.

The HR Time and Attendance System

The HR time and attendance system has been approved and we are currently working with the developer to have it up and running by fall 2017. All staff will receive training once the software is installed.

Legal Department

Submitted by: Paul Morris
Supervisor - Legal

March 2016 to March 2017 was the first full year of Mi'kmaq Family and Children's Services ("MFCS") having in-house legal support. This initiative is part of the overall strategic plan of MFCS.

This significant change has presented MFCS with a number of new and exciting challenges. We hope to continue to provide in-house training and education and encourage other supervisors to request training where and when needed.

Although not implemented until March 1, 2017, the amended Children and Family Services Act dominated much of the discussion in the child protection field since it received Royal Assent in December 2015. The Act contained a number of significant changes related to the child welfare and the Mi'kmaq which will need to be implemented by MFCS.

MFCS representatives were participating on a committee focused on the new changes to the Act. MFCS also assisted in the organization and participation in conferences held with Justices of the Supreme Court of Nova Scotia (Family Division) held in Membertou in June 2016 and a further conference held with Judges of the Family Court of Nova Scotia held in November 2016. Both meetings focused on the Court's obtaining a better understanding of the cultural issues that may be present in matters involving Mi'kmaq parents and children before their courts. It is hoped that these types of initiatives will continue going forward.

In July 2016, we were pleased to have Jessie Denny join the legal team as in-house counsel working primarily in the Eskasoni office. Jessie is from the Eskasoni First Nation and has brought her experience with Nova Scotia Legal Aid to help her take on this new challenge with energy and professionalism. As well, we were pleased to have Paralegal, Chris McConnell join us in March 2017. Chris brings a wealth of experience to the team in preparing child protection matters.

The amended Children and Family Services Act contains provisions for customary care placements, custom adoptions and family group conferencing. It also includes new provisions that allow for Court matters (where the children remain with their legal caregiver) to be referred away from the Court process to a conferencing process, which may be less intimidating process for parents.

The upcoming year will be filled with many challenges as Courts, lawyers, and social workers all get comfortable with the new legislation and policies. We look forward to meeting this challenge and improving our ability to better meet the legal needs of MFCS.



June 14th, 2017

Good Morning/ Afternoon Ladies and Gentlemen;

On behalf of the students of the 4th Cohort of the MMBSW (Mi'kmaw & Maliseet Bachelor of Social Work) program, Myself Mickella Bernard (Eskasoni Office) and my colleagues Sophie Young (Eskasoni Office), Marie Melissa Young (Eskasoni Office), Annie Knockwood and Roberta Bernard (Bobbie Jo) (Indian Brook Office) would like to take the time to acknowledge Diana Christmas for her patience to the committee of MMBSW (Saint Thomas University) as a field placement supervisor.

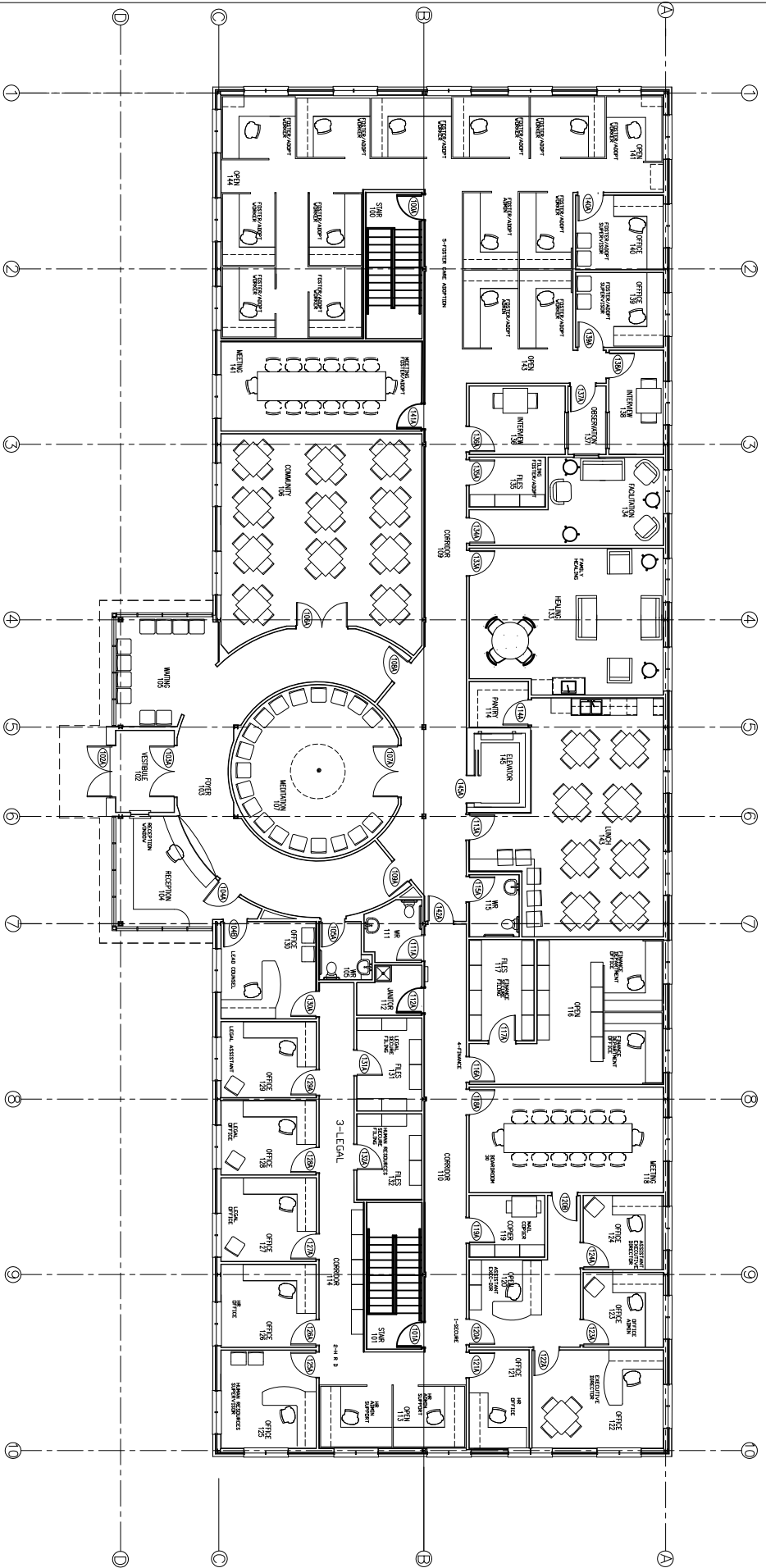
Diana Christmas has been a part of the MMBSW Committee for numerous years and has showed her knowledge, wisdom and commitment of being a loving caring person. Diana makes us believe she has helped each one of us as future Social Workers by going above and beyond to help better our future and our Mi'kmaq communities. She is our true saint and has helped us reach our goals in the best way possible.

Diana Christmas is our true Hero and we would like to thank Diana for everything she has done for us.

Welaliek,

MMBSW Students

4th Cohort

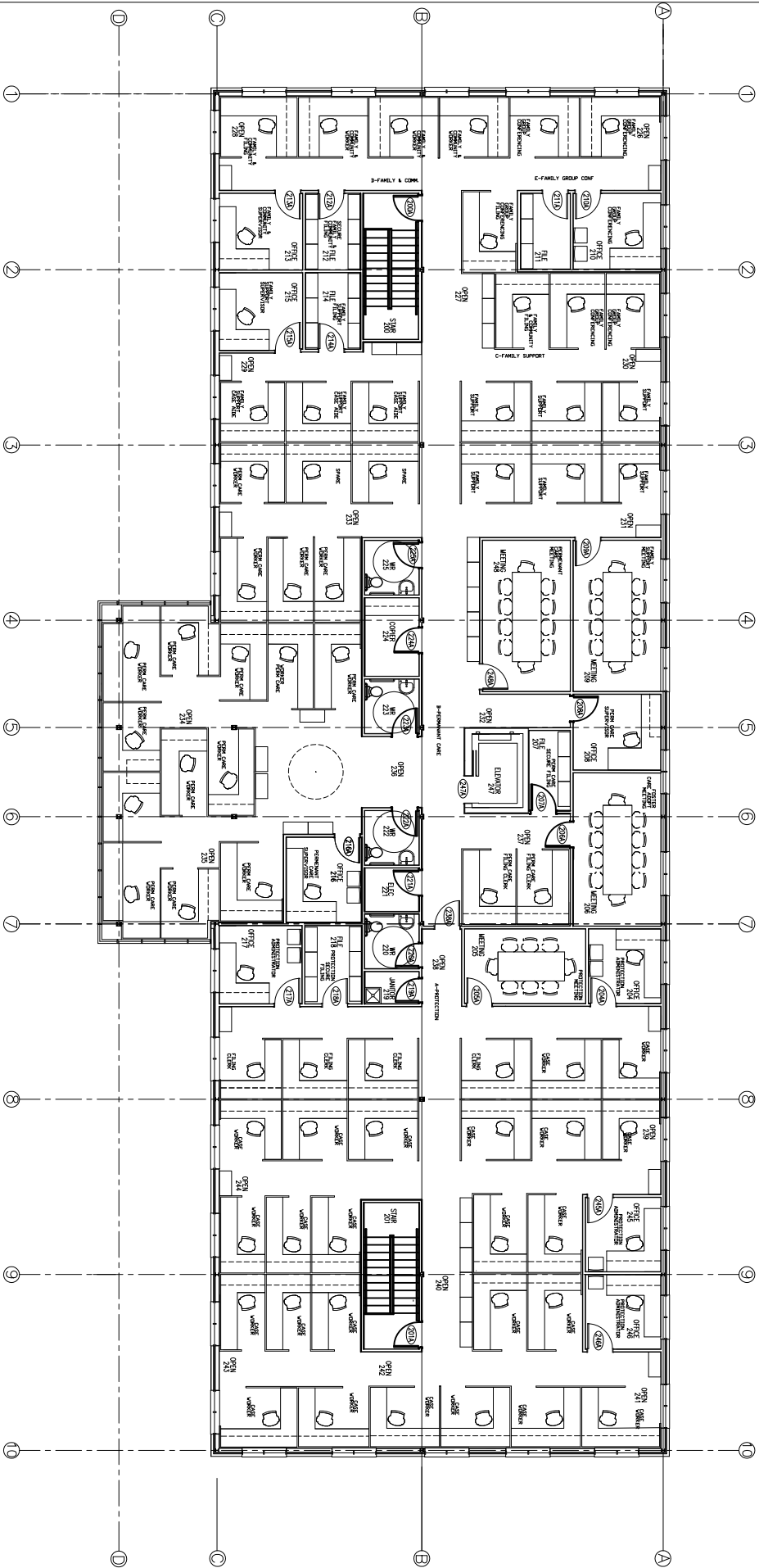


MACNEIL ARCHITECTURAL

TEL: (902) 564-1881
 FAX: (902) 562-4351
 573 CHARLOTTE STREET
 STONEY, N. S., B1P 1E6

PROJECT
 Mi Know Family and Childrens
 Services of Nova Scotia
 Shore Road, Eskasoni, NS
 DRAWING
 FURNITURE PLAN—MAIN FLOOR

JUNE 20, 2017
 3/16" = 1'-0"
 DMC NO.
 308



MACNEIL ARCHITECTURAL

TEL: (902) 564-1881
 FAX: (902) 562-4351
 573 CHARLOTTE STREET
 SYDNEY, N. S., B1P 1E6

PROJECT
 McKnow Family and Childrens
 Services of Novo Scotia
 Shore Road, Eskoson, NS
 DRAWING
 FURNITURE PLAN—SECOND FLOOR

JUNE 20, 2017
 3/16" = 1'-0"

DWG. NO.
 309

**MI'KMAW FAMILY & CHILDREN'S
SERVICES OF NOVA SCOTIA**

**FINANCIAL STATEMENTS
FOR THE YEAR ENDED MARCH 31, 2017**

**MI'KMAW FAMILY & CHILDREN'S SERVICES OF NOVA SCOTIA
FINANCIAL STATEMENTS
FOR THE YEAR ENDED MARCH 31, 2017**

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Tel: (902) 444-5540
Fax: (902) 444-5539
www.bdo.ca

BDO Canada LLP
230 Brownlow Ave
Suite 120
Dartmouth, NS
B3b 0G5

INDEPENDENT AUDITOR'S REPORT

To the Board of Mi'kmaw Family & Children's Services of Nova Scotia

We have audited the accompanying financial statements of Mi'kmaw Family & Children's Services of Nova Scotia, which comprise the statement of financial position as at March 31, 2017, and the statements of operations, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information and schedules.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with the 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.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements 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 entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of Mi'kmaw Family & Children's Services of Nova Scotia as at March 31, 2017, 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.

CHARTERED PROFESSIONAL ACCOUNTANTS, LICENSED PUBLIC ACCOUNTANTS

Dartmouth, Nova Scotia
June 12, 2017

MI'KMAW FAMILY & CHILDREN'S SERVICES OF NOVA SCOTIA
STATEMENT OF FINANCIAL POSITION
AS AT MARCH 31, 2017

	2017	2016
	\$	\$
ASSETS		
CURRENT		
Bank	8,568,241	4,133,330
Restricted cash (Note 2)	47,191	39,740
Accounts receivable	80,617	62,075
Due from the Province of Nova Scotia	1,131,857	405,101
HST Receivable	405,328	142,065
Prepaid expenses	81,414	28,662
	<u>10,314,648</u>	<u>4,810,973</u>
TANGIBLE CAPITAL ASSETS (Note 3)	1,764,133	1,675,122
	<u>12,078,781</u>	<u>6,486,095</u>
LIABILITIES		
CURRENT		
Payables and accruals (Note 4)	1,674,499	1,472,728
Trust Liability	47,191	39,740
	<u>1,721,690</u>	<u>1,512,468</u>
NET ASSETS	<u>10,357,091</u>	<u>4,973,627</u>
	<u>12,078,781</u>	<u>6,486,095</u>

APPROVED ON BEHALF OF THE BOARD:

 President

 Treasurer

MI'KMAW FAMILY & CHILDREN'S SERVICES OF NOVA SCOTIA
SUMMARY STATEMENT OF OPERATIONS
FOR THE YEAR ENDED MARCH 31, 2017

		2017	2017	2016
		Budget (Unaudited) \$	\$	\$
REVENUE				
Indigenous and Northern Affairs Canada		24,705,406	24,880,415	18,946,530
Province of Nova Scotia		2,384,000	1,900,893	2,407,177
Government of Canada		1,008,000	923,442	1,024,730
Miscellaneous		256,500	441,801	304,121
		28,353,906	28,146,551	22,682,558
EXPENSES				
Operating	Pg 6	13,210,600	11,080,885	10,322,206
Family Healing Centres	Pg 7	1,012,190	1,020,343	973,060
Family and Community Healing	Pg 8	600,000	588,223	392,057
Family Violence and Prevention	Pg 9	312,000	303,250	305,364
Prevention	Pg 10	2,280,000	1,120,479	1,451,485
Maintenance	Pg 11	8,517,000	6,964,997	6,670,236
Provincial Settlement	Pg 12	2,197,000	1,684,910	2,196,443
		28,128,790	22,763,087	22,310,851
SURPLUS OF REVENUE OVER EXPENSES (Note 6)		225,116	5,383,464	371,707
ALLOCATION:				
Operating	Pg 6		2,300,165	(1,409,243)
Family Healing Centres	Pg 7		(10,847)	(162,901)
Family and Community Healing	Pg 8		(576,884)	(391,255)
Family Violence and Prevention	Pg 9		(103,250)	(105,364)
Prevention	Pg 10		2,294,596	1,678,515
Maintenance	Pg 11		1,479,684	761,955
			5,383,464	371,707

**MI'KMAW FAMILY & CHILDREN'S SERVICES OF NOVA SCOTIA
STATEMENT OF CHANGES IN NET ASSETS
FOR THE YEAR ENDED MARCH 31, 2017**

	2017	2016			
	Unrestricted Net Assets	Replacement Reserve	Invested in Capital Assets	2017	2016
NET ASSETS - beginning of year	\$ 3,098,505	\$ 200,000	\$ 1,675,122	4,973,627	\$ 4,601,920
Excess (deficiency) of revenue over expenses	5,516,618	-	(133,154)	5,383,464	371,707
Interfund Transfers (Note 8)	(550,000)	550,000	-	-	-
Capital asset additions	(222,165)	-	222,165	-	-
NET ASSETS - end of year	7,842,958	750,000	1,764,133	10,357,091	4,973,627

The accompanying notes form an integral part of these financial statements.

MI'KMAW FAMILY & CHILDREN'S SERVICES OF NOVA SCOTIA
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED MARCH 31, 2017

	2017	2016
	\$	\$
CASH FLOWS FROM:		
OPERATING ACTIVITIES		
Excess of revenue over expenditures for the year	5,383,464	371,707
Items not involving cash:		
Amortization	133,154	121,296
	5,516,618	493,003
Changes in non-cash working capital items:		
Accounts receivable	(18,542)	1,443
Due from Province of Nova Scotia	(726,756)	34,459
HST Receivable	(263,263)	(8,485)
Prepaid expenses	(52,752)	(20,977)
Accounts payable and accrued liabilities	192,317	14,224
Payroll remittances payable	9,453	32,626
Trust liability	7,451	3,096
	4,664,526	549,389
INVESTING ACTIVITIES		
Purchase of capital assets	(222,165)	(32,855)
INCREASE IN CASH DURING THE YEAR	4,442,361	516,534
CASH - beginning of year	4,173,071	3,656,537
CASH - end of year	8,615,432	4,173,071
CASH CONSISTS OF:		
Cash	8,568,241	4,133,330
Restricted Cash	47,191	39,740
	8,615,432	4,173,070

The accompanying notes form an integral part of these financial statements.

MI'KMAW FAMILY & CHILDREN'S SERVICES OF NOVA SCOTIA
STATEMENT OF OPERATIONS
OPERATING ACCOUNT
FOR THE YEAR ENDED MARCH 31, 2017

	2017	2017	2016
	Budget (Unaudited) \$	\$	\$
REVENUE			
INAC	12,499,864	12,674,863	8,310,193
Province of Nova Scotia	280,000	296,745	303,272
Miscellaneous	250,000	409,442	299,498
	13,029,864	13,381,050	8,912,963
EXPENSES			
Advertising and promotion	15,000	4,090	4,770
Amortization	150,000	131,738	119,824
Conferences	204,000	263,588	269,116
Electricity	52,000	42,854	38,227
Employee assistance program	14,000	12,413	12,413
Equipment leases	10,000	2,943	6,541
Foster Family Support	30,000	19,383	13,868
General	3,000	393	2,999
Insurance	45,000	38,814	40,560
Interest and bank charges	11,000	8,014	9,352
Library and resources materials	1,000	46	31
Membership dues and subscriptions	20,000	16,571	18,619
Office supplies and stationery	60,000	58,108	54,257
Postage and delivery	13,000	10,663	11,663
Professional fees	793,000	685,435	630,048
Rentals - offices	61,000	23,291	19,690
Repairs and maintenance	110,000	119,279	41,950
Salaries and benefits (Note 11)	10,166,600	8,611,776	8,112,032
Telephone and communication	70,000	77,300	57,713
Training	205,000	136,759	92,820
Travel	1,015,000	700,865	639,346
Travel and honorarium - board	162,000	116,562	126,367
TOTAL EXPENSES	13,210,600	11,080,885	10,322,206
SURPLUS OF REVENUE OVER EXPENSES	(180,736)	2,300,165	(1,409,243)

The accompanying notes form an integral part of these financial statements.

MI'KMAW FAMILY & CHILDREN'S SERVICES OF NOVA SCOTIA
STATEMENT OF OPERATIONS
FAMILY HEALING CENTRES
FOR THE YEAR ENDED MARCH 31, 2017

	2017	2017	2016
	Budget (Unaudited) \$	\$	\$
REVENUE			
INAC			
Project Haven	921,300	921,309	754,893
Pension	67,167	67,167	51,444
Miscellaneous	6,500	21,020	3,822
	994,967	1,009,496	810,159
EXPENSES			
Advertising and promotion	1,000	717	753
Amortization	2,000	1,416	1,473
Employee assistance program	1,000	1,245	828
Household supplies	25,000	17,239	18,874
Insurance	45,000	38,812	40,560
Interest and bank charges	600	248	505
Library and resource materials	100	38	-
Membership dues and subscriptions	500	300	400
Office supplies and stationery	7,000	9,121	6,749
Professional fees	13,000	12,522	12,155
Repairs and maintenance	25,000	25,054	55,448
Salaries and benefits (Note 11)	796,000	812,019	742,276
Telephone and communications	8,000	12,142	7,740
Training	19,990	7,784	11,257
Travel and conferences	50,000	67,266	58,609
Utilities	18,000	14,420	15,433
TOTAL EXPENSES	1,012,190	1,020,343	973,060
DEFICIENCY OF REVENUE OVER EXPENSES	(17,223)	(10,847)	(162,901)

MI'KMAW FAMILY & CHILDREN'S SERVICES OF NOVA SCOTIA
STATEMENT OF OPERATIONS
FAMILY AND COMMUNITY HEALING
FOR THE YEAR ENDED MARCH 31, 2017

	2017	2017	2016
	Budget (Unaudited) \$	\$	\$
REVENUE			
Other	-	11,339	802
EXPENSES			
Advertising and promotion	2,000	216	530
Community support	100,000	37,006	10,582
Community workshops	100,000	93,701	79,396
Conferences	5,000	3,046	1,949
Salaries and benefits (Note 11)	310,000	357,898	255,662
Telephone	3,000	2,946	2,010
Training	20,000	22,751	627
Travel	60,000	70,659	41,301
TOTAL EXPENSES	600,000	588,223	392,057
DEFICIENCY OF REVENUE OVER EXPENSES	(600,000)	(576,884)	(391,255)

The accompanying notes form an integral part of these financial statements.

**MI'KMAW FAMILY & CHILDREN'S SERVICES OF NOVA SCOTIA
STATEMENT OF OPERATIONS
FAMILY VIOLENCE AND PREVENTION
FOR THE YEAR ENDED MARCH 31, 2017**

	2017	2017	2016
	Budget (Unaudited) \$	\$	\$
REVENUE			
INAC	200,000	200,000	200,000
EXPENSES			
Administration costs	20,000	35,471	30,133
Advertising	1,000	-	-
Conference and meetings	1,000	-	367
Public education and workshops	30,000	21,062	28,129
Salaries and benefits (Note 11)	230,000	223,697	219,812
Training	5,000	319	2,949
Travel	25,000	22,701	23,974
TOTAL EXPENSES	312,000	303,250	305,364
DEFICIENCY OF REVENUE OVER EXPENSES	(112,000)	(103,250)	(105,364)

The accompanying notes form an integral part of these financial statements.

MI'KMAW FAMILY & CHILDREN'S SERVICES OF NOVA SCOTIA
STATEMENT OF OPERATIONS
PREVENTION
FOR THE YEAR ENDED MARCH 31, 2017

	Court-ordered Supervision	Early Intervention	2017	2017	2016
	\$	\$	\$	\$	\$
REVENUE					
INAC	2,276,717	1,138,358	3,415,075	3,415,075	3,130,000
EXPENSES			Budget (Unaudited)		
Baby needs	331	-	-	331	-
Cultural development	-	2,673	10,400	2,673	3,032
Daycare	7,221	9,185	37,800	16,406	19,263
Educational supports	152	38	2,000	190	74
Family conferencing	7,736	7,277	44,800	15,013	21,438
General and miscellaneous	1,003	116	2,000	1,119	1,060
Medical	155,682	37,743	433,200	193,425	281,165
Mentorship	154,471	139,055	673,000	293,526	401,083
Personal development	300	647	5,000	947	3,662
Professional fees	480,050	113,044	1,057,800	593,094	715,627
Recreation	1,588	-	3,000	1,588	512
Registration - births	439	-	5,000	439	1,516
Respite	1,728	-	6,000	1,728	3,053
TOTAL EXPENSES	810,701	309,778	2,280,000	1,120,479	1,451,485
SURPLUS OF REVENUE OVER EXPENSES	1,466,016	828,580	1,135,075	2,294,596	1,678,515

The accompanying notes form an integral part of these financial statements.

MI'KMAW FAMILY & CHILDREN'S SERVICES OF NOVA SCOTIA
STATEMENT OF OPERATIONS
MAINTENANCE
FOR THE YEAR ENDED MARCH 31, 2017

	2017	2017	2016
	Budget (Unaudited) \$	\$	\$
REVENUE			
INAC	7,602,000	7,602,000	6,500,000
Government of Canada	915,000	842,681	932,191
	<u>8,517,000</u>	<u>8,444,681</u>	<u>7,432,191</u>
EXPENSES			
Permanent Care and Custody (Page 19)	5,583,000	4,286,591	4,713,078
Subsidized Adoptions (Page 19)	1,155,000	1,049,822	898,814
Voluntary Care (Page 19)	125,000	605	8,046
Taking Into Temporary Care (Page 19)	1,654,000	1,627,979	1,050,298
	<u>8,517,000</u>	<u>6,964,997</u>	<u>6,670,236</u>
SURPLUS OF REVENUE OVER EXPENSES	<u>-</u>	<u>1,479,684</u>	<u>761,955</u>

MI'KMAW FAMILY & CHILDREN'S SERVICES OF NOVA SCOTIA
STATEMENT OF OPERATIONS
PROVINCIAL SETTLEMENT
FOR THE YEAR ENDED MARCH 31, 2017

	2017	2017	2016
	Budget (Unaudited) \$	\$	\$
REVENUE			
Province of Nova Scotia	2,104,000	1,604,148	2,103,905
Government of Canada	93,000	80,762	92,538
	2,197,000	1,684,910	2,196,443
EXPENSES			
Access	106,000	154,498	106,241
Baby needs	2,000	2,631	1,800
Board	264,000	246,510	264,144
Board - competency payments	5,000	2,444	4,988
Board - special rates	82,000	84,856	82,290
Clothing	33,000	32,734	32,512
Congregate care	1,039,000	588,510	1,039,087
Cultural development	3,000	134	2,755
Daycare	16,000	31,928	16,098
Drug testing and other medical	37,000	24,805	37,198
Education supplies and other costs	26,000	20,580	25,887
Facility - other	83,000	101,184	83,629
Family conferencing	4,000	3,166	3,691
Independent living	20,000	17,644	19,546
Legal fees	138,000	70,908	137,549
Mentorship	160,000	127,937	159,922
Miscellaneous	4,000	2,028	4,038
Other - inventory	3,000	4,504	2,586
Non-prescription personal needs	-	720	-
Personal development	13,000	12,860	13,320
Professional fees	101,000	84,297	100,745
Recreation	16,000	13,090	16,489
Registration - births	-	595	338
Respite	18,000	34,638	17,990
Spending	23,000	21,709	22,668
Training	1,000	-	932
	2,197,000	1,684,910	2,196,443
SURPLUS OF REVENUE OVER EXPENSES	-	-	-

The accompanying notes form an integral part of these financial statements.

MI'KMAW FAMILY & CHILDREN'S SERVICES OF NOVA SCOTIA
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED MARCH 31, 2017

1. SIGNIFICANT ACCOUNTING POLICIES

Status and Nature of Activities

The Mi'kmaq Family and Children's Services of Nova Scotia is a Society incorporated under Section 89 of the Children's Services Act of Nova Scotia. The Agency is also a Registered Charity. The Agency provides child protection services to Native children in Nova Scotia.

The Agency is a registered charity and, as such, is exempt from income tax and may issue income tax receipts to donors.

Basics of Accounting

The financial statements have been prepared using Canadian accounting standards for not-for-profit organizations.

Contributions Receivable

Contributions receivable are recognized as an asset when the amounts to be received can be reasonably estimated and ultimate collection is reasonably assured.

Capital Asset

Purchased capital assets are stated at cost less accumulated amortization. Contributed capital assets are recorded at fair market value at the date of contribution. Amortization is provided on a straight-line basis over the assets estimated useful lives at the following annual rate:

Buildings	4%
Furniture and fixtures	10%
Computer	20%
Leaseholds improvements	10%
Household materials - not amortized however replenishment is expensed.	

Revenue Recognition

Restricted contributions related to general operations are recognized as revenue of the operating fund in the year in which the related expenses are incurred. All other restricted contributions are recognized as revenue of the appropriate restricted fund.

Unrestricted contributions are recognized as revenue of the operating fund in the year received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Use of Estimates

The preparation of financial statements in accordance with Canadian accounting standards for not-for-profit organizations require management to make estimates and assumptions that affect the reported amounts of assets, liabilities and disclosure of contingent liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Actual results could differ from management's best estimates as additional information becomes available in the future.

MI'KMAW FAMILY & CHILDREN'S SERVICES OF NOVA SCOTIA
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED MARCH 31, 2017

1. SIGNIFICANT ACCOUNTING POLICIES (continued)

Financial Instruments

Financial instruments are recorded at fair value when acquired or issued. In subsequent periods, financial instruments are reported at cost or amortized cost less impairment, if applicable. Financial assets are tested for impairment when changes in circumstances indicate the asset could be impaired. Transaction costs on the acquisition, sale or issue of financial instruments are expensed for those items remeasured at fair value at each statement of financial position date and charged to the financial instrument for those measured at cost.

Fund Accounting

The Agency follows the restricted fund method of accounting for contributions. Each fund represents a different program that the Agency administers. Restricted surpluses are not maintained for each fund/program due to the nature of the Agency's funding. Each year, if one program incurs a surplus and another program incurs a deficit, one program's surplus can cover the other's deficit. In addition, if the Agency incurs an overall surplus for all programs in a year, any surplus related to INAC contribution revenues is expected to form part of the Agency's budget for the subsequent fiscal year. The following are the different funds/programs of the Agency:

Operating - Relates to general administration of the Agency with preventative services to communities.

Family Healing Centres - Relates to the operation of Centres providing preventative and residential services for women and children and outreach to men with a structured community educational component.

Family and Community Healing - Relates to a program to offer all caregivers culturally relevant guidance and information on parenting skills, life skills and access to community resources that will help them provide a better life for themselves and for their children.

Family Violence and Prevention - Relates to a program to provide the opportunity for communities to engage its members in understanding the issues of violence.

Maintenance - Relates to costs for children in Care and Custody.

Capital Fund - Relates to investment in capital assets.

2. RESTRICTED CASH

This amount represents funds held in trust for the children in the care of the Agency.

MI'KMAW FAMILY & CHILDREN'S SERVICES OF NOVA SCOTIA
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED MARCH 31, 2017

3. TANGIBLE CAPITAL ASSETS

	Cost \$	Accumulated Amortization \$	2017 Net \$	2016 Net \$
Buildings	2,645,143	1,020,108	1,625,035	1,565,680
Furniture and fixtures	192,987	109,394	83,593	88,160
Computer	62,572	18,904	43,668	9,445
Household materials - F/T	11,837	-	11,837	11,837
	2,912,539	1,148,406	1,764,133	1,675,122

4. PAYABLES AND ACCRUALS

Accounts payable consists of the following:

	2017 \$	2016 \$
Operating	219,223	82,323
Maintenance	846,095	864,172
Accrued salaries and benefits	497,387	413,870
Government Remittances Payable	33,034	23,581
Accrued travel reimbursements	78,760	88,782
	1,674,499	1,472,728

5. ECONOMIC DEPENDENCE

The Mi'kmaq Family & Children's Services of Nova Scotia receives a major portion of its revenues pursuant to funding arrangements with Indigenous and Northern Development Canada (INAC) and the Province of Nova Scotia. The services to children and families are legislated by provincial law.

MI'KMAW FAMILY & CHILDREN'S SERVICES OF NOVA SCOTIA
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED MARCH 31, 2017

6. EXCESS OF REVENUE OVER EXPENDITURES

In the latter part of fiscal 2017, Indigenous and Northern Affairs Canada provided additional operations and maintenance funding of approximately \$5.3 million to assist the Agency in preparing for changes in provincial legislation within the Province of Nova Scotia's *Children and Family Services Act* which became effective March 1, 2017. Since this funding was approved and received in the latter part of the fiscal year, the Agency was not able to hire positions and incur costs that were anticipated to be incurred within the timelines that were established in the original budget submission to INAC for consideration of additional funding for the changes in legislation. As a result of this additional funding, the Agency's excess of revenue over expenses for the current fiscal year is \$5.4 million as most of the expenses in relation to the changes in legislation were not incurred by the end of March 31, 2017. Due to the nature of the funding, the additional funding amounts cannot be deferred but are required to be shown as a surplus in the current fiscal year. The surplus in relation to this additional funding is expected to be expended as part of the Agency's operations in fiscal 2018.

7. DEFINED CONTRIBUTION PLAN

The Agency has a defined contribution pension plan for employees which consists of matching RRSP contributions made by the employees. The Agency's matching contribution is charged to operations as part of salaries and benefits.

Total pension expense for the year was \$473,221 (2016 - \$417,349).

8. INTERFUND TRANSFERS

An interfund transfer of \$550,000 was transferred between the unrestricted net assets and the replacement reserve to set aside surplus for future tangible capital asset requirements.

9. FINANCIAL INSTRUMENTS

The Agency is exposed to various risks through its financial instruments, without being exposed to concentrations of risk. The following analysis provides a measure of the Agency's risk exposure at the statement of financial position date, March 31, 2017.

Credit Risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Agency's financial instruments that are exposed to concentrations of credit risk relate primarily to its accounts receivable. The Agency mitigates credit risk on its receivables by signing contracts for most of their receivables and they have not had a credit problem in the past with the parties. There have not been any changes in the risk from the prior year.

**MI'KMAW FAMILY & CHILDREN'S SERVICES OF NOVA SCOTIA
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED MARCH 31, 2017**

9. FINANCIAL INSTRUMENTS (Continued...)

Liquidity Risk

Liquidity risk is the risk that the Agency will encounter difficulty in meeting its obligations associated with financial liabilities. Liquidity risk includes the risk that, as a result of operational liquidity requirements, the Agency will not have sufficient funds to settle a transaction on the due date. The Agency is exposed to this risk mainly in respect of its payables and accruals. Since the Agency's current assets exceed its current liabilities, liquidity risk is considered to be low.

Market Risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency risk, interest rate risk and other price risk. The Agency is mainly exposed to interest rate risk. The Agency's risk management strategies are described below:

Interest Rate Risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The Agency is exposed to interest rate risk on its fixed and floating interest rate financial instruments. Fixed-interest instruments subject the Agency to a fair value risk while the floating rate instruments subject it to a cash flow risk. The Agency is exposed to changes in interest rates related to its investments on GIC's it occasionally holds, however, there were no GIC's held at March 31, 2017. There have not been any changes in the risk from the prior year.

10. COMPARATIVE FIGURES

Certain accounts in the prior year financial statements have been reclassified for comparative purposes to conform with the presentation in the current year's financial statements.

**MI'KMAW FAMILY & CHILDREN'S SERVICES OF NOVA SCOTIA
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED MARCH 31, 2017**

11. SALARIES AND BENEFITS

	Operating	Family Healing Centres	Family and Community Healing	Family Violence and Prevention	2017	2016
	\$	\$	\$	\$	\$	\$
Salaries - social workers and supervision	4,736,691	199,792	-	-	4,936,483	4,898,490
Salaries - family support	705,462	-	-	186,414	891,876	872,298
Salaries - program counsellors	-	235,425	230,813	-	466,238	265,702
Salaries - standby and callback	84,786	-	-	-	84,786	77,929
Salaries - outreach	-	45,972	-	-	45,972	58,757
Salaries - management and clerical	1,728,057	230,018	85,874	-	2,043,949	1,820,778
Salaries - other	96,729	-	-	-	96,729	78,655
Salaries - contra	-	-	-	-	-	(70,073)
	7,351,725	711,207	316,687	186,414	8,566,033	8,002,536
Employment Insurance	129,219	18,520	6,193	-	153,932	148,293
Canada Pension	284,000	35,420	14,266	-	333,686	305,303
Group pension	424,031	32,328	16,861	-	473,220	417,349
Group benefits	341,420	29,283	13,849	-	384,552	352,789
Workers Compensation	86,642	12,913	-	-	99,555	91,297
Benefits - contra	(5,261)	(27,652)	(9,958)	37,283	(5,588)	12,215
	1,260,051	100,812	41,211	37,283	1,439,357	1,327,246
	8,611,776	812,019	357,898	223,697	10,005,390	9,329,782

**MI'KMAW FAMILY & CHILDREN'S SERVICES OF NOVA SCOTIA
SCHEDULE OF MAINTENANCE EXPENDITURES
FOR THE YEAR ENDED MARCH 31, 2017**

	Voluntary Care	Permanent Care and Custody	Subsidized Adoption	Taking into Temporary Care	2017	2016
		\$	\$	\$	\$	\$
EXPENDITURES						
Access	-	301,366	-	285,544	586,910	497,436
Baby needs	-	13,106	-	16,961	30,067	44,720
Board	-	1,028,222	598,537	158,527	1,785,286	1,915,097
Board - special rates	-	147,927	230,277	9,799	388,003	368,539
Clothing	-	129,601	68,784	22,196	220,581	228,138
Congregate care	-	1,335,877	-	660,763	1,996,640	1,606,731
Cultural development	-	13,869	-	523	14,392	14,787
Daycare	-	151,372	71,631	48,707	271,710	298,479
Drug testing and other medical	630	63,828	9,292	161,738	235,488	328,388
Education supplies and other costs	-	26,702	-	5,130	31,832	23,906
Family conferencing and circles	-	4,526	-	7,731	12,257	4,941
Independent living	-	32,012	-	-	32,012	48,907
Inventory/Other	-	155,286	-	7,646	162,932	49,318
Mentorship	-	355,181	-	72,456	427,637	275,738
Miscellaneous	-	21,075	2,429	2,655	26,159	27,192
Non-prescription personal needs	-	3,537	-	1,050	4,587	-
Personal development	-	105,010	18,689	3,534	127,233	79,461
Professional fees	-	94,454	42,147	110,400	247,001	285,886
Recreation	-	66,175	8,036	6,188	80,399	154,159
Registration - births	-	955	-	399	1,354	4,189
Respite	-	94,929	-	23,490	118,419	245,458
Spending	(25)	135,070	-	21,250	156,295	161,041
Training	-	6,511	-	1,292	7,803	7,725
	605	4,286,591	1,049,822	1,627,979	6,964,997	6,670,236

The accompanying notes form an integral part of these financial statements.