

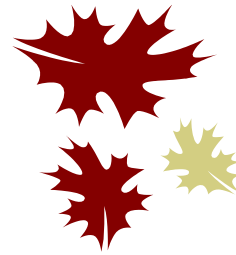


**WEECHI-IT-TE-WIN
FAMILY SERVICES INC.**

ANNUAL MEETING

**MITAANJIGAAMIING
FIRST NATION
MULTI-USE FACILITY**

Thursday, September 24, 2015



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

2015



WELCOME

WEECHI-IT-TE-WIN FAMILY SERVICES

ANNUAL MEETING

Thursday, September 24, 2015

Carl Tuesday
Big Grassy First Nation

Patricia Big George
Naongashing First Nation

Lucille Morrisseau
Couchiching First Nation

Justin Boshey
Lac La Croix First Nation

Gary Smith
Naicatchewenin First Nation

Garry Windigo
Nigigoonsiminikaaning 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
2014-2015**

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

Justin Boshey

Nora Jourdain
Karen Geerken

Naicatchewenin First Nation

Gary Smith

Tara Smith
Gilbert Smith

Nigigoonsiminikaaning First Nation

Garry Windego

Vacant
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

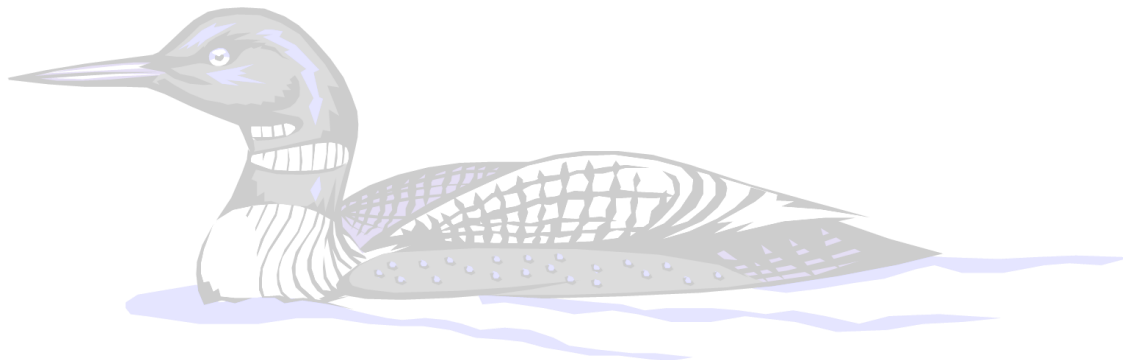
Roger Spencer

Norman Girard
Dave Spencer

Mitaanjigaming First Nation

Alex Cochrane

Sandra Wayash
Annie Wayash



W.F.S. Staff 2014/2015

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
Vacant – Human Resources

PROGRAM STAFF

Shannon Blight – Director of Nanaadawewenin
Andrea DeBungie- Investigations & Assessment
Patti Fraser- Investigations & Assessment
Shawn Jourdain– Program Consultant (P.C.)
Peggy Jourdain– Program Consultant (P.C.)

Carrie Atatise-Norwegian – Director of Naaniigaan
Beatrice McMillen- Investigation & Assessment
Donna Mainville – Alternative Care Coordinator
Diane Morrison- Program Consultant (P.C.)
Arlene Parker-Program Manager

SUPPORT STAFF

Dwayne Johnson
Cultural Coordinator

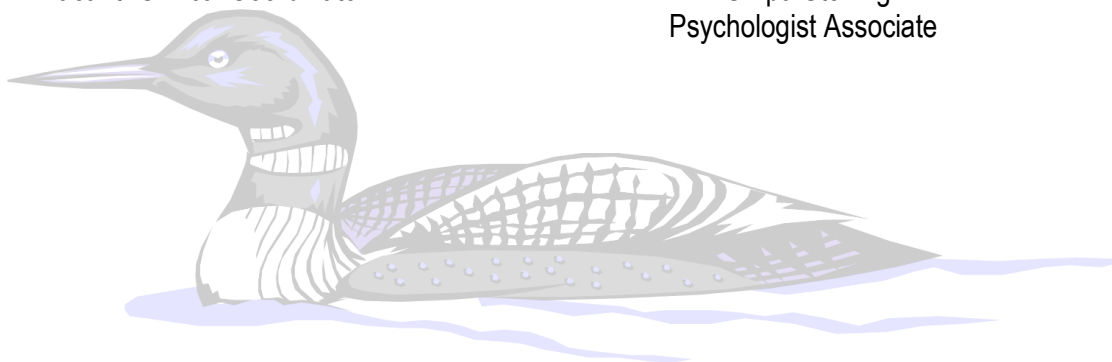
Dan Morrisseau
Staff Trainer

Lauris Werenko
Children's Mental Health

Jason Mainville
Telepsych.

Vacant- Clinical Coordinator

Sirrpa Sterling
Psychologist Associate



GANWAWENDAASOWIN PROGRAM STAFF

Crystal Smith-Team Lead

Verna Windigo – Administrative Team Leader

Ernie Morrison Jr. –Cook/Housekeeper

Iline Yerxa – Education Assistant

Heidi Bolen-Kreiger – Bi-Cultural Clinician

Katie Racine –Case Manager

Rick Adams- Residential Counsellor

Sandra Stevens – Staff Trainer/Intake Coordinator

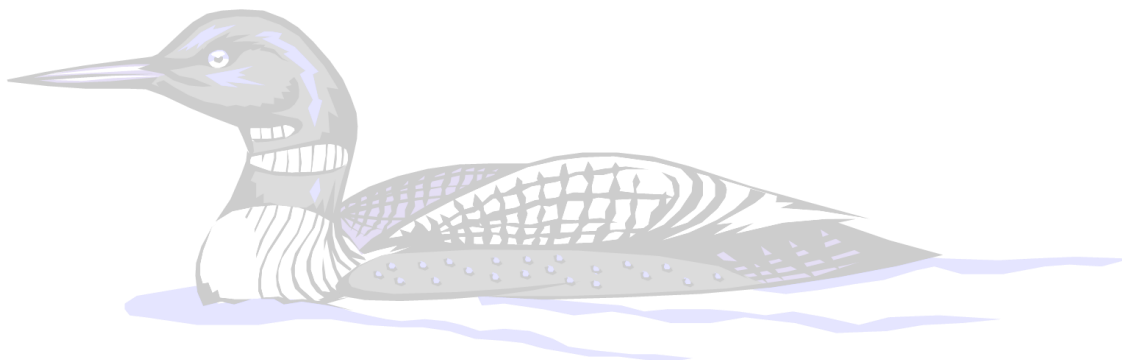
Mervin Rose – Maintenance

Vacant– Life Skills Coordinator

Chad Limenstoll – Residential Counsellor

Betty Kennedy –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 26, 2015
10:00 A.M.

AGENDA

1. **TRADITIONAL OPENING CEREMONY & PRAYER** – Elder Edna Morrison
2. **WELCOME ADDRESS** – Chief Janice Henderson
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**
October 16, 2014
8. **AUDIT REPORT - FISCAL YEAR - 2014/15**
9. **STANDING COMMITTEE REPORTS**
 - Executive Committee
 - Personnel Committee
 - Finance Committee
 - Services Committee
10. **OTHER BUSINESS**
11. **TRADITIONAL SELECTION PROCESS**

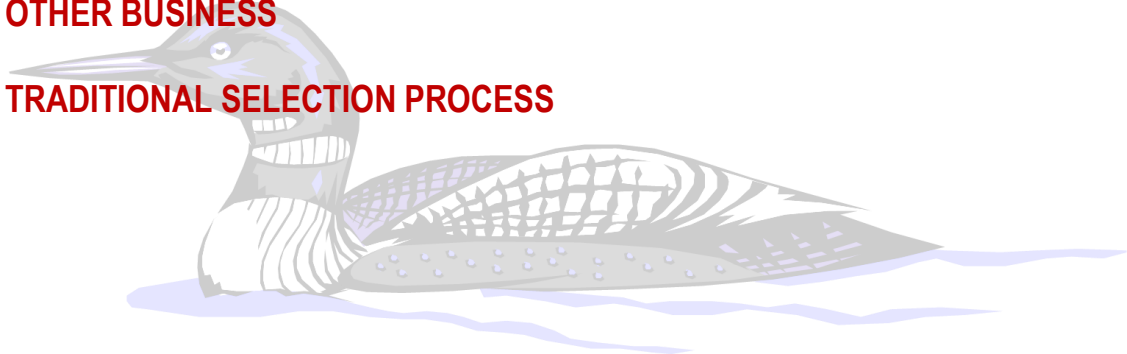
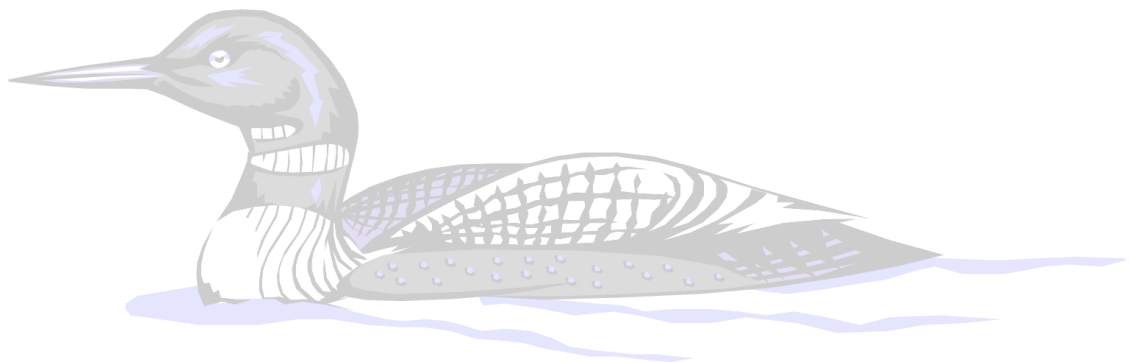


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October 16, 2014

Section 2: **Auditor's Report – 2014/15**
Weechi-it-te-win Family Services

Section 3: **Committee Reports**
Executive Committee
Personnel Committee
Finance Committee
Services Committee



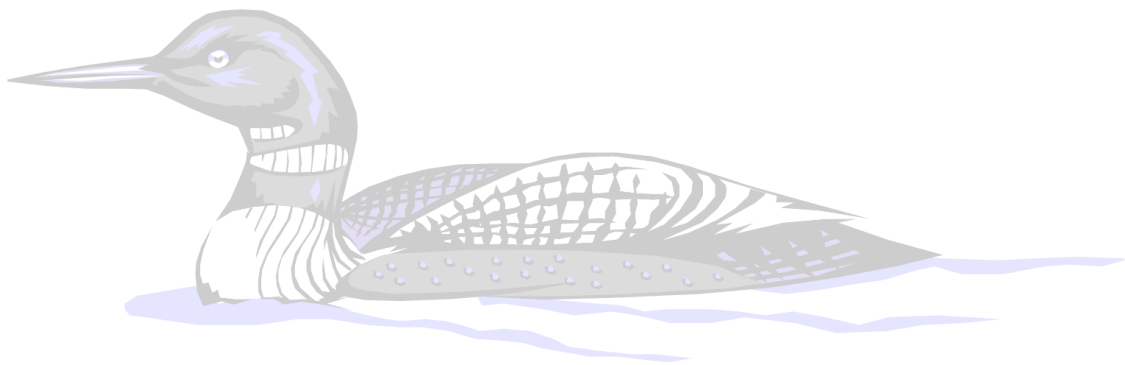
SECTION 1



Weechi-it-te-win Family Services

Annual Meeting Minutes

October 16, 2014



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

Kay-na-cha-wa-nung Historical Centre Round House
Thursday, October 16, 2014
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 10:50 a.m. The meeting opened up with a traditional prayer, followed by the passing of smudge, the WFS pipe and an offering of fruit to all present.

Chief Jim Leonard II 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. 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.

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

RESOLUTION #001

Moved by: /Alex Cochrane

That the membership hereby approves the B.C.R.'s. received from First Nations.

5. APPROVAL OF ANNUAL MEETING MINUTES – September 26, 2013

RESOLUTION #002

Moved by: Agnes Grover/Alex Cochrane

“That the membership has reviewed and hereby adopted the meeting minutes of the Annual Meeting held on September 26, 2013 as presented.”

6. APPROVAL OF BY-LAW AMENDMENT

RESOLUTION #003

Moved by: Agnes Grover/Shawn Brown

BE IT RESOLVED THAT:

1. The fourth sentence of Paragraph 9(b) of By-law Number 1 of the Corporation is hereby deleted and replaced with the following sentence:

“At least six (6) Directors must be present in person or represented by proxy at meetings at all times to conduct the business of the Corporation”.

2. Paragraph 9(c) of By-law Number 1 of the Corporation is amended by adding the following two new paragraphs thereto:

“Any Director entitled to vote at meetings of Directors may appoint any other member of the Corporation to act in his or her absence as his or her proxy (agent). The agent is to attend and act at the meeting in the manner, to the extent and with the power conferred by written proxy.

Subject to the requirements of the Act, the Directors may prescribe the form of proxy, or the Chairperson of the meeting may accept a proxy at his or her discretion. The proxy is to be deposited with the secretary of the meeting before any vote is passed under its authority, or at an earlier time or manner prescribed by the Board.”

3. The foregoing amendments to By-Law Number 1 will become effective on today's date.
4. The Secretary-Treasurer of the Corporation is hereby authorized and directed to sign the amended By-laws as so enacted as evidence of the foregoing and to insert the same in the front portion of the Minute Book of the Corporation.

Carried.

7. AUDITOR'S REPORT - Fiscal Year Ending March 31, 2014

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, 2014. 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 # 004

Moved by: Shawn Brown/Carl Tuesday

“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, 2014, as presented.”

Carried.

8. APPOINTMENT OF AUDITOR - Fiscal Year 14/15

RESOLUTION # 005

Moved by: Amy Handorgan /Gary Smith

“That the membership hereby appoints the Board of Directors to tender out the Audit for a three (3) year period effective next fiscal year.”

Carried.

2 Opposed.

9. STANDING COMMITTEE REPORTS

The Corporate Membership reviewed the following Annual Standing Committee reports: Executive Committee, Personnel Committee, Services Committee, and Finance Committee for 2013/2014: The following resulted:

RESOLUTION # 006

Moved by: Agnes Grover/Amy Handorgan

“That the membership hereby approves the Standing Committee reports for 2013/14 as presented.”

10. **OTHER**

ANNUAL GENERAL MEETING 2015

Alex Cochrane volunteered that Mitanjigamiing First Nation would host next year's AGM.

11. **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 (Acclamation)
Vice-President	Robin McGinnis – Rainy River First Nations (Acclamation)
Secretary/Treasurer	Amy Handorgan- , Naongashiing First Nation (Acclamation)

Meeting adjourned at approximately 3:30 p.m.

SECTION 2

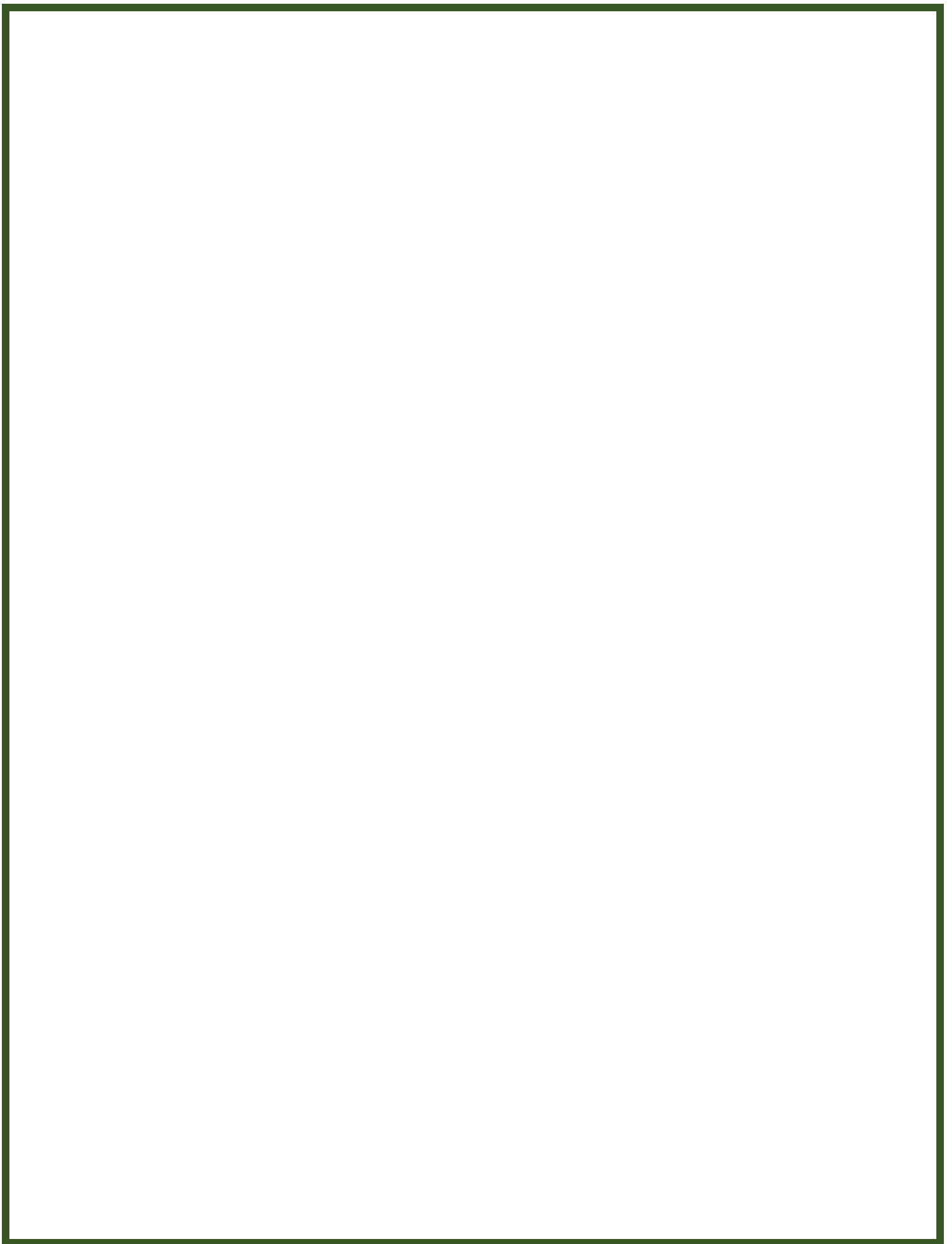


Weechi-it-te-win Family Services Inc.

Financial Statements

For Year Ending March 31, 2015





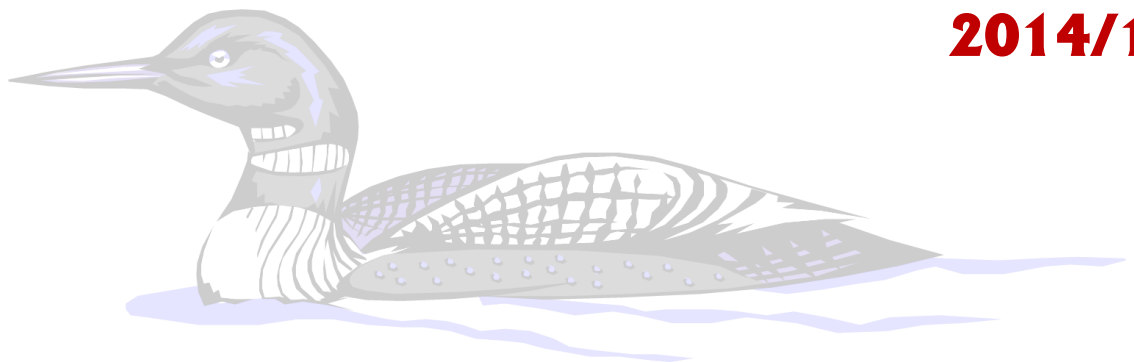
SECTION 3



Weechi-it-te-win Family Services

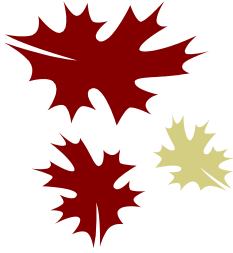
Standing Committee Reports

2014/15





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



**PERSONNEL COMMITTEE
2014/2015**

Lucille Morriseau, Chairperson
Couchiching First Nation

Carl Tuesday, Member
Big Grassy First Nation

Justin Boshey, Member
Lac La Croix First Nation

Alex Cochrane
Mitaanjigamiing First Nation



PERSONNEL COMMITTEE ANNUAL REPORT

August 2015

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. There 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.

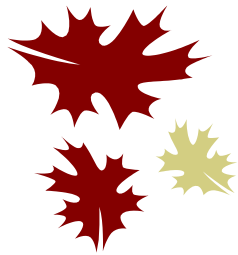
The Agencies are committed to working in meeting the training and capacity needs of the First Nation and WFS.

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
2014/2015**

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

September 2014

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 Nanicost 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.

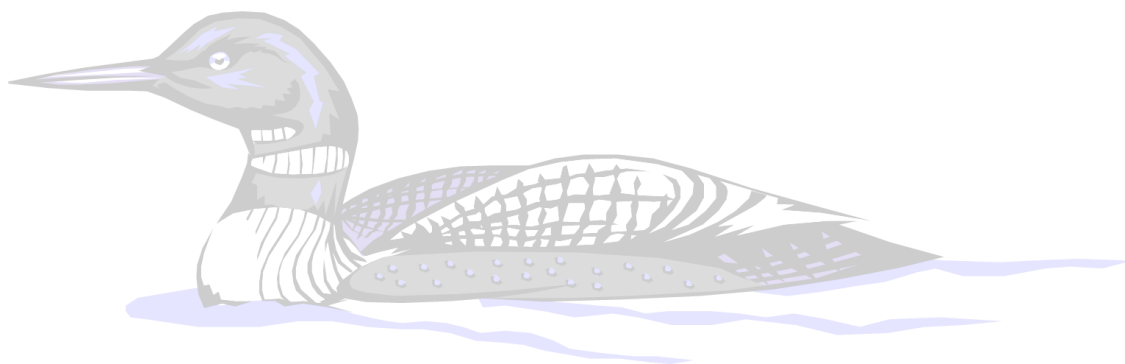
RECONFIGURATION

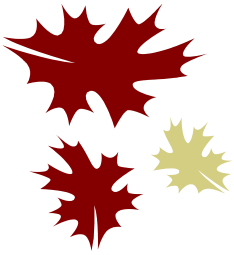
The Weechi-it-te-win Board of Directors have had ongoing discussions on devolution and reconfiguration. The Board approved a reconfiguration plan that will improve service delivery and develop accountability mechanisms that will strengthen the community teams.

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
2014/2015**

Roger Spencer, Chairperson
Couchiching First Nation

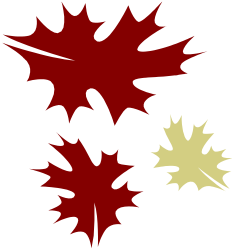
Karen Geerken, Member
Lac La Croix First Nation

Shawn Brown
Rainy River First Nations

Roy Tom
Big Grassy First Nation

Rhonda Big George
Naongashing First Nation





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



**EXECUTIVE COMMITTEE
2014/2015**

Garry, President
Nigigoonsiminikaaning First Nation

Robin McGinnis, Vice-President
Rainy River First Nations

Gary Smith, Sec./Treasurer
Naicatchewenin First Nation



EXECUTIVE COMMITTEE REPORT 2015

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
Nigigoonsiminikaaning 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
Mitaanjigamingi First Nation

Rosie Boshkaykin
Seine River First Nation

Gladys Debungee
Big Island First Nation



W.F.S. PRINCESS' AND BRAVES' 2015

