

2021 Annual Report

# Collective Family Services of Nova Scotia

Presents: Coping with Covid  
**Seven Sacred Teachings Yoga**

Wisdom



Love



Honesty

# Seven Sacred Teachings

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



## *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.



# MFCSNS Staff

## ESKASONI OFFICE

61 Mini Mall Drive  
Eskasoni, NS  
B1W 1A6

### OFFICE MANAGEMENT

Executive Director - JOHNSON Arlene  
Assistant Executive Director - PAUL Lenora  
Executive Assistant - DENNY Rhonda  
Office Manager - GOOGOO Carleen  
Receptionist - SYLLIBOY Jaylene (LOA), DENNY Kirsten  
Janitorial/Maintenance - STEVENS Eric, JOHNSON Chase, STEVENS Vincent

### HUMAN RESOURCES DEPARTMENT

Human Resource Manager - MACDONLD Holly  
Occupational Health & Safety Coordinator - TRAINOR Pius  
Human Resource Coordinator - SIMON Karen  
Human Resource Administrative Assistant - PAUL Ruby

### LEGAL DEPARTMENT

Supervisor - LEVANGIE, Ann  
Legal Counsel - DENNY Jessie, MACDONALD Jennifer  
Paralegal - MARINER-WEBB Jennifer  
Paralegal - CLARE Madonna

### COMMUNICATIONS

Communications Officer - PAUL George

### FINANCE DEPARTMENT

Finance Manager - ARSENEAU Kendra  
Supervisor - MALONEY Tanya  
Finance Clerks - GOULD Alaina, GOULD Tiffany

### CHILD PROTECTION SERVICES

#### INTAKE & INVESTIGATION

Supervisors - HISCOCK Lucinda, COMER, Daryl  
Administration Assistant - PAUL Serena  
Intake & Investigation Team - BOYCE Lynn,  
FULLER Shannon, BERNARD, Nikhea, MCCARTHY

Christina,  
BONNAR Danielle

### LONG-TERM CHILD PROTECTION

Supervisors - DENNY-SYLLIBOY Angeline, JEFFERY Madeleine  
Administration Assistant - POULETTE Nora  
Long-Term Child Protection Team - CROWE Kristin, CASEY Riviera, CARABIN, Sarah, JOHNSON Sarita, DENNY Charmaine  
YOUNG Katie (Maternity leave), LEBLANC Amy, HILL Natasha, GOULD Connie, MACNEIL Alicia, SMITH Susan, MARSHALL Nilan (Social Work Assistant)

### TEMPORARY CARE & CUSTODY

Supervisor - DOUCETTE Yvonne  
Administration Assistant - SYLLIBOY Kerrie  
Temporary Care & Custody - DOUCETTE Edna, LAFFORD Erica, COOLE Eileen, JOHNSON Dawn

### FAMILY SUPPORT & CASE AIDE

Supervisor - BOYD-CROWTHER, Deborah  
Administration Assistant - CHIN, Mishka  
Family Support Team - STEVENS Shelley, DUBREUIL Debra (LOA), SYLLIBOY Vera, ISAAC Abby, MENGE Bree (LOA), DOUCETTE Jermaine  
Case Aide Team - STEVENS Justin, MARSHALL Margaret (LTD), BASQUE Jackie (LOA)

### CHILDREN IN PERMANENT CARE & CUSTODY SERVICES

Supervisor - WILLIAMS, Sheena  
Administration Assistant - GOOGOO, Mary V.  
Permanent Care & Custody Team - LAPORTE Trish, GALE Mickella, GOULD Gloria, GOULD Annie, JEDDORE Conchetta, GOUTHRO David, ABOUD Wendy

### RESOURCE FAMILY SERVICES

Supervisor - YOUNG, Sheraine  
Administration Assistant - FRANCIS, Lynn  
Resource Family Team - MACDONALD Jacqueline,

DENNY Nerissa (PRIDE TRAINER), CAMPBELL Malcolm, BRAIN Jennifer, TOURNIDIS Jocelyn, SIMON Rhonda.

### ADOPTION AND RESOURCE

Supervisor - DOYLE, Helen  
Administrative Assistant - LAFFORD, Marcia  
Adoption and Resource Team - O'QUINN Sherri, FRANCIS Dorothy, YOUNG Charmaine, DENNY Nadia, KABATAY Cynthia

### FAMILY & COMMUNITY HEALING

Supervisor - CHRISTMAS Diana  
Administrative Assistant - BASQUE Tracey  
Family and Community Healing Team - GALE Julia, SYLLIBOY Norman, GOOGOO Jeannie

### WIKMANEJ KIKMANAQ

Supervisor - STEVENS, Lydia  
Administrative Assistant - BASQUE, Tracey  
Wikmanej Kikmanaq Eskasoni Team - YOUNG Sophie, FRANCIS, Jane, SYLLIBOY John Denny, YOUNG Melissa  
Elder Spiritual Caregiver - SIMON Wilma

### MANAGER of PREVENTION SERVICES

BASQUE Kristen

### INDIAN BROOK OFFICE

PO Box 179  
Hants County, NS  
BON 2H0

### OFFICE MANAGEMENT

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

### LEGAL DEPARTMENT

Supervisor - LEVANGIE Ann  
Legal Counsel - MORTON, Katelyn

# MFCSNS Staff Continued

Paralegal - MCCONNELL Christena

## FINANCE DEPARTMENT

Finance Manager - ARSENEAU Kendra  
Supervisor - MALONEY Tanya  
Pay & Benefits Clerk - PAUL Jo-Anne  
Operating Payables - SACK Ellie  
Child Maintenance Payables Clerk - GEHUE  
Hillary, NUTTER Jennifer J., DEUVILLE Matthew  
Senior Child Maintenance Payables Clerk - PAUL  
Lisa

## CHILD PROTECTION SERVICES

### PROGRAM MANAGER FOR CHILD WELFARE

MEECH Keira

### INTAKE & INVESTIGATION

Supervisor - NUTTER Jennifer  
Administration Assistant - MARR Eileen  
Intake & Investigation Team - MANN Ashley,  
GOODMAN Karri, REVELS Leann, PARK Jennifer,  
DAVIS, Angela (term)

### LONG-TERM CHILD PROTECTION

Supervisor - INGLIS-ASSAFF, Pauline  
Administrative Assistant - SPENCE Julie  
Long Term Protection Team - HAMILTON Derick,  
STEPHENS Marsha, RING, Nicole (BEAR RIVER)

### TEMPORARY CARE & CUSTODY/LONG TERM

Supervisor - INGLIS-ASSAFF Pauline  
Administrative Assistant - SPENCE Julie  
Temporary Care & Custody  
GARIEPY Kim, MCKELVIE Jennifer (LOA) BUTLER  
Megan, THOMAS Melissa

### FAMILY SUPPORT & CASE AIDE

Supervisor - HIGGINS Leeann  
Family Support Team - KNOCKWOOD Annie,  
MAYICH Earla, MICHAEL Julie, MARR, Juanita,  
FOLEY, Shantal

Case Aide Team - PAUL, Joan, SACK Diane,  
DOUCETTE Autumn

### CHILDREN IN PERMANENT CARE & CUSTODY SERVICES

Casework Supervisor - MARACLE Denise  
Administration Assistant - PAUL Virginia  
Permanent Care & Custody Team - CROWE Emily,  
GALLANT-WHITE Michelle, WELLS Carolyn,  
YOUNIS Corrine, BADLWIN Nicole

### ADOPTION

Supervisor - MCKEE Lesley  
Administration Assistant - BILODEAU Erica  
Adoption Team - RAFUSE Ruby, WHITE Julie,  
MCDERMOTT Sean, FAULKNER Katie,

### FOSTER CARE

Supervisor for Resource Family - PHILLIPS Jodi  
Administrative Assistant - BILODEAU, Erica  
Foster Care Team - HANCOCK Norine, SAULNIER  
Annette (PRIDE), ALI Jessica,  
KNOCKWOOD Ella (Recruitment/Pre-service)

### FAMILY & COMMUNITY HEALING

Supervisor - Matilda Koopmann  
Family and Community Healing Team -  
KNOCKWOOD Glen, DOUCETTE Cassie, TOMER  
Catherine

### WIKIMANEJ KIKMANAQ

Supervisor - DONNELLY Louise  
Administrative Assistant - BASQUE, Tracey  
Wikmanej Kikmanaq Indian Brook Team -  
HILLIER Cassandra, BERNARD Roberta, COLLINS,  
Kim

### BEAR RIVER OFFICE 89 Reservation Road Bear River, NS BOS 1B0

Administrative Assistant - HARRISON Dave  
Long Term Protection - RING Nicole  
Family and Community Healing -  
DOUCETTE Cassie

### WE'KOQMA'Q FAMILY & HEALING CENTRE

PO Box 310, We'koqma'q, NS, B0E 3M0

### FAMILY HEALING CENTRE

Manager - WALKER Bev  
Program Supervisor - POIRIER Bernadette  
Administrative Assistant - WALKER Jean (LOA)  
CHRISTIANO, Deborah  
Night Support Worker - MILLER Krista (LOA),  
GOULD, Kendra  
Women's Outreach Worker - GOOGOO Claudine  
Men's Intervention Worker - GOOGOO Doreen  
(LOA), DENNY Kyle  
Woman's Support Worker - WILCOX Olive,  
MACEACHERN Carol  
Assistant Support Worker - WILCOX Theresa  
Child & Youth Outreach Worker - GILLIS Justine  
Casuals - LEROY Lori, PHILLIPS Jessica, CREMO-  
JULIAN, Kris, GOOGOO, Carol, BERNARD,  
Keeisha, MURPHY, Julie

### MILLBROOK FAMILY & HEALING CENTRE

PO Box 665, Truro, NS,  
B2N 5E5

### FAMILY HEALING CENTRE

Manager - WALKER Bev  
Program Supervisor - PAUL Brooke (LOA)  
MARTIN, Michelle  
Administrative Assistant - MORRISON Susan  
Night Support Worker - GLOADE Dora, MACNEIL  
Mary Elizabeth  
Women's Outreach Worker - MARTIN Sylvia  
Men's Intervention Worker - WALSH J. Dan  
Assistant Support Worker - MACKAY Elizabeth  
(LOA), ODERKIRK, Bailey  
Women's Support Worker - PAUL, Krista,  
SYLLIBOY Mary  
Child & Youth Outreach Worker - WINTERS Laura  
Casuals - GOULD Lorraine, MARTIN Mary Ann,  
BERNARD Wendy, Rann Summer, DREW, Terry,  
MARTIN, Cindy

# President's Remarks



**Chief Deborah Robinson**

## Welcome Everyone to our 36th AGA.

As President of Mi'kmaw Family and Children's Services of Nova Scotia I take great honor and pride to represent this Agency. I want to welcome our Chiefs who make up the Board of Directors and Executive Board.

And let me be the first to say, it is so nice to see so many of you today at our AGA. We all know it has been a challenging last few years because of COVID-19 and today's gathering bring so much hope for us all and a return back to normalcy.

Every year we have a theme for our AGA. This year we have no theme but more how our staff had no choice but to adapt to a world-wide pandemic.

As we reflect on another year, we certainly have adapted to numerous changes to ensure the safety and well-being of our communities, families, children and our staff.

As President of MFCSNS I am fully aware of how the pandemic has made us re-visit the way we conduct our business, without deterring our responsibilities.

I am proud to say that the Agency continued the day to day responsibilities to meet the needs of our families by introducing safe and effective ways of providing services and continued to do so as necessary.

On September 29, 2021, in a landmark decision the day prior to Orange Shirt day and the first annual Day of Truth and Reconciliation, the Honourable Justice Paul Favel of the Federal Court of Canada upheld the Canadian Human Rights Tribunal (CHRT) 2019 ruling ordering compensation in the amount of \$40,000 for First Nations children and families harmed by discriminatory underfunding practices on reserve in child welfare systems.

The court also agreed that Jordan's Principle applies to all First Nation children recognized as citizens by their First Nations, regardless of Indian Act status or residency.

This is a huge win for First Nations and a clear acknowledgment of the harms that our children, parents and/or grandparents experienced who were victims of discrimination by separating families.

The First Nation Child Caring Society, led by Dr. Cindy Blackstock filed these discriminatory practices to the federal courts in 2005.

The Child Caring Society had brought forward 2 evidence base solutions to this challenge. However the government of



## President's Remarks continued...

Canada choose to appeal this decision.

The question remains whether the Canadian government will accept the Federal court ruling and end its long-standing battle with First Nations children and families or will it continue by appealing.

We hope Prime Minister Trudeau makes the right choice this time by taking responsibility and ending this fight.

**We encourage everyone to write to the Prime Minister and state that the government must uphold the court's decision and compensate Indigenous children and parents.**

Birth Alert Practices in Nova Scotia. A birth alert is the practice of a child welfare social worker notifying a hospital, without the parent's consent, when they have concerns that an expectant parent may put their newborn at risk. The hospital staff notify the social worker when the baby is born and this can result in interventions including the baby being taken into care.

The province of Nova Scotia is moving to end birth alerts by late November of this year and MFCSNS are supporting the banning of this practice. The provincial focus will move to creating early prevention and intervention approaches that will connect expectant parents to existing government and community supports and services.

MFCSNS have been pro-active in providing early prevention and intervention services long before the anticipation to ban birth alerts. Along with incorporating traditions and culture into their child welfare practices, they ensure they have social workers fluent in Mi'kmaq to support communication with clients, use the Wik maneĵ Kikmanaĵ circles, promote kinship and customary care when appropriate, and facilitate Mi'kmaw Customary Care when all parties are agreeable.

A Band Designate is an employee of the Band that plays an important advocacy role within the

current provincial child welfare system. The purpose of the Band Designate is to ensure children who are members, or eligible to be members of the Band, who are involved with the child welfare system, can exercise their right to their culture and community.

The intent of the Band Designate is to assist the Band in responding to Notices to Band and to assist families to navigate the services required to address child protection concerns.

KMK is hosting a Band Designate Information Sharing day which will be held on October 20th in Truro and it is important that MFCSNS are on the agenda. Lead council for MFCSNS, Ann Levangie, is scheduled to present and will be sharing her experiences, thoughts and comments to the gathering.

In closing, I want to thank all our social workers and their entire support system.

It's been a tough last few years. I will never forget during the peak of the pandemic when we sent a special video message to all our social workers.

It holds true today when I said, "We want to take this time to raise up our social workers. They are often the unseen frontline workers. We praise you; we honor you and we thank you for your dedicated services."

It takes a special person to work in this field and we know the work is demanding and challenging.

On behalf of all the Nova Scotia Chiefs, I want to say thank you to the staff and wish a warm welcome to all of the new staff members who have joined us during the years.

Wela'liog.



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

# Executive & Assistant Executive Directors Report

## Welcome to our 36th Annual General Assembly.

Isn't it great to be here in person?

The pandemic has certainly changed how we are able to interact with one another.

As you could tell from your orange gift bags and mugs with "Every Child Matters" in Mi'kmaq. We wanted to acknowledge our residential school children and those who never returned home.

It was a sad day when 215 unmarked graves were discovered at an Indian Residential School in Kamloops, BC earlier this year. We've often heard about these stories through residential school survivors but to actually find 215 unmarked children graves has left a deep and profound sadness within all of us. Sadly since then that number is now estimated to be over 6500.

For the last few years, MFCSN has been very involved in Orange Shirt day. Staff would participate in school walks and give out Orange Day shirts to schools in both Eskasoni and Indianbrook.

This year we decided to do something special at the Eskasoni Office to honor the children who never returned home. Madeleine Jeffery, Supervisor of Protection Services, began a fundraising campaign to purchase an apple tree. Our Eskasoni staff held a memorial tree planting ceremony on September 29 with everyone wearing their orange shirts designed by our communications officer George Paul.

Madeleine ordered a special plaque with the inscription in Mi'kmaq which said,

***"Mikwite'temanej ta'n te'sitki'k mijua'ji'jki'k mu kisi lmita'qi'k"***

which translated meant,

***"Remember the many children who didn't make it home."***

This plaque was placed next to the apple tree.

This has had a lasting impact on all of us. In memory of the Children who never returned home, Madeleine wrote a special poem and recited her poem during our tree planting ceremony. Her poem is titled, "The Innocents."



Executive Director, Arlene M Johnson BSW, RSW



Assistant  
Executive Director  
Lenora Paul  
MSW, RSW



Assistant  
Executive Director  
Monica Clarke-Johnson  
BSW, RSW





## Executive & Assistant Executive Directors Report continued...

### *The Innocents by Madeleine Jeffery*



***For all the little hands that were not held,  
The beating hearts not wrapped in warm embraces,  
The foreheads that were not kissed goodnight,  
Cuts and bruises that were not tended to with loving care.  
For all the hungry tummies not filled by food made with love,  
And the ears that did not hear comforting words.  
For all the stories of adventures not listened to,  
Questions and prayers unanswered,  
Games not played and  
Birthday candles that were not blown.  
For the hair not tenderly brushed,  
The beds without teddy bears,  
Night terrors left unsoothed and Crying unheard.***



***For all the lessons from Grandmothers not learned,  
Carnival Queens uncrowned and Powwows without dance.  
For all the card games not played in warm kitchens,  
Luskinikin left uneaten and  
Beautiful Mi'kmaq words buried, unspoken.***



***For all this, we hold you in our hearts forever.***



As we continue to navigate our way through this worldwide pandemic, the Agency's focus is on safety first and foremost. We met as a COVID Management group as necessary to ensure the Agency operates safely while considering the best practices in supporting our (children in care/foster parents) children and families daily. As we put policies into practice, critical factors are considered for all staff, services providers, and clientele of the Agency. From this we have gained valuable insight into structuring services outside of our normal service delivery process.

Our staff played an integral role in the development of the teaching videos that are easily applied for everyday use. Our "Coping with Covid" videos series from Family and Community Resource was a great success. Our staff have learned to adapt and utilize teaching and informative videos as a practice and we will continue in this new direction for sure.

We have seen the impacts of the pandemic play out in various areas of service delivery and our staff have shown they not only have the dedication but developed the tools for MFCS to continue reaching out to our children and families in different ways.

Our focus is prevention, though the use of Wikimanej Kikamanaq, and IRC Services as the first step in finding resolutions by meeting with the family and their supports to develop a plan that all

## Executive & Assistant Executive Directors Report continued...

parties can agree on.

I would also like to acknowledge the resilience of our children and families who have continued to work with us through the challenges this pandemic has brought. As much as it has been difficult for the staff of the Agency, we acknowledge how stressful this time has been for the families with whom we work. We know working virtually is not the same as in-person contact. However, being able to provide some services virtually during lockdowns, has meant families have not been isolated.

As a mandated child protection agency, we continue to work cooperatively with many partners and shareholders to ensure our social work practices evolve and reflect community needs and endeavours.

I would like to end my report by acknowledging the management team. They are Lenora, Monica, Kendra, Kristen, Keira, Holly, Pius, George, and Rhonda.

I believe in the work we do as difficult as it can be at times. Moving in the positive directions would have never been possible without the support of our dedicated employees.

Our current trend of children entering the care of the Agency has been greatly reduced because of utilizing culturally sensitive processes that meet the customs of our Mi'kmaw people and community.



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



# Annual General Assembly Minutes 2021

## Mi'kmaw Family & Children's Services of Nova Scotia ANNUAL GENERAL ASSEMBLY – 16 APRIL 2021

The Annual General Assembly of the Mi'kmaw Family & Children's Services of Nova Scotia was held April 16, 2021 at 10:00am at the Delta Hotel, Dartmouth, NS.

### PRESENT

Board:

- Chief Deborah Robinson, President, Acadia
- Chief Mike Sack, 1st Vice President, Sipekne'katik (Virtual)
- Chief Leroy Denny, 2nd Vice President, Eskasoni
- Chief Andrea Paul, 3rd Vice President, Pictou Landing
- Chief Carol Dee Potter, Secretary, Bear River
- Chief Sidney Peters, Treasurer, Glooscap
- Chief Gerald Toney, Annapolis Valley
- Chief Bob Gloade, Millbrook
- Chief Tma Francis, Paqtnkek
- Chief Norman Bernard, Wagmatcook (Virtual)
- Gail Christmas, Proxy for Chief Terry Paul, Membertou
- John L. Bernard, Proxy, We'koqma'q
- Regional Chief PJ Prosper, AFN

Absent: James Marshall, Proxy for Chief Wilbert Marshall, Potlotek

Staff and Guests:

- Jacklyn Paul, KNKMO
- Wendy Bungay, Department of Community Services
- Kelly Besler, Department of Community Services (Virtual)
- Heather McNeill, KMKNO (Virtual)
- Jillian Maclsaac, Indigenous Services Canada (Virtual)

The meeting convened at 10:00am with Assistant Executive Director Lenora Paul presiding. The opening prayer was said by Grand Chief Norman Sylliboy.

**APPROVAL OF AGENDA:** The agenda was presented.

**MOTION #1:** It was moved by Chief Sidney Peters and seconded by Chief Carol Dee Potter to accept the agenda as presented. Motion carried.

**APPROVAL OF MINUTES FROM JULY 2019:**  
The minutes of July 4, 2019 were presented.

## AGA Minutes 2021 continued...

MOTION #2: It was moved by Chief Carol Dee Potter and seconded by Chief Sidney Peters to accept the minutes from July 4, 2019 as presented. Motion carried.

PRESIDENT'S REMARKS: Chief Deborah Robinson  
Mi'kmaw Child Welfare Act Update

MOTION #3: It was moved by Chief Leroy Denny, seconded by Chief Bob Gloade to accept the President's Report as presented. Motion carried.

EXECUTIVE DIRECTOR'S REPORT: Arlene Johnson (Video)

MOTION #4: It was moved by Chief Carol Dee Potter, seconded by Chief Gerry Toney to accept the Executive Director's Report as presented. Motion carried.

FINANCIAL REPORT: Kendra Arseneau  
Financial Report for the 2019-20 Fiscal Year is presented. BDO could not be present.

MOTION #5: It was moved by Chief Leroy Denny, seconded by Chief Sidney Peters to accept the financial report as presented. Motion carried.

APPOINTMENT OF AUDITORS:  
The Auditors appointed by the MFCS Board is BDO.

MOTION #6: It was moved by Chief Sidney Peters seconded by Chief Gerry Toney to accept BDO as the Auditors for Mi'kmaw Family and Children's Services of NS.

APPROVAL OF THE EXECUTIVE COMMITTEE MEMBERS OF MFCSNS:  
President – Chief Deborah Robinson      3rd Vice – Chief Andrea Paul  
1st Vice – Chief Mike Sack                      Secretary – Chief Carol Potter  
2nd Vice – Chief Leroy Denny                      Treasurer – Chief Sidney Peters

Chief Andrea Paul would like to give up her seat. This will be discussed at the next Executive/Board meeting in June 2020.

MOTION #7: It was moved by Chief Bob Gloade, seconded by Chief Tma Francis to accept the Executive Committee Members as presented. Motion Carried.

CLOSING PRAYER:  
Grand Chief Norman Sylliboy closes the AGA with the prayer.

ADJOURNMENT: The meeting adjourned at 11:10am.





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



## Annual General Assembly

Delta Hotels by Marriott  
Friday, October 8, 2021  
10:00am

1. Opening of AGA 2021 – Emcee – Chief Deborah Robinson
2. Opening Prayer with Mi'kmaq Grand Chief Norman Sylliboy
4. Approval of Agenda
5. Approval of Annual General Assembly Minutes from April 16, 2021
6. President's Report – Chief Deborah Robinson
7. Approval of President's Report
8. Executive Director's Report – Arlene Johnson (Video)
9. Approval of Executive Director's Report
10. Report on the Audited Financial Statements  
– Kendra Arseneau, Finance Manager
11. Approval of audited financial statements for the year ended Mar 31, 2021
12. Appointment of auditor for March 31, 2021 fiscal year
13. Appointment & Approval of the Executive Committee Members of MFCS:  
President – Chief Deborah Robinson      3rd Vice – Chief Andrea Paul  
1st Vice – Chief Mike Sack                      Secretary – Chief Carol Potter  
2nd Vice – Chief Leroy Denny                  Treasurer – Chief Sidney Peters
14. Closing Prayer with Mi'kmaq Grand Chief Norman Sylliboy

# Mi'kmaw Family Healing Program

## Nepitmumkl Mi'kmawe'l Wkijksu'



### Manager:

Bev Walker (Millbrook & We'koqma'q)

### Department Role and Goals:

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 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 women who have experienced violence 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.

### Purpose:

Our purpose is to empower and support women, men and children affected by family violence as well as decrease the incidence of family violence in First Nation Communities. We promote safety, well-being and justice for all persons affected by family violence while respecting their right to self-direction and control of their own lives.

We are committed to listen to the voice of those who are affected by family violence and using their experiences to guide our work.

We believe that perpetrators of family violence are accountable for their abusive behaviour. We believe in the use of Mi'kmaw language and encourage employees and participants to use their own language.

### Family Healing Centres

April 1, 2020 – March 31, 2021

As the Global Pandemic threw us all into a tailspin of learning to protect ourselves and others from a deadly virus, we did our best to still support those who were being affected by Family Violence. In April 2020 we were still, yet newly, in the provincial lockdown. Even with all the unknowns and the Centres still open 24 hours a day, staff were preparing for an uptake in calls and admissions, thinking that because of the isolation requirements, people out of work and possibly abusive partners at home 24/7. Yet this did not happen, there were not



## Mi'kmaw Family Healing Program continued...

an increase in calls or admissions. Although we were relieved, we were also on edge; not knowing the reason, only speculating.

The Centres worked at a reduced capacity for admissions and Staff were working on 12 hour rotational shifts during the first several months of the pandemic to reduce the amount of people in the building at one time and allow staff to be home with their families.

We have learned many things and tried to be creative in how we were going to still be supportive to people even though we could not see them in person. The Centres received extra funding to help cover costs for any extra costs we incurred because of and throughout the Pandemic. We were able to supply the Outreach Teams with tablets so they could connect with their clients virtually and to do some work from home, web cams and headphones for all desktops so staff could participate in online training and virtual meetings. We installed touchless soap/hand sanitizer dispensers throughout the buildings and plexiglass barriers.

We were able to purchase extra items for residents of the Centres to help them endure being in lockdown, some of those items included puzzles, craft items, supplies to make ribbon dresses, medicine pouches, dream catchers etc. and snack food that we don't normally buy all in the effort to reduce traffic in and out of the buildings. We purchased supplies to make up almost 70 "self care bags" for men and women in our outreach program and in-house residents. We were able to deliver these bags contactless to their doorstep. These bags included items to help them through the lockdown such as personal care items, feminine hygiene products, journals, puzzle books, snacks, games for kids, smudge kit and so much more. We reconfigured the front and back steps/entryways of the We'koqma'q Centre to accommodate social distancing when

entering and exiting the building.

The Millbrook Centre was given a large donation from the family of Margaret Gloade of Millbrook. The family wanted to donate the proceeds from the Salite to the Centre in her name. We humbly accepted and plan to purchase extra programming supplies.

Efficiency Nova Scotia donated \$7500 to each Centre, this money went towards heat pumps in the upstairs client rooms, where it is extremely hot in the summertime.

Rogers Canada donated cell phones to each centre for women who may not have one as a result of domestic violence. This was a valuable contribution to the safety and peace of mind to many women whose lives have been affected by family violence.

In the last 28 years there have been 1587 women and 1690 children passed through our doors for help in that time. The Healing Centres are still seen as a safe place for women and their children.

There were many staff shortages which caused the remaining staff including Supervisors and casuals to work more than usual to ensure the shifts were covered. This in addition to the unknown of the pandemic caused high stress levels with staff. The Healing Centre staff are dedicated and worked as a team, they are commended for the effort they put in to not only help their fellow co-workers when necessary but to also stay committed to the people we serve.

In May of 2020 the federal government announced the building of 12 new Violence Against Women shelters over the next 5 years (Ten (10) shelters in First Nation communities on reserve across the country and Two (2) shelters in geographic north - Nunavut, Yukon, and Northwest Territories). Canada Mortgage and Housing Corporation (CMHC), Indigenous Services Canada (ISC) and National Aboriginal Circle Against Family Violence (NACAFV) along with Shelter Directors/Managers were

## Mi'kmaw Family Healing Program continued...

responsible for reviewing and selecting these new shelters. Bev Walker was selected and humbly accepted as one of three Shelter Directors/Managers across Canada to be on a Shelter selection committee to review the applications of the ten First Nation Shelters. There were 68 applications to be reviewed across the country which were split into subgroups, of those Bev reviewed a total of 19 applications from British Columbia, Saskatchewan, Quebec and the Atlantic Provinces. The process was time consuming as well as educational. Of the ten, the Atlantic Provinces specifically, Nova Scotia (Acadia) and New Brunswick (Eel Ground) were approved for new Shelters for First Nation women and children who are experiencing violence. The Healing Centre staff were able to participate in a two day Virtual Professional Development workshop, Wound to Wellness by Darien Thira, PHD,R.PSYCH. This training was for Service providers offering violence- related trauma healing to Indigenous Clients. Bev participated in and is on-going in a research group with the University of London, Ontario. The research is being conducted with Gender Based Violence Experts across the country to find the best practices for working with men, women and children experiencing Intimate Partner Violence. The Healing Centres have needed updating and revamping of the programs delivered in-house and outreach services for many years. The programming needed updates in several areas including Cultural teachings and trends affecting men, women and children in our communities. During this year Manager, Supervisors and some staff have formed a committee and are working diligently to achieve this goal to serve men women and children who are experiencing family violence. During this year we were able to hire two additional in-house staff, creating a new

position "Women's Support/Outreach Worker". This position is mainly in-house support but will also be available to help with Women's Outreach when necessary. This increases the capacity for services to deliver programming to our in-house and outreach clients. Bailee Oderkirk (Millbrook) and Keeshia Bernard (We'koqmaq) are the new workers for these positions. With the Pandemic and the closure of many businesses, the Healing Centres were not always able to provide in person Community workshops during the year. However during this time staff from both Centres delivered nine workshops with 50 participants.

Men's Outreach Program and the "Journey of the Two Wolves -Tapusijik Paqtismk": The Men's Outreach program provides Mi'kmaw 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 5-17 session information workshop that focuses on the wholistic healing. The outreach services also include one-to-one counselling, support and education groups. Dan Walsh the Men's Outreach Worker for Millbrook, mainly worked from home contacting clients by phone or virtually. Doreen Googoo was on medical leave for most of the year leaving the We'koqmaq Centre without a Men's worker, Kyle Denny was hired and was there for three months. A new worker Michael Power was hired in April 2021. One group of JTW was completed in Cape Breton by Dan Walsh and assisted by Glen Knockwood. This was a group that was started by Doreen and





## Mi'kmaw Family Healing Program continued...



able to be completed by Dan and Glen.

**Women's Outreach Program:** The Women's Outreach Program kept in contact with clients by phone and virtually throughout the year. Sylvia Martin (Millbrook) and Claudine Googoo (We'koqma'q) were the Women's Outreach Workers for this year. Some of the topics covered in the program are: Intimate Partner Violence, Self-Esteem, Healthy & Unhealthy Relationships, Parenting, Grief and Loss, Trauma, Relapse Prevention, Options to Anger etc.

### Child/Youth Outreach Program:

The Child/Youth Outreach Worker also works with shelter staff to ensure the children and youth who reside at the shelter receive similar programming to address the issues of domestic violence. Laura Winters (Millbrook) resigned and Megan MacNeil was hired and Justine Gillis (We'koqma'q) also resigned in March 2021 a new worker is being hired for the outreach workers for this year. Some of the topics that are covered in this program are; Hands are Not for Hitting, Tea tree tells/ Safe Talk, Bullying, Healthy and Unhealthy Relationships, Internet Safety/ Cyber bullying, Self Esteem, Seven Sacred Teachings, Girl Power, 2B Boys, Faceless Dolls, Talking Sticks, Options to Anger etc.

### In-House Programs:

The In-House programs are facilitated by the Women Support Workers Krista Paul and Mali Sylliboy (Millbrook) is on leave; Autumn Doucette is term in that position and Olive Wilcox and Carol MacEachern (We'koqma'q). Some of the programs offered are; Intimate Partner Violence, Healthy/Unhealthy relationships, Safety Planning, Nobody's Perfect, Little Eyes Little Ears, Sacred Children, Healing Journey, Beyond Trauma & Violence, Self Esteem, Relapse Prevention etc. They work with the clients in the residence by providing support, counselling, advocacy, transportation,

referrals, parenting, budgeting, meal planning and family violence awareness.

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 in addition to Intimate Partner Violence.

The Healing Centres are fortunate to be members of The National Aboriginal Circle Against Family Violence (NACAFV) which is an organization whose mandate is to reduce family violence nationally by advocating for Shelters and transition house workers who provide the frontline services to Indigenous women and children, survivors of violence in Canada. They represent the First Nation shelters across Canada and has been providing training at no extra cost to the Agency. During this year there were no in-person meetings or training with NACAFV. And are members of the Transition House association of Nova Scotia (THANS). A provincial organization of the transition houses across Nova Scotia. THANS has been very helpful this year in navigating the provincial guidelines of the pandemic for shelters. There were weekly, then biweekly virtual meetings with Public Health to ensure that our shelters and the women we serve were well informed and following the guidelines for public safety during and after the provincial lockdown.

The Healing Centre Staff are faced with challenges and obstacles every year, but the commitment and dedication of the staff make our program what it is; they work hard with the resources we have, to help our people in their most vulnerable time of need. We look forward to the next year working with our communities to help make them safer for everyone.

Wela'liek

## Mi'kmaw Family Healing Program continued...

From April 1st, 2020 - March 31st, 2021 The We'koqma'q Healing Centre had 18 women accompanied by 11 children stay at the Centre during this period with total bedstays of 742. The Millbrook Healing Centre had 10 women accompanied by 2 children stay at the Centre during this period with total bedstays of 951.

**WE'KOQMA'Q      MILLBROOK**

| <b>REASON FOR ENTRY:</b>                            |    |    |
|---|----|----|
| Already at Centre                                   | 1  | 4  |
| Physical abuse                                      | 8  | 2  |
| Verbal/Emotional/Psychological abuse                | 5  | 2  |
| Threats to women and/or children                    | 1  | 2  |
| Other abuse (e.g., abuse by other family members)   | 1  | 1  |
| Housing problem (non-abuse)                         | 2  | 2  |
| Other (non-abuse)                                   | 1  | 1  |
| <b>REFERRED BY:</b>                                 |    |    |
| Self-referral                                       | 12 | 6  |
| Multi-service agency                                | 0  | 1  |
| Social service agency                               | 0  | 1  |
| Medical /health agency/doctor                       | 0  | 1  |
| Other shelter                                       | 1  | 0  |
| Relative/Friend                                     | 0  | 1  |
| Other: MFCS   | 3  | 0  |
| Police  | 0  | 1  |
| Community Alcohol & Drug Worker/NADACA              | 0  | 0  |
| Native Council of Nova Scotia                       | 0  | 0  |
| MFHC  | 2  | 0  |
| Other   | 0  | 0  |
| <b>EMPLOYMENT SITUATION ENTERING THE CENTRE:</b>    |    |    |
| Not employed/not looking for work/social assistance | 14 | 4  |
| Unemployed/EI                                       | 3  | 4  |
| Occasional employment                               | 0  | 0  |
| Employed full-time/part-time                        | 0  | 2  |
| Self employed                                       | 0  | 0  |
| Attending School                                    | 1  | 0  |
| <b>PHYSICAL DISABILITIES:</b>                       |    |    |
| Mobility  | 0  | 0  |
| Visual  | 0  | 0  |
| Hearing   | 0  | 0  |
| Other   | 0  | 0  |
| None  | 18 | 10 |
| <b>LEFT ABUSE SITUATION BEFORE:</b>                 |    |    |
| Yes   | 14 | 8  |
| No  | 0  | 2  |
| Not Known   | 4  | 0  |
| <b>USED SHELTER BEFORE:</b>                         |    |    |



## Mi'kmaw Family Healing Program continued...

|   |     |     |
|---|-----|-----|
| Yes   | 11  | 8   |
| No  | 7   | 2   |
| Not Known                                     | 0   | 0   |
| <b>REASON FOR LEAVING CENTRE:</b>             |     |     |
| Returned home                                 | 4   | 5   |
| Found alternative housing                     | 7   | 3   |
| Asked to leave                                | 1   | 1   |
| Didn't like shelter                           | 0   | 1   |
| No known reason                               | 2   | 1   |
| Other   | 4   | 1   |
| Access visit over                             | 0   | 0   |
| Going to Rehab                                | 0   | 0   |
| Still at MFHP Centre                          | 1   | 2   |
| <b>DESTINATION/SITUATION:</b>                 |     |     |
| Returned home to unchanged situation          | 1   | 3   |
| Returned home to changed situation            | 2   | 2   |
| Relatives/Friends/neighbors                   | 3   | 4   |
| Own new place/private housing                 | 4   | 0   |
| Own new place/assistance housing              | 0   | 0   |
| Other shelter                                 | 4   | 3   |
| Second stage housing                          | 0   | 0   |
| Other   | 4   | 0   |
| Not Known                                     | 0   | 0   |
| Alcohol & Drug Rehab Centre                   | 0   | 0   |
| Still at MFHP Centre                          | 1   | 2   |
| <b>Total Bed Stays for Women and Children</b> |     |     |
|   | 742 | 951 |
| <b>Total Access Visits: not overnight</b>     |     |     |
|   | 16  | 42  |
| <b>Total Access Visits: Overnight</b>         |     |     |
|   | 0   | 0   |
| <b>Total Crisis Calls</b>                     |     |     |
|   | 29  | 42  |
| <b>AGE GROUPS - WOMEN:</b>                    |     |     |
| 15-24   | 6   | 2   |
| 25-34   | 6   | 4   |
| 35-50   | 6   | 3   |
| 51+   | 0   | 1   |

# Family & Community Resource Program

## Maw-lukutimk Apoqnmuksinew

### Wkjisu'k aqq Wutanl

The Family & Community Resource teams work directly with our Mi'kmaw First Nation communities, and community partners and stakeholders to identify, develop and enhance support services and resources to directly assist in program delivery. All programs are delivered in partnership with interagency committees, First Nation schools, Health Directors and Health Centers, Mental Health and Addictions Services, Native Friendship Centre, NADACA and Chief & Councils.

#### Eskasoni Office Team:

Supervisor: Diana Christmas, MSW, BSW, RSW

Workers: Jeannie Googoo, Norman Sylliboy & Julia Gale

Administrative Support: Tracey Basque

#### Sipekne'katik Office Team:

Supervisor: Matilda Koopmann

Workers: Cassie Doucette, Catherine Tomer & Glen Knockwood

The Covid-19, Pandemic has impacted most, if not all, face-to-face programs and services with Mi'kmaw communities that Family & Community staff service. Due to Covid-19, Public Health & Safety regulations and mandatory Emergency lockdowns, Family & Community staff were prohibited from visiting communities and or providing in-person programs within communities. In November 2020, Family & Community was permitted to schedule and start programming with Covid-19 protocols applied, however,

the provincial case numbers rose, and in-person programming was again on hold.

During the pandemic, Family & Community Resource department was challenged to be more creative in reaching all the communities we service. The department collectively learned how to make "Coping with Covid-19" video series for our Mi'kmaw communities. Video topics ranged from managing stress with yoga, arts & crafts, cultural teachings, and history of "Pilgrimage to the Holy Cross on Good Friday". Communities shared great feedback from all 18 videos. With the help of communications officer George Paul, a YouTube account was created for Mi'kmaw Family & Children Services to provide communities easy access to all videos.

#### Coping with Covid-19 You Tube Videos



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

**Presents: Coping with Covid**

- Medicine Wheel by Glen Knockwood
- Seven Sacred Teachings Yoga by Cassie Doucette
- How to Make a Talking Stick by Catherine Tomer
- 5 Senses Scavenger Hunt by Cassie Doucette
- Art Therapy with Sea Glass by Jeannie Googoo
- Virtue Cards by Julia Gale
- Symbolism of Eagle Feather by Catherine Tomer
- Eagle Feather Beading by Catherine Tomer
- The 7 Sacred Teaching Story by Glen Knockwood
- The Effects of Covid-19 by Eskasoni Team
- Father's Day Gift Ideas by Glen Knockwood
- Julia's Pancakes by Julia Gale
- Medicine Pouch Making by Catherine Tomer
- Winter Safety by Sipekne'katik Team
- March Break Ideas by Sipekne'katik Team
- History of Eskasoni Cross by Eskasoni Team
- Christmas Cards by Sipekne'katik Team
- Wreath Making with Julia by Eskasoni Team



## Family & Community Resource Program continued...



Each team also created a promotional video, "Girl Power" Video by Eskasoni Team & "2BBOYS" Video by Sipekne'katik Team. One of the most challenging things during this lockdown was the amount of computer technology knowledge of Family & Community staff. This has improved but is still a challenge. With the help from colleagues, we are still learning and making progress in this area. Staff have been more engaged in Zoom and Microsoft Team meetings, webinars, in-house training and larger Health and Mental Health conferences.

As a Team we were fortunate to meet on November 20th, 2020; to discuss and revise the Family & Community Strategic Plan for 2021-2022. The revisions to the strategic plan encouraged and helped guide our teams to reassess staff and community training, skill, and program development with strong emphasis on Mi'kmaw language, culture and traditional ways of knowing. This strategy will guide our Family & Community programs and teams going forward in 2021/2022.

Family & Community Resource Programs: All programs embrace Mi'kmaw Traditional Teachings, Values, Beliefs and Culture.

**2BBOYS:** 4-6 week program for boys 8-12 years. This Program is geared specifically for boys and its main goal is to build and enhance qualities in young boys to be the best they can be, utilizing the medicine wheel concept. Some of the topics discussed through guided group discussion and role playing are self-talk, what are emotions, ways to talk and channel frustration and anger, building empathy, body shift, diversity, mediation/relaxation methods, social media awareness and misuse of alcohol and drugs.

**Girl Power:** 4-6 week program for girls 8-12 years. This program is geared specifically for young girls and its goal is to enhance their skill development in building



## Family & Community Resource Program continued...

healthy connections and self- esteem. Topics discussed in small group guided discussions and role playing are what is girl- power, skill building, journal writing, positive body image, creative visualization, boundaries, friendships and peers, channeling frustration and anger management, giving back to your community. Seven Sacred Teachings: All ages, especially children and youth. Sharing the Teachings of Wisdom, Honesty, Humility, Respect, Courage,

the program is to enhance skill development and help navigate the daily challenges that these groups may face. Topics discussed through guided group discussions are anger and stress management, Mi'kmaw cultural teaching, basic shelf, First Nation financial fitness, healthy relationships, and community resources.

Parenting Program "Taking care of our children": Developed by Janet Fox. Family &

### In Person Core Programs 2020-2021

| Months    | 2BBOYS   |          | Girl Power |          | Sacred Teaching |          | Wellness |          | Parenting |          |
|-----------|----------|----------|------------|----------|-----------------|----------|----------|----------|-----------|----------|
|           | Sessions | Attended | Sessions   | Attended | Sessions        | Attended | Sessions | Attended | Sessions  | Attended |
| April     |          |          |            |          |                 |          |          |          |           |          |
| May       |          |          |            |          |                 |          |          |          |           |          |
| June      |          |          |            |          |                 |          |          |          |           |          |
| July      |          |          |            |          |                 |          |          |          |           |          |
| August    |          |          |            |          |                 |          |          |          |           |          |
| September |          |          |            |          |                 |          |          |          |           |          |
| October   |          |          |            |          |                 |          |          |          |           |          |
| November  |          |          |            |          |                 |          | 2        | 8        |           |          |
| December  |          |          |            |          |                 |          |          |          |           |          |
| January   |          |          |            |          |                 |          |          |          |           |          |
| February  |          |          |            |          |                 |          |          |          |           |          |
| March     |          |          |            |          |                 |          |          |          |           |          |
| Totals:   |          |          |            |          |                 |          | 2        | 8        |           |          |

### Other 2020-2021

| Months    | In-house Virtual Training |          | F&C Team Virtual/Office |          | Cultural/Harvesting |          | Virtual Conference & Webinars |          |
|-----------|---------------------------|----------|-------------------------|----------|---------------------|----------|-------------------------------|----------|
|           | Events                    | Attended | Meeting                 | Attended | Event               | Attended | Event                         | Attended |
| April     | 2                         | 100      | 9                       | 32       |                     |          |                               |          |
| May       | 1                         | 25       | 9                       | 32       |                     |          |                               |          |
| June      | 2                         | 8        | 11                      | 45       |                     |          |                               |          |
| July      | 5                         | 37       | 9                       | 33       | 3                   | 12       |                               |          |
| August    | 4                         | 12       | 3                       | 12       |                     |          | 1                             | 75       |
| September | 5                         | 27       | 9                       | 41       | 4                   | 16       |                               |          |
| October   | 4                         | 12       | 7                       | 28       | 3                   | 12       |                               |          |
| November  | 2                         | 8        | 11                      | 58       | 3                   | 12       | 1                             | 100      |
| December  | 1                         | 75       | 7                       | 34       |                     |          |                               |          |
| January   | 1                         | 50       | 10                      | 38       |                     |          | 5                             | 150      |
| February  |                           |          | 10                      | 40       | 1                   | 4        | 5                             | 600+     |
| March     | 1                         | 1000+    | 9                       | 34       |                     |          | 2                             | 500+     |
| Totals:   | 28                        | 1354     | 104                     | 427      | 14                  | 56       | 14                            | 1425     |

Community Resource program incorporated Mi'kmaw teachings & traditions along with current parenting topics. It takes a look at family roles and responsibilities, traditional parenting, non-interference, story telling and traditional ceremonies. Specific parenting issues and challenges will be

Love and Truthfulness in relationship to our everyday lives.

Wellness program: 4-6 week program. This program is for adults and can be delivered in separate male or female groups. The goal of

discussed, which include parenting styles, needs and behavior, time in vs time out, teachable moments, safety & security and stress management.



# Family Support and Case Aid Program

## Apoqnmujik Wkjksu'k

### Supervisors:

Deborah Boyd & Leeann Higgins:

### Department Role & Goals:

The Family Support Program promotes the healing of Mi'kmaq children, youth and families by delivering culturally appropriate programs which focus on healthy parenting, life skills, access to community resources and working collectively as part of a support team. Services are provided to people in all Indigenous communities in Nova Scotia and in urban areas under court orders, through family-based home visitation.

Referrals to the Family Support Program are received internally through all agency departments. Family Support provides help to families through a strengths-based “whole family” approach. Our work is guided by the Seven Sacred Teachings: Love, Courage, Honesty, Respect, Wisdom, Truth, and Humility and we work collaboratively to build on the resilience of families.

The framework of the Family Support Program is rooted in the Medicine Wheel and the perspective of Etuaptmumk (Two Eyed Seeing). Etuaptmumk was developed by Eskasoni Mi'kmaq elder Albert Marshall and refers to seeing the strengths of Indigenous ways with one eye, and simultaneously seeing the strengths of Western ways with the other eye. Family Support integrates traditional and contemporary information in a holistic manner, encouraging balance with one's spiritual, emotional, mental and physical well-being. We often use the analogy of working together to build a “Bundle” for each family and/or youth who receive our services. The Bundle is like a “medicine bundle” – a kit with all the necessary items (spiritual and physical), that can assist us

in our life journeys. Each bundle is tailored to the unique needs of a family. However, culture is the seat of its elements. In addition to information on various topics on life skills and parenting, a Bundle may include a smudge bowl set, Mi'kmaw books from local authors, sweetgrass, drum, blanket, etc.

Exploring indigenous programs and how we can infuse Mi'kmaw teachings within our supportive work with each family is ongoing. The training staff received this year on many aspects of culture, trauma, grief and resilience is braided into program delivery and contributes to our understanding of respectfully supporting people and responding to their needs in a culturally humble manner.

Language is one of the most important cultural aspects to the identity of Mikmaq people. It is the way people communicate and preserve their beliefs, values and customs; build relationships with one another; and creates a sense of community and self- identity.

The workplan this year will include integrating Mi'kmaw language into service delivery to better meet the needs of Mi'kmaw families.

Family Support works closely with case management teams and supports families participating in the Wikimanej Kikmanaq Family Group Conference Program. Family support workers engage families commitment to change by being sensitive to trauma experienced by children youth families.

We support every person in achieving their full potential and strive to mutually develop goals in program delivery (material and planning) to build on confidence and hope.

### Achievements & Special Projects:

Referrals continue to increase to support parents whose children are in Customary Care.

## Family Support and Case Aid Program continued...

This has enabled children to remain in their community with extended family, while their parent (s) engages in supports to address their personal health and well-being with the outcome of family preservation.

Family support participation in Immediate Response Circles is increasing. IRC remains an effective means of connecting families by weaving together a robust and sustainable circle of support. Family support workers intensely with Wkimanej Kikmanaq to provide programs, information and linkages to community resources over an 8-week period. Working with families through the Early Intervention Program and the Immediate Response Circle has enabled families to receive support, build capacity and connect with important community and professional linkages which preserve the family unit in a meaningful way.

Working through IRC has enabled Family Support to work in a preventative manner to support families in addressing their difficulties; reduce child maltreatment; build confidence in families accessing help on their own. Community partnerships increase; perceptions of work done by Child Welfare improves and the need for more intrusive and costly services is reduced.

Referrals for youth in care continues to increase in which we continue to work closely with Children in Care and Family Resource to support children, youth and their care givers. Family Support is now part of the MAK Program (Mawi-Apoqmatultijik Anko'taqatite'wk Program) with Family Resource Foster Care Program.

We are part of a team which is dedicated to providing support to foster parents based on their unique needs in order to prevent placement breakdowns, retain foster homes and prevent closures.

Communication continues to be our best way to

bridge the gaps in services as we strive to meet regularly with caseworkers and community supports. Family Group Conferencing, external resources and those directly receiving the service shapes the direction and goals of support. Each program supervisor attends monthly communications meetings with office supervisors in order to maintain the lines of communication among the departments to discuss ways our departments can work in tandem to support one others mandate and collectively and collaboratively work together in the best interest of our families.

The work plans for 2020-2021 of the Family Support and Case Aide programs reflect the dynamic and emerging needs of Agency staff and Mi'kmaw families receiving services by ensuring that such services are culturally humble, respecting a person's life experiences and recognizing the significance of culture in shaping one's personal identity.

The pandemic continued to challenge us this year however the consistent delivery of services whether in person or virtually is a testimony of the resilience of staff and families. The transition from in person to virtual was smoother this year due to having the technical tools necessary to provide quality services (Ipad and laptops).

Providing services virtually was challenging in some areas with poor internet service and families having access to minutes for their telephones. Despite these obstacles, family support and case-aide workers were very determined in making sure families were consistently contacted and supported. An essential part of our work plan focused on self-care, not only for people using our services but also for the workers.

### Case Aide Program:

Case Aides are an essential part of the Case Management Team: They schedule service





## Family Support and Case Aid Program continued...

providers to provide a variety of services to families, children and adults through transportation, access and youth mentoring. Our program ensures that service providers are appropriately vetted and trained. Case Aides work closely with the case management team to ensure referrals are completed in a timely and efficient manner.

This department is the hub of the agency and communication remains crucial for services to best support our families. Our strategic plan this year enabled this department to be sufficiently staffed to better serve our families, children in care, share the workload and better manage our resources.

The Case Aide Department has been streamlined in both offices this year. Each office has three case aides. One is responsible for access for protection, one for protection drives and youth support and the third is dedicated to setting up all services for the Children in Care Department. This division of tasks has greatly helped to allocate the workload fairly during the pandemic when additional scheduling and safety processes have doubled the workload in this department.

### Trends and Highlights:

- Bi-weekly videoconferencing with program supervisors and manager Kristen Basque to:
  - Review, assess and evaluate tasks/goals of work-plans
  - Covid-19 Pandemic Public Health Guidelines for Family Support, Access, Youth Support and Transportation;
  - Ensure consistent practice and resources between both offices.
  - Training to reflect culture and current trends in service delivery.
- We continue to build confidence in using tools of technology to meet the needs of families accessing our program while responding to the restrictions of the Covid-19 Pandemic. Families

are consistently given support through telephone, email and virtual platforms. I pads, I phones, laptops and videoconferencing platforms are regularly used and has made time management more efficient by reducing travel time.

- The Case Aide team produced a Car Seat Installation Safety Video with the assistance of George Paul. This video was used as a training tool with service providers and staff.
- We had one placement student this year in the Eskasoni Office.. Due to the pandemic, we developed a completely virtual placement orientation and manual for students doing placements with Family Support.
- Supervisors are part of an internal working group examining how we can work collaboratively through Wikimanej Kikmanaq to develop a Foster Care Support Circle: Mawi-Apoqmatultijik Anko'taqatite'wk.
- We continue to participate in the community working group: Eskasoni Maw Apoqnumuanej Kikmanaq.
- Supervisors submit monthly reports to Program Manager detailing statistics, highlights and challenges which serve to better evaluate our programs.

### Challenges & Solutions:

Dealing with the unknown has become part of our new reality and has forced us to grow stronger. Although our doors continue to be closed to the public, we continue to support one another in developing and maintaining strategies to continue quality services without interruption, keeping in mind the health and safety for everyone.

The Family Support and Case Aide Departments continue to make changes in line with Public health and Agency Guidelines regarding the Pandemic. Services had to transition multiple times between in person and virtual due to each "wave" of the Pandemic.

## Family Support and Case Aid Program continued...

This has been stressful for staff, service providers and families; however, the consistency of services is a testimony of the resilience in our workers and families. Extended family members came forward to support their families for virtual access.

Our Emergency Measures Management Team continuously provides updates from the Province and Agency to guide us as we move forward in navigating this pandemic.

### Goals for 2021-2022:

Family Support and Case Aide Departments:

1. Self Care for Staff: Access to resources /training; Smudging, teachings, and ceremony
2. Technology Tools and Training: Zoom, Teams, iPads and Laptops
3. Learning opportunities for Staff in the Mi'kmaw Culture incorporating language classes, indigenous specific training and Land Based teachings
4. Court Process/Timeline Workshop with our Legal Team for staff.
5. Regular Team & Unit Meetings: Continuity of Services in Units/ info sharing/Strategic Planning.
6. Identify staff who would also like to take the lead on action plans.
7. Staffing: To be fully staffed to meet the needs of the families accessing services through the Family Support and Case Aide Departments
8. Elder Mentors: Create a list of Elders in each community that may be asked if they would want to assist. Establish roles and responsibilities of the Elder regarding working with family support.
9. Update the orientation process and manual for new workers and service providers as well as the Family Support & Case Aide Forms
10. Regular presentations to Agency Teams on Family Support and Case Aide Programs.
11. Communication Strategy: Update Brochures; Updates on Website; information

cards for parents on access procedures, videos on programs and services.

14. Staff and Service providers: Documentation training

15. Case Aide Dept.: Service Provider Recruitment strategy to attract Mi'kmaq Applicants and applicants who are experienced in land= based teachings.

16. Rebranding of Youth Support Program: Consult with elders and linguistic educators on a name which reflects the essence of the service to youth (Mi'kmaq).

17. Service provider Training and Yearly recertification: Duty to report, roles & requirements, cultural humility.

18. Professional development for staff through webinars from Achieve, CTRI (Crisis Trauma Resource Inst.). You Tube and Pride on self care, communication, understanding trauma, residential school, reconciliation, etc. Share resources with Service providers.

19. Continue to work in conjunction with finance to regularly update service providers on issues regarding rates and reimbursable guidelines.

### Department Stats:

Family Support Program Referrals Received: 248 referrals

|                       | Eskasoni | Sipekne'katik |
|-----------------------|----------|---------------|
| Early Intervention    | 34       | 23            |
| Monitoring            | 1        | 5             |
| IRC                   | 13       | 5             |
| Supervision order     | 46       | 30            |
| Supervision Order     | 30       | 17            |
| Children in Care      | 12       | 4             |
| Temp Care/Custody     | 7        | 6             |
| Foster Care           | 3        | 1             |
| Over 16 Youth Support | 2        | 1             |
| Contracted Families   | 0        | 5             |
| MAK                   | 1        | 1             |
| Adoption              | 0        | 1             |
| TOTAL                 | 149      | 99            |



## Family Support and Case Aid Program continued...

Case Aide Program 2019-2020  
Eskasoni

|                                 |      |
|---------------------------------|------|
| Drives Completed                | 134  |
| Access /completed sessions      | 899  |
| Access families                 | 45   |
| Youth Support                   | 33   |
| Youth /Child Completed sessions | 498  |
| Number of invoices              | 1609 |

April 2020-March 31, 2021

Child Protection Stats

Supervised Access/Transport/Infant/Youth Support

| 2020-2021     | Youth/Child | Y/C Sessions | Access Families | Access Completed     | Drives Completed | Family support sessions | Family Support families |
|---------------|-------------|--------------|-----------------|----------------------|------------------|-------------------------|-------------------------|
| April (Covid) | 1           | 1            | 4               | 25(Virtual Drop Ins) | 23               | 8                       | 2                       |
| May (Covid)   | 3           | 8            | 4               | 47(virtual drop ins) | 12               | 7                       | 2                       |
| June (COVID)  | 1           | 2            | 4               | 35                   | 7                | 16                      | 2                       |
| July (COVID)  | 5           | 1            | 3               | 27                   | 24               | 15                      | 2                       |
| August        | 17          | 50           | 13              | 60                   | 27               | 24                      | 4                       |
| September     | 20          | 64           | 10              | 66                   | 41               | 13                      | 4                       |
| October       | 28          | 99           | 15              | 122                  | 64               | 15                      | 5                       |
| November      | 30          | 85           | 14              | 132                  | 71               | 21                      | 4                       |
| December      | 22          | 73           | 17              | 101                  | 74               | 7                       | 4                       |
| January       | 31          | 92           | 18              | 122                  | 74               | 11                      | 3                       |
| February      | 31          | 91           | 15              | 107                  | 50               | 16                      | 4                       |
| March         | 37          | 106          | 18              | 135                  | 117              | 20                      | 3                       |
| <b>Totals</b> | <b>226</b>  | <b>672</b>   | <b>135</b>      | <b>979</b>           | <b>584</b>       | <b>173</b>              | <b>39</b>               |
|               |             |              |                 |                      |                  |                         |                         |

## Family Support and Case Aid Program continued...

### PCC Stats

| 2020-2021        | Youth/Child | Y/C Sessions | Access Families | Access Completed | Drives Completed | Family Support Families | Family Support |
|------------------|-------------|--------------|-----------------|------------------|------------------|-------------------------|----------------|
| April<br>(Covid) | 4           | 17           | 0               | 0                | 0                | 0                       | 0              |
| May<br>(Covid)   | 5           | 30           | 0               | 0                | 3                | 2                       | 28             |
| June<br>(COVID)  | 5           | 21           | 0               | 0                | 11               | 2                       | 35             |
| July<br>(COVID)  | 3           | 24           | 0               | 0                | 41               | 2                       | 28             |
| August           | 18          | 53           | 6               | 7                | 37               | 2                       | 26             |
| September        | 18          | 55           | 6               | 18               | 12               | 1                       | 9              |
| October          | 18          | 62           | 6               | 25               | 28               | 2                       | 1              |
| November         | 19          | 70           | 6               | 23               | 17               | 1                       | 11             |
| December         | 21          | 65           | 9               | 32               | 19               | 1                       | 3              |
| January          | 18          | 88           | 7               | 27               | 26               | 1                       | 8              |
| February         | 24          | 74           | 8               | 17               | 39               | 1                       | 9              |
| March            | 18          | 77           | 7               | 20               | 54               | 1                       | 6              |
| <b>Totals</b>    | <b>171</b>  | <b>636</b>   | <b>55</b>       | <b>169</b>       | <b>287</b>       | <b>16</b>               | <b>164</b>     |
|                  |             |              |                 |                  |                  |                         |                |

#### Training:

Mi'kmaw Language Class (weekly)  
 Achieve and Crisis Trauma Resource Institute:  
 -Leading Teams Remotely  
 -Having Difficult Conversations  
 -Decolonization: The Journey of Healing  
 -Intake and Duty to Report  
 -Legal team and protection Manager: Timelines, documentation, communication  
 -Wounds to Wellness: Certified Training in Trauma and Grief: Indigenous Lens  
 -Addiction and Mental Health Conference: Atlantic Policy Congress  
 -Budgeting and Financial Fitness  
 -Listening to One Another: Certificate: Indigenous parenting and Youth Support Program

#### PRIDE Training

Creation Stories: resource from Lennox Island First Nation Family Resource Centre  
 Genocide of a Generation: Jane and Paulina Meader  
 Addiction and Mental Health Conference: APC  
 Atlantic Indigenous Health Conference  
 Decolonization Learning Journey

#### Presentations:

Eskasoni Community Meetings  
 Departmental Team Meetings  
 Communications Meetings  
 FASD Information Session: Place of Safety  
 Family Healing Centre  
 Union of Nova Scotia Mi'kmaq Mental Wellness Team



# Children in Permanent Care and Custody

## Siaw-wsua'luj Mijua'ji'j

### Supervisors:

Denise Maracle, BSW, RSW  
(Indian Brook)

Sheena Williams-Denny, BSW, RSW  
(Eskasoni)

This year has been a challenge to say the least!

COVID 19 has made us deliver services in different and creative ways. Many of our services that we relied in the past, had been reduce or stopped all together at one point or another throughout the year. Youth had to switch from seeing their friends and being within the regular school setting to having to learn on-line at their kitchen table with help from care givers. Access was another service that had to be implemented in a different way.

During the lock down many of our regular meetings had to be completed virtually but social workers were able to visit their youth while following COVID protocol, wearing masks, staying 6 feet apart etc.

Our youth have been resilient though this tumultuous time, doing the work they are required to do for the most part. We have offered service to our youth and care givers virtually, like therapy, youth support and even Wikimanej Kikmanaq circles have been done virtually during the times the Nova Scotia Provincial government has enforced a state of emergency.

At the same time that some of our youth would be moving on independently, it was recognized that it would be unfair to send them off during this uncertain time unsupported. The agency and government agreed that youth would be

provided an opportunity to have additional financial support during this time of state of emergency. The Post Care and Custody Agreement Covid Extension was formed. The agency supported 6 youth through this program. We also had 3 PCCAs for education continue through this time.

Altogether, the Sipenekatik office has 33 youth in permanent care, 4 youth on an Education PCCA, 6 PCCA Covid Extensions and 2 youth supported through our Over 16 program.

The Eskasoni office has 52 youth in permanent care, 3 youth on an Education PCCA, 1 PCCA Covid extension, and 2 youth supported through our Over 16 program.

The Eskasoni office had 3 sibling groups (1, 2 and 3) return home to their parents during this period.

The supervisors have also been trying to work on the Kepmite'lsi program to hopefully have it up and running for January 2022.

### Statistical Break down – 2020 – 2021

|                           | Federal | Provincial |
|---------------------------|---------|------------|
| Group Home                | 6       | 4          |
| Group Home (DSP)          | 1       | 0          |
| Foster Home (Reg)         | 19      | 4          |
| Kinship Approved          | 25      | 4          |
| Kinship Unapproved        | 6       | 0          |
| Ind Living                | 5       | 0          |
| Parental Home             | 5       | 0          |
| Place of Safety           | 4       | 0          |
| Out of Province           | 1       | 0          |
| Out of Prov. (Group Home) | 0       | 0          |
| Correction Facility       | 0       | 0          |
| Potential Adoption        | 7       | 0          |
| PCCA (Education)          | 5       | 2          |
| PCCA (Covid Relief)       | 2       | 5          |

# Protection – Temporary Care and Custody

## Teli-ikaluj Mijua'ji'jk – Maqatewi-ankweyut Mijua'ji'jk

Supervisor:

Yvonne Doucette, BACS, BSW, RSW

The TCC department is responsible for working with and maintaining files for children in Temporary Care & 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 the necessary services are provided to each child.

TCC has also expanded to include managing files the Agency is working with regarding Customary Care Placements within the Alternative Family Caregivers program (AFC)- those are children involved with the Agency however they are not in the care of the Agency.

The TCC social worker is also responsible for reviewing the child's ecomap, genogram and cultural connection tool . All planning for the child is done with their best interests in mind at all times. This process may include a family group conference, case conference at school or a comprehensive plan of care involving the child's caregivers and social workers.

The ultimate goal in TCC is to establish permanency for the child. Permanency may mean returning the child to their parent, a parent support agreement through family court placing the child with an alternative guardian as agreed upon by the family, adoption or preparing the child for independent living through permanent care and custody.

Over the past year the TCC department has



worked with a number of children who have either returned to their birth family or extended family under a Parenting Support Act through the court. The number of children entering care, or entering permanent care has drastically decreased.

At the end of March 2021 there were 6 children in TCC in the Eskasoni office and 6 children transferred to the Permanent Care and Custody Department (PCC) during the past year.

The need for foster homes and placements to meet the rising needs of the children we are currently dealing with continues to be a challenge. The need for specialized care is on the rise and we have had to utilize Place of Safety's on a more frequent basis. This concern is being heard from the province and more specialized placements have been identified as in dire need as the number of children with ASD diagnosis rises and behavioral issues related to complex needs of our children who have been



## Protection – Temporary Care and Custody continued...

exposed to trauma and parents with substance abuse issues. Keeping this in mind, the province has rolled out the PIC Tool which is a more comprehensive application for placement to capture the child's story and their needs as well as their strengths. This form can be completed on the computer and saved on the child's file. It becomes a working document to utilize for foster placements and residential. This is particularly useful to retain valuable information regarding the child.

As noted in the previous year, the number of kinship homes is on the rise for placement. The size of families is definitely a contributing factor with larger families living in the Eskasoni area allowing more family members to be assessed through this process. This is only one contributing factor to be considered. Another option for placement that is on the rise is Customary Care Supervision Orders. This allows children to be placed by family with extended family while the parents address their protection concerns. This is a less intrusive practice which allows the child to be cared for in a family arrangement without a care status.

Once again it should be noted that with the rise of Customary Care Arrangements there is a definite decrease in the number of children in the Temporary Care of the agency. The latest stats (March 2021) in the Eskasoni office are as follows: There are 6 children in TCC and 38 children in Customary Care (under the AFC program).

Staffing remains a concern in this field as more stressors are placed on workers meeting the never-ending challenges of paperwork and balancing this with spending time with these children, planning for their needs and working with these families. We are hoping this will help deal with staff turnover and provide more

stability for our families having to deal with less worker changes. We currently have 4 TCC social workers in the Eskasoni office and we will have the support of 'floater' worker as well in the protection team.

One significant stressor for workers, children, families and people everywhere is Covid 19. Workers have done well to manage to continue to provide services under the guidelines and restrictions of covid 19.

Trainings attended over the past fiscal year include Training for:

- Interviewing and Assessing Child Sexual Abuse (IACSA).
- Safety for Supervisors and Managers training (AWARE NS)
- Fundamentals of Child Protection & Child Welfare
- Cultural Sensitivity Wikimanej Kikmanaq (due to covid 19 training was limited and many of the trainings were offered virtually)

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



# Child Protection - Long Term Protection Services

## Teli-ikaluj Mijua'ji'jk - Siawa'sik

## Teli-ikaluj Mijua'ji'jk

### Challenges:

Over the past year the most obvious challenge to the work of the Long Term Protection team has been to sustain regular client contact, assessment of risk to children and provision of services during the restrictions imposed by public health due to the pandemic. Workers responded valiantly and creatively seeking all manner of virtual or safely-distanced in person meetings.

Likewise workers provided clients with devices to aid their uptake of services virtually. Restrictions also caused interruptions or significant impacts upon the usually smooth running of access for many of the families working with the Long Term Protection team. On the whole through regular and supportive contact with Caseworkers, families accepted the required restrictions with good grace.

Since last year, there have been several staff changes. While some staff have left to pursue Masters of Social Work education, their positions have been able to be filled by qualifying social workers from the Mi'kmaw Maliseet BSW programme from St. Thomas' University, who have been supervised in their

student placements within the Protection department and then hired full time to begin once they graduated.

In addition appointment of a Protection Social Work Mentor has greatly assisted newer Social Workers in learning about the various tasks required in Long Term Protection.

Another challenge created by the restrictions imposed by public health was the interruption to in person counseling and mentoring services available for children in need of protection. It was evident that many children were not comfortable with the online, facetime, telephone manner of counseling and often caused a break down in this service. Many children were also missing out on their in person mentoring sessions and instead only enjoying it through virtual means. Fortunately

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WWW.MFCSNS.CA

**Become a Foster Parent**  
For more information on becoming a Mi'kmaw Foster Parent send us an email at: [fostercare@mfcns.ca](mailto:fostercare@mfcns.ca)

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



## Child Protection - Long Term Protection Services continued...

regular and considerate Executive attention to the needs of the families at Long Term Protection meant that the hiatus to in person meetings between children and their mentors or children and their parents at access were relatively short.

Despite the improvement in the provision of essential core training requirements by the Department of Community Services, there is still significant delay in the assessment of Core Assignments resulting in a delay in having more Long Term Protection Workers appointed as Representatives of the Minister of the Department of Community Services and thereby qualified to take on Emergency Duty responsibilities. This continues to create greater burden on those already qualified and is a challenge that the Long Term Protection Team needs to meet soon to prevent worker burnout.

The Long Term Protection team require many liaisons with various other departments within the Agency and with each other. We are in an almost constant state of consultation by way of Risk Management Conferences to ensure provision of best services to families, to keep children safe. As a result of necessary reduction on workers in the office and increases in working from home, workers have had to contend with a variety hazards while working at home including children, pets and other family responsibilities.

It is has also been necessary, given the confidential nature of the work, to create space at our homes to be able to continue the work with consultations and meetings in private. Mi'kmaw Family and Children's Services Executive responded swiftly to the need for each worker to be provided with an Agency laptop in order to continue the work from home.



We continue to work at 50% capacity within the office and all Long Term Workers are looking forward to returning to the office full time. Lastly, another challenge to the work of the Long Term Protection team over the past year has been to sustain worker morale and team coherence while being so separated.

At Mi'kmaw Family and Children's Services, it is always said that we are a close-knit work family and losing close in person support has been particularly difficult during the Covid -19 restrictions. Given the nature of the work, it is essential at times to enter a home to assess risk to children and can bring about anxiety for workers fearful of covid 19 infection.

The mental wellness of staff has been a priority during the past year and the Executive Team have responded generously to this issue and imposed strong health and safety protocols to protect the staff.

As more staff become fully vaccinated, restrictions relaxed and infections rates decreasing, it is hoped that we can soon return to a familiar patterns of association and support within the office and while at home visits with clients.

# Kinship and Foster Care

## Anko'tasultijik Mijua'ji'jk

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 (MFCS) with an alternative family environment. Our goal is to ensure that the children who are in the care of the Agency are placed in a safe Mi'kmaw Foster/Kinship home within a child's community. The Foster Care department also provides PRIDE Modules, Pre-service training, and A Traditions of Caring Program. On-going support is available to general foster parents and kinship parents by their assigned Social Worker. This level of care ensures that children placed in these homes are fully supported while in transition.

When seeking Foster Care and Kinship placements for children, our goal is to match the child with suitable homes based on the child's needs, behaviors, and age. The Foster Care team will also determine if a Foster/Kinship Home is considered an appropriate home for the child based on certain criteria. These criteria may include, but

are not limited to, relationship with the child such as extended family or community members, culture, language, and location. Foster Care placement options include:

**Kinship Care:** "is a full-time care of children who are in the Minister's care and custody, by relatives or other adults with the children have had a pre-existing relationship." However, children who come into care in Mi'kmaw communities are in the care and custody of Mi'kmaw Family & Children's Services of NS.

**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



## Kinship and Foster Care continued...

care or for a specific foster family only.”

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

### Goals:

1. An essential goal for Foster Care continues to be recruitment. The Agency needs to recruit Mi'kmaw families to ensure our children coming into care remain within their communities or within a Mi'kmaw foster home.
2. Seeking Kinship homes when possible.
3. Retention of current foster homes.
4. Maintaining support for our foster families by providing training, MAAK circles, home visits, guidance, and emotional support.
5. Continue working collaboratively with the other departments within the Agency to support our existing foster homes.
6. Networking with the 13 Mi'kmaw communities and various Mi'kmaw organizations within NS.
7. Provide MAAK circles for all new Kinship homes.

### Special Events:

Mi'kmaw Family and Children's Services hosts an annual Foster Family Appreciation event, one in Eskasoni and one in Indian Brook. This is a day when the Agency can show its appreciation to the foster families for all the hard work and dedication they show to our children in care. It also gives foster families an opportunity to support and connect with each other. Due to Covid-19, these events had to be altered to accommodate the provincial restrictions.

Foster Parents are recognized each year by the Department of Community Services (DCS) for their 5, 10, 15 or more years of service.

Certificates were hand delivered to the foster parents.

The Indian Brook foster care team arranged care packages and delivered them to each of our foster families. Each basket contained family-oriented games and treats.

The Eskasoni foster care team gave each family a pumpkin and a carving kit. Each family was invited to participate in a pumpkin carving contest. Various prizes were provided to the winners and participants. For Christmas, the Eskasoni team also mailed out Christmas cards and a box of chocolates to each family.

### Trends:

- Our long-term Foster Homes continue to close, either due to children aging out of care or being adopted.
- With the implementation of the Alternative Family Care Program, there is a decrease in kinship assessments. This has allowed for a less intrusive option for families in our communities.
- There has been an increase in foster families utilizing Wikimanej Kikamanaq. It is beneficial to families and social workers, as it creates an efficient open dialogue that allows all individuals involved to discuss viable placement options, family supports and leads to the retention of foster homes.
- Due to Covid-19 restrictions our foster families required more on-going support.

### Challenges and Solutions:

- There is significant need for General Foster Parents within our Mi'kmaw communities. There has been an increase in recruitment efforts by our recruitment teams to reach this goal. We are also improving on our efficiency with following up on potential applicants.
- Due to the Covid-19 provincial restrictions,

## Kinship and Foster Care continued...

PRIDE, ATOC and Pre-Service training has been challenging. During the lockdowns training could not occur. When the restrictions began to lift, we were able to facilitate training however, it was with limited amount of participants.

- There are numerous kinship homes that are interested in being assessed for General Foster Care. However, due to the requirements of the SAFE assessment, the process can take upwards of 6 months to complete. This lengthy process has led to an accumulation of applicants who need SAFE assessments. The foster care teams will continue to work closely with the SAFE assessors to prioritize the completion of the required assessments.
- There is an increased need for respite exclusive homes. The solution would be to have potential respite providers identified during the kinship assessment and the SAFE assessment process. Also, foster care workers need to communicate with foster families to identify a respite exclusive home.
- One of our continuing challenges is the retention of our Foster Homes. To help support our foster families, the Foster Care team recently implemented the Mawi-Apoqmatultijik Anko'taqatite'wk (MAAK) circles. This program is specifically designed to aid our families by providing more training and resources that incorporates our Mi'kmaw traditional teachings. By working in conjunction with the Wi'kimanej Kikamanaq program, the MAAK circles also enables more consistent and efficient communication between departments.

### Training:

There are currently 4 trainers for our Agency.

### 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 family 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's 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.

### PRIDE Module Training

PRIDE Module training is mandatory training for all social workers and optional for foster/adoptive parents. Ongoing training is offered to promote the development of skills required to provide ongoing foster family assessment and support. Education and training services improves foster family retention by providing specialized training designed to develop and enhance foster parents' knowledge and skills.

Spring 2020: Indian Brook:

| MODULE:              | DATE:                  | REGISTERED / ATTENDED:        |
|----------------------|------------------------|-------------------------------|
| FASD                 | April 8, 2020          | 12/Cancelled due to Covid-19. |
| Managing Transitions | April 14, 2020         | 10/Cancelled due to Covid-19. |
| Module AS-1          | April 16 & 17, 2020    | 10/Cancelled due to Covid-19. |
| Module AS-2          | April 23, 2020         | 9/Cancelled due to Covid-19.  |
| Module AS-3          | April 30 & May 1, 2020 | 9/Cancelled due to Covid-19.  |
| Module AS-4          | May 14 & 15, 2020      | 14/Cancelled due to Covid-19. |
| Module 5             | May 19 & 20, 2020      | 10/Cancelled due to Covid-19. |
| Module 6             | May 26 & 27, 2020      | 8/Cancelled due to Covid-19.  |
| Module 7             | June 2, 2020           | 10/Cancelled due to Covid-19. |
| Module 9             | June 4 & 5, 2020       | 2/Cancelled due to Covid-19.  |

Fall 2020: Indian Brook

| MODULE:                        | DATE:              | REGISTERED / ATTENDED:    |
|--------------------------------|--------------------|---------------------------|
| Managing Transitions (Virtual) | June 11, 2020      | 7 Registered / 7 Attended |
| Managing Transitions           | September 9, 2020  | 6 Registered / 6 Attended |
| FASD                           | September 15, 2020 | 6 Registered / 6 Attended |
| Module AS-1                    | September 23, 2020 | 6 Registered / 6 Attended |
| Module AS-2                    | October 7, 2020    | 6 Registered / 6 Attended |
| Module AS-4                    | October 20, 2020   | 6 Registered / 6 Attended |
| Module 5                       | October 28, 2020   | 6 Registered / 6 Attended |
| Module 6                       | November 4, 2020   | 6 Registered / 5 Attended |
| Module 7                       | November 10, 2020  | 6 Registered / 6 Attended |
| Module 9                       | November 12, 2020  | 6 Registered / 6 Attended |

## Kinship and Foster Care continued...

### A Tradition of Caring Program

A Tradition of Caring program is “A PRIDE support program with an educational component that is provided to kinship foster parents by the Agency. The content mirrors that of Foster/Adoption PRIDE Pre-Service” (Nova Scotia Foster Care Manual).

#### Recruitment:

Due to the Covid-19, the province stopped all recruitment events. The Recruitment social worker was able to attend the Mawi'omi before the provincial lockdown. During the lockdown the Recruitment Social Worker and supervisors worked on an annual Foster Care Recruitment Strategic Plan. This plan included recruitment strategies that could be implemented while following the provincial restrictions.

#### Effective Planning and Development of Programs, Regulations and Standards

To provide on-going support to Foster/Kinship families through the utilization of the Wikimanej Kikimanaq Program. This places the child's needs in the forefront of any or all decisions made. It also aids our foster care department in recruitment and retention.

Both the Eskasoni and Indian Brook Foster Care Supervisors meet monthly to discuss pertinent information and relay the information to the teams to ensure fluidity within the Foster Care Program.

Mawi- Apoqmatultijik Anko'taqatite'wk (MAAK) circles commenced in January 2021. Since the start of the program 3 families have utilized the circles and provided positive feedback. The initial draft of the policy has been completed however, some parts of the policy will be modified based on the feedback from the foster families and social workers.

### Goals for the Upcoming Year:

- To create a new Strategic Plan for Foster Care/Kinship.
- To create a strategic plan specifically for Recruitment. We need to create new recruitment opportunities to obtain foster homes to ensure our children coming in care stay within their communities.
- Recruitment Social Worker will continue to work with the Communications Officer to develop new recruitment material.
- To identify any foster families that may meet the criteria to become a Specialized Foster Home from the Eskasoni Office.
- Our goal for the Mawi- Apoqmatultijik Anko'taqatite'wk (MAAK) program is to finalize the policy. We are currently working alongside the other departments and are working collaboratively with Wikimanej Kikimanaq to complete the policy.

#### Stats for 2020-2021:

|   | Eskasoni | Indian Brook |
|---|----------|--------------|
| General Foster Care Referrals Received    | 5        | 4            |
| General Foster Care Homes Opened          | 1        | 1            |
| Current General Foster Homes              | 12       | 13           |
| Kinship Referrals                         | 9        | 13           |
| Kinship Homes Opened                      | 4        | 2            |
| Current Kinship Homes                     | 30       | 9            |
| Kinship Homes Converted to General        | 4        | 0            |
| Respite Exclusive Homes Opened            | 1        | 0            |
| Current Respite Exclusive Homes           | 5        | 4            |
| Pre-Service Training Applicants           | 0        | 2            |
| Pre-Service Training Completed            | 0        | 2            |
| A Traditions of Caring Applicants         | 5        | 2            |
| A Traditions of Caring Training Completed | 2        | 0            |
| Closed Kinship Homes                      | 4        | 7            |
| General Foster Care Homes Closed          | 0        | 3            |
| Exit Interviews                           | 1        | 3            |

# Adoption Program

## Siaw-wsua'lut aqq kiskwenut Mijua'ji'j

Submitted by:

Lesley McKee B. J. (Hons.), M.S.W., R.S.W. - Casework Supervisor, Indian Brook Office  
 Helen Doyle B.A., B.S.W., R.S.W. - Casework Supervisor, Eskasoni Office

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

Adoption is the legal process that gives children a permanent, loving relationship with a new or extended family when their birth families are unable to care for them. Adoption is intended to provide children with the stability and lifelong security that comes from a permanent home. At MFCS we place children for adoption from infants to teenagers with loving families. Following a legal adoption, the link between the child and the birth parents is replaced by a new link between the child and the adoptive parents. Mi'kmaw Family and Children's Services (MFCS)

not only recognizes the importance of openness and community, but also recognizes the importance of "custom adoption" and is continuing to work toward providing such an option to our Mi'kmaw adoptive families and children in permanent care. "Custom adoption" in very general terms is defined as the cultural practice in which a child is raised by a person who is not the child's biological parent, according to the customary law of the family's community. It usually takes place between members of the immediate or extended family, although it may also involve people close to these families, such as friends or community members. By its nature, customary adoption varies from nation to nation, but it is common for the birth parents to give their consent and to maintain a role in the child's life.

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

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## Adoption Program continued...

waiting for adoption.

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.

We believe 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.

### *The importance of gathering family history:*

One of the most important steps in providing permanency for children through adoption is ensuring that the prospective adoptive families have detailed background information about the child and the child's birth parents and extended family and community. Fully disclosing all available information is a child welfare professional's legal responsibility as well as an essential element of a successful adoption. Complete disclosure benefits the child and the adoptive family in the following ways:

- To help the prospective adoptive family make a fully informed decision.
- To ensure the adopted child will have full knowledge of his or her family, medical and genetic history.
- To help prospective adoptive parents understand what supports and services might

be needed.

Adoption is about a lasting commitment to make a difference in a child's life. At MFCS, we are looking for families who can learn and grow with our children, so they develop to their full potential.

### *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 figure out 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)

Information discussed in training includes the following:

- Adoption and child welfare systems, processes, and laws
- Attachment and loss
- Child development and issues specific to the needs of adopted children
- The effects of neglect, lack of stimulation, abuse, and institutionalization on children
- Identity formation and the importance of cultural and racial awareness
- The importance of cultural connections and continuity for children

## Adoption Program continued...

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

The Structured Analysis Family Evaluation (SAFE) is a series of interviews with a MFCS social 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. If approved by the Agency, the prospective adoptive parents(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.

*Recruitment Adoption outcomes for 2020/2021 year are as follows:*

- Of the 9 adoptive parents approved and waiting:
- # of prospective adoptive parents who reside in a First Nations community: 5
- # of prospective adoptive parents not residing in a First Nations community: 4
- During the 2020/2021 fiscal year, there were 2 children in adoption probation (awaiting

finalization). The Agency was not involved any inter-provincial adoptions this year. The number of adoptions finalized during this time was 3.

Of the 3 adoptions finalized within this fiscal year a further breakdown is as follows:

- # of Section 68 (Voluntary Adoption) & Section 68(A) Adoptions (A Child-Specific Voluntary Adoption): 0
- # of children adopted by their current foster parents: 3
- # of children adopted by new families: 0

### Options Counseling:

Under the Adoption Program, Options Counseling is provided. 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 fiscal year,   0   birth families requested this service from the Agency.

### Subsidized Adoption Program

Children who were adopted as infants are affected by the adoption throughout their lives. Children adopted later in life come to understand adoption during a different developmental stage. Those who have experienced trauma or neglect may remember such experiences, which may further complicate their self-image and special needs issues may also affect a child's adoption experience. Children who were adopted at an older age and who experienced trauma earlier in life such as neglect, abuse, multiple foster placements, or institutional care are likely to have additional developmental, social, and emotional challenges.

Children who have experienced trauma or who are struggling with developmental or mental health issues may benefit from counseling and support services. Families may need additional





## Adoption Program continued...

education and support to address these problems with their children. 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

Adoption-related issues may arise for adopted children and their parents at any time. Adoption is a life-long process that shapes children and their families. With effective communication, patience and post adoption support services, parents and children can work through adoption-related challenges to ensure everyone in the family is happy, healthy, and well-adjusted. Throughout the 2020/2021 Fiscal Year the

Agency continued to provide support to 68 families through the Adoption Subsidy Program. Within these 68 families there were 117 children receiving a subsidy.

### Openness in Adoption:

All adopted children grieve the loss of their biological family, their heritage, and their culture to some extent. Adoptive parents can facilitate and assist this natural grieving process by being comfortable with using adoption language (eg, birth parents and birth family) and discussing adoption issues. An Openness Agreement allows adoptive parents, and often the adopted child, to interact with the child's birth parents and/or extended birth family relatives. Openness can vary greatly from family to family and may change over time. An open adoption is becoming increasingly common, in part due to a growing recognition of the potential benefits of supporting an adopted child or youth to establish and/or maintain connections with his or her birth family. Such agreements are not legally binding but are based in good faith between the people involved. And they are as unique as the families involved. They are always based on the needs of the child(ren). During this fiscal year, the adoption program continued to support 39 adoptive families and their children to maintain connections with birth family through an Openness Agreement. Depending on the comfort level of the adoptive parents, children and birth family, contact may be through pictures and letters once a year to personal contact. We are also seeing an increase in families who have fostered the child they are adopting informally maintaining contact with the child's birth family.

*How many challenges were remedied?*

We acknowledge that tangible outcomes, such as prevention of adoption disruption or

## Adoption Program continued...

dissolution, are 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.

### 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 is comprised of one supervisor, one Adoption social worker along with two social workers whose focus is completing Structured Analysis Family Evaluation (SAFE) Assessments. One worker's prime focus is adoption, and the other has foster care. The fourth social 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 the level of support required by our adoptive parents through the Adoption Subsidy program, an additional Adoption Subsidy worker may be required within the Adoption Team to ensure services.

The Eskasoni Adoption Team consists of one supervisor, one adoption worker, one SAFE Assessor who completes assessments for adoption and foster care, an Adoption Subsidy worker, as well as an administrative support person solely dedicated to the Adoption program,

### Training Opportunities:

Our staff continue to be encouraged to seek out training opportunities pertaining to the work they are doing with families to remain aware of trends in adoption but to also increase their own knowledge base.

All children in foster care have come into care because of experiencing abuse and/or neglect. For many children, the transition to a permanent home and the termination of their birth parents' rights may trigger intense feelings of loss and grief. These feelings are natural and often occur at different stages throughout the lifelong journey of adoption. Grief that is not addressed may display itself in problem behaviors, self-medication, anger, or denial. Children and youth in foster care or who are adopted may need help labeling their feelings and understanding that they are grieving. The initial experience of separation from parents may also evoke a sense of rejection in children, even if they are very young. Youth who are adopted from foster care often project their feelings of rejection onto their adoptive parents. This behavior may be a sign the child is experiencing trauma—an emotional response to a past event that threatened him or her or caused physical or emotional harm. For some children, separation from their birth families can be traumatizing, especially if they do not understand why they were removed from their homes and families.

Given the above, the adoption team continues to educate themselves regarding attachment issues, grief and work from a trauma approached perspective. Due to covid-19, in person workshops have not been possible, however, all team members have actively availed themselves to attending webinars on a variety of topics to help them help adoptive families prior to placement, during placement and post placement.

### *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



## Adoption Program continued...

and off First Nations communities throughout this province by way of advocacy, accountability and review, including audits. As we 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.

### Ongoing Trends:

As we reviewed this past fiscal year, the 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:

- Utilizing Wikimanej Kikmananq Family Group Conferences with Subsidized Adoption families seeking services and support for their child. During this fiscal year, unfortunately there were 4 adoption break downs. We see Family Group Conferencing as an important cultural means to assist our adoptive families during a difficult time and hopefully prevent the adoption from breaking down. However, this support is not recognized as a formal service that can be part of an Adoption Subsidy. To date, the Adoption Team has worked co-operatively with the coordinators of the Wikimanej Kikmananq Family Group Conference Program to ensure our Mi'kmaw adoptive parents have access to this culturally important program.
- 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, as well as, being included in risk case conferences for Permanent Care and Custody. Also, the level of collaborative planning with DCS for Mi'kmaw children was greater over the past year.
- There is an increased need to support families

through the Subsidized Adoption Program given the complexities of needs that begin to surface as children grow and develop. As children grow and mature, more needs and support continue to be required to maintain the adoptive home and prevent an adoption breakdown. A post adoption program and supports need to be available to our post adoptive families.

- Adoptive families utilizing supports through the Jordan's Principle program when a needed service is not covered under the Adoption subsidy program.
- The number of children referred to the adoption program has decreased this year. We believe that Covid-19 has been a factor as well as the decrease in prospective adoptive applicants.

### Guiding Values for Adoption and Goals for the upcoming year:

- All Mi'kmaw children need a safe and loving family.
- Mi'kmaw language, culture and traditions continue to be key in considering a child for adoption.
- Age and special needs are not considered a reason why a child cannot be adopted.
- Recognizing the importance of sibling relationships and make every effort to place siblings together for adoption. When this is not possible, we encourage openness between adoptive families to ensure the children continue to have contact with each other.
- 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, as well as assist the child in developing a strong, healthy identity.

# Legal Department

## Nuji wsku'muet wjit Mijua'ji'jk

The legal department's role with Mi'kmaw Family and Children's Services is to provide legal advice and quality representation for all offices of Mi'kmaw Family and Children's Services in all child protection matters that take place before the Courts.

### Changes to the Legal Department:

In June 2020 Katelyn Morton joined the legal department in Sipekne'katik as legal counsel. Katelyn has been an excellent addition to our legal team. We have a full compliment of lawyers with Katelyn joining our team.

### Legislative Changes:

On January 1, 2020 an Act respecting First Nations, Inuit and Metis children, youth and families (FNIM) came into force across Canada. This legislation is to be read in conjunction with the provincial legislation and provides an indigenous lens to matters involving indigenous children involved with children and family services across Canada.

Among other things, it defines factors to be considered when defining the best interests of an indigenous child.

It creates a priority of placement for indigenous children (within the context of best interests of the child) and places an emphasis on preventative supports and services for indigenous families.

It places a continued emphasis on working with communities in the overall best interests of indigenous children.

We have had a full year of the Courts considering FNIM in their deliberations. The Courts have been thoughtful and mindful of FNIM when making their decisions and we had our first reported decision in February that considered FNIM in Nova Scotia. Supervisors and workers have been considering FNIM when providing instructions to the legal team. FNIM is now a key part of the instructions provided to the legal team for matters before the Court and is referenced in every matter before the Court. The vast majority of cases involve children being placed in the care of their parents, family members under Customary Care arrangements or kinship foster placements. It is rare to have a child in the care of Mi'kmaw Family and Children's Services and not placed in a familial or community placement. While the emphasis on less intrusive placement has been in place for years, FNIM codified the requirement to



## Legal Department continued...

consider these placements as paramount, wherever possible.

In March 2020 it was announced that the Supreme Court (Family Division) was expanded to regions in Nova Scotia outside of Cape Breton and Halifax.

Currently the Supreme Court (Family Division) hear matters in Antigonish, Pictou, Yarmouth and Truro. This continues to be in transition and the rollout of Family Division across the province is not yet complete. Our legal team is regularly involved with meetings and consultations with the Court about this transition and other matters respecting the Courts.

The legal department will continue to participate in appropriate committees and consultations to make necessary adjustments regarding any legislative changes that occur federally, provincially or within each of the 13 Bands which we serve in Nova Scotia. Covid-19

This year has been a challenging one for everyone. Covid-19 has meant that many of us have had to pivot in the way things were done and the legal department was no exception. The Courts in Nova Scotia moved to an essential services model. Child protection cases are considered essential and as such continued through the Covid-19 pandemic. The statutory timelines associated with our work did not change so matters had to proceed. Court has largely proceeded by telephone, with a few in person exceptions being made in some rare cases. This creates a unique set of challenges. The legal team worked with Court staff and the protection team to transition as seamlessly as possible to this new way of doing things. Courts continue to be proceeding by telephone and it is expected will continue with this model for some time to come.

Our legal team will continue to work with all stakeholders to make this process move as smoothly as possible.



### Training/Professional Development:

All lawyers are required to complete annual continuing education to comply with the requirements of the Nova Scotia Barristers Society. Each lawyer is required to keep track of their annual continuing education and prepare a “continuing education plan” annually. Our lawyers receive their legal education through in person and online learning sessions as well as independent study. In addition, we are fortunate that Milkmaid Family and Children's Services staff training that includes topics such as human resource training and cultural training to ensure our lawyers are up to date on issues that impact their legal work and roles as staff at Milkmaid Family and Children's Services.

### Goals for the Upcoming Year:

The legal team continues to work closely with the social workers and supervisors to ensure that the interventions put in place to protect children in communities are the least intrusive options available to the children while at the same time, ensuring safety and well-being of children and families. The legal team will continue to provide the best legal advice available to the situations that present themselves.

# Human Resources

## Nujo'tmumk Lukwaqney

### Submitted by:

Holly MacDonald, Human Resource Manager  
Pius Trainor, Occupational Health and Safety Coordinator

This year, once again, has been immersed with challenges of COVID-19 and its effects across the province. I would like to acknowledge the commitment and cooperation from our staff.

Our offices remain closed to the public, and we are following all protocols put forward by the province. The Joint Occupational Health and Safety Committee and Management continue to strive to ensure our staff are kept safe and informed.

This year has allowed our organization to show how we pull together and rely on the strengths of our diverse workforce. As each challenge was met with many ideas and plans on providing a safe and productive workplace. We are continuing to rotate our teams between working in the office and at home. This has led to a different way of providing our families with the best service possible. The Joint Occupational Health and Safety Committee has been active with our meetings both virtual and in person. We had reviewed incident reports and provided ways to ensure workers were provided with the safest way to work.

In the second half of 2021, we will be installing AED'S at all office locations, as well as restarting our training commitments, for First Aid and NVCI.

### TRAINING

All training was cancelled due to restrictions put in place by the province.

### EMPLOYMENT OPPORTUNITIES

New positions within the agency are highlighted below.

#### ESKASONI

October 13, 2020 – Manager of Prevention Services

November 9, 2020 - Intake Social Worker

November 9, 2020 - Protection Social Worker Float

#### SIPEKNE'KATIK

October 26, 2020 – One-year Term

Wikimanej Kikmanaq

November 9, 2020 - Long Term Protection Supervisor

December 7, 2020 – Intake Administrative Assistant

#### WE'KOKMAQ FAMILY HEALING CENTRE

September 29, 2020 – Term Men's Outreach Worker

October 28, 2020 – Part time Administrative Assistant  
One Year Term

#### MILLBROOK FAMILY HEALING CENTRE

November 12, 2019 – Women's Support Worker

January 31, 2019 – Part time Administrative Assistant  
Term

February 11, 2019 – Women's Outreach Worker

July 27, 2020 – Women's Assistant Support Worker  
One Year Term

August 16, 2020 – Six-month Term Night Support Worker

February 3, 2020 - Program Supervisor

February 3, 2020 – Night Support Worker  
One Year Term

### RESIGNATIONS AND RETIREMENT

Throughout our three office locations and both Family Healing Centers we have had six employees resign from their positions in 2020.



# Child Protection- Intake and Investigations

## Teli-ikaluj Mijua'ji'jk-Koqqwa'luj Mijua'ji'jk aqq Pipanuikatekemk

2020-2021 Annual Report: Child Protection Intake and Investigations Team, Eskasoni and Indian Brook

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. Intake workers are the first point of contact between the families and the Agency. Intake investigations are 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 continues to utilize Early Intervention Agreements to work with families voluntarily to ensure supports and services are in place that will help to address the risks identified. By working voluntarily with families, we can also partner with and utilize appropriate community supports and resources. When involvement starts early and is proactive rather than reactive, there are better outcomes for children and families. The Immediate Response Circle (IRC) program has become a permanent fixture for the Intake Team and continues to be utilized for low to moderate risk referrals. This goal of the program continues to be to assist families in resolving issues by bringing family

and community supports together, allowing them opportunity to develop their own strategies to resolve issues identified and to promote self-determination; all while ensuring the safety and well-being of the children.

The most significant aspect for the Supports and services offered through your department (include statistics). Trends over the last year, etc. April 2020 to March 2021 (inclusive) saw the Eskasoni Office process 763 Intakes/Referrals, which is an increase of 195 referrals from last year. Of the 763 referrals received, the Agency made the decision to investigate 530 referrals and the decision to not investigate 233 referrals received. The Indian Brook office processed 512 referrals, which is an increase of 88 referrals from last year. Of the 512 referrals received, 385 referrals were accepted for investigation and 88 were not investigated.

The predominant Major Presenting Problems identified in both offices were Risk of Physical Neglect- Parent Substance Abuse (343), Risk of Physical Harm- Inadequate Parenting Skills (333), and Family Violence (219).

**How any challenges were remedied?**

As in previous years, there continues to be considerable staff movement on the Intake teams. Currently there is a vacant position for a Case Work Supervisor (CWS) in the Eskasoni office, however, the frontline positions are filled.

The greatest challenge facing the Intake team over the last year has been the Global COVID-19 pandemic. Despite this impact the Intake team has grown and adapted to the circumstances and are continuing to meet the expectations of our role. We developed

## Child Protection- Intake and Investigations continued...

strategies that allow workers in the field and office to follow the current restrictions and guidelines, keeping workers and family safe while providing the necessary services.

The Intake team has also been impacted by increasing technology and the rise of Sexual Exploitation concerns related to internet and social media use by children and youth. There have been two substantial investigations involving several children and youth in multiple communities, completed in cooperation with the RCMP/Police. In response, the Agency has provided educational and resource material to children, youth, and families regarding safe social media and internet use. Intake social workers have also participated in training that focuses on Sexual Exploitation and human trafficking.

### Training:

Given the Global COVID-19 Pandemic and the resulting restrictions training has been limited over the last year, with training opportunities being offered virtually. Workers have completed CORE training over the last year with the Department of Community Services, held virtually. As noted above, some workers participated in training that focused on Child Exploitation and human trafficking. Workers have also been able to access webinars offered by the Nova Scotia Collage of Social Workers and the Canadian Association of Social Workers, that focused on self-care, stress management, and topics related to working during a Pandemic. The Agency also offered Cultural Teachings and Language classes to Agency workers, as well as PRIDE Training.

### Process efficiency and standards compliance:

Due to the Global COVID-19 Pandemic several adaptations and modifications were made to the CFSA over the last year. The team

has worked hard to continue meeting the Provincial and Federal Guidelines and Standards throughout this challenging time, adapting and developing strategies to ensure we continue providing quality service to the families we work with.

### Goals for the upcoming year:

The Intake Team's goals for the upcoming year remain to ensure the safety and wellbeing of the children we work with and continue to work with families in a positive, respectful, and meaningful way. It is also important that we continue building on our relationships with our community partners by working together to achieve our goals. One way we can do this is by promoting and offering circles through the Wikimanej Kikmanaq Program, including Immediate Response Circles and Family Group Circles. The Intake team has also begun working in collaboration with the Wikimanej Kikmanaq Program to ensure families are being offered participation in Circles in a timely manner. The Intake team will continue notifying the Wikimanej Kikmanaq Program supervisor of any new files opening to long term to allow prompt communication between the Wikimanej Kikmanaq Program and the family regarding Family Group Circles.





# Wikimanej Kikmanaq Family Group Conference Program

## Wikimanej Kikmanaq Wkijksu'k Mawteskatultijik aqq Mawaknutma'tijik

### Supervisors:

Louise Donnelly – Indian Brook Office

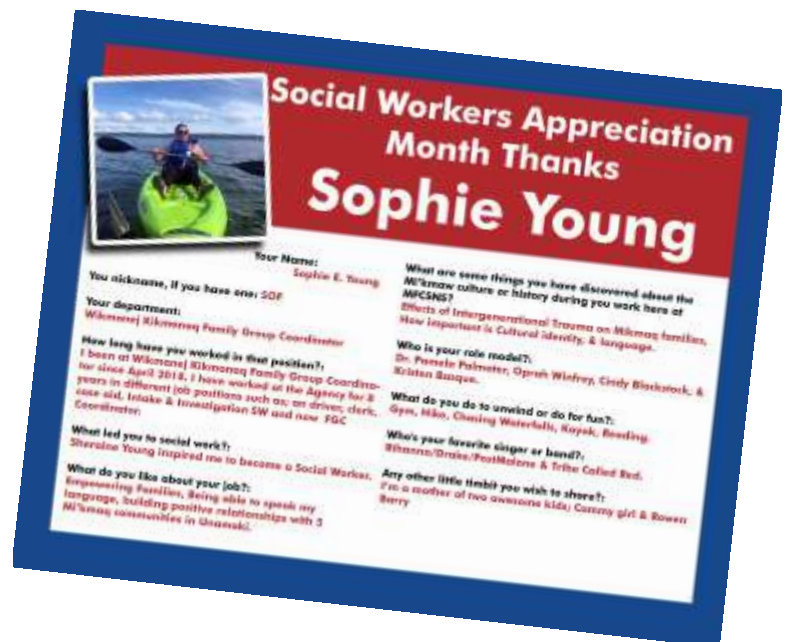
Lydia Stevens – Eskasoni Office

### Department Role and Goals:

The Wikimanej Kikmanaq Family Group Circle Program is a way of giving families the opportunity to get together in safe environment to try and make the best cultural plan possible for the children. Wikimanej Kikmanaq FGC approach restores the central role and responsibility of the family, as well as the community, in dealing with issues that arise with the family. It shifts the power to decide back to the families and empower families to take responsibility for their children and their family. But at the same time, MFCS retains the responsibility to ensure that the plans that are developed result in a safe environment and ensure the best interest for the children, respecting the culture and values of the family. The Wikimanej Kikmanaq FGC process fosters cooperation, collaboration, and importantly communication between professionals and families. It should uphold the integrity and dignity of the family group by helping them take the initiative in planning how to resolve issues within their family. It is the goal of the program to ensure that families are empowered to develop cultural appropriate and child focused plans that encourage strong healthy Mi'kmaw families in our communities.

### Wikimanej Kikmanaq Staff and Special Events:

· The Wikimanej Kikmanaq Team welcomed 2 new supervisors this year, Lydia Stevens for the Eskasoni Office and Louise Donnelly for the



Indian Brook office.

· The Wikimanej Kikmanaq team also welcomed 2 new coordinators this year. Jane Francis joined the Eskasoni Team in October of 2020 and Kimberly Collins joined the Indian brook team in November 2020.

· Presently our teams consist of FGC Coordinators Cassandra Hillier, Kimberly Collins and Roberta (Bobbie-Jo) Bernard who work in the mainland communities from Yarmouth to Afton. Sadly, our agency is losing Bobbie- Jo and is in the process of securing another coordinator for her position. John Denny Sylliboy, Sophie Young, Melissa Young and Jane Francis are the FGC Coordinators who work in the Cape Breton Area. Tracey Basque is the Administrative assistant for both the Eskasoni office and Indian Brook office.

· Eskasoni Office completed (2) one day Wikimanej Kikmanaq Training sessions held on May 18th and May.25th for staff. The training

## Wikimanej Kikmanaq continued...

was delivered virtually, and we had approximately 18 staff participate. Indian Brook office plans to offer the same training in the Fall.

### Challenges and Solutions:

The Wikimanej Kikmanaq teams have had a very busy year navigating through the global pandemic and adapting to new ways of delivering services to our families. This year our teams were able to adapt to delivering our circles to our families virtually. We were very briefly able to go back to having circles in person then the 3rd wave of Covid-19 hit and the teams swiftly went back to preparing our families and their supports virtually and delivering the circles online.

This year our teams were fortunate enough to get Laptops to help make our teams run virtual circles more effectively and efficiently, all our communication with clients this year as mainly been through teleconferencing.

Our coordinators had regular phone/virtual contact with families to provide extra emotional support during the pandemic.

We were also very fortunate to get 2 Ipads per team to help our families navigate through the

circle process if they were unable to have access to a device at home.

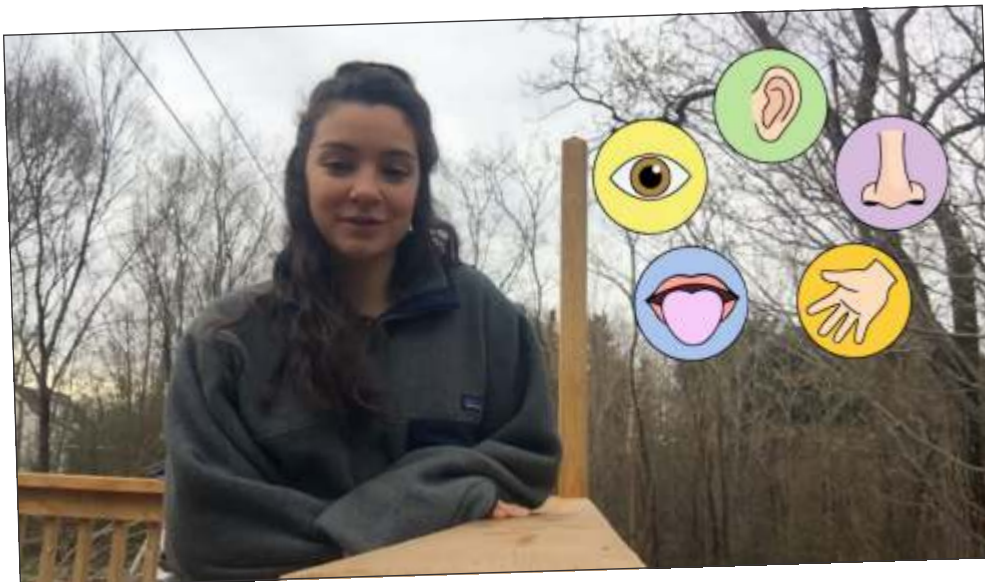
The management team has developed guidelines to ensure family group circles are carried out safely. They have developed a covid guidelines protocol manual that all staff must adhere to help ensure everything runs safely and smoothly.

This year we were excited to be able to collaborate with the intake and protection teams to help promote the Wikimanej Kikmanaq Program. This protocol was developed and consists of the following: When a new file is transferred to Long term; the intake Supervisor will notify the Wikimanej Kikmanaq Supervisor of the transfer and a wikimanej kikmanaw team member will go out and explain the program to the families to see if they are interested in participating in a circle. If they are not interested Wikimanej Kikmanaq will be explored again later. This process ensures all families involved with protection have equal opportunity and access to circles in a timely manner.

The Wikimanej Kikmanaq program continues to collaborate with the Intake Team and provides IRC ( Immediate Response Circles) and this

service is serving the needs of our families and communities we serve.

We also collaborate with the Foster Care Program to provide a Maw-Apoqmatultijik Anko'taqatite'wk circles for our foster parents to ensure all our foster parents are getting support in a culturally safe space.



## Wikimanej Kikmanaq continued...

### Manager of prevention services:

Kristen Basque our departmental lead and in office expert on Wikimanej Kikmanaq Family Group Circle Program left our department to continue her role as the manager of prevention services in October of 2020. She continues to provide her knowledge and wisdom to help guide us as new supervisors but is certainly missed daily within the department.

### Goals for the upcoming year:

- The Wikimanej Kikmanaq program goals for the upcoming year are to continue to work with families and communities in a positive respectful and meaningful way.
- To continue to update and develop a resource manual for each community to help us utilize each community's supports and services both on and off reserve.
- Promote and inform communities about the services offered by the Wikimanej Kikmanaq program which include IRC, MAK and FGC.
- Develop a one-page Rack Card to promote and explain the program.
- Develop a list of Elders we can utilize within the Wikimanej Kikmanaq Program.
- Help the team develop a more trauma informed approach. Training for this will be offered in the fall/winter of 2021.
- Continue to try and improve the overall program to insure we are meeting the needs of our families and communities we serve.

### Statistics of the Wikimanej Kikmanaq for April.1.2020 – March.31.2020

Total Number of New referrals received by the Wikimanej Kikmanaq Program is 63  
Total Number of Immediate

Response Referrals Received 21

### Total Number of MAK Referrals Received 2

#### Referrals

|          |              |
|----------|--------------|
| Eskasoni | Indian Brook |
| FGC 34   | FGC 29       |
| IRC 13   | IRC 8        |
| MAKK 1   | MAKK 1       |

### Eskasoni Office:

Intake = 1 Referral  
Long Term Protection = 24 Referrals  
Temp Children in Care = 3 Referrals  
Children in Care = 3 Referrals  
Foster Care = 0  
Adoption = 0  
Self = 1 Referral  
DCS = 2 Referrals

### Indian Brook Office:

Intake = 7 Referral  
Long Term Protection = 15 Referrals  
Temp Children in Care= 0 referrals



# Communications Department

## Nutewistog

Submitted by: Communications Officer  
– George Paul (aka) PR George  
George.paul@novascotia.ca  
902-577-0073

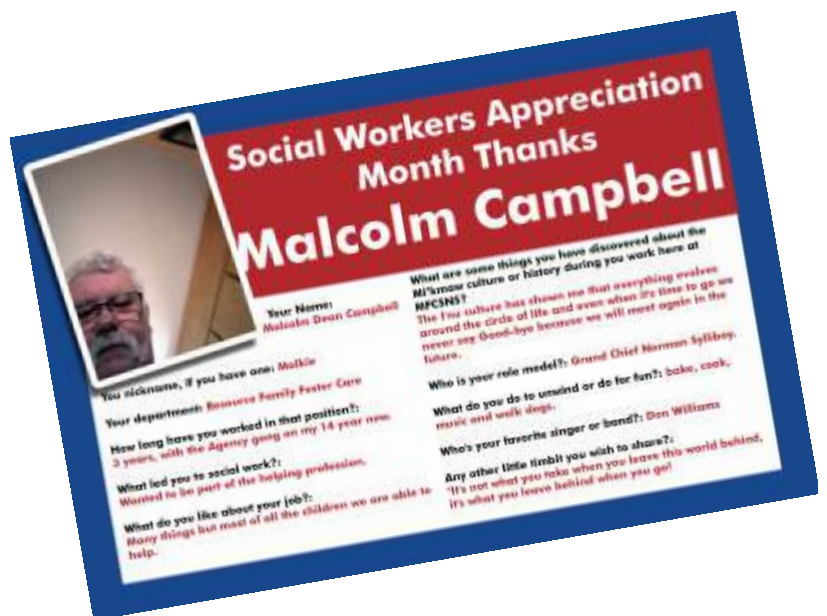
Communications is ongoing, never ending and sustained communications are essential to the progress and success of the Mi'kmaw Family & Children Services (MFCS) of Nova Scotia. Targeted communications strategies will help ensure key messages are consistently conveyed to primary audiences and that opportunities for creating awareness, building relationships, and enhancing understanding are well-known.

The MFCS initiative faces significant communications challenges. Effective communications initiatives over time will help address these communications challenges. The vision for MFCS extends across Nova Scotia. Achieving that vision is at the heart of this communications plan.

### Key Messages:

1. Mi'kmaw Family & Children's Services of Nova Scotia empowers Mi'kmaw families. We support parents and caregivers in raising children who have a strong sense of worth.
2. MFCS recognizes and respects the importance of traditional teachings. Children are gifts from the creator.
3. We strive to ensure the safety and well-being of First Nations children, young people and families by facilitating the transfer of traditional knowledge to guide and support families.

### Key Challenges:



Knowledge and perception. There is a stigma attached to social services, especially more towards aboriginal social services. With sustained communication be it educational, multi-media campaign, social media, community events, and so on. In due time that public perception will gradually change but will never be completely eliminated. In some cases, this will involve informing new people, organizations, and others about specific work it does and issues it faces. In other cases, it will involve reinforcing key messages or altering perceptions.

### 2020-2021 Communications Strategies Applied or Ongoing:

Continue to brand new MFCSNS Logo: Since the new logo was launched 3 years ago new logo has been established. Outside the walls of the organization the new logo is seen more often through events, advertising and sometimes social media outlets. Because of COVID many events were cancelled but we certainly made it more recognizable in our Coping with Covid video series. The



# Communications Department continued...

organization's tag, "Children Are Gifts from the Creator," is now being more used in our video series. I also make it point to use it any chance I get.

## Special Publications:

Many people don't know all the great things MFCSNS does. This fiscal year I wrote a special feature of MFCSNS 35th Anniversary for the MMNN title "Mi'kmaw Social Services 35 Year Journey." It was in the November 2020 Issue of MMNN.

## Advertising:

Full back page 35th Anniversary Ad in the MMNN in November 2020 issue, Christmas Ad in the MMNN December 2020 issue.

## Special Events:

There were not many special events during this fiscal year all due to covid. For the Month of April 2021 I did social workers profiles during Social Workers Appreciation Month. On April 8 we held a special "Welcome Home Curly Doucette" gathering on April 8. I took pictures, video and wrote Arlene's welcome home speech for Curly. We also had a special boardroom naming in honor of Curly and Yvonne dad Noel Doucette. Noel Doucette was an integral part in the creation of MFCSNS. On April 15, 2021 we held our 2020 AGA at Delta Hotel with limited staff but the rest of our AGA was virtual and we used Microsoft teams to broadcast the 2020 AGA.



## Creating communication packages/speeches:

Last year I completed the 2020 AGA report. Wrote special thank you message for Chief Deborah Robinson to all our MFCSNS during the peak of Covid. Created a plaque ILM of Audrey Cremo a dedicated Service Provider for MFCSNS. Created an Every Child Matters design for T-shirts but we didn't make much shirt that year. Created a special 35th Anniversary design that was used for the front cover of the 2020 AGA report but the cover was also printed and framed and was given to all three offices of MFCSNS. Created special "Thank You" cards and social workers survival kit cards for our social workers. Our management staff also created a video package for all our social workers. Created a 2020 one of kind Christmas Card for MFCSNS. Also wrote Arlene's Welcome home speech for

## Communications Department continued...

Curly Doucette.

### Capacity building to implement Communication plan:

The tools necessary to implement my communication plans require equipment. To date all the communications material that I have created is done on my home computer in my garage. I hope to have more updated equipment in the future and utilize our printer.

### Video/Virtual Communications:

This covid fiscal year was a year of adapting to a pandemic and not being able to meet in person and everything was now held in virtual rooms. We had no choice but to adapt to this new norm. I am proud of our creative staff at MFSC, most of these video were their ideas and I just made them happen. We created many videos for our clients and staff. We created a total of 24 videos with 18 of them with Family and Community Resource from both offices. Their list of "Coping with Covid" videos can be seen in their report.

The other videos we did under MFCSNS include:

- a special Thank You message from Chief Deborah Robinson to all our MFCSNS social workers and posted the video online on May 12, 2020.
- Made a 2020 AGA video address by Executive Director Arlene Johnson.
- Worked with Wilma Simon and video recorded her singing the honor song as a resource for our staff (June 2020),
- a thank you video

for Foster Parent Appreciation Week (October 7, 2020).

- Did a special family video with Nerissa Denny for Federation of Foster Families of Nova Scotia for their 2020 Virtual Foster Parent Appreciation Week. Nerissa read the children's story book by Allan Sylliboy called "Wolverine and Little Thunder."

[https://www.youtube.com/watch?v=OnS\\_rrsgkE8](https://www.youtube.com/watch?v=OnS_rrsgkE8)

- Create a video on seat belt safety with Family and Case Aid (March 2021).

### Emergency Management Team:

A special committee was formed in response to Covid protocols. As part of my communication responsibilities we had to keep our staff updated on our next steps. We created an Emergency Management Committee and we held meetings every two weeks and I was responsible in sending out Emergency Management updates to the entire staff of MFCSNS.

Communications is never ending. Please let me know if you have any thought, question or ideas to improve MFCS Communications.



# Notes



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

**FINANCIAL STATEMENTS  
FOR THE YEAR ENDED MARCH 31, 2021**



**MI'KMAW FAMILY & CHILDREN'S SERVICES OF NOVA SCOTIA  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED MARCH 31, 2021**

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## Independent Auditor's Report

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

#### Opinion

We have audited the financial statements of Mi'kmaw Family & Children's Services of Nova Scotia (the Agency), which comprise the statement of financial position as at March 31, 2021, the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Agency as at March 31, 2021, and its results of operations and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

#### Basis for Opinion

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



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

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

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

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

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

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

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

Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Agency's internal control.

Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.



- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Agency's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Agency to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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

*BDO Canada LLP*

Chartered Professional Accountants

Dartmouth, Nova Scotia

July 21, 2021

**MI'KMAW FAMILY & CHILDREN'S SERVICES OF NOVA SCOTIA**  
**STATEMENT OF FINANCIAL POSITION**  
**AS AT MARCH 31, 2021**

|  | 2021              | 2020              |
|--|-------------------|-------------------|
|  | \$                | \$                |
| <b>ASSETS</b>  |                   |                   |
| <b>CURRENT</b>                                       |                   |                   |
| Bank   | 5,810,972         | 4,970,925         |
| Short term investments (Note 2)                      | 4,181,106         | 4,163,641         |
| Restricted cash (Note 3)                             | 31,370            | 30,525            |
| Receivables (Note 4)                                 | 918,486           | 926,409           |
| Prepaid expenses                                     | 87,887            | 87,794            |
|  | <b>11,029,821</b> | <b>10,179,294</b> |
| TANGIBLE CAPITAL ASSETS (Note 5)                     | <b>8,754,479</b>  | <b>9,164,854</b>  |
|  | <b>19,784,300</b> | <b>19,344,148</b> |
| <b>LIABILITIES</b>                                   |                   |                   |
| <b>CURRENT</b>                                       |                   |                   |
| Payables and accruals (Note 6)                       | 1,989,178         | 1,697,663         |
| Trust liability                                      | 31,370            | 30,525            |
| Deferred revenue (Note 7)                            | 2,087,606         | 1,747,039         |
| Current portion of capital lease obligation (Note 8) | 145,649           | 139,169           |
|  | <b>4,253,803</b>  | <b>3,614,396</b>  |
| <b>LONG TERM</b>                                     |                   |                   |
| Capital lease obligation (Note 8)                    | <b>5,703,331</b>  | <b>5,848,980</b>  |
|  | <b>9,957,134</b>  | <b>9,463,376</b>  |
| <b>NET ASSETS (Page 6)</b>                           |                   |                   |
| Unrestricted   | 3,921,667         | 3,704,067         |
| Internally restricted                                |                   |                   |
| Operating contingency reserve                        | 2,000,000         | 2,000,000         |
| Replacement reserve                                  | 1,000,000         | 1,000,000         |
| Investment in tangible capital assets                | 2,905,499         | 3,176,705         |
|  | <b>9,827,166</b>  | <b>9,880,772</b>  |
|  | <b>19,784,300</b> | <b>19,344,148</b> |

Uncertainty related to COVID-19 (Note 13)

APPROVED ON BEHALF OF THE BOARD:

\_\_\_\_\_  
President

\_\_\_\_\_  
Treasurer

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

**MI'KMAW FAMILY & CHILDREN'S SERVICES OF NOVA SCOTIA**  
**SUMMARY STATEMENT OF OPERATIONS**  
**FOR THE YEAR ENDED MARCH 31, 2021**

|  |       | 2021                        | 2021              | 2020              |
|--|-------|-----------------------------|-------------------|-------------------|
|  |       | Budget<br>(Unaudited)<br>\$ | \$                | \$                |
| <b>REVENUE</b>                                       |       |                             |                   |                   |
| Indigenous Services Canada (Note 7)                  |       | 23,875,000                  | 22,785,584        | 23,676,757        |
| Province of Nova Scotia                              |       | 1,526,000                   | 1,170,525         | 1,418,567         |
| Government of Canada - Child Tax Benefits            |       | 648,000                     | 566,419           | 657,961           |
| HST rebates  |       | 450,000                     | 243,038           | 460,105           |
| Interest, donations and other                        |       | 171,000                     | 158,673           | 186,580           |
|  |       | <b>26,670,000</b>           | <b>24,924,239</b> | <b>26,399,970</b> |
| <b>EXPENSES</b>                                      |       |                             |                   |                   |
| Operating  | Pg 8  | 13,416,000                  | 12,367,425        | 14,542,366        |
| Family Healing Centers                               | Pg 9  | 1,328,000                   | 1,154,473         | 945,309           |
| Family Violence and Prevention                       | Pg 10 | 220,000                     | 128,171           | 183,884           |
| Prevention   | Pg 11 | 5,216,000                   | 4,052,901         | 2,970,004         |
| Maintenance  | Pg 12 | 6,969,000                   | 6,287,072         | 6,330,898         |
| Provincial Settlement                                | Pg 13 | 1,338,000                   | 987,803           | 1,214,089         |
|  |       | <b>28,487,000</b>           | <b>24,977,845</b> | <b>26,186,550</b> |
| <b>(DEFICIENCY) SURPLUS OF REVENUE OVER EXPENSES</b> |       | <b>(1,817,000)</b>          | <b>(53,606)</b>   | <b>213,420</b>    |
| <b>ALLOCATION:</b>                                   |       |                             |                   |                   |
| Operating  | Pg 8  |                             | (3,350,124)       | (2,431,860)       |
| Family Healing Centers                               | Pg 9  |                             | 11,362            | 7,285             |
| Family Violence and Prevention                       | Pg 10 |                             | -                 | -                 |
| Prevention   | Pg 11 |                             | 2,299,609         | 2,152,712         |
| Maintenance  | Pg 12 |                             | 985,547           | 485,283           |
|  |       |                             | <b>(53,606)</b>   | <b>213,420</b>    |

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

**MI'KMAW FAMILY & CHILDREN'S SERVICES OF NOVA SCOTIA  
STATEMENT OF CHANGES IN NET ASSETS  
FOR THE YEAR ENDED MARCH 31, 2021**

|  | Unrestricted<br>Net Assets | Internally<br>Restricted<br>Operating<br>Contingency<br>Reserve | Internally<br>Restricted<br>Replacement<br>Reserve | Invested In<br>Tangible<br>Capital Assets | 2021             | 2020             |
|--|----------------------------|---|--|---|------------------|------------------|
|  | \$                         | \$  | \$   | \$  | \$               | \$               |
| NET ASSETS - beginning of year                   | 3,704,067                  | 2,000,000   | 1,000,000  | 3,176,705                                 | 9,880,772        | 9,667,352        |
| (Deficiency) surplus of<br>revenue over expenses | 484,138                    | -   | -  | (537,744)                                 | (53,606)         | 213,420          |
| Tangible capital asset additions                 | (127,369)                  | -   | -  | 127,369                                   | -                | -                |
| Repayments on capital lease obligation           | (139,169)                  | -   | -  | 139,169                                   | -                | -                |
| <b>NET ASSETS - end of year</b>                  | <b>3,921,667</b>           | <b>2,000,000</b>  | <b>1,000,000</b>                                   | <b>2,905,499</b>                          | <b>9,827,166</b> | <b>9,880,772</b> |

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, 2021**

|   | 2021             | 2020        |
|---|------------------|-------------|
|   | \$               | \$          |
| <b>CASH FLOWS FROM:</b>                       |                  |             |
| <b>OPERATING ACTIVITIES</b>                   |                  |             |
| (Deficiency) surplus of revenue over expenses | (53,606)         | 213,420     |
| Items not involving cash:                     |                  |             |
| Amortization                                  | 537,744          | 521,334     |
|   | <b>484,138</b>   | 734,754     |
| Changes in non-cash working capital items:    |                  |             |
| Receivables                                   | 7,923            | 195,357     |
| Prepaid expenses                              | (93)             | (36)        |
| Payables and accruals                         | 291,515          | (571,278)   |
| Trust liability                               | 845              | (3,130)     |
| Deferred revenue                              | 340,567          | 1,483,468   |
|   | <b>1,124,895</b> | 1,839,135   |
| <b>INVESTING ACTIVITIES</b>                   |                  |             |
| Purchase of tangible capital assets           | (127,369)        | (6,465,875) |
| Purchase of short term investments            | (17,465)         | (77,057)    |
|   | <b>(144,834)</b> | (6,542,932) |
| <b>FINANCING ACTIVITIES</b>                   |                  |             |
| Proceeds from capital lease obligation        | -                | 6,100,000   |
| Repayments on capital lease obligation        | (139,169)        | (111,851)   |
|   | <b>(139,169)</b> | 5,988,149   |
| <b>INCREASE IN CASH DURING THE YEAR</b>       | <b>840,892</b>   | 1,284,352   |
| CASH - beginning of year                      | 5,001,450        | 3,717,098   |
| CASH - end of year                            | <b>5,842,342</b> | 5,001,450   |
| <b>CASH CONSISTS OF:</b>                      |                  |             |
| Bank  | 5,810,972        | 4,970,925   |
| Restricted cash                               | 31,370           | 30,525      |
|   | <b>5,842,342</b> | 5,001,450   |

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, 2021**

|  | 2021                        | 2021               | 2020               |
|--|-----------------------------|--------------------|--------------------|
|  | Budget<br>(Unaudited)<br>\$ | \$                 | \$                 |
| <b>REVENUE</b>                             |                             |                    |                    |
| Indigenous Services Canada                 | 8,330,000                   | 8,504,776          | 11,272,504         |
| Province of Nova Scotia                    | 230,000                     | 216,685            | 244,097            |
| HST rebates                                | 450,000                     | 243,038            | 460,105            |
| Interest, donations and other              | 120,000                     | 52,802             | 133,800            |
|  | <b>9,130,000</b>            | <b>9,017,301</b>   | <b>12,110,506</b>  |
| <b>EXPENSES</b>                            |                             |                    |                    |
| Advertising and promotion                  | 50,000                      | 17,173             | 36,863             |
| Amortization                               | 530,000                     | 528,526            | 513,941            |
| Conferences and training                   | 200,000                     | 5,858              | 171,032            |
| COVID-19 response                          | 100,000                     | 100,644            | 594                |
| Electricity                                | 110,000                     | 88,878             | 100,510            |
| Employee assistance program                | 12,000                      | 7,625              | 7,405              |
| Foster Family Support                      | 30,000                      | 10,388             | 15,254             |
| General                                    | 1,000                       | 138                | -                  |
| Insurance                                  | 105,000                     | 101,911            | 90,766             |
| Interest and bank charges                  | 9,000                       | 7,814              | 8,145              |
| Interest on capital lease obligation       | 271,000                     | 270,227            | 229,312            |
| Library and resources materials            | 5,000                       | 1,934              | 4,480              |
| Membership dues and subscriptions          | 70,000                      | 66,148             | 64,947             |
| Office supplies and stationery             | 120,000                     | 84,752             | 113,526            |
| Postage and delivery                       | 15,000                      | 13,059             | 16,539             |
| Professional fees                          | 42,000                      | 32,416             | 35,203             |
| Rentals - offices                          | -                           | -                  | 4,400              |
| Repairs and maintenance                    | 200,000                     | 147,447            | 196,829            |
| Salaries and benefits (Note 14)            | 10,321,000                  | 10,350,037         | 11,618,097         |
| Telephone and communication                | 75,000                      | 62,684             | 73,079             |
| Travel                                     | 1,030,000                   | 432,577            | 1,136,592          |
| Travel and honorarium - Board              | 120,000                     | 37,189             | 104,852            |
|  | <b>13,416,000</b>           | <b>12,367,425</b>  | <b>14,542,366</b>  |
| <b>DEFICIENCY OF REVENUE OVER EXPENSES</b> | <b>(4,286,000)</b>          | <b>(3,350,124)</b> | <b>(2,431,860)</b> |

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 CENTERS**  
**FOR THE YEAR ENDED MARCH 31, 2021**

|  | 2021                        | 2021             | 2020           |
|--|-----------------------------|------------------|----------------|
|  | Budget<br>(Unaudited)<br>\$ | \$               | \$             |
| <b>REVENUE</b>   |                             |                  |                |
| Indigenous Services Canada                               |                             |                  |                |
| COVID-19   | 50,000                      | 63,713           | -              |
| Project Haven  | 1,057,000                   | 863,810          | 780,227        |
| Pension  | 120,000                     | 127,165          | 114,986        |
| Province of Nova Scotia - Gender Responsive Program      | 6,000                       | 5,275            | 14,725         |
| Family Violence & Prevention administration fee          | 33,000                      | 33,000           | 41,500         |
| Donations and other                                      | 8,000                       | 72,872           | 1,156          |
|  | <u>1,274,000</u>            | <u>1,165,835</u> | <u>952,594</u> |
| <b>EXPENSES</b>  |                             |                  |                |
| Advertising and promotion                                | 2,000                       | 1,250            | 1,097          |
| Amortization   | 10,000                      | 9,218            | 7,393          |
| Conferences and training                                 | 10,000                      | 5,707            | 10,462         |
| COVID-19 response  | 50,000                      | 40,382           | -              |
| Employee assistance program                              | 2,000                       | 665              | 792            |
| Gender Responsive Program expenses                       | 6,000                       | 5,275            | 14,725         |
| Household supplies                                       | 24,000                      | 19,923           | 23,222         |
| Insurance  | 14,000                      | 12,960           | 11,580         |
| Library and resource materials                           | 1,000                       | 87               | 78             |
| Membership dues and subscriptions                        | 1,000                       | 400              | 400            |
| Office supplies and stationery                           | 12,000                      | 8,170            | 8,233          |
| Professional fees  | 2,000                       | -                | 3,802          |
| Repairs and maintenance                                  | 40,000                      | 26,049           | 61,006         |
| Salaries and benefits (Note 14)                          | 1,084,000                   | 967,770          | 729,477        |
| Telephone and communications                             | 15,000                      | 12,131           | 16,605         |
| Travel   | 35,000                      | 27,809           | 37,348         |
| Utilities  | 20,000                      | 16,677           | 19,089         |
|  | <u>1,328,000</u>            | <u>1,154,473</u> | <u>945,309</u> |
| <b>SURPLUS (DEFICIENCY) OF<br/>REVENUE OVER EXPENSES</b> | <u>(54,000)</u>             | <u>11,362</u>    | <u>7,285</u>   |

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, 2021**

|   | 2021                        | 2021    | 2020    |
|---|-----------------------------|---------|---------|
|   | Budget<br>(Unaudited)<br>\$ | \$      | \$      |
| <b>REVENUE</b>                          |                             |         |         |
| Indigenous Services Canada              | 220,000                     | 128,171 | 183,884 |
| <b>EXPENSES</b>                         |                             |         |         |
| Administration costs                    | 33,000                      | 33,000  | 41,500  |
| Conferences and training                | 4,000                       | 344     | 2,072   |
| Public education and workshops          | 20,000                      | 1,133   | 9,332   |
| Salaries and benefits (Note 14)         | 143,000                     | 86,333  | 115,413 |
| Travel                                  | 20,000                      | 7,361   | 15,567  |
|   | 220,000                     | 128,171 | 183,884 |
| <b>SURPLUS OF REVENUE OVER EXPENSES</b> | -                           | -       | -       |

**MI'KMAW FAMILY & CHILDREN'S SERVICES OF NOVA SCOTIA**  
**STATEMENT OF OPERATIONS**  
**PREVENTION**  
**FOR THE YEAR ENDED MARCH 31, 2021**

|  | 2021                        | 2021             | 2020             |
|--|-----------------------------|------------------|------------------|
|  | Budget<br>(Unaudited)<br>\$ | \$               | \$               |
| <b>REVENUE</b>   |                             |                  |                  |
| Indigenous Services Canada                                   | 7,067,000                   | 6,345,410        | 5,112,592        |
| Province of Nova Scotia                                      | -                           | 7,100            | -                |
| Donations and other  | 10,000                      | -                | 10,124           |
|  | <u>7,077,000</u>            | <u>6,352,510</u> | <u>5,122,716</u> |
| <b>EXPENSES</b>  |                             |                  |                  |
| Family Services  |                             |                  |                  |
| Court-Ordered Supervision (Page 25)                          | 1,971,000                   | 1,238,857        | 1,814,346        |
| Early Intervention (Page 25)                                 | 327,000                     | 179,446          | 265,703          |
| Programs   |                             |                  |                  |
| Family & Community Resource (Page 26)                        | 760,000                     | 614,813          | 676,173          |
| Family Support & Case Aid (Page 26)                          | 1,278,000                   | 1,169,281        | -                |
| Healing Center Outreach (Page 26)                            | -                           | -                | 208,973          |
| Wikimanej Kikmanaq &<br>Immediate Response Circles (Page 26) | 880,000                     | 850,504          | 4,809            |
|  | <u>5,216,000</u>            | <u>4,052,901</u> | <u>2,970,004</u> |
| <b>SURPLUS OF REVENUE OVER EXPENSES</b>                      | <u>1,861,000</u>            | <u>2,299,609</u> | <u>2,152,712</u> |

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, 2021**

|   | 2021                        | 2021      | 2020      |
|---|-----------------------------|-----------|-----------|
|   | Budget<br>(Unaudited)<br>\$ | \$        | \$        |
| <b>REVENUE</b>                            |                             |           |           |
| Indigenous Services Canada                | 7,031,000                   | 6,752,539 | 6,212,564 |
| Government of Canada - Child Tax Benefits | 600,000                     | 514,780   | 603,617   |
| Province of Nova Scotia                   | -                           | 5,300     | -         |
|   | 7,631,000                   | 7,272,619 | 6,816,181 |
| <b>EXPENSES</b>                           |                             |           |           |
| Permanent Care (Page 27)                  | 4,281,000                   | 4,295,345 | 3,867,650 |
| Subsidized Adoptions (Page 27)            | 1,365,000                   | 1,351,813 | 1,301,191 |
| Temporary Care (Page 27)                  | 1,323,000                   | 639,914   | 1,162,057 |
|   | 6,969,000                   | 6,287,072 | 6,330,898 |
| <b>SURPLUS OF REVENUE OVER EXPENSES</b>   | 662,000                     | 985,547   | 485,283   |

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

**MI'KMAW FAMILY & CHILDREN'S SERVICES OF NOVA SCOTIA**  
**STATEMENT OF OPERATIONS**  
**PROVINCIAL SETTLEMENT**  
**FOR THE YEAR ENDED MARCH 31, 2021**

|  | 2021                        | 2021           | 2020             |
|--|-----------------------------|----------------|------------------|
|  | Budget<br>(Unaudited)<br>\$ | \$             | \$               |
| <b>REVENUE</b>                               |                             |                |                  |
| Province of Nova Scotia                      | 1,290,000                   | 936,164        | 1,159,745        |
| Government of Canada -Child Tax Benefits     | 48,000                      | 51,639         | 54,344           |
|  | <b>1,338,000</b>            | <b>987,803</b> | <b>1,214,089</b> |
| <b>EXPENSES</b>                              |                             |                |                  |
| Access                                       | 192,000                     | 83,107         | 189,114          |
| Alternative Family Care program payments     | 21,000                      | 14,250         | 17,750           |
| Baby needs                                   | 3,000                       | 2,623          | 1,600            |
| Board including competency and special rates | 211,500                     | 215,526        | 202,483          |
| Clothing                                     | 19,500                      | 17,671         | 17,003           |
| COVID-19 response                            | 22,500                      | 33,718         | 2,050            |
| Cultural development                         | 3,000                       | 11,413         | 2,252            |
| Daycare                                      | 30,000                      | 24,030         | 26,814           |
| Discretionary expenses                       | 6,000                       | 796            | 3,171            |
| Drug testing                                 | 24,000                      | 11,082         | 20,640           |
| Education supplies and other costs           | 73,500                      | 27,824         | 66,370           |
| Facility and place of safety                 | 390,000                     | 357,130        | 376,865          |
| Family conferencing                          | 9,000                       | 1,092          | 6,730            |
| Holidays, special occasions, vacation        | 12,000                      | 4,969          | 5,391            |
| Independent living                           | 19,500                      | 3,023          | 15,649           |
| Legal fees                                   | 18,000                      | 4,843          | 12,655           |
| Medical and dental                           | 10,500                      | 4,274          | 9,459            |
| Mentorship                                   | 85,500                      | 56,807         | 78,227           |
| Miscellaneous                                | 1,500                       | 3,935          | 373              |
| Non-prescription personal needs              | 4,500                       | 3,804          | 2,800            |
| Other - inventory                            | 4,500                       | 3,351          | 3,376            |
| Personal development                         | 10,500                      | 6,966          | 6,614            |
| Professional fees                            | 126,000                     | 61,580         | 115,997          |
| Recreation                                   | 10,500                      | 9,889          | 7,917            |
| Registration - births                        | 1,500                       | 239            | 490              |
| Respite                                      | 18,000                      | 13,220         | 14,418           |
| Spending                                     | 7,500                       | 7,091          | 5,631            |
| Travel autopayment                           | 3,000                       | 3,550          | 2,250            |
|  | <b>1,338,000</b>            | <b>987,803</b> | <b>1,214,089</b> |
| <b>SURPLUS OF REVENUE OVER EXPENSES</b>      | <b>-</b>                    | <b>-</b>       | <b>-</b>         |

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, 2021**

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**1. SIGNIFICANT ACCOUNTING POLICIES**

Status and Nature of Activities

The Mi'kmaq Family and Children's Services of Nova Scotia (the Agency) is a Society incorporated under Section 89 of the Children's Services Act of Nova Scotia. The Agency provides child protection services to Indigenous 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.

Basis 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.

Tangible Capital Assets

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

|                              |            |
|------------------------------|------------|
| Buildings                    | 4%         |
| Building under capital lease | lease term |
| Furniture and fixtures       | 10%        |
| Computer                     | 20%        |
| Leaseholds improvements      | 10%        |

Revenue Recognition

Restricted contributions are recognized as revenue in the appropriate restricted fund in the year in which the related expenses are incurred.

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. The main estimate relates to useful lives of tangible capital assets.

**MI'KMAW FAMILY & CHILDREN'S SERVICES OF NOVA SCOTIA**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED MARCH 31, 2021**

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**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 Indigenous Services Canada (ISC) 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 and operations of the Agency which includes administrative, buildings, utilities, salaries, travel and other related expenses of the Agency other than the program funds described below.

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

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

*Prevention* - Relates to prevention family services (court-ordered supervision and early intervention) and prevention programs of the Agency.

*Maintenance* - Relates to costs for children in care.

*Provincial Settlement* - Relates to maintenance and prevention costs of children in care and children who are receiving family services that are billed to and reimbursed by the Province of Nova Scotia.

*Invested in Tangible Capital Assets Fund* - Relates to investment in tangible capital assets.

*Internally Restricted*

*Replacement Reserve* - created to internally restrict \$1,000,000 of surplus for future tangible assets requirements and replacements.

*Operating Contingency Reserve* - created to internally restrict \$2,000,000 of surplus for future operational and future program funding requirements.



**MI'KMAW FAMILY & CHILDREN'S SERVICES OF NOVA SCOTIA**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED MARCH 31, 2021**

**2. SHORT TERM INVESTMENTS**

Short term investments consist of the following:

|                                    | 2021<br>\$ | 2020<br>\$ |
|------------------------------------|------------|------------|
| Premium Investment Savings Account | 3,131,529  | 3,119,307  |
| High Interest Notice Account       | 1,049,577  | 1,044,334  |
|                                    | 4,181,106  | 4,163,641  |

**3. RESTRICTED CASH**

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

**4. RECEIVABLES**

Receivables consists of the following:

|                            | 2021<br>\$ | 2020<br>\$ |
|----------------------------|------------|------------|
| Indigenous Services Canada | 290,316    | -          |
| Province of Nova Scotia    | 414,626    | 681,343    |
| HST recoverable            | 188,177    | 208,577    |
| Other                      | 25,367     | 36,489     |
|                            | 918,486    | 926,409    |

**5. TANGIBLE CAPITAL ASSETS**

|                              | Cost<br>\$ | Accumulated<br>Amortization<br>\$ | 2021<br>Net<br>\$ | 2020<br>Net<br>\$ |
|------------------------------|------------|-----------------------------------|-------------------|-------------------|
| Buildings                    | 3,018,926  | 948,242                           | 2,070,684         | 2,194,160         |
| Building under capital lease | 6,207,706  | 496,617                           | 5,711,089         | 5,959,398         |
| Furniture and fixtures       | 1,031,421  | 333,152                           | 698,269           | 750,666           |
| Computer                     | 427,954    | 187,925                           | 240,029           | 224,726           |
| Leasehold improvements       | 37,400     | 2,992                             | 34,408            | 35,904            |
|                              | 10,723,407 | 1,968,928                         | 8,754,479         | 9,164,854         |

Refer to Note 8 for more information on building under capital lease.

**MI'KMAW FAMILY & CHILDREN'S SERVICES OF NOVA SCOTIA**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED MARCH 31, 2021**

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**6. PAYABLES AND ACCRUALS**

Payables and accruals consist of the following:

|                                | 2021             | 2020             |
|--------------------------------|------------------|------------------|
|                                | \$               | \$               |
| Operating                      | 141,754          | 248,642          |
| Maintenance                    | 757,780          | 542,736          |
| Accrued salaries and benefits  | 960,911          | 795,609          |
| Government Remittances Payable | 70,677           | 56,725           |
| Accrued travel reimbursements  | 58,056           | 53,951           |
|                                | <b>1,989,178</b> | <b>1,697,663</b> |

**7. DEFERRED REVENUE**

Deferred revenue consists of the following:

|   | 2021             | 2020             |
|---|------------------|------------------|
|   | \$               | \$               |
| Nova Scotia Advisory Council                        |                  |                  |
| on the Status of Women - COVID-19 funding           | -                | 20,000           |
| Province of Nova Scotia - Gender Responsive Program | -                | 10,767           |
|   | -                | 30,767           |
| Indigenous Services Canada                          |                  |                  |
| Family Violence & Prevention                        | 184,526          | 92,697           |
| Healing Centers                                     | 790,232          | 138,491          |
| Maintenance   | 369,432          | 531,007          |
| Prevention  | 743,416          | 954,077          |
|   | <b>2,087,606</b> | <b>1,716,272</b> |
|   | <b>2,087,606</b> | <b>1,747,039</b> |

**MI'KMAW FAMILY & CHILDREN'S SERVICES OF NOVA SCOTIA**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED MARCH 31, 2021**

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**7. DEFERRED REVENUE (continued)**

Funding received by ISC was reconciled with other Agency revenues and eligible expenses and tangible capital asset purchases funded by Indigenous Services Canada.

A reconciliation of deferred revenue is as follows:

|   | 2021<br>\$        | 2020<br>\$        |
|---|-------------------|-------------------|
| Current fiscal year funding received from ISC                                   | 22,866,602        | 25,149,458        |
| Current year ISC COVID-19 claims  | 290,316           | -                 |
| Prior year ISC deferred revenue   | 1,716,272         | 243,571           |
|   | 24,873,190        | 25,393,029        |
| Total ISC funding available   | 24,873,190        | 25,393,029        |
| Other Agency revenues other than Provincial Settlement                          | 1,150,852         | 1,509,124         |
|   | 26,024,042        | 26,902,153        |
| <b>Total revenues available to the Agency</b>                                   | <b>26,024,042</b> | <b>26,902,153</b> |
| Total expenses per statement of operations                                      | 24,977,845        | 26,186,550        |
| Less: Provincial Settlement expenses billed to<br>Province of Nova Scotia       | (987,803)         | (1,214,089)       |
| Add: Tangible capital asset purchases funded by ISC                             | 127,369           | 365,875           |
| Less: Amortization of tangible capital asset purchases<br>already funded by ISC | (180,975)         | (152,455)         |
|   | 23,936,436        | 25,185,881        |
| <b>Total expenses funded by ISC and other<br/>Agency revenues</b>               | <b>23,936,436</b> | <b>25,185,881</b> |
| <b>Indigenous Services Canada deferred revenue</b>                              | <b>2,087,606</b>  | <b>1,716,272</b>  |

Indigenous Services Canada revenue recognized on the statement of operations:

|  |                   |                   |
|--|-------------------|-------------------|
| Current year funding received from ISC                             | 22,866,602        | 25,149,458        |
| Current year ISC COVID-19 claims                                   | 290,316           | -                 |
| Add: Prior year ISC deferred revenue                               | 1,716,272         | 243,571           |
| Less: Current year ISC deferred revenue                            | (2,087,606)       | (1,716,272)       |
|  | 22,785,584        | 23,676,757        |
| <b>Total ISC revenue recognized on the statement of operations</b> | <b>22,785,584</b> | <b>23,676,757</b> |

**MI'KMAW FAMILY & CHILDREN'S SERVICES OF NOVA SCOTIA**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED MARCH 31, 2021**

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**8. CAPITAL LEASE OBLIGATION**

During fiscal 2019, a new building was constructed in Eskasoni First Nation for new Agency office space. The building was constructed by Eskasoni First Nation on behalf of the Agency with the agreement that the Agency pay rental lease payments to Eskasoni First Nation equal to the mortgage and interest payments according to the mortgage terms until the mortgage is completely paid. Ownership of the building will then be transferred to the Agency. The Agency is responsible for all operating, maintenance and utility costs of the building. The mortgage was finalized and payments commenced in June 2019.

|  | 2021             | 2020             |
|--|------------------|------------------|
|  | \$               | \$               |
| Capital lease, bearing interest at 4.56%, amortized over 25 years, with monthly principal and interest payments of \$34,116. | 5,848,980        | 5,988,149        |
| Less: Current portion due within one year  | <u>(145,649)</u> | <u>(139,169)</u> |
|  | <u>5,703,331</u> | <u>5,848,980</u> |

Repayments of the capital lease obligation for the next five fiscal years are as follows:

|      | \$             |
|------|----------------|
| 2022 | 145,649        |
| 2023 | 151,850        |
| 2024 | 160,090        |
| 2025 | 166,957        |
| 2026 | <u>174,731</u> |
|      | <u>799,277</u> |

**9. ECONOMIC DEPENDENCE**

The Agency receives a major portion of its revenues pursuant to funding arrangements with Indigenous Services Canada and the Province of Nova Scotia. The services to children and families are legislated by provincial law.

**10. 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 \$695,451 (2020 - \$662,793).

**MI'KMAW FAMILY & CHILDREN'S SERVICES OF NOVA SCOTIA**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED MARCH 31, 2021**

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**11. 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, 2021.

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 risk of non-collection on receivables is mitigated by the fact that the majority of the Agency's receivables are from government sources.

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 premium investment savings and high interest notice accounts and capital lease obligation. The Agency does not actively manage this risk.

There have not been any significant changes in the above risks since prior year.

**MI'KMAW FAMILY & CHILDREN'S SERVICES OF NOVA SCOTIA  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED MARCH 31, 2021**

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**12. 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.

In fiscal 2021, certain programs such as Family Support & Case Aid and Wikimanej Kikmanaq were departmentalized and included in Prevention Programs as they are preventative services (in previous years included in Operations). In fiscal 2020, since the Family Healing Centers Outreach program was considered to be a preventative service, it was reclassified into Prevention Programs to assist with the Family Healing Centers' operating funding shortage. However, in fiscal 2021, Indigenous Services Canada communicated that healing centers across Canada have been underfunded and that operating funding formulas for healing centers would be reformed. In the meantime, ISC is to provide additional Family Healing Center operating funding to cover programs such as Outreach. As a result, in fiscal 2021, the Outreach program was reclassified back into the Family Healing Centers operations as it was in fiscal 2019. All these program reclassifications were not restated as prior year funding with Indigenous Services Canada was reconciled and confirmed to be classified within that certain program funding.

In fiscal 2020, the capital lease obligation related to the Eskasoni Building was reflected in unrestricted net assets, rather than netting against tangible capital asset additions. A reclassification has been made to reflect the obligation as part of the invested in tangible capital assets fund.

**13. UNCERTAINTY RELATED TO COVID-19**

The impact of COVID-19 in Canada and on the global economy increased significantly during the year. As the impacts of COVID-19 continue, there could be further impact on the Agency, its funders and donors. Management is actively monitoring the effect on its financial condition, liquidity, operations, suppliers, industry and workforce. The Agency relies on both Federal and Provincial funding, the greatest of which is Federal funding from Indigenous Services Canada. The Agency is not expecting a large impact on its revenues as it is not heavily reliant on donations and fundraising revenues, its annual funding formulas are not impacted by COVID-19 and both Indigenous Services Canada and the Province of Nova Scotia have communicated their intention to be supportive of additional COVID-19 costs. Given the daily evolution of the COVID-19 outbreak and the global responses to curb its spread, the Agency is not able to fully estimate the effects of the COVID-19 outbreak on its results of operations, financial condition or liquidity at this time.

**MI'KMAW FAMILY & CHILDREN'S SERVICES OF NOVA SCOTIA  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED MARCH 31, 2021**

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**14. SALARIES AND BENEFITS**

**OPERATING:**

|                             | Budget<br>(Unaudited)    | 2021                     | 2020                     |
|-----------------------------|--------------------------|--------------------------|--------------------------|
|                             | \$                       | \$                       | \$                       |
| Management & Administration | 2,433,000                | 2,371,751                | 2,991,748                |
| Family Support              | -                        | -                        | 860,605                  |
| Social Work Departments     | 6,091,000                | 6,211,249                | 5,927,489                |
| Standby & Callback          | 193,000                  | 189,286                  | 178,071                  |
| Janitorial                  | 187,000                  | 175,334                  | 166,671                  |
|                             | <u>8,904,000</u>         | <u>8,947,620</u>         | <u>10,124,584</u>        |
| Employment Insurance        | 128,000                  | 126,446                  | 144,271                  |
| Canada Pension              | 341,500                  | 354,759                  | 386,137                  |
| Group pension               | 564,500                  | 539,270                  | 595,307                  |
| Group benefits              | 293,000                  | 276,036                  | 286,246                  |
| Workers compensation        | 90,000                   | 105,906                  | 81,552                   |
|                             | <u>1,417,000</u>         | <u>1,402,417</u>         | <u>1,493,513</u>         |
|                             | <u><b>10,321,000</b></u> | <u><b>10,350,037</b></u> | <u><b>11,618,097</b></u> |

Refer to Note 12 regarding comparative figures.

**MI'KMAW FAMILY & CHILDREN'S SERVICES OF NOVA SCOTIA**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED MARCH 31, 2021**

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**14. SALARIES AND BENEFITS (continued)**

**FAMILY HEALING CENTERS:**

|                             | Budget<br>(Unaudited)  | 2021                 | 2020                 |
|-----------------------------|------------------------|----------------------|----------------------|
|                             | \$                     | \$                   | \$                   |
| Management & Administration | 237,000                | <b>226,088</b>       | 191,718              |
| Outreach                    | 200,000                | <b>148,381</b>       | -                    |
| Program Counsellors         | 295,000                | <b>258,813</b>       | 248,813              |
| Night Support               | 210,000                | <b>208,508</b>       | 192,609              |
|                             | <hr/> 942,000          | <hr/> <b>841,790</b> | <hr/> 633,140        |
| Employment Insurance        | 18,000                 | <b>14,714</b>        | 11,721               |
| Canada Pension              | 44,000                 | <b>39,289</b>        | 27,789               |
| Group pension               | 36,000                 | <b>33,524</b>        | 26,846               |
| Group benefits              | 33,000                 | <b>27,429</b>        | 21,948               |
| Workers compensation        | 11,000                 | <b>11,024</b>        | 8,033                |
|                             | <hr/> 142,000          | <hr/> <b>125,980</b> | <hr/> 96,337         |
|                             | <hr/> <b>1,084,000</b> | <hr/> <b>967,770</b> | <hr/> <b>729,477</b> |

**FAMILY VIOLENCE AND PREVENTION:**

|                      | Budget<br>(Unaudited) | 2021                | 2020                 |
|----------------------|-----------------------|---------------------|----------------------|
|                      | \$                    | \$                  | \$                   |
| Program Counsellors  | 120,000               | <b>75,619</b>       | 98,913               |
| Employment Insurance | 3,000                 | <b>1,252</b>        | 1,748                |
| Canada Pension       | 6,000                 | <b>3,603</b>        | 4,693                |
| Group pension        | 8,000                 | <b>3,336</b>        | 5,553                |
| Group benefits       | 6,000                 | <b>2,523</b>        | 4,506                |
|                      | <hr/> 23,000          | <hr/> <b>10,714</b> | <hr/> 16,500         |
|                      | <hr/> <b>143,000</b>  | <hr/> <b>86,333</b> | <hr/> <b>115,413</b> |

Refer to Note 12 regarding comparative figures



**M'KMAW FAMILY & CHILDREN'S SERVICES OF NOVA SCOTIA**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED MARCH 31, 2021**

**14. SALARIES AND BENEFITS (continued)**

**PREVENTION PROGRAMS:**

|                             | Family &<br>Community<br>Resource | Family<br>Support &<br>Case Aid | Wikimanej<br>Kikmanaq | Budget<br>(Unaudited) | 2021             | 2020           |
|-----------------------------|-----------------------------------|---------------------------------|-----------------------|-----------------------|------------------|----------------|
|                             | \$                                | \$                              | \$                    | \$                    | \$               | \$             |
| Management & Administration | 162,316                           | 208,447                         | 224,814               | 575,000               | 595,577          | 185,289        |
| Case Aids                   | -                                 | 229,130                         | -                     | 250,000               | 229,130          | -              |
| Family & Community Workers  | 353,846                           | -                               | -                     | 352,000               | 353,846          | 285,514        |
| Family Support Workers      | -                                 | 521,933                         | -                     | 520,000               | 521,933          | -              |
| Program Counsellors         | -                                 | -                               | 494,815               | 475,000               | 494,815          | 160,094        |
|                             | <u>516,162</u>                    | <u>959,510</u>                  | <u>719,629</u>        | <u>2,172,000</u>      | <u>2,195,301</u> | <u>630,897</u> |
| Employment Insurance        | 8,184                             | 17,440                          | 10,500                | 41,000                | 36,124           | 10,121         |
| Canada Pension              | 23,089                            | 44,009                          | 30,175                | 101,000               | 97,273           | 26,423         |
| Group pension               | 31,174                            | 45,426                          | 42,721                | 123,000               | 119,321          | 35,087         |
| Group benefits              | 14,714                            | 34,835                          | 20,308                | 75,000                | 69,857           | 16,019         |
|                             | <u>77,161</u>                     | <u>141,710</u>                  | <u>103,704</u>        | <u>340,000</u>        | <u>322,575</u>   | <u>87,650</u>  |
|                             | <u>593,323</u>                    | <u>1,101,220</u>                | <u>823,333</u>        | <u>2,512,000</u>      | <u>2,517,876</u> | <u>718,547</u> |

Refer to Note 12 regarding comparative figures

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

**MI'KMAW FAMILY & CHILDREN'S SERVICES OF NOVA SCOTIA  
SCHEDULE OF PREVENTION EXPENSES - FAMILY SERVICES  
FOR THE YEAR ENDED MARCH 31, 2021**

|                               | Court-Ordered<br>Supervision | Early<br>Intervention | 2021<br>Budget<br>(Unaudited) | 2021             | 2020             |
|-------------------------------|------------------------------|-----------------------|-------------------------------|------------------|------------------|
| <b>EXPENSES</b>               | \$                           | \$                    | \$                            | \$               | \$               |
| Access                        | 317,432                      | -                     | 552,000                       | 317,432          | 526,563          |
| Alternative Family Care       | 283,249                      | -                     | 243,000                       | 283,249          | 213,795          |
| Baby needs                    | 241                          | -                     | 3,000                         | 241              | 80               |
| COVID-19 response             | 26,514                       | 1,379                 | 54,000                        | 27,893           | 3,350            |
| Cultural development          | 89                           | -                     | 6,000                         | 89               | 1,169            |
| Daycare                       | 10,001                       | -                     | 30,000                        | 10,001           | 25,248           |
| Discretionary                 | 3,236                        | 483                   | 9,000                         | 3,719            | 3,509            |
| Drug testing                  | 219,716                      | -                     | 234,000                       | 219,716          | 226,942          |
| Educational supports          | 1,408                        | -                     | 24,000                        | 1,408            | 16,676           |
| Family conferencing           | 5,594                        | 891                   | 27,000                        | 6,485            | 23,878           |
| Legal                         | 78,529                       | 1,086                 | 135,000                       | 79,615           | 126,378          |
| Medical and dental            | 5,299                        | 722                   | 51,000                        | 6,021            | 34,251           |
| Miscellaneous                 | 1,838                        | -                     | 6,000                         | 1,838            | 2,391            |
| Mentorship and family support | 73,948                       | 101,951               | 378,000                       | 175,899          | 352,680          |
| Personal development          | 77                           | -                     | 6,000                         | 77               | 858              |
| Professional fees             | 207,838                      | 63,745                | 510,000                       | 271,583          | 506,314          |
| Recreation                    | 831                          | -                     | 9,000                         | 831              | 1,276            |
| Registration - births         | 2,457                        | -                     | 3,000                         | 2,457            | 3,314            |
| Respite                       | 560                          | -                     | 6,000                         | 560              | 3,930            |
| Youth support (16+)           | -                            | 9,189                 | 12,000                        | 9,189            | 7,447            |
|                               | <b>1,238,857</b>             | <b>179,446</b>        | <b>2,298,000</b>              | <b>1,418,303</b> | <b>2,080,049</b> |

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

**M'IKMAW FAMILY & CHILDREN'S SERVICES OF NOVA SCOTIA**  
**SCHEDULE OF PREVENTION EXPENSES - PROGRAMS**  
**FOR THE YEAR ENDED MARCH 31, 2021**

|                                    | Family and<br>Community<br>Resource<br>Program | Family<br>Support<br>& Case<br>Aid | Wikimanej<br>Kitkmanaq &<br>Immediate<br>Response<br>Circles | 2021                        | 2021      | 2020    |
|------------------------------------|--|------------------------------------|--|-----------------------------|-----------|---------|
| <b>EXPENSES</b>                    | \$   | \$                                 | \$   | Budget<br>(Unaudited)<br>\$ | \$        | \$      |
| Advertising and community support  | 218  | -                                  | -  | 1,000                       | 218       | -       |
| Community workshops                | 1,648  | -                                  | -  | 60,000                      | 1,648     | 53,846  |
| Conferences and training           | 5,554  | 1,491                              | -  | 36,000                      | 7,045     | 10,752  |
| Immediate Response Circle meetings | -  | -                                  | 490  | 8,000                       | 490       | 4,809   |
| Office and program supplies        | 640  | 1,090                              | -  | 9,000                       | 1,730     | 4,818   |
| Salaries and benefits (Note 14)    | 593,323  | 1,101,220                          | 823,333  | 2,512,000                   | 2,517,876 | 718,547 |
| Telephone                          | 2,369  | -                                  | -  | 5,000                       | 2,369     | 2,122   |
| Travel                             | 11,061   | 65,480                             | 26,681   | 287,000                     | 103,222   | 95,061  |
|                                    | 614,813  | 1,169,281                          | 850,504  | 2,918,000                   | 2,634,598 | 889,955 |

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

**MI'KMAW FAMILY & CHILDREN'S SERVICES OF NOVA SCOTIA**  
**SCHEDULE OF MAINTENANCE EXPENSES**  
**FOR THE YEAR ENDED MARCH 31, 2021**

|                                       | Permanent<br>Care | Subsidized<br>Adoption | Temporary<br>Care | 2021               | 2021             | 2020             |
|---------------------------------------|-------------------|------------------------|-------------------|--------------------|------------------|------------------|
|                                       | \$                | \$                     | \$                | \$                 | \$               | \$               |
| <b>EXPENSES</b>                       |                   |                        |                   | <b>Budget</b>      |                  |                  |
|                                       |                   |                        |                   | <b>(Unaudited)</b> |                  |                  |
| Access                                | 113,318           | -                      | 51,333            | 288,000            | 164,651          | 270,575          |
| Baby needs                            | 1,995             | -                      | 1,999             | 18,000             | 3,994            | 10,050           |
| Board                                 | 729,875           | 1,109,687              | 28,042            | 2,046,000          | 1,867,604        | 1,997,171        |
| Clothing                              | 72,501            | 96,346                 | 4,368             | 201,000            | 173,215          | 193,160          |
| COVID-19 response                     | 92,639            | -                      | 3,624             | 126,000            | 96,263           | 14,550           |
| Cultural development                  | 7,145             | 60,000                 | 155               | 36,000             | 67,300           | 18,497           |
| Daycare                               | 16,635            | 13,730                 | -                 | 84,000             | 30,365           | 69,214           |
| Discretionary/                        | 7,863             | -                      | 1,104             | 15,000             | 8,967            | 9,337            |
| Drug testing                          | -                 | -                      | 11,224            | 12,000             | 11,224           | 9,034            |
| Education supplies and other costs    | 99,419            | 200                    | 1,235             | 186,000            | 100,854          | 131,540          |
| Facility and place of safety          | 2,266,640         | -                      | 445,259           | 2,268,000          | 2,711,899        | 2,216,085        |
| Family conferencing                   | 4,092             | -                      | 194               | 30,000             | 4,286            | 21,971           |
| Holidays, special occasions, vacation | 49,180            | -                      | 1,425             | 108,000            | 50,605           | 71,392           |
| Independent living                    | 89,814            | -                      | -                 | 60,000             | 89,814           | 47,933           |
| Inventory/Other                       | 21,520            | -                      | 5,019             | 48,000             | 26,539           | 31,673           |
| Legal fees                            | 8,915             | 5,345                  | 27,421            | 72,000             | 41,681           | 54,456           |
| Medical and dental                    | 73,550            | 7,034                  | 3,469             | 126,000            | 84,053           | 108,304          |
| Mentorship                            | 265,870           | 25,330                 | 11,536            | 447,000            | 302,736          | 401,990          |
| Miscellaneous                         | 4,211             | 574                    | 38                | 18,000             | 4,823            | 12,964           |
| Non-prescription personal needs       | 26,060            | -                      | 876               | 39,000             | 26,936           | 31,074           |
| Personal development                  | 33,156            | -                      | 204               | 45,000             | 33,360           | 29,337           |
| Professional fees                     | 74,654            | 3,567                  | 31,039            | 255,000            | 109,260          | 219,142          |
| Registration                          | 75,022            | 30,000                 | 3,279             | 156,000            | 108,301          | 129,864          |
| Registration - births                 | 1,038             | -                      | 137               | 6,000              | 1,175            | 1,403            |
| Respite                               | 83,902            | -                      | 3,586             | 150,000            | 87,488           | 128,565          |
| Spending                              | 50,331            | -                      | 2,438             | 90,000             | 52,769           | 68,653           |
| Training                              | -                 | -                      | -                 | 3,000              | -                | 164              |
| Travel autopayment                    | 26,000            | -                      | 910               | 36,000             | 26,910           | 32,800           |
|                                       | <b>4,295,345</b>  | <b>1,351,813</b>       | <b>639,914</b>    | <b>6,969,000</b>   | <b>6,287,072</b> | <b>6,330,898</b> |

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

## **Elapultimk Elmi'knik**

L'nue'kati'l ta'n mu nesana'nuk  
wjit mijua'ji'jk, mekite'tmi'tij  
teli-L'nu-ulti'tij, melknaql wjkjksu'l  
aqq melkiknewa'tumkl and  
apoqntmumkl wutann.

## **Our Vision**

First Nations Communities:  
Where children are safe and  
proud of their First Nations  
culture; families are strong and  
communities are strengthened  
and supported.

## **Services**

Healing Centres  
Healing Programs  
Kinship and Foster Care  
Family Support  
Child Protection  
Resource Programs  
Case Aid Programs  
Child Protection  
Temporary Care  
Long Term Protection  
Permanent Care  
Foster Care  
Adoption Program  
Wikimanej Kikmanaq  
Family Conferences

[www.mfcsns.ca](http://www.mfcsns.ca)



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

### **Sipekne'katik Office**

Box 179, Shubenacadie  
Hants County, Nova Scotia, B0N 2H0  
Tel: (902) 758-3553/(800) 263-8686  
Fax: (902) 758-2390

### **Eskasoni Office**

61 Mini Mall Drive  
Eskasoni, Nova Scotia, B1W 1A6  
Tel: (902) 379-2433/(800) 263-8300  
Fax: (902) 379-2381

### **Bear River Office**

89 Reservation Road  
Bear River, Nova Scotia, B0S 1B0  
Tel: (902) 376-3553  
Fax: (902) 376-2128

**Mijua'ji'jk na iknmuksi'kik Kisu'lkw. Children Are Gifts from the Creator.**

