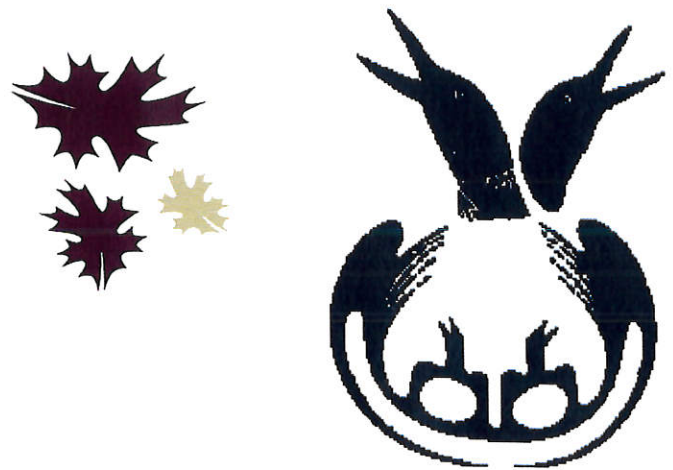


**WEECHI-IT-TE-WIN
FAMILY SERVICES INC.**

ANNUAL MEETING

**SEINE RIVER
FIRST NATION
ROUND HOUSE**

Thursday, September 15, 2016



P.O. Box 812 Fort Frances, Ontario P9A 3N1
Toll Free 1-800-465-2911 (807) 274-3201
Fax (807) 274-8435 E-Mail: weechi.ca

2016



WELCOME

WEECHI-IT-TE-WIN FAMILY SERVICES

ANNUAL MEETING

Thursday, September 25, 2016

Carl Tuesday
Big Grassy First Nation

Patricia Big George
Naongashing First Nation

Lucille Morriseau
Couchiching First Nation

Nora Jourdain
Lac La Croix First Nation

Gary Smith
Naicatchewenin First Nation

Garry Windigo
Nigoonsiminikaaning First Nation

Lawrence Kelly
Onigaming First Nation

Robin McGinnis
Rainy River First Nations

Roger Spencer
Seine River First Nation

Alex Cochrane
Mitaanjigaming First Nation



**Weechi-it-te-win Family Services
Corporate Member Listing
2015-2016**

Big Grassy First Nation

Carl Tuesday

Barb Wilson
Roy Tom

Naongashing First Nation

Patricia Big George

Dolores Cobiness
Rhonda Big George

Couchiching First Nation

Lucille Morrisseau

Dave Bruyere
Sara Mainville

Lac La Croix First Nation

Nora Jourdain

Nora Jourdain
Karen Geerken

Naicatchewenin First Nation

Gary Smith

Tara Smith
Darlene Smith

Nigigoonsiminikaaning First Nation

Garry Windego

Gail Windego
Sue Boshey

Onigaming First Nation

Lawrence Kelly

Daniel Kelly
Kathy Kishqueb

Rainy River First Nations

Robin McGinnis

Shawn Brown
Agnes Grover

Seine River First Nation

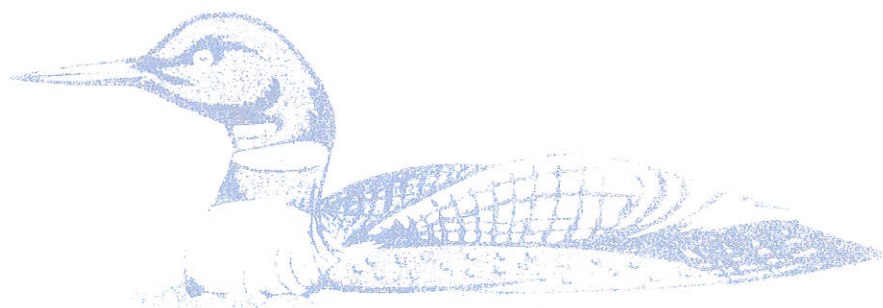
Roger Spencer

Norman Girard
Dave Spencer

Mitaanjigaming First Nation

Alex Cochrane

Ed Natawance
Annie Wayash



W.F.S. Staff 2015/2016

ADMINISTRATION STAFF

Laurie Rose– Executive Director

Dale Morrisseau – Director of Administration

Raylene Johnson – Receptionist

Linda Kay – Accountant

Sarah Kelly– Sr. Accountant

Verna DeBungie – Executive Assistant

Roger Chiasson – Systems Administrator

Florence Chartrand - Program Secretary

Trish Mainville- Accounting Clerk

Jackie Lizotte – Human Resources

PROGRAM STAFF

Shannon Blight – Director of Nanaadawewenin

Andrea DeBungie-Investigations & Assessment

Patti Fraser-Investigations & Assessment

Shawn Jourdain– Investigation & Assessment

Vacant– Program Consultant (P.C.)

Daniel Morrisseau – Program Manager

Candace Morrisseau-Program Data Specialist

Carrie Atatise-Norwegian – Director of Naaniigaan

Beatrice McMillen- Investigation & Assessment

Donna Mainville – Alternative Care Coordinator

Amanda Jourdain- Program Consultant (P.C.)

Arlene Parker-Program Manager

Duane Allen-Quality Assurance

Sandra Stevens-Program Data Specialist

SUPPORT STAFF

Dwayne Johnson
Cultural Coordinator

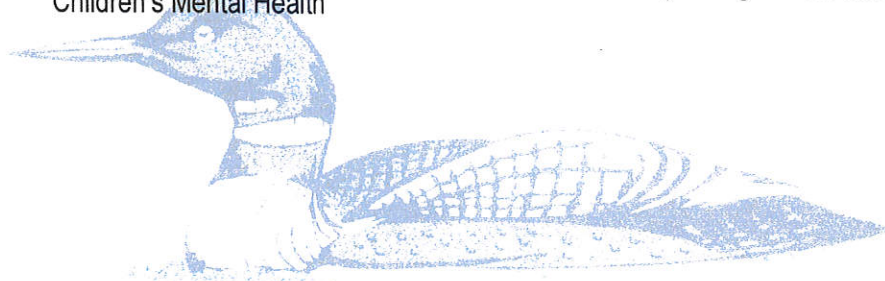
Lauris Werenko
Clinical Coordinator

Haily Keast
Children's Mental Health

Sherri Kabatay
Staff Trainer

Arlene Tucker
Telepsych. Coordinator

Sirpa Sterling
Psychologist Associate



GANWAWENDAASOWIN PROGRAM STAFF

Crystal Smith-Team Lead

Verna Windigo – Administrative Team Leader
Nadine Johnson –Cook/Housekeeper
Iline Yerxa – Education Assistant
Justin Boshey – Bi-Cultural Clinician
Lisa Shepperd –A/Case Manager
Rick Adams- Residential Counsellor
Brittany Hyatt-Residential Counsellor
Chad Limenstoll – Residential Counsellor

Heidi Bolen – Staff Trainer/Intake Coordinator
Mervin Rose – Maintenance
Angela Yerxa– A/Life Skills Coordinator
Jason Mainville-Bi-Cultural Clinician
Betty Kennedy –Residential Counsellor
Jordan White-Residential Counsellor
Cory Fehr-Residential Counsellor
Wanda Wolframe-Residential Counsellor

* Does not include On-Call, Relief or G.T.P. Relief Staff



WEECHI-IT-TE-WIN FAMILY SERVICES INC. ANNUAL MEETING

Thursday, September 16, 2016
10:00 A.M.

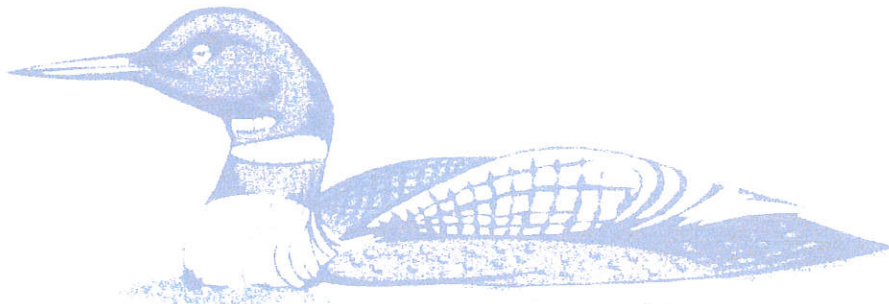
AGENDA

1. **TRADITIONAL OPENING CEREMONY & PRAYER** – Elder ???
2. **WELCOME ADDRESS** – Chief Tom Johnson
3. **ROLL CALL** – Chairperson
 - Acknowledgement of Appointments
4. **BAND COUNCIL RESOLUTION - APPOINTMENTS**
5. **PRESIDENT'S ADDRESS**
6. **EXECUTIVE DIRECTOR ADDRESS**
7. **APPROVAL OF ANNUAL MEETING MINUTES**
September 24, 2015
8. **AUDIT REPORT - FISCAL YEAR - 2015/16**
9. **STANDING COMMITTEE REPORTS**
 - Executive Committee
 - Personnel Committee
 - Finance Committee
 - Services Committee
10. **OTHER BUSINESS**
11. **TRADITIONAL SELECTION PROCESS**



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- Section 1: Meeting Minutes**
September 24, 2015
- Section 2: Auditor's Report – 2015/16**
Weechi-it-te-win Family Services
- Section 3: Committee Reports**
Executive Committee
Personnel Committee
Finance Committee
Services Committee



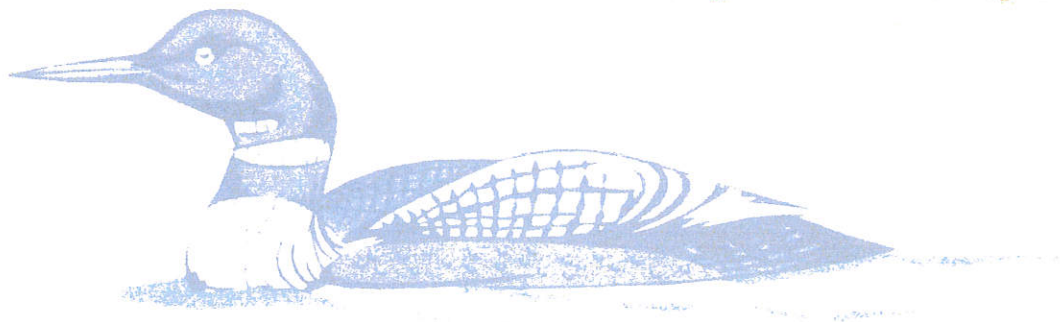
SECTION 1



Weechi-it-te-win Family Services

Annual Meeting Minutes

September 24, 2015



WEECHI-IT-TE-WIN FAMILY SERVICES INC.
ANNUAL MEETING

Mitaanjigaaming Multi-Use Facility
Thursday, September 24, 2015
10:00 a.m.

1. INTRODUCTIONS AND ROLL-CALL

Given that a quorum was present, the meeting could proceed.

2. OPENING CEREMONY

The meeting was called to order at 10:35 a.m. The meeting opened up with a traditional prayer by Elder Agnes Kabatay, followed by the passing of smudge, the WFS pipe and an offering of fruit to all present.

Chief Janice Henderson welcomed the membership to our lodge, our sacred grounds and teachings. He welcomed the Elders, drums, sacred items, membership and guests to our community.

3. ACKNOWLEDGEMENT OF BAND COUNCIL RESOLUTIONS (B.C.R.'s)

RESOLUTION #001

Moved by: Robin McGinnis/Garry Windego

That the membership hereby approves the B.C.R. received from Mitaajigamiing First Nation.

RESOLUTION #002

Moved by: Robin McGinnis/Gail Windego

That the membership hereby approves the B.C.R. received from Naicatchewenin First Nation.

RESOLUTION #003

Moved by: Robin McGinnis/Gary Smith

That the membership hereby approves the B.C.R. received from Nigigoosiminikaaning First Nation.

RESOLUTION #004

Moved by: Robin McGinnis/Alex Cochrane

That the membership hereby approves the B.C.R. received from Couchiching First Nation.

Carried.

4. WELCOME ADDRESS

President Garry Windego, also welcomed corporate members, community members, staff, elders to this year's annual meeting. He also acknowledged the agency's traditional items, and asked the membership to have a constructive meeting.

5. EXECUTIVE DIRECTOR'S MESSAGE

Laurie Rose, Executive Director welcome all in attendance. She acknowledged her staff, and community CCP who have worked diligently over the past year to bring WFS standards of care/service provision that cannot be surpassed by no other agency. She advised that she is very proud to be part of WFS and looks forward to continuing the journey.

5. APPROVAL OF ANNUAL MEETING MINUTES – October 16, 2014

RESOLUTION #005

Moved by: Patricia Big George/Dave Spencer

“That the membership has reviewed and hereby adopted the meeting minutes of the Annual Meeting held on October 16, 2014 as presented.”

6. AUDITOR'S REPORT - Fiscal Year Ending March 31, 2015

Maurice Fillion, Auditor, Fillion & Company reported on Weechi-it-te-win Family Services Inc. & Sand Bay audit report's for fiscal year ending March 31, 2015. Mr. Fillion reported that in their opinion, the financial statements present fairly in all material respects, were in accordance with Canadian generally accepted accounting principles.

Given there was no discussions, the following resolution resulted:

RESOLUTION # 006

Moved by: Justin Boshey/Rhonda Big George

“That the membership has reviewed and accepted the Audit Report's for Weechi-it-te-win Family Services Inc. for the fiscal year ending March 31, 2015, as presented.”

Carried.

8. STANDING COMMITTEE REPORTS

The Corporate Membership reviewed the following Annual Standing Committee reports: Executive Committee, Personnel Committee, Services Committee, and Finance Committee for 2014/2015: The following resulted:

RESOLUTION # 007

Moved by: Karen Geerken/Nora Jourdain

“That the membership hereby approves the Standing Committee reports for 2014/15 as presented.”

9. OTHER

ANNUAL GENERAL MEETING 2016

Roger Spencer volunteered that Seine River First Nation would host next year's AGM.

10. TRADITIONAL SELECTION PROCESS

The following corporate members were selected by a traditional selection process for the following officer positions of the Corporation:

President	Garry Windego – Nigigoonsiminikaaning First Nation
Vice-President	Robin McGinnis – Rainy River First Nations
Secretary/Treasurer	Alex Cochrane -, Mitaanjigamiing First Nation

Meeting adjourned at approximately 3:00 p.m.

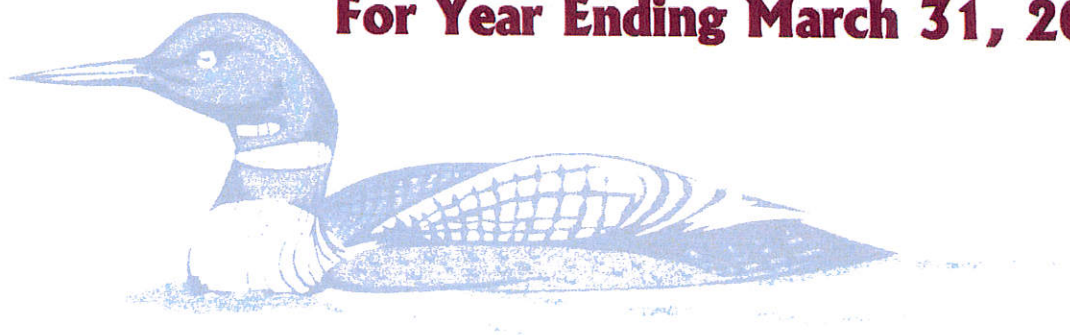
SECTION 2



Weechi-it-te-win Family Services Inc.

Financial Statements

For Year Ending March 31, 2016



SECTION 3



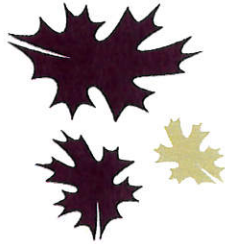
Weechi-it-te-win Family Services

Standing Committee Reports

2015/16







**WEECHI-IT-TE-WIN
FAMILY SERVICES INC.**



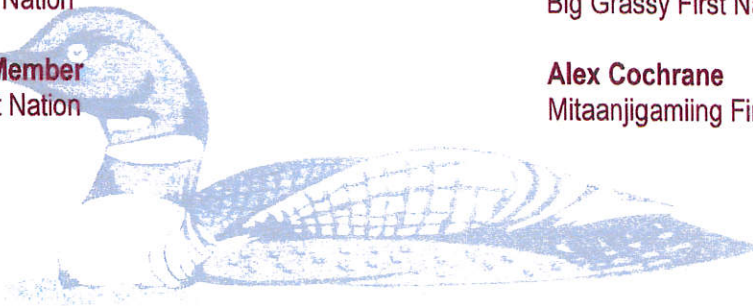
**PERSONNEL COMMITTEE
2015/2016**

Lucille Morrisseau, Chairperson
Couchiching First Nation

Justin Boshey, Member
Lac La Croix First Nation

Carl Tuesday, Member
Big Grassy First Nation

Alex Cochrane
Mitaanjigamiing First Nation



PERSONNEL COMMITTEE ANNUAL REPORT

August 2016

The Personnel Committee is a standing Committee created by the Board. The Committee is a working group internal to the operations of the Weechi-it-te-win Family Services Agency. In ensuring the philosophy of Weechi-it-te-win, the Personnel Committee continues to promote Naaniigan Abinoojii. The Personnel Committee meets on a monthly basis and has been responsible for ensuring the objectives as outlined in the terms of reference and Weechi-it-te-win Family Services Personnel Policy are implemented.

MONTHLY PERSONNEL COMMITTEE MEETINGS

Effective May 2014, there were changes to the Personnel Committee to include four Board Members (one appointed Chairperson) and the Human Resource Manager. Personnel Committee Appointments were made on August 11, 2014 by the Executive Committee. The first Personnel Committee Meeting under the new structure was held on September 15, 2014. The Personnel Committee was inactive for a period of two months during the transitioning phase of implementing the changes along with accommodating changes to board member appointments. This new structure has been working positively and the Personnel Committee members have remained dedicated in addressing any personnel issues in a manner that has preserved confidentiality and a high standard of professionalism.

The Personnel Committee has actively engaged in implementing changes to maximize employee performance and services including contributing to the Agency's strategic objectives. There has been a focus on policies and systems within the organization and the recognition to implement changes as necessary to enhance performance and maximize services. This has included the Personnel Committee involvement in reconfiguration plans for the Agency in a manner that best serves the communities through meeting appropriate staffing needs.

In addition to this, the Personnel Committee has been fundamental in making changes to policy as well as updating and reviewing any information and documents related to personnel matters or developing processes with the agency to address any system gaps. The Personnel Committee has been instrumental in providing direction on policy changes and developing and implementing fair processes which reflect Anishinaabe customary practice.

EMPLOYEE ASSISTANCE PROGRAM

Weechi-it-te-win Family Services is continuing to develop and implement an Employee Assistance Program.

The organization has been contributing to Ceridian Life Works Employee Assistance Program which provides employees with confidential access to professional services, resources and tools in order to: increase productivity, maintain wellness and access supports for the staff. This will continue to be developed and implemented within the Agency and information and training to staff will be scheduled as information becomes available.

PERSONNEL FILE UPDATES

Weechi-it-te-win Family Services has operated without an electronic human resource management system for a considerable period of time and subsequently, has resulted in irregularities in file maintenance. The Agency has been committed to reviewing and updating files in order to ensure file compliance with the Weechi-it-te-win Family Services Personnel Policy requirements. All files are continuing to be updated which includes: creating new job descriptions in the absence of them, updating job descriptions, updating criminal reference or vulnerable sector checks, etc.

53 Staff files have been reviewed to date. Current vulnerable sector checks and driver's abstracts are being requested from staff and are being submitted.

TEAM BUILDING

Weechi-it-te-win Family Services recognizes the importance of staff contributions and recognizes both individual and team achievements. As such, effective May 2014, the Agency has created guidelines and implemented an "Employee of the Month" to acknowledge the achievements and contributions of its staff members. An employee of the month is selected by the 27th of each month and receives a gift certificate. Since the implementation of this, there have been ten recipients of "Employee of the Month" and has been received positively.

In addition to this, a Staff Appreciation day is being planned for September 2015 which will include a day of fishing and a fish fry along with engaging in team building exercises with staff. Team Building exercises will continue

JOINT PARTNERSHIP – AANISHINAABE ABINOOJII CHILD AND FAMILY SERVICES ('AAFS') AND WEECHI-IT-TE-WIN FAMILY SERVICES ('WFS')

AAFS and WFS are hosting the first annual joint golf tournament in September 2015 which will one team member from AAFS or WFS affiliates including a board member, caregiver, client, staff, Chief and/or Council, etc. Team spirit and team work are strongly encouraged through team names, logos, outfits/costumes, etc.

The Agencies have been working diligently together in making this a successful event and have received positive feedback. The event facilitates team work among staff that are participating as well as strengthens relationships with our sister Family Service Agency.

JOINT PARTNERSHIP - SEVEN GENERATIONS EDUCATION INSTITUTE ("SGEI") AND WEECHI-IT-TE-WIN FAMILY SERVICES ("WFS")

Representatives from Weechi-it-te-win Family Services and Seven Generations Education Institute met on September 2, 2015 to discuss specific training and capacity needs of the Agency and First Nation Customary Care Program Teams. The outcome of this meeting was a commitment to work in partnership in conducting and completing the following:

1. Curriculum review – to identify areas for training requirements;
2. Development of training program – specific to child protection;
3. Consideration of diploma and degree programs;
4. Placements with Weechi-it-te-win Family Services; and,
5. Collaborative work on Abinoojii Inaakonigewin.

The Agencies are committed to working in meeting the training and capacity needs of the First Nation and WFS.

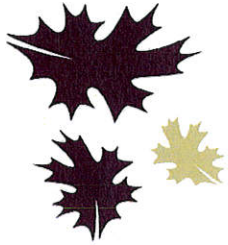
KEY OBJECTIVES FOR THE PERSONNEL COMMITTEE MONTHLY MEETINGS:

- Recruitment for positions
- Employee/Personnel matters
- Policy revisions
- Recommendations for improvements to policy and process

OBJECTIVES FOR FISCAL YEAR 2015/2016

- To continue with the implementation and training for an Employee Assistance Program
- To complete a capacity assessment of the staff and organization
- To continue with Team Building initiatives

- To provide training that strengthens Anishinaabe processes in dispute resolution
- Recruitment and retention strategy
- Ensure personnel files are up to date and compliant with the Agency Personnel Policy
- Succession planning
- The continued development of policies and procedures that maximize resources from the Agency
- Continue with training partnership with Seven Generations Education Institute



**WEECHI-IT-TE-WIN
FAMILY SERVICES INC.**



**FINANCE COMMITTEE
2015/2016**

Gary Smith, Chair- Naicatchewenin First Nation

Tara Smith, Member - Naicatchewenin First Nation, **Sue Boshey, Member** – Nigigoonsiminikaaning First Nation

Lawrence Kelly, Member - Onigaming First Nation

FINANCE COMMITTEE ANNUAL REPORT

August 2016

The Finance Committee is a standing committee created by the Board. The Committee is a working group internal to the operations of the Agency - Weechi-it-te-win Family Services. In keeping with the philosophy of Weechi-it-te-win, the Finance Committee continues to promote Naaniigan Abinooji. The Finance Committee meets monthly and through its terms of references was responsible for the following activities of the agency:

MONTHLY FINANCIAL STATEMENTS REVIEW

The Finance Committee convened regular monthly financial expenditure reviews or as required. The Committee met 6 times this year.

2015/16 BUDGET

The Ministry has advised that the funding eligibility planning amount for fiscal year 2015/16 is in the amount of \$11,060,607. At the August 6, 2015 Board Meeting, the Board of Directors approved a balanced budget for this fiscal year based on this allocation amount. A summary of the approved budget is attached.

REVIEW OF FINANCIAL AUDITS 2013/14

The Board reviewed and approved the Financial Audit for the fiscal year ending March 31, 2015 at the August 6 board meeting. Our auditor are here and will present the audit.

"ABINOOJII OKOGEDIWIN" CHILDRENS' ACTIVITY, CULTURAL DAYS & POW WOW

The annual Children's Activity and Cultural Days and Pow Wow was held on August 19-2. As part of the Board of Directors continued dedication and commitment to our children in care, the Board approved expenditures (\$50,000.00) for a three day event held. Day one was moved to the Couchiching Multi-Use due to weather. Day two activities and the pow wow were held on the Nanicoost grounds.

WFS ANNUAL CHILDREN'S CHRISTMAS PARTY

WFS held its annual Children's Christmas Party. This year, the children were invited to the Duke Arena in Couchiching. All attending children were given gift cards as well. This annual activity is coordinated by the Administration Team at WFS.

MARCH BREAK ACTIVITIES

The Agency continues to support the communities during March break by providing \$5,000 to each community for their family and children's activities.

HEALTH SERVICES INTEGRATION FUND

The Agency was approved a total of \$277,558 in funding over a period of 26 months from Health Canada. Funding is for the Health Services Integration Program which strives to integrate Mental Health and Addiction services for Child Welfare clientele. The Agency received \$109,120 for the fiscal year 2014-15. The project has now wrapped up as of March 2015.

RESP'S

The Agency is required to open RESP accounts for all children in care. The Agency is required to open RESP savings account for eligible children ages 0-18 who receive UCCB funds. There have been difficulties obtaining Social Insurance Numbers as the communities have not been submitting original BCR's and Customary Care Agreements or Crown Ward orders when requested. To date the Agency has 43 RESP savings accounts opened for children in

Care (88 accounts are still outstanding) and the Finance department will continue to open the remaining accounts. The Agency will inform all chief and councils of the changes and outstanding documentation.

ABINOOJII AKIIN (MCTAVISH PROPERTY)

The Agency undertook major renovations to this property this past year to develop it as a residential treatment centre. The initial plan was to have the property house both the Ganawendaasowin Assessment Program and Treatment Centre as well as the Nanaandawewinan programs. Because of the move to a new location, the Agency had to go through a re-licensing process for the treatment centre which caused the centre to be closed until the process was complete. Renovations were completed in January 2015. The Agency secured a \$210,000 loan from RBC to finance the renovations. The new home opened in July 2015.

RECONFIGURATION

The Weechi-it-te-win Board of Directors have had ongoing discussions on devolution and reconfiguration. The Board approved a reconfiguration plan that will improve service delivery and develop accountability mechanisms that will strengthen the community teams.

The Reconfiguration planning budget is \$229,998 and is currently in the process of being implemented. The plan is further detailed in the Services Report.

OBJECTIVES FOR FISCAL YEARS 2015/16

- Ongoing Review of Corporate Finance Policy
- Ensure that RESP accounts are opened for all children in care.
This process is coming along and requires the cooperation and coordination of the Agency finance team and the community care teams to facilitate the sharing of information in a timely fashion.
- Diligently Monitor Operating Expenditures and eliminate unnecessary expenditures.
The Committee continues to monitor monthly financial statements and has made efforts to eliminate unnecessary expenditures.
- Ongoing review of Corporate Members Policy.
- Review of CCP funding allocations.
- Budget and planning for 30th Anniversary of the Agency.
- Further expansion and planning for the McTavish property.
- Involvement with reconfiguration planning.
The Committee is committed to its involvement with the Agency's reconfiguration plan and the devolution process. Evaluation methods that includes a program review of the communities and Agency's delivery of programs and services are being implemented.



**WEECHI-IT-TE-WIN
FAMILY SERVICES INC.**



**SERVICES COMMITTEE
2015/2016**



Roger Spencer, Chairperson
Couchiching First Nation

Karen Geerken, Member
Lac La Croix First Nation

Shawn Brown
Rainy River First Nations

Roy Tom
Big Grassy First Nation



Rhonda Big George
Naongashing First Nation

Nanaandawewenin Annual Report 2016-2016

Highlights from August 2015 to August 2016:

Website and Social Media representation: Weechi-it-te-win launched a new updated website in November 2015. The website includes links for social media where programs, events, job opportunities etc. can be shared. All CCP teams have been invited to update and develop their corresponding link on the website.

ACHWM Aaniin Ezhi Ayaayan Health and Well-Being Measure: The research project concluded in February 2016 and a final report was developed. This report was shared with the Services Committee and Board and can be made available to any other corporate members. A final academic paper was submitted for publication. The publication did not include data collected on wellness factors of children, but instead reflected the process of implementing the ACHWM and determining if the wellness screen is helpful with other groups of children outside of Wikwemikong. Additionally, WFS presented the research initiative to Children's Mental Health Ontario at their annual conference in November 2015.

Children's Mental Health Week: WFS provided awareness and wellness activities for over 200 children and youth from May 2 to May 6, 2016. Statistics are listed in the individual program reports.

Cultural Healing Immersion Program for families: WFS was a successful applicant for a grant in the sum of \$21,700 from the National Indian Brotherhood. This funding was used to provide 3 Cultural Healing Immersion Programs for families during the weeks of July 11, July 18, and August 8, 2016.

EMH Ware: Computer software for tracking statistics and generating reports was purchased and is now in the stage of implementation. Previously, all data was being managed manually by non-mandated and the quality assurance employees. EMH Ware will allow for statistics to be tracked and information shared across programs in more efficient manner.

Mashkawsii Youth Circle: The Youth Council Terms of Reference was drafted by the Executive Director and reflects the direction given by the youth that participated in the "Aaganakwetagoom" consultation in August 2015. Past and present youth in care provide clear directives that children and youth must have a voice within Weechi-it-te-win. The Board has approved the draft TOR and First Nations are now being requested to appoint a member to the Mashkawsii Circle.

CAMH Developmental Group: Partnership on project began in February 2015 and approval was provided by the WFS Board of Directors. This partnership includes many other indigenous mental health and addiction services in Ontario. The LHIN funded grant received by CAMH is for the development of a trauma informed substance abuse screen for indigenous populations ages 14 and up. WFS agreed to become a partner and to bring the **youth** addiction perspective to this development. WFS has a seat on the advisory committee for this project which meets quarterly. CAMH provided a developmental session with the CCP Programs, Ganawendaasowin, and CMH staff on April 14 and 15, 2016. The Advisory Committee will be meeting in September to review what has been developed and discuss if and how this will be presented to everyone who participated in the development.

The following reports for all Nanaandawewenin Programs reflect the time period of August 2015 to August 2016.

TELEMENTAL HEALTH COORDINATOR:

NEW REFERRALS	FOLLOW UPS	EDUCATION SESSIONS	PROGRAM CONSULTS
247	228	55	78

**Numbers reflect 10 months – absent 2 months TMHC was off on sick leave.

Arlene Tucker was hired by the WFS Personnel Committee in November 2015. Since that time she has provided outreach in Kenora, Fort Frances, Red Lake, Sioux Lookout, Thunder Bay, Kingston and Timmins (James Bay Region). Outreach is a necessary component to this program as it serves all of Area 6 which is most of Northern Ontario.

TOTAL:	18	12	6	4	4	2	5	2
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Other Services Provided by FC Unit:

First Nation	Type of Service	# of Participants
Open to all	Youth Support Group: Held 9 groups Tuesday evenings 6pm-8pm GAP building Directive from Aaganakwetagoom Consultation with past and present Children in Care	2 from Couchiching attended 2 separate groups 1 from Rainy River attend 1 group
N/A	Trauma Focused Cognitive Behavioral Therapy: Clinical Supervision Consulting Calls for Certification 1 hour on Monday's	Staff attended 11 calls- where they presented counselling cases to trainers
Naicatchewenin Big Grassy Mitaanjigamiing Nigigoonsiminigaaning Naongashing GTP Staff	Trauma Focused Cognitive Behavioral Therapy Training for communities: facilitators: Bailey, Ed, Lauris, Shannon 4 Days	8
Naicatchewenin	Social Community Development: Consisted of 11 sessions: planning meetings, discussions, presentations, development of work plan	Total number of Families: 10 Total number of children: 14 Chief & Council, NWB staff and school board staff: 15
Onigaming	Family Counsellor Interviews	2
Naicatchewenin	Behavior Management Training	6
Rainy River	Elders Retreat	17
Open to all	Mental Wellness BBQ	53
Open to all	Mental Wellness Game Night	45
Naicatchewenin	Facilitation at Education Retreat	19

**Cultural
Healing
Immersion
Program
(CHIP).**

- Naicatchewenin First Nation CHIP Program: July 11, 12, 13(Half day) Program suspended due to loss in the community, the program is scheduled to resume August 22, 23, 24.
- Big Grassy/ Assabaska Park CHIP Program: July 18, 19, 20, 21, and 22/16
- Nigigoonsiminigaaning/ Ottetail Landing CHIP Program: August 8-12/16

First Nation	# of clients	# of Youth Clients	# of Adult Clients	No show registrations
Couchiching	4	2	2	1
Onigaming				
Seine River				
Naicatchewenin	5	3	2	
Big Grassy	6	4	2	
Lac La Croix				
Mitaanjigamiing				
Nigigoosiminigaaning				
Naongashling				
Rainy River	3	2	1	2
Total:	18	11	7	3

GANAWENDAASOWIN PROGRAMS

Program Reviews: GTP Provisional License Review – January 2016 resulted in a Full Licence. Many exemplary practices were identified; no MCYS recommendations were noted. GAP Annual Licensing Review – May 2016. Full License renewed; no recommendations. Several procedures developed at GAP were identified as exemplarily practice standards such as GAP’s medication procedures; specifically the monitoring of side effects with psychotropic medication. The Ganawendaasowin Programs are also undergoing a program review to identify strengths, determine problem areas, and provide recommendations that will help the program operate at optimal capacity. Becky Holden was contracted to carry out this review.

Clinical Program: Ganawendaasowin has implemented group therapy and art therapy to the clinical program this year. This change has had significant positive outcomes with the youth. As part of group therapy every other Monday the Bi-Cultural Clinician, Ganawendaasowin Team Lead as well as an elder participate with the youth in the sweatlodge ceremony as part of the clinical/healing program.

Community Engagement: Community engagement and community partnerships have increased this year. Ganawendaasowin partnered with Naicatchewenin First Nation, UNFC, GHAC, Nigigoosiminigaaning First Nation, MNR and OPP to participate and share various life skills, traditional teachings and community awareness programs. Two other new components to the program this year include cooking classes every Friday and gardening. The youth have planted sweetgrass, flowers, and have a vegetable garden going this year. They will learn to make preserves from the plum and crab apple trees this fall.

GAP - Stats	Apr-15	May-15	Jun-15	Jul-15	Aug-15	Sep-15	Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16
Treatment Beds	22	31	30	32	36	7	24			31	2	0

OPI Beds	25	31	30	15	20	7	26			19	2	25
WFS OPI	30	31	29	0	0	0	0			13	56	34
WFS Treatment								5	31	0	0	
TOTALS	77	93	89	47	56	14	50	5	31	63	60	59

GTP - Stats				Jul-15	Aug-15	Sep-15	Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16
Treatment Beds				25	43	60	62	41	3	0	27	53
OPI Beds				25	32	30	36	50	31	31	40	62
WFS OPI				7	31	30	23	0	0	0	27	59
WFS Treatment												
TOTALS				57	106	120	121	91	34	31	94	174

CULTURAL COORDINATOR

Activities: The Cultural Coordinator provides cultural support for all welcoming circles and graduations for the Ganawendaasowin Programs. Dwayne has also been highly active bringing the drum "mango inini" to local pow-wows including Mine Centre School and 9 of the community pow-wows.

The Children's Mental Health Week Mini-Pow-Wow was held on May 6, 2016 and the WFS Annual Children's Days Pow Wow was held on August 18, 2016. Both were very successful in providing a healing opportunities for families to gather with one another. Our Cultural Coordinator partnered with Giizhiwaadiziwin Health Access Centre FASD Awareness Program by bringing our drum and inviting the WFS Elders Council to a conference on midwifery and prenatal care on March 30-31, 2016. He has also provided cultural support for WFS meetings including network meetings and the Cultural Healing Immersion Program. (CHIP)

Coordination of Elders Council: The Elders Council has met quarterly to provide support and assistance to the programs, staff, and most of all to provide cultural direction for Weechi-it-te-win. In addition to their meetings, the Elders were called to attend the Annual Meeting September 2015, Fall Ceremonies October 2015, Christmas Luncheon, Spring Ceremonies May 2016, Children's Days August 16,17, 2016, and WFS Annual Pow Wow August 18, 2016.

CHILDREN'S MENTAL HEALTH WORKER (0-18)

This position was vacant from November 2015 to February 2016 when Haley Keast joined the team. This program underwent some new changes this year. It went from 1 service contract/description to 3 which had an impact on how the program is delivered. MCYS service descriptions now include quantitative measurements for intake/access to services, service coordination, and brief intervention/counselling.

First Nation	Number of Individuals Served			# of People in a Group	Total # of Individuals Served
	# of Children Served	# of Parents/ Caregivers Served	Suicide Intervention		
Big Grassy	1	0	0	1	2
Couchiching	0	0	0	1	1
Lac La Croix	2	0	0	0	2
Mitaanjigamiing	0	0	0	0	0
Naicatchewenin	4	2	0	6	12
Naongashiing	3	0	0	0	3
Nigigoonsiminigaaning	0	0	0	4	4
Onigaming	0	0	0	72	72
Rainy River	1	1	0	2	4
Seine River	3	1	1	1	6
Other	2	0	0	172	174
TOTAL:	16	4	1	259	280

YOUTH IN TRANSITION WORKER

This position remained vacant from December 2015 to February 2016. The position was again vacant from May to August 2016. Danielle Bruyere joined the team in this position in August 2, 2016. She has compiled the following annual data for this report.

Individual Cases:

Community	Closed	Open	New Referrals
Other		1	
Seine River	1	5	
Lac La Croix	2	2	
Couchiching	6	2	
Red Gut	2	2	

Onigaming	1	0	
Big Grassy	2	0	
Naicatchewenin	1	0	
Mitaanjigamiing	1	0	
Naongashiing	0	1	
Rainy River First Nation	0	1	
Total	16	14	3
Programs	Date	Participants	
Resume Workshop	August 14,2015	6	
Moccasin Making	September 2015	8	
Cooking Class	September 30,2015	3	
Let It Out	October 6 & 20 , 2015	9	
WHMIS	November 10,2015	5	
Beading Workshop	November 12, 2015	10	
Customer Service	November 16, 2015	2	
Financial Literacy	November 18, 2015	18	
Beading Workshop	November 19,2015	9	
Let It Out	November 24, 2015	0	
Financial Literacy	March 1, 2015	4	
SafeTALK Youth Training	March 17,2015	6	
Peer Helper Training	March 19&20, 2015	14	
Cooking Class-Seine River	March 30,2015	5	
Beading Workshop	May 3, 2016	6	
Financial Literacy	July 20, 2016	5	
LGBTQ Discussion	August 3,2016	1	
Total		19	

CLINICAL SERVICES COORDINATOR

This position was vacant from August 2015 to November 2015. Lauris Werenko successfully transferred into this position in November 2015. Lauris continues to provide mentorship, training and networking opportunities for the First Nation Family Counsellors and Family Preservation Workers.

Training and Capacity Building:

Clinical Trainings provided to 10 First Nation CCP Programs and WFS staff since beginning September 2015 to August 2016.

Date	Training	Number of Participants
1. September 2015	Working with Limbically Reactive Individuals	03
2. October 2015	Dr. Kiti Randall – Drug Endangered Children	09

3. October 2015	Trauma-Informed Cognitive Behavioral Training-Week #1	05
4. October 2015	Trauma-Informed Cognitive Behavioral Training-Week#2	08
5. October 2015	Trauma-Informed Cognitive Behavioral Training-Week#3	05
6. November 2015	Trauma-Informed Cognitive Behavioral Training-Week#4	05
7. November 2015	Grief Training – Crisis Resource Trauma Institute	14
8. November 2015	Child and Adult Relationship Enhancement Training - CAMH	07
9. November 2015	FASD and Education Workshop	01
10. December 2015	Clan System – Training – Peter Atkinson	22
11. January 2016	Self-Injury Behavior In Youth – Crisis Resource Trauma Institute	12
12. February 2016	Leadership Training – Essential Competencies – Achieve Training Centre	13
13. February 2016	Management–Supervision Training – Achieve Training Centre	12
14. March 2016	Coaching Strategies for Leaders- Achieve Training Centre	09
15. March 2016	Dealing with Difficult People – Achieve Training Centre	06
16. March 2016	Suicide Risk Assessment Training – Lauris Werenko	13
17. April 2016	Dr. Martin Brokenleg Workshop Training	03
18. June 2016	Dr. Kiti Randall – FASD Training	03
19. August 2016	Trauma Informed Care-Working With Aboriginal People CAMH	04
	TOTAL NUMBER OF PEOPLE TRAINED	154

- Other Training: In March 2016, Weechi-it-te-win Family Service’s Nanaandawewenin Staff provided training to 24 Anishinaabe Abinoojii Family Services Prevention Workers on the WFS Family Preservation Model.

Psychological Service Coordination:

The following psychological services were provided from September 2015 to August 2016

First Nation	Sept 2015 # of clients	Oct 1- Dec 31, 2015 # of clients	Jan 1- Mar 31, 2016 # of clients	Apr 1-Jun 30, 2016 # of clients	July to Aug 15 2016 # of clients	Total Number Of Clients
Big Grassy			1	1		2
Big Island	2	1	2	1		6
Couchiching		3	5			8
Lac La Croix			3		1	4
Naicatchewenin		3				3
Nigoonsiminigaaning		1	1	2		4
Manitou		9	2			11
Onigaming			3	3		06

Seine River		1		1		02
Mitaanjigamiing						
GTP/GAP/Other						
Monthly Totals						
Total Number Of Clients	2	18	17	8	1	46

Crisis Response

WFS Crisis Response Services provided services to Onigaming First Nation for the period of March 22 to March 28, 2016. A total of 10 WFS Crisis Response Workers were scheduled and provided both Crisis Response Services On-Site and Crisis Response On-Call Services to Onigaming First Nation. There were no clients that accessed WFS Crisis Response during this time frame.

NAANIIGAAN ABINOOJII TEAM

The Naaniigaan Abinoojii team has been actively involved in engaging with First Nations in order to strengthen and develop relationships with Community Care Teams. The Naaniigaan Abinoojii Team has had meetings to discuss services, workplans, and to provide their feedback into the strategic direction of the Agency as well as continuing to meet the recommendations of the Child in Care Death Report. Important changes have been undertaken in order to enhance resources to the communities and to ensure improvements to service delivery. In addition to this, Naaniigaan Abinoojii has set a foundation to begin important progress for the Agency by developing Anishinaabe standards of practice for Weechi-it-te-win Family Services and the First Nations.

CHILD DEATH REPORTS

In the preceding year, Weechi-it-te-win Family Services ("WFS") has been involved in two Death Reports: one was specific to WFS and the second involved the Kenora Rainy River District Child and Family Services.

1. Weechi-it-te-win Family Services Internal Child Death Review Report:

Throughout this year, 39 of the recommendations as outlined in the CIC Death Report have been completed and/or are in process. In addition to this, Weechi-it-te-win Family Services received a letter dated July 27, 2016 from the Pediatric Death Review Committee ("PDRC") and Ontario Coroner's office confirming the conclusion of its review regarding the death of CIC. Three specific recommendations related to permanency planning, staff capacity building and to work with affiliate communities to enhance their understanding of suicide prevention.

2. WFS and Kenora-Rainy River District Child and Family Services Report:

On April 22, 2015, the PDRC completed its review regarding the child (infant) death. Based on the review of the circumstances of the child's death, the PDRC has recommended that KRRDCFS and WFS engage in a collaborative review of this case, with a view to further strengthening the ability of the two organizations to work together and advance learning. Moreover, transfer of this file to WFS was not concluded. The recommendations are being undertaken and remain ongoing.

POLICY DEVELOPMENT

Important policy and procedural development work has been initiated by the Agency this year and has set the foundation for Weechi-it-te-win Family Services to begin working with each First Nation in the development and implementation of Weechi-it-te-win Family Services Standards, Naaniigaan Abinoojii and Guide to Practice template for each respective First Nation in its service delivery model.

Development of WFS Standards

Weechi-it-te-win Family Services hosted a Supervisors meeting on July 6 and 7, 2016 at WFS to conclude the development of Anishinaabe Ganawenimaawsowin Standards – a preliminary draft of our Anishinaabe customary practice which would be considered as the alternative to the revised Child Protection Standards 2016. Ten First Nation communities were represented over the two days. Due to the considerable work and dialogue with the Community Supervisors, 11 draft Anishinaabe Ganawenimaawsowin Principles (Rules for Protecting Our Children) were developed over a two day period. The draft document is being prepared and will continue to be a work in progress for the next fiscal period.

Dilico Anishinaabek Family Care and Weechi-it-te-win Family Services

Dilico Anishinaabek Family Care and Weechi-it-te-win Family Services officially signed a protocol in a signing ceremony which took place in Thunder Bay, Ontario on June 16, 2016.

Seven Generations Education Institute and Weechi-it-te-win Family Services

Weechi-it-te-win Family Services and Seven Generations Education Institute concluded the process of implementing the requirements to deliver a Social Services Diploma program. The Agency provided a letter of support for a second proposal submission for additional funding which may offset expenses for potential students. 27 applicants were received – 26 from the Community Care Programs and 1 from the Agency.

MOTHERISK COMMISSION

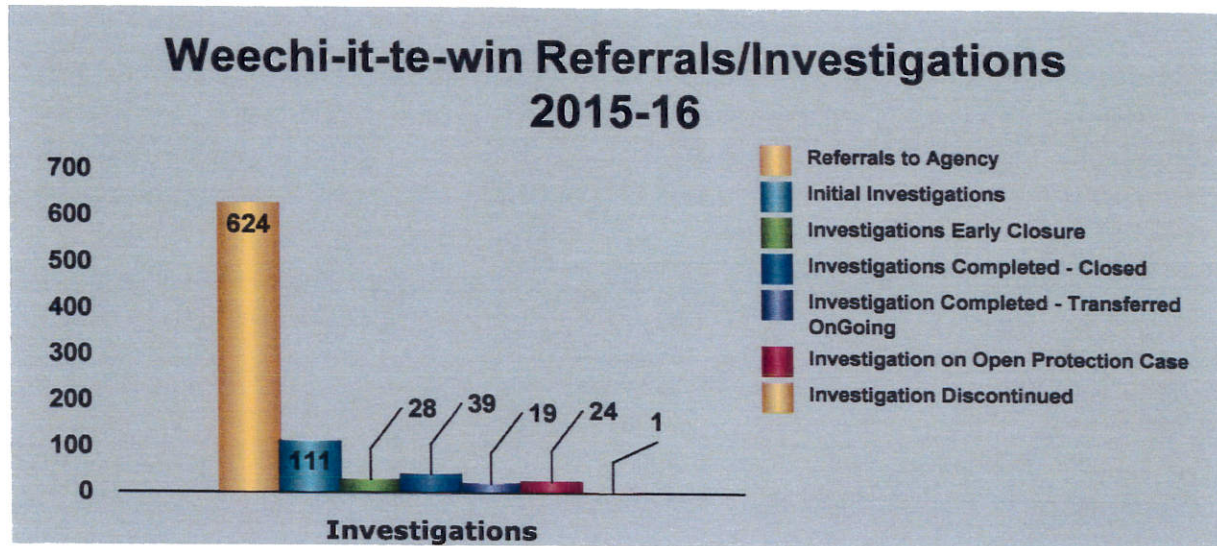
Weechi-it-te-win Family Services has been involved in a review of all files that would be deemed high priority cases related to flawed hair strand testing that was completed by the MDTL laboratory at the Sick Kids Hospital. This process was concluded by the Agency and a continued review with the Motherisk Commission is expected to be completed within the next fiscal year. However; based on the internal review by WFS and its model of devolution and the practice of customary care, there were not any high risk files identified that met the criteria or were affected due to permanency factors being taken such as crown ward or adoption. The files reviewed had other significant contributing factors in addition to the substance testing.

INVESTIGATION AND ASSESSMENT

In September 2015, the Investigation & Assessment underwent organizational changes, with the addition of a Data Entry/Investigation Worker and another Investigation & Assessment Worker assigned to the I & A Unit. The I & A Unit now has a complete staff of four: I & A Supervisor, Data Entry/Investigation Worker, plus 2 Investigation Workers.

The role of the Data Entry Worker is to complete the data entry of all referrals and intakes, which is not always reflected in the investigation stats. Brief services (*i.e. financial requests, caregiver information, re-directed cases and reports received but not investigated*), case transfers and case closures as well as referrals to clinical services are all data entered in order to ensure statistical accuracy.

For this fiscal reporting period, **624** referrals were received: there were total of **624** Referrals / Intakes entered into the Penlieu System. Of those entries, **111** cases were forwarded for Investigation and assigned to the I & A workers. *As noted in chart below:*



Investigation & Assessment follow up

Upon the completion of the investigation, the FN CCP team takes responsibility for those cases that have been transferred to On-Going Protection. It becomes the teams' responsibility to ensure that the clients complete a Client Service Plan based on the outcome and recommendations of the investigation process. The following process was developed:

The original copy of the Investigation package is provided to the First Nation CCP Team. The following process was instituted to ensure that the teams are actually receiving their copy of the investigation report.

1. When the investigation is completed, it is enclosed in an envelope and handed to the I & A Supervisor who ensures that all the documentation is included.
2. It is then logged in and placed at reception for pick up by the FN CCP Team.
3. When the FN CCP team member picks up the package they are required to date and sign for the package.

Case Management

The I & A Unit continues to be called upon to attend to case management duties. These duties include but is not limited to the following; responding to inquiries from community staff and clients, case noting contacts, completing letters and providing case consultation in the absence of CCP Supervisor and/or Program Consultant.

Community Liaison / Service Administration

- The I & A Supervisor attended and completed the Manager's Training with the Achieve Training Centre: Leadership & Management and Supervision, Dealing with Difficult People and Coaching Strategies for Leaders as well as the ASIST Training for Suicide Intervention Strategies.
- I & A workers and On-Call attended the ASSIST training for suicide risk
- Continued development of I & A Manual and On-Call Manual – consultation with elders required
- I & A Unit has its own fax machine so that referrals or intakes can be faxed directly to the Unit
- Collaborative work continues to ensure policies and procedures for FAST TRACKING of potential caregivers in accordance with Ministry directive 003-15 which came into effect on December 1, 2015, are completed in a timely manner. As of December 2015, the Data Entry worker has assumed the responsibility of completing FAST TRACK searching on new caregivers being entered into the system.

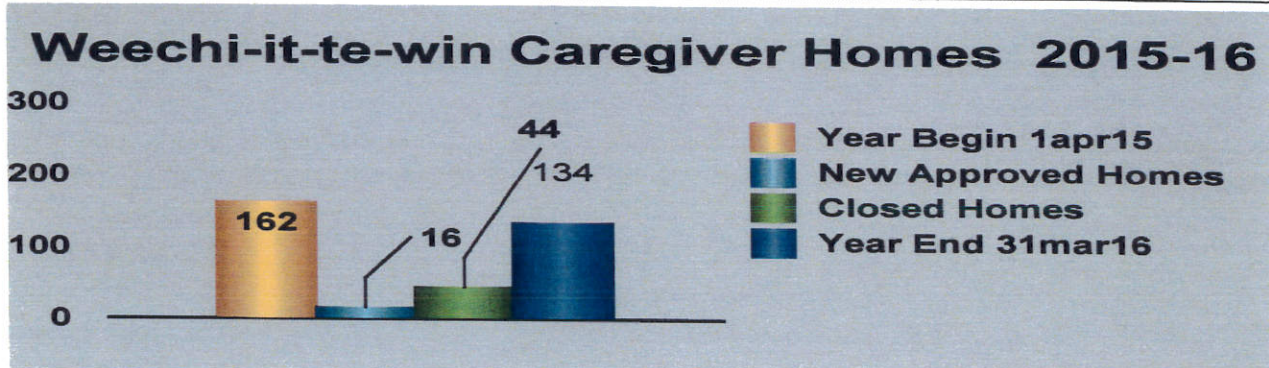
ALTERNATIVE CARE COORDINATOR

Alternative Care Monthly Meetings:

The Alternative Care Coordinators have met monthly with the exception of the summer months. Some items the ACC's addressed were; training/refresher, FastTrack policy, annual review packages, borrowing homes, caregiver trainings, training as per FCLR recommendations, SSRP training, recruiting new caregivers and identifying emergency homes for each community.

Alternative Care Homes Annual Report:

Alternative Care Homes Activity Including; Inquiry, Home study, and Approved Homes											
Community	124	125	126	127	133	128	129	131	130	132	Total
Total Homes on April 1, 2015	21	14	26	8	9	14	9	26	17	18	162
Opened CG homes Apr. 1, 2015-Mar.31/16	0	1	2	0	2	0	1	3	4	3	16
Closed CG homes Apr.1, 2015-Mar.31/16	8	6	4	0	0	4	4	12	5	1	44
Open Caregiver Homes Status on Mar. 31/16	13	9	24	8	11	10	6	17	16	20	134
Inquiry Status	1		1	1			1	1	1	1	7
Application Status	1	1							1		3
Homestudy Status			3				1	1	4	2	11
All Status Total on April 1 st , 2016	15	10	28	9	11	10	8	19	22	23	155



Fast Track screening for caregivers:

As of December 1st, 2015 all new caregiver applicants are subject to a FastTrack search of their name and any other adult living in the prospective caregiver home as an additional screening tool prior to approval as a caregiver. This is in accordance with Policy Directive CW003-15.

Delivery of Heart & Spirit Caregiver Training:

A three day test pilot training occurred with the Alternative Care Coordinators in November, 2015. The ACC's were able to experience the training and offered valuable feedback regarding the cultural appropriateness of the curriculum. As a result, changes were made to reflect Anishinaabe and community specific training materials. Mitaanjigamiing First Nation was the first community to offer the five session training to their caregivers which commenced in February 2016.

Specialized Services Rate Program Annual Report:

In January, 2016 the revised Specialized Services Rate program (formerly RPAC); including policy, procedures and rate instrument was approved. The purpose of the Specialized Services Rate Program is to document and justify payments for caregivers and specialized services which cover additional maintenance needs for children in care who may require specialized care due to health and/or behavioral needs.

Specialized Services Rate Program annual statistics to March 31, 2016;

Community	124	125	126	127	133	128	129	131	130	132	Total
Regular rate	4	13	16	9	5	8	3	20	13	18	109
TFC	1	0	1	0	1	0	3	0	2	4	12
FC Specialized	3	5	7	5	1	0	4	8	4	20	57
OPI	1	1	0	0	0	0	1	2	0	2	7
Total In care (not including CCSY)	9	19	24	14	7	8	11	30	19	44	185
Total # CIC's Requiring above regular rates/serv	5	6	8	5	2	0	8	10	6	26	76

Serious Occurrence Annual Report:

The annual report submitted to the Ministry indicated that Weechi-it-te-win Family Services submitted a total of 47 Serious Occurrence reports from January – December 2015.

Type of Serious Occurrence	Total # Reported	Type of Serious Occurrence	Total # Reported
1. Any death of a client	0	5. Any disaster, such as a fire, on the premises where a service is provided.	0
2. Any serious injury; types A,B,C & D	20	6. Any complaint concerning the operational, physical or safety standards.	2
3. Alleged, witnessed, suspected abuse.	2	7. Any complaint made by or about a client.	14
4. Missing Client	9	8. Restraint of a client.	0
		Total Serious Occurrences	47
Enhanced Serious Occurrences initially reported within 3 hours:		# <u>1</u> % <u>100</u>	
Serious Occurrences initially reported within 24 hours:		# <u>21</u> % <u>44</u>	
Enhanced/Serious Occurrence Inquiry Reports submitted within 7 working days:		# <u>27</u> % <u>57</u>	
Number of serious occurrences requiring additional action or information, at the request of the ministry, after submission of the <i>Serious Occurrence Inquiry Report</i> :			15

Of the 47 submissions, 5 were from the Ganawendaasowin Assessment Program and the Ganawendaasowin Treatment Program (GAP/GTP). These consisted of 2(c) and 3 type Serious Occurrences. Notably there were no incidents of type 8 use of physical restraint. Of the 42 remaining S.O. reports submitted for the main agency, there was 1 enhanced serious occurrence submitted as a result of a type 4 S.O.

From 2014 -there has been an increase in missing clients 2014(5) – 2015(9)
 -Decrease in physical restraints 2014(3) - 2015(0)
 -a significant decrease in complaints made by or about a client 2014(26) – 2015(14)

Crown Ward Review 2015; The Crown ward review occurred May 4-6, 2015. There were a total of 5 Crown Wards agency-wide, all were in family based type placements. Some compliancy issues were related to; exploration of permanency plan options 20% compliance, WAAR completed on time 40% compliant and three month visits were 60% compliant. The questionnaires were completed by all five Crown wards; all Crown wards felt valued in their homes, all indicated they were getting enough help with school in their homes, all five know why they were in care, and all five wished to stay where they are currently living.

Notably, the First Nations showed significant improvements in this year's Crown Ward Review – 2 of the 3 First Nation achieved 100 % compliance for this fiscal period and received no directives/recommendations which is commendable in comparison to previous years.

Foster Care Licensing Review 2015; The 2015 Annual Foster Care licensing review occurred on November 2-13, 2015. There were 20 Child Files, 16 Caregiver Files, 3 staff interviews, 5 Caregiver interviews, 6 child/youth interviews, 1 Licensee Interview.

Example of Notable Strengths;

- Cultural components are very strong with most of the children/you reported having regalia and participation in powwows and feasts.
- Case notes in caregiver files showed quick responses to caregiver's inquiries usually within 1 business day.
- Sense of attachment seems very strong both with children and caregivers.

A Regular license was issued with terms and conditions which were met by May 31, 2016. To expire on October 31, 2016.

Foster Care Licensing Review 2016; The FCLR Review is scheduled for October 11 through October 21, 2016.

QUALITY ASSURANCE PROGRAM REPORT

Quality Assurance can be defined as "formal set of activities that reviews and influences the quality of service provided, provides stakeholders the confidence that the organization meets requirements for quality". Meaning, services are delivered to certain specifications and standards, whether those expectations are regulatory, cultural and practice.

The Quality Assurance assisted in the program or policy development as required including:

- the JPSA;
- Training Needs Assessment survey to be used as a tool to identify training needs with the Community Care Program teams and to compile data and statistics for Weechi-it-te-win Family Services;
- Based on inquiries for additional funding or an alternative to current funding model, various options regarding equitable distribution of First Nation funding was requested and developed. Key factors in determining the draft funding model included: base funding, statistics, population, weighted scoring.
- Quality Improvement Plan: The Agency was required to develop a process to address Ontario Attorney General Audit 2015 findings, regarding all Societies plans for Quality Improvement. In response, all Agencies were directed to conduct quarterly audits with the results forwarded to the Minister in a Quarterly report. A QIP dashboard to reflect results of Agencies in comparison to each other on an aggregate level has been made available however; WFS have been unable to access at this time;
- Quality Assurance Specialists have conducted quarterly file audits and have maintained charts and information for analysis and reference.

TRAINING

Partnership – Seven Generations Education Institute and Weechi-it-te-win Family Services

Weechi-it-te-win Family Services and Seven Generations Education Institute have identified the continued priorities from this partnership as the following:

1. Curriculum review – to identify areas for training requirements and curriculum development specific to WFS training needs;
2. Development of training program – specific to child protection;
3. Consideration of further diploma and degree programs;
4. Placements with Weechi-it-te-win Family Services; and,
5. Collaborative work on Abinoojii Inaakonigewin.

AGENCY BASED TRAINING REPORT

The training report includes activities April 1, 2015 to March 31, 2016 with Customary Care Program teams. The first portion of the report covers the training activity report for previous trainer. The previous trainer was the Staff Trainer for the period April to September 2015 and continued to deliver scheduled training until December 2015.

Training Modules	Training Dates	Location	# of Participants registered	# of participants completed
Collaborations in Child Welfare: Past, Present and Future	June 9 – Jun 10, 2015	Weechi-it-te-win Training Room	14	12
	June 11-June 12, 2015	Mitaanjigamiing First Nation	6	6
Engaging Families	Sept 8 – Sept 10, 2015	Weechi-it-te-win Training Room	11	10
	July 27-29, 2015	Mitaanjigamiing First Nation	4	4
Legal and Court Processes	Nov 11-12, 2015	Weechi-it-te-win Training Room	14	6
	Aug 17 – 18, 2015	Mitaanjigamiing First Nation	6	6
Permanency and Continuity of Care	Sept 13-15, 2015	Weechi-it-te-win Training Room	14	7
	Aug 4 – 6, 2015	Mitaanjigamiing First Nation	6	6
Protecting Children and Strengthening Families, Part 1	July 7-9, 2015	Weechi-it-te-win Training Room	18	14
	June 15-17, 2015	Mitaanjigamiing First Nation	6	6
Protecting Children and Strengthening Families, Part 2	July 22-24, 2015	Weechi-it-te-win Training Room	17	13
	June 15-17, 2015	Mitaanjigamiing First Nation	6	6
Understanding and Responding to Children's Needs	Aug 11-13, 2015	Weechi-it-te-win Training Room	16	10
	July 13-15, 2015	Mitaanjigamiing First Nation	4	4
Wellness and Self Care	Nov 30 – Dec 1, 2015	Weechi-it-te-win Training Room	17	7
	Aug 19- Aug 20, 2015	Mitaanjigamiing First Nation	6	6
Clinical Supervision in Child Welfare	Nov 26 – Nov 27, 2015	Weechi-it-te-win Training Room	18	14
9 Training Modules	Total of 44 days	2 locations	183 Registered	137 completed training

Sherri Kabatay was hired in January 2016. The Staff Trainer position includes delivery of the Foundations of Child Welfare Practice: Child Welfare Professional Series(2007) delivered through the Ontario Association Children's Aid Societies(OACAS). There are three phases in the training certification process. Phase I is to take the eight modules as a participant. Phase II is to take the modules as an observer. Phase III is to take the eight modules as a co-facilitator. Upon completion, solo trainer status is obtained. Sherri Kabatay began the certification process and engaged in Phase I of the training series January to March 2016.

Training	Training Date	Location
Protecting Children and Strengthening Families Part 1	Jan 27-29, 2016	CAST, Toronto
Protecting Children and Strengthening Families, Part 2	Feb 11-12, 2016	CAST – Toronto

Understanding and Responding to Children's Needs	Feb 24-26, 2016	CAST - Toronto
Collaborations in Child Welfare, Past, Present and Future	Feb 22 – 23, 2016	Waterloo FCS – Kitchener
Engaging Families	March 2-4, 2016	CAST – Toronto
Permanency and Continuity of Care	March 16-18, 2016	CAST – Toronto
6 Training Modules completed	16 Training Dates	2 Locations

Phase I completion continued into the new fiscal year of April 2016.

Training activities have included an assessment and evaluation of training material and curriculum development to incorporate Anishinaabe worldview, cultural practices, traditional knowledge and ceremonies.

PROGRAM CONSULTANTS ANNUAL STATISTICS

Program Consultant Annual Report

Amanda Jourdain

May 20-July 31, 2016

Days in Community	Orangeville	Norwood/Kawartha	La Platiere	Big Grassby	Big Island	Total
	<u>7</u>	<u>3</u>	<u>7</u>	<u>6</u>	<u>3</u>	<u>26</u>
Case Management	June 2, 10, July 13, 29	Jun 29, Jul 26, 28, Aug. 4		May 30, Jun 6, 8, Jul 27, Aug. 5	June 6, July 11, Aug. 5,	
Case Reviews	June 14 & 15		June 16, Aug. 17		Aug. 24, 25	
Court				June 7,		
Joint Community consult		July 27,			27-Jul-16	
Program Information						
Case Conferences						
Transfer Conferences						
Other Agency Contact			May 5, Aug. 2, Aug. 15	5/30/2016, June 28		
Verification Meeting			May 31, 2016			
Intake Meeting	June 1,	July 26, July 28	May 25, June 20,	May 27, 2016		
Support			July 28,	May 17, 20, 26, 27, 30		
Total						

Program Consultant Annual Report

Patty Bulford

July 11 - 31 2016

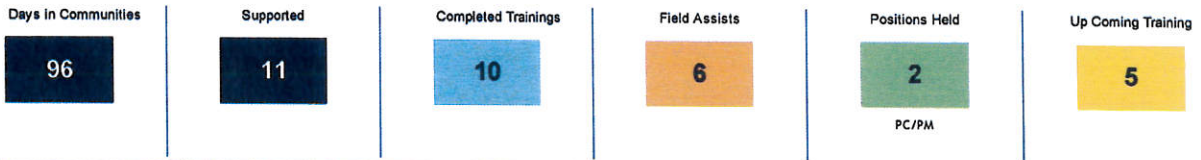
Days in Community	Orangeville	La Platiere	Norwood/Kawartha	Wendou	Cooleville	Total
	<u>3</u>	<u>1</u>	<u>0</u>	<u>2</u>	<u>2</u>	<u>8</u>
Case Management	July 22 & 27, 2016	July 20 2016		July 28 & 29, 2016	July 20 & 27, 2016	
Case Reviews	1					
Court						
Joint Community consult	3		1		1	5
Signing Documents						
Program Information	1	1	1	1	1	5
Case Conferences						
Transfer Conferences						
Other Agency Contact				AAFS - July 15	KRRCF5 - July 20	2
Verification Meeting						
Intake Meeting	1		1	1	1	4
Support						
Total	6	1	3	2	6	

PROGRAM MANAGERS ANNUAL STATISTICS

Program Manager Annual Report

Date/Time: April 2015 - March 31, 2016

Days in Community	Comptons	Niles/Grassy	Big Grassy	Nippon/Summit/Manitowish	Laurel/Cross	Total
	22 days	24 days	23 days	18 days	11 days	98 days
Case Management	3 workers	3 workers	5 workers	3 workers	2 workers	
Plan of Care	1 workers	3 workers	2 workers	2 workers	2 workers	
On Call Training	August 24-26/2016	Reschedule/TBA	Reschedule/ TBA	Rescheduled/TBA	TBA	
Drug Presentation	Confirmed/ date TBA	Confirmed/ date TBA	Confirmed/ date TBA	Confirmed/ date TBA	Confirmed/ date TBA	
Serious Occurrence	2 workers	2 workers	5 workers	1 workers	3 workers	
CMHA Presentation	September 29/2016	September 29/2016	September 29/2016	September 29/2016	September 29/2016	
Talking Circle/ADR	Confirmed/ date TBA	Confirmed/ date TBA	Confirmed/ date TBA	Confirmed/ date TBA	Confirmed/ date TBA	
ODSP presentation	Confirmed/ date TBA	Confirmed/ date TBA	Confirmed/ date TBA	Confirmed/ date TBA	Confirmed/ date TBA	
Assisting	1 worker	2 workers	1 worker	1 worker	1 worker	
Support	4 workers	2 workers	1 worker	1 worker	3 workers	
Total	11	12	15	8	11	57 staff trainees



Agency Training Completed					
November 12-13, 2016	CWP Training	November 23-27, 2016	ASIST Training	25 people Trained	March 24, 2016
March 24, 2016	Case Management Training	Morning	May 13, 2016	Plan of Care	7/10 PNs
July 13, 2016	Serious Occurrence Training	9/10 PNs			
Community Based Training Completed					
January 12, 2016	Serious Occurrence Training	Big Grassy	January 27, 2016	Case Management Training	Big Grassy
July 12, 2016	Plan of Care	Big Island	Dec 15, 2016	Serious Occurrence	Ongoing
Methods of Delivery					
Methods of delivery is done "hands on" with documentation and PowerPoint is utilized when showing teams the process of Case Management.					
All new forms given to my 5 communities through email and flash drives					
All new changes and process are done individually when training or in community					

Program Manager Annual Report

Date/Time: April 2015 - March 31, 2016

Days in Community	Case Management	Plan of Care	On Call Training	Drug Presentation	Serious Occurrence	Guide to PRACTICE	Talking Circle/ADR	ODSP presentation	Assisting	Support	Total
	20 days	16 days	23 days	20 days	7 days	88 days					
Case Management	3 workers	3 workers	3 workers	3 workers	2 workers	14					
Plan of Care	3 workers	2 workers	1 workers	1 workers	2 workers	9					
On Call Training	Nov NWB	Reschedule/TBA	Reschedule/ TBA	Rescheduled/TBA	TBA						
Drug Presentation	Confirmed/ date TBA	Confirmed/ date TBA	Confirmed/ date TBA	Confirmed/ date TBA	Confirmed/ date TBA						
Serious Occurrence	2 workers	4 workers	4 workers	4 workers	3 workers	17					
Guide to PRACTICE	Assisting	In development	In development								
Talking Circle/ADR	Confirmed/ date TBA	Confirmed/ date TBA	Confirmed/ date TBA	Confirmed/ date TBA	Confirmed/ date TBA						
ODSP presentation	Confirmed/ date TBA	Confirmed/ date TBA	Confirmed/ date TBA	Confirmed/ date TBA	Confirmed/ date TBA						
Assisting	1 worker	2 workers	1 worker	1 worker	1 worker						
Support	4 workers	2 workers	1 worker	1 worker	3 workers						
Total	11	13	10	10	10	54 staff trainees					

Days in Communities

86

Supported

11

Completed Trainings

12

Field Assists

15

Positions Held

2
PC/PM

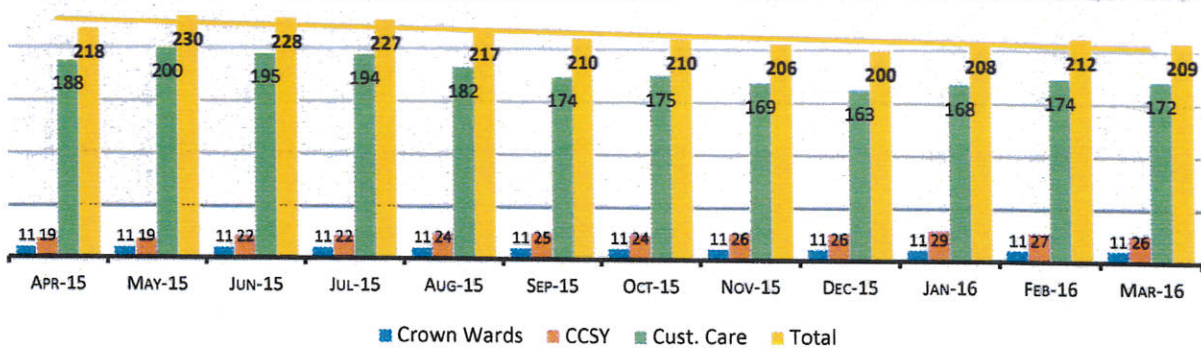
Up Coming Training

6

Agency Training Completed		
March 24, 2016	Case Management Training	Morning
March 24, 2016	RESP information needs for Agency	
May 13, 2016	Plan of Care	7/10 FNs
March 24, 2016	O.C.B.E Training	Afternoon
July 13, 2016	Serious Occurrence Training	9/10 FNs
Community Based Training Completed		
Intake and Investigation, On-going Protection, Protection, Closing a case		Plan of Care Child File Child life
Front line Training		Service provision do's and Don'ts
Managing Files Secretary, QC, Supervisor, Family Worker		Risk's Eligibilities S
Methods of Delivery		
Methods of delivery is done "hands on" with documentation and PowerPoint is utilized when showing teams the process of Case Management.		
All new forms given to my 5 communities through email and flash drives		
All new changes and process are done individually when training or in community		

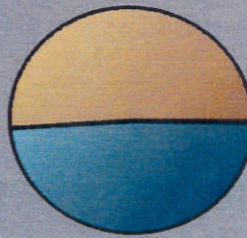
CHILDREN IN CARE ANNUAL STATISTICS

Weechi-it-te-win Children in Care Apr 1, 2015 - Mar 31, 2016

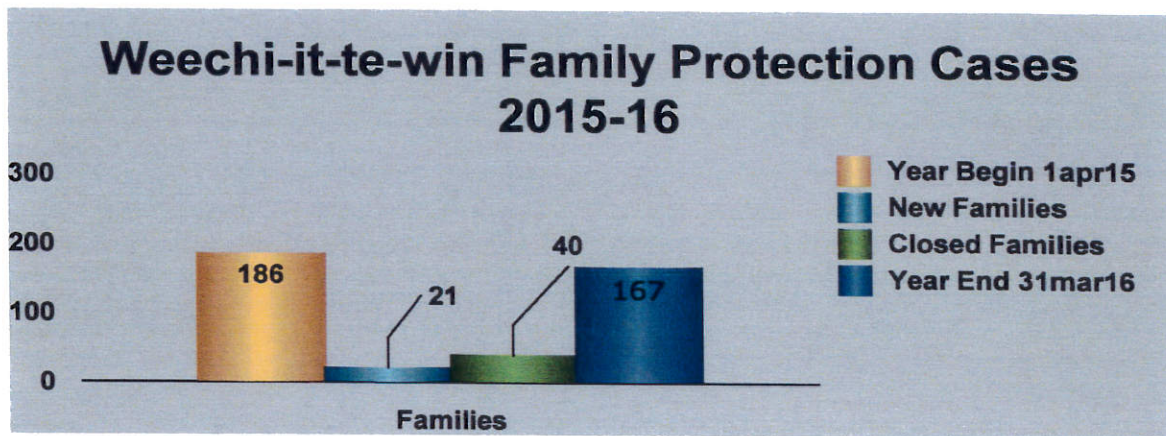


Weechi-it-te-win % CIC by Gender on 31-Mar-2016

Male: 107 (51%)



Female: 102 (49%)



COMMUNITY MEETINGS

Since October 2015, Networking Meetings have been held on a quarterly basis and hosted by the First Nations which include: Nigigoonsiminikaaning First Nation, Rainy River First Nations, Naicatchewenin First Nation and Lac La Croix First Nation. This also includes Supervisors Meeting, Alternative Care Coordinator Meetings and Family Services Worker/Children-in-Care Worker Meetings as well to ensure continued support and dialogue with the communities.

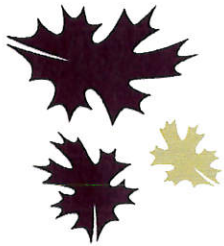
SERVICE AGREEMENTS

Seven Service Agreements with First Nations have been signed to date. The remaining three First Nations are pending, however; Customary Care Program Teams and/or First Nation Chief and have been engaged in preliminary discussions and reviews of Service Agreements.

NAANIIGAAN ABINOOJII GOALS FOR 2015-2016

Goals for 2016 / 2017 fiscal year

1. Development of Weechi-it-te-win Family Services Standards, Eligibility Spectrum using Anishinaabe customary standards and practice. This tool would replace the current Ontario Standards and Eligibility Spectrum – develop process for implementation;
2. Review of Naaniigaan Abinoojii;
3. Guide to Practice Template;
4. Completion of Manuals and Policies to ensure that they are up to date;
5. Completion of Service Agreements with First Nations;
6. Continued Cultural Training for caregivers and Naaniigaan staff;
7. Considering options for Transitional Housing for youth transitioning from care (subject to approval of proposal submission – consider alternative sources for funding);
8. Development of Caregiver Training Manual for caregivers;
9. Preliminary development of WFS training for Ganaawenimaawsowin Principles;
10. Development of process for caregiver home designations (such as standard home, emergency homes, specialized homes);
11. Development of orientation process and package for caregivers as well as training component.
12. Agency Program Review



**WEECHI-IT-TE-WIN
FAMILY SERVICES INC.**

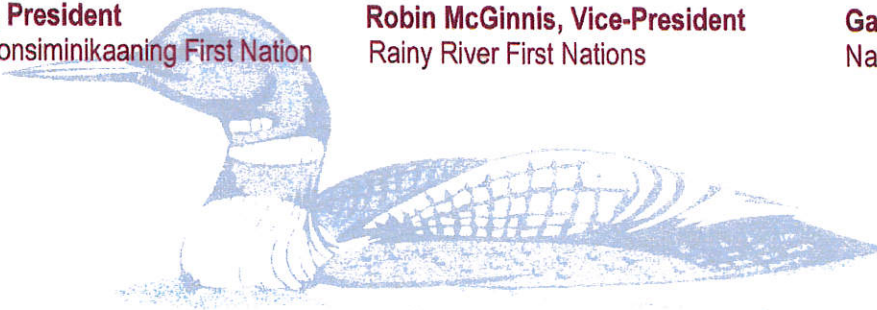


**EXECUTIVE COMMITTEE
2015/2016**

Garry, President
Nigigoonsiminikaaning First Nation

Robin McGinnis, Vice-President
Rainy River First Nations

Gary Smith, Sec./Treasurer
Naicatchewenin First Nation



EXECUTIVE COMMITTEE REPORT 2016

The President, Vice-President and Secretary/Treasurer constitute the Executive Committee of the Board of Directors with full authority to conduct the business and the affairs of the Corporation between meetings of the Board of Directors. In keeping with the philosophy of Weechi-it-te-win Family Services, the Executive Committee continues to promote the central principle of Naaniigan Abinoojii. The Executive Committee meets as required and through its By-law.

GOVERNANCE

The Executive Committee has continued to work diligently with the Board of Directors and its Committees to establish transparency, accountability, process and overall structure to the services of the Agency. This structure is developmental in nature and has proven to keep all Committee in discussion and in process of all activities of the Agency.

EXECUTIVE COMMITTEE MEETINGS

In order to deal with the operational and organization requirements of Weechi-it-te-win Family Services, the Executive Committee has scheduled six (6) Executive Committee meetings within the last year to discuss personnel matters that required immediate attention, policy changes and any other issues related to WFS. Meetings have been held in circumstances that required immediate attention in order to support that process is adhered to prior to their involvement. All information was provided to the Board of Directors at regular monthly meetings.

PERSONNEL ISSUES

The Executive Committee met to discuss and address important employee matters as well as to appoint members to the Personnel Committee.

**WEECHI-IT-TE-WIN
FAMILY SERVICES INC.**



**CULTURAL COORDINATOR/ELDERS COMMITTEE
2015/2016**



Marie Allen
Nigigoosiminikaaning First Nation

Margaret Ottertail
Lac La Croix First Nation

Catherine Kelly
Ojibways of Onigaming First Nation

Louis Councillor
Naicatchewenin First Nation

Genevieve McGinnis
Rainy River First Nations

Bessie Tom
Big Grassy First Nation

Bessie Mainville
Couchiching First Nation

Agnes Kabatay
Mitaanjigamiing First Nation

Rosie Boshkaykin
Seine River First Nation

Gladys Debungee
Big Island First Nation

W.F.S. PRINCESS' AND BRAVES' 2016

