



2022 2023

ANNUAL REPORT



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MESSAGE FROM BOARD CHAIR



Aaniin, Boozhoo, Tansi,

On behalf of the Board of Directors, we are pleased to present the following Annual General Report. The report provides an overview of the Agency's activities from April 1, 2022, to March 31, 2023.

The Board of Directors continue to provide leadership, direction, guidance, governance and support to the Agency utilizing the Board Governance Policy, Board By-Laws and the *Honouring our Children, Families and Nation Act* as well as adhere to all other applicable legislation pursuant to the Coordination Agreement.

There have been many exciting activities during this reporting period. However, of great importance is the signing ceremony of the Coordination Agreement with Peguis First Nation, Manitoba, Canada and the Agency on January 31, 2023. It was a historic moment, given the journey of our people including my role with the Agency for several years, to be part of and sign on behalf of the Agency the Coordination and Funding Agreement. These two documents signify our Agency's ability to begin the implementation of *Honouring our Children, Families and Nation Act* as well as overall role and responsibilities each party has in respect to providing child and family services for our membership of Peguis First Nation.

The Board of Directors were part of the "Coordination Discussions" for nearly two years and witness for the people of our Nation along with Chief and Council, pipe carrier Dwayne McCorrister (Sunman), Loud Eagle drum carrier, Ryan Stevenson, Earl Stevenson, Bev A. Stranger, Barry Mann, Marlene Stevenson and Clemene Hornbrook. Ceremony occurred every two weeks as our team gathered to negotiate equitable funding to provide Child and Family services with government representatives and their legal counsel at times.

There are no words to really describe this historic day for our Nation. It represents a new path forward. There were approximately 700 people present and this action by the governments is a step towards reconciliation. It signifies a major shift in how we work with our community at all levels, and we look forward to strengthening our relationships as we focus on this generation and the next seven generations to come.



On behalf of the Board of Directors, I would like to take this opportunity to thank leadership in their role to act on behalf of the Nation to continue to work towards restoring our families right to raise their children while accessing equitable child and family services.

Our Board of Directors thank all the staff for their dedication and commitment to the Agency's mission and vision. We would also like to thank our funding partners, Indigenous Services Canada and the Province of Manitoba as we came full circle to put our children and families first.

We would also like to thank and acknowledge all our collaterals which include community services providers, family members that support their relatives at all levels and those that work for the betterment of our children and families.

Miigwetch,

Louise McCorrister

Board of Director, Board Chair

BOARD OF DIRECTORS

Peguis Child and Family Services Board of Directors appointed by Chief and Council until 2025. The Board of Directors are Louise McCorrister, Board Chair, Winnie Bair, Oliver Cameron (on leave), Sharon Mann, Irene Madison, and Rhonda McPherson.

The Board of Directors consist of community members that are representatives of the community which they serve. Their primary role is to operate under the Board Governance Policy and By-Laws that maintain the Agency's vision based on community values and beliefs to guide child and family services.

The Board of Directors continues to operate under the governance policies originally approved July 3rd, 2009.

Activities of the Board of Directors include the following four primary components:

- Board Conduct and Process
- Monitoring organizational performance; Agency Results (Board Vision)
- Monitoring Executive Performance; Executive Director Limitations
- Monitoring Board; Executive Director Relationship

The Board of Directors meet monthly and/or as needed. They also attend all Agency functions such as the Youth Gathering, Annual Women's Gathering, Annual Joint Staff Meeting, and Staff Professional Development.

Key activities are as follows:

- Board received and reviewed 16 Board Policy Reports
- Appointment of auditor, receiving and accepting the 2023 Annual Audit
- Participating in Board Training
- Review and revise Board policies as required
- Complete Board Self-Assessments
- Annual Review of Governance Policies and Revision of By-Laws
- Annual Evaluation of Executive Director
- Brief(s), Communication, and reports to Chief and Council



Louise
McCorrister



Irene
Madison



Oliver
Cameron



Winnie
Bair



Sharon
Mann



Rhonda
McPherson

HISTORY AND GOVERNANCE

Organizational History

Peguis CFS originated from Anishinaabe Child and Family Services from 1980 to 1987. The, in 1987, the communities of Fisher River, Jackhead, Dakota Tipi and Peguis became mandated as Intertribal Child and Family Services. This came after years of negotiations between Federal and Provincial governments and Chief and Council. Peguis Child and Family Services Board of Directors became an autonomous Agency on April 1, 1999, and was mandated under the Child and Family Services Act of Manitoba.

New federal legislation, *An Act respecting First Nations, Inuit, Metis children, youth and families* (referred as to Bill C-92) received royal assent June 21, 2019. Bill C-92 is important because it recognizes the inherent right of First Nations in Canada to develop their own specific child and family services legislation.

On January 21, 2022, the *Honouring our Children, Families and Nation Act* came into force as federal law for Peguis First Nation. The Agency is no longer mandated by Southern First Nations Network of Care through the legislative authority of the Province of Manitoba. This also includes all other provincial bodies such as the Manitoba Advocate for Children and Youth (MACY).

Governance

Mission Statement The Agency's mission statement is to provide child and family services to our members that request services wherever they may reside in Canada.

Agency Goal The Agency's goal is to provide culturally appropriate services that strengthen the family unit, recognize the importance of the child's cultural heritage, identity, and sense of belonging to their family and community as a whole.

Objective The Agency's objective is to provide competent and supportive services to families and their children to prevent children from coming into care.

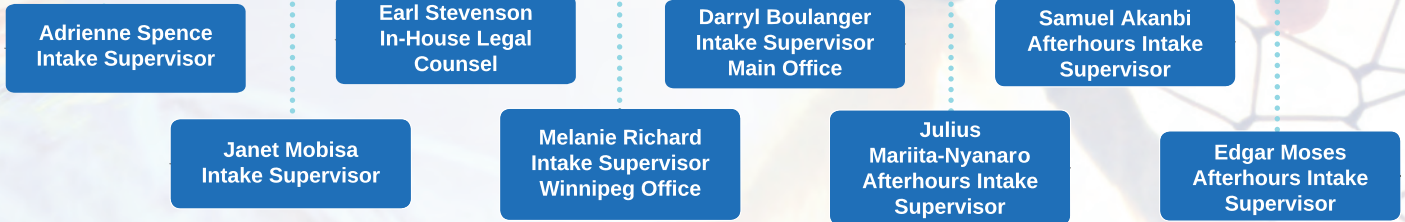
Vision The Agency's vision of success is a community where each and every person is strong, healthy, empowered, engaged and is enjoying an enhanced quality of life.

ORGANIZATIONAL CHART

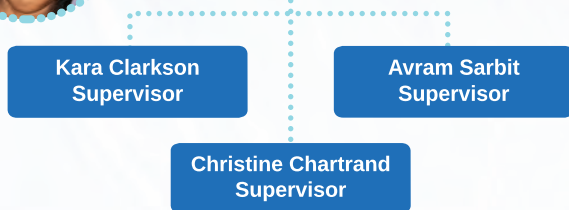




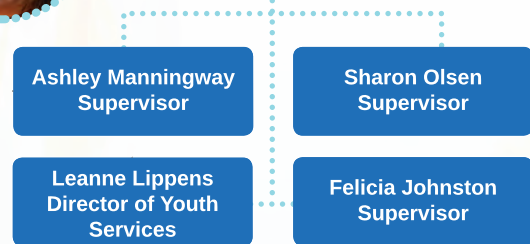
Lisa Valen
Director of Service



Colleen McCaulsky
Chief Reconciliation Director



Stephanie Fera
Chief Reconciliation Director



Bev A. Stranger
Chief Financial Officer



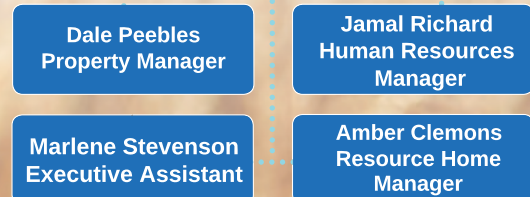
Leanne Lippens
Director of Youth Services



Tammy Valen
Quality Assurance Coordinator



Lindsey Bear
Director of Human Resources



1. Traditional and Cultural Services that are formed on traditional ways of providing prevention, protection and intervention services. This consists of the Elders Council and Sharing Circle Elders who assist in the alternatives to court process to protect children and youth while balancing the unique needs and rights of our Members.

2. Enhancing the children's, youth and family's right to make decisions that provide cultural continuity, connections to family and their community.

3. Strengthening the Traditional Customs of supporting children, youth and families.

4. Affirming our inherent right to the land, language, culture, traditions, heritage and customs to continue to enhance our sacred relationship to our children, youth and families.

5. To ensure young adults have on-going access to their inherent right to the land, language, culture, traditional ceremonies and customs that strengthen their identity as Anishinaabe.

5 Pillars of Peguis Child and Family Services

PEGUIS FIRST NATION AND PEGUIS CHILD AND FAMILY SERVICES MAKE HISTORY



MESSAGE FROM EXECUTIVE DIRECTOR



Aaniin, Boozhoo, Tansi,

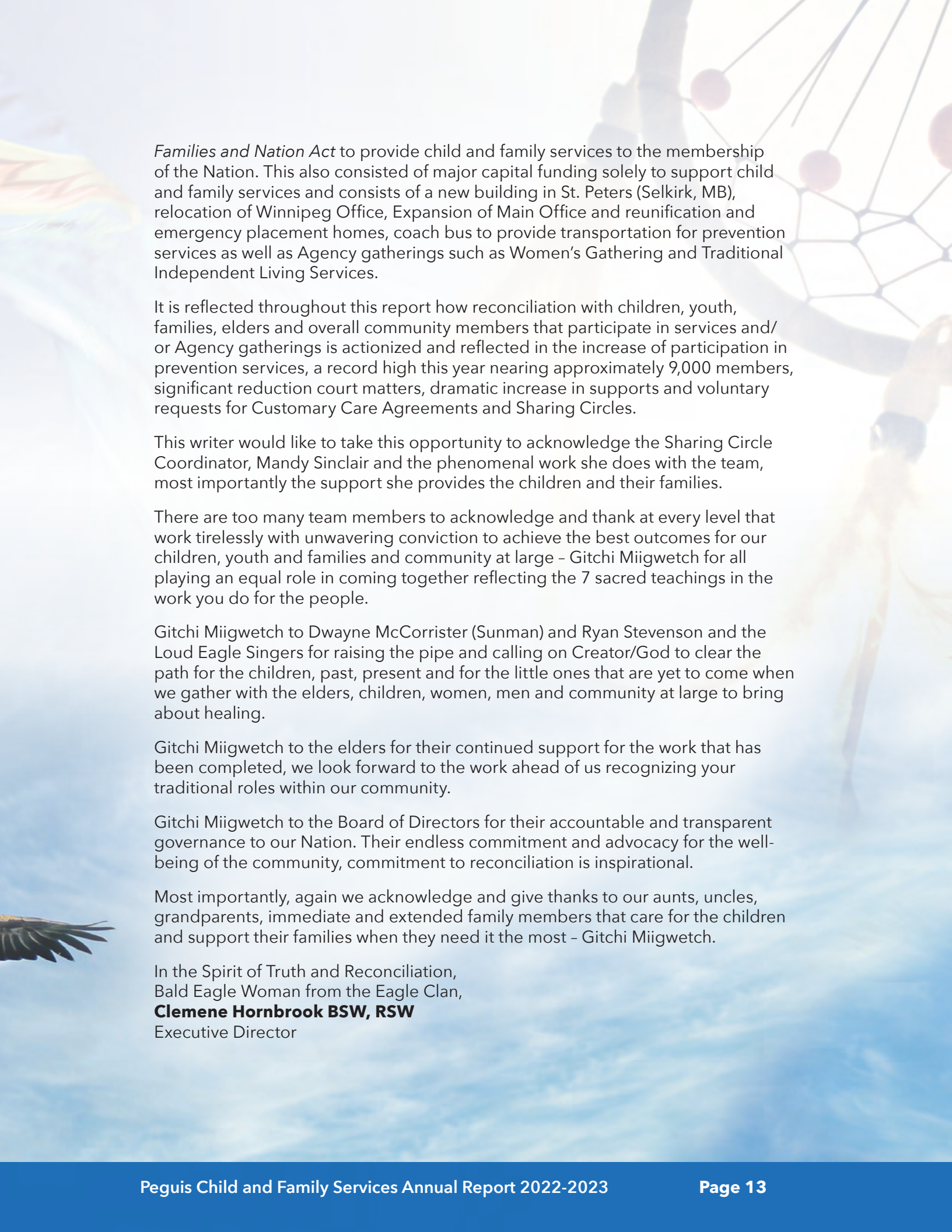
On behalf of the Agency, Board of Directors, and our dedicated staff, I am pleased to present the following Annual General Report. The report provides an overview of the Agency's activities from April 1, 2022, to March 31, 2023.

On May 1, 2022, Chief and Council declared a mandatory evacuation of Peguis First Nation as this was one of the worst flooding events experienced by community members to prevent harm or danger to the safety, health, or welfare. There were approximately 2,000 community members evacuated with at least 200 homes either condemned or in need of major repairs. The Agency supported members with emergency assistance and provided recreational supports for children and their families to participate in activities to promote well-being during this difficult time.

The Agency continues to support members that are evacuated through the Intake and Reclaiming our Ways Programs and manages an averages 200 intakes per month for members on and off the main reserve. In March of 2024, the relocation of the Winnipeg Office will allow all members that are displaced from their homes to attend Granny's Kitchen to visit once a week to eat stew and bannock or enjoy a fish fry with relatives and community members located at 500 Madison Street, Winnipeg, Manitoba. The open house for the Winnipeg Office is expected to occur in March 2024.

The most significant activity this reporting period was the signing of the Coordination Agreement with Peguis First Nation, Peguis Child and Family Services, Manitoba, and Canada as per the *Honouring our Children, Families and Nation Act*, on January 31, 2023. It was a true honour to have present Chief Peguis' pipe to mark this historic day for our community. This day also represents the great efforts made by staff to take a monumental step towards decolonization and reconciliation.

Secondly, the signing of the Funding Agreement with Peguis First Nation, the Agency and Canada where interim funding is provided to operationalize the *Honouring our Children*,



Families and Nation Act to provide child and family services to the membership of the Nation. This also consisted of major capital funding solely to support child and family services and consists of a new building in St. Peters (Selkirk, MB), relocation of Winnipeg Office, Expansion of Main Office and reunification and emergency placement homes, coach bus to provide transportation for prevention services as well as Agency gatherings such as Women's Gathering and Traditional Independent Living Services.

It is reflected throughout this report how reconciliation with children, youth, families, elders and overall community members that participate in services and/or Agency gatherings is actionized and reflected in the increase of participation in prevention services, a record high this year nearing approximately 9,000 members, significant reduction court matters, dramatic increase in supports and voluntary requests for Customary Care Agreements and Sharing Circles.

This writer would like to take this opportunity to acknowledge the Sharing Circle Coordinator, Mandy Sinclair and the phenomenal work she does with the team, most importantly the support she provides the children and their families.

There are too many team members to acknowledge and thank at every level that work tirelessly with unwavering conviction to achieve the best outcomes for our children, youth and families and community at large – Gitchi Miigwetch for all playing an equal role in coming together reflecting the 7 sacred teachings in the work you do for the people.

Gitchi Miigwetch to Dwayne McCorrister (Sunman) and Ryan Stevenson and the Loud Eagle Singers for raising the pipe and calling on Creator/God to clear the path for the children, past, present and for the little ones that are yet to come when we gather with the elders, children, women, men and community at large to bring about healing.

Gitchi Miigwetch to the elders for their continued support for the work that has been completed, we look forward to the work ahead of us recognizing your traditional roles within our community.

Gitchi Miigwetch to the Board of Directors for their accountable and transparent governance to our Nation. Their endless commitment and advocacy for the well-being of the community, commitment to reconciliation is inspirational.

Most importantly, again we acknowledge and give thanks to our aunts, uncles, grandparents, immediate and extended family members that care for the children and support their families when they need it the most – Gitchi Miigwetch.

In the Spirit of Truth and Reconciliation,
Bald Eagle Woman from the Eagle Clan,
Clemene Hornbrook BSW, RSW
Executive Director

MESSAGE FROM LEGAL COUNSEL



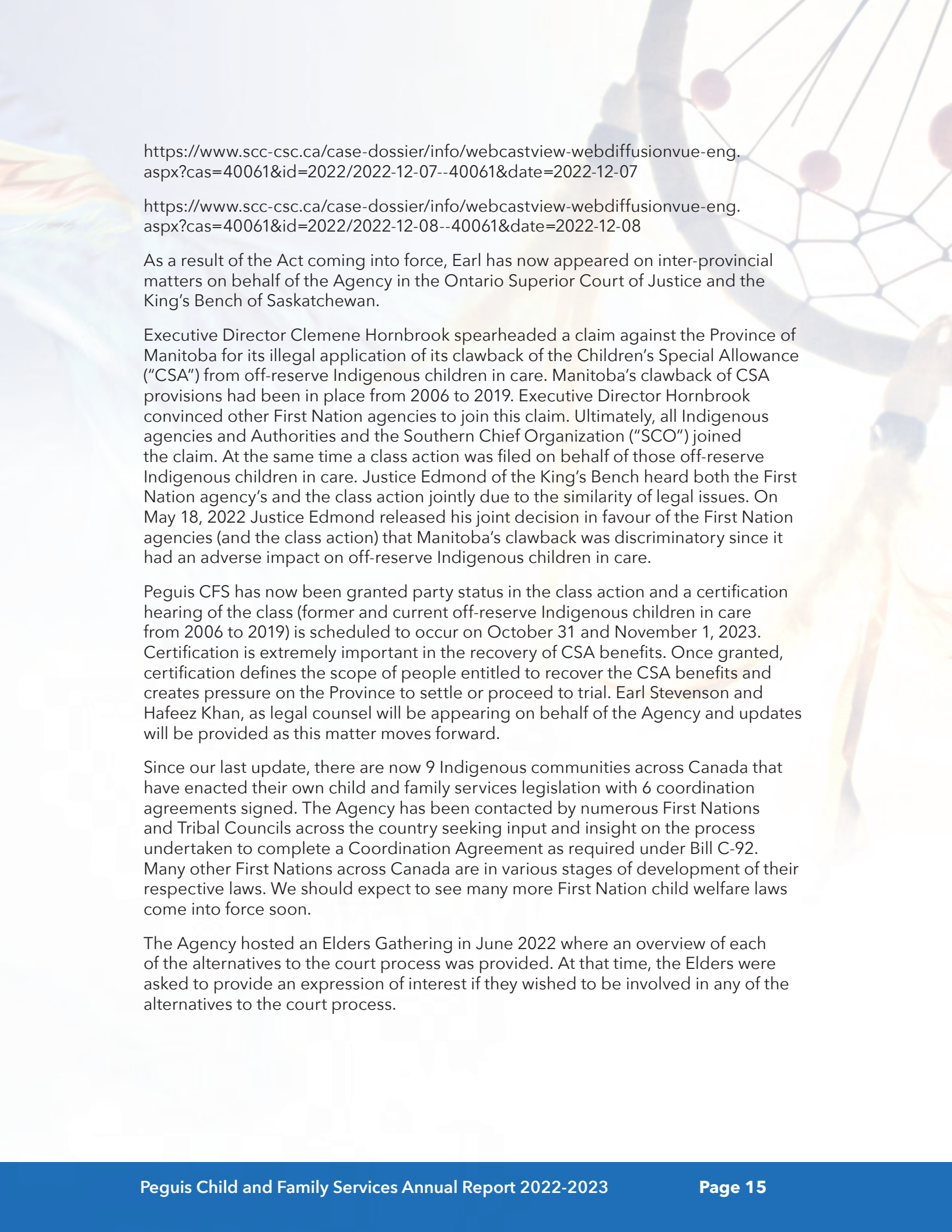
Ainiin, Boozhoo and Tansi!

My name is Earl Stevenson, I am In-House Legal Counsel for Peguis CFS (the "Agency"). My spirit name is "Eagle Gliding" and I am of the Turtle Clan. I was born and raised in Peguis First Nation. I am very honoured to be working for the Agency.

The past year has been very busy and very exciting for the Agency with many milestones achieved. We had our first anniversary of implementing the Peguis First Nation *Honouring our Children, Families and Nation Act* (the "Act"), which came into force as of January 21, 2022. The biggest milestone was when Peguis First Nation, the Agency, Canada and Manitoba concluded negotiations on a Coordination Agreement. The signing of the Coordination Agreement and companion Canada Funding Agreement occurred on January 31, 2023 in Winnipeg. The agreements were completed after almost two challenging years of discussions. Please check out the Peguis CFS website to view a video from the signing ceremony (<https://www.peguiscfs.ca>).

Another big milestone was when a court order from the King's Bench was granted on September 22, 2022 pursuant to our Act - this was the first time an order was granted in a Manitoba court under an Indigenous law and quite likely that such an order was granted by a superior court in Canada. As of March 31, 2023 the Agency has obtained 2 orders under the *Honouring our Children, Families and Nation Act*.

Another important event occurred in December 2022 when Earl, on behalf of the Agency as an intervenor, appeared at the Supreme Court of Canada in relation to both Canada and Quebec's appeal regarding the constitutionality of An Act respecting First Nations, Inuit, Metis children, youth and families ("Bill C-92", federal law). Our appearance was in support of Bill C-92 and advocating for the implementation of the principles of reconciliation when Courts consider section 35 Constitutional rights. The decision of the Supreme Court of Canada is reserved, meaning that the Court will provide its written reasons at a later date. Since it was a constitutional reference question, the Court has 12 months to render its decision. We are confident, based on the proceedings that there should be a favourable judgment for First Nations. As an aside, Justice Michelle O'Bonsawin, the Supreme Court's first ever First Nations Justice, sat as part of the panel in one of her first hearings on the Supreme Court. The archived webcast of the two-day proceeding can be viewed at the following links:



<https://www.scc-csc.ca/case-dossier/info/webcastview-webdiffusionvue-eng.aspx?cas=40061&id=2022/2022-12-07--40061&date=2022-12-07>

<https://www.scc-csc.ca/case-dossier/info/webcastview-webdiffusionvue-eng.aspx?cas=40061&id=2022/2022-12-08--40061&date=2022-12-08>

As a result of the Act coming into force, Earl has now appeared on inter-provincial matters on behalf of the Agency in the Ontario Superior Court of Justice and the King's Bench of Saskatchewan.

Executive Director Clemene Hornbrook spearheaded a claim against the Province of Manitoba for its illegal application of its clawback of the Children's Special Allowance ("CSA") from off-reserve Indigenous children in care. Manitoba's clawback of CSA provisions had been in place from 2006 to 2019. Executive Director Hornbrook convinced other First Nation agencies to join this claim. Ultimately, all Indigenous agencies and Authorities and the Southern Chief Organization ("SCO") joined the claim. At the same time a class action was filed on behalf of those off-reserve Indigenous children in care. Justice Edmond of the King's Bench heard both the First Nation agency's and the class action jointly due to the similarity of legal issues. On May 18, 2022 Justice Edmond released his joint decision in favour of the First Nation agencies (and the class action) that Manitoba's clawback was discriminatory since it had an adverse impact on off-reserve Indigenous children in care.

Peguis CFS has now been granted party status in the class action and a certification hearing of the class (former and current off-reserve Indigenous children in care from 2006 to 2019) is scheduled to occur on October 31 and November 1, 2023. Certification is extremely important in the recovery of CSA benefits. Once granted, certification defines the scope of people entitled to recover the CSA benefits and creates pressure on the Province to settle or proceed to trial. Earl Stevenson and Hafeez Khan, as legal counsel will be appearing on behalf of the Agency and updates will be provided as this matter moves forward.

Since our last update, there are now 9 Indigenous communities across Canada that have enacted their own child and family services legislation with 6 coordination agreements signed. The Agency has been contacted by numerous First Nations and Tribal Councils across the country seeking input and insight on the process undertaken to complete a Coordination Agreement as required under Bill C-92. Many other First Nations across Canada are in various stages of development of their respective laws. We should expect to see many more First Nation child welfare laws come into force soon.

The Agency hosted an Elders Gathering in June 2022 where an overview of each of the alternatives to the court process was provided. At that time, the Elders were asked to provide an expression of interest if they wished to be involved in any of the alternatives to the court process.



Since the Agency has just recently completed negotiations on the Canada Funding Agreement, the Agency had not been in a position to fully operationalize the Act with respect to the alternatives to the court processes, which are:

1. Sharing Circles
2. Customary Care Agreements
3. Community Circle of Care
4. Acceptance Commission
5. Family Finding
6. Inter-Nation Affairs
7. Complaints and Appeals
8. Extension of Services Agreements

The Elders Coordinator Courtney Bear will began hosting workshops for the Elders who have expressed interest in the various alternatives to the court process.

Anecdotally, since the Act came into force, the Agency has seen a reduction in child protection matters in the Provincial Court and the Court of King's Bench child protection dockets. For example, through the customary care agreements process, there has been a reduction of just over forty children from coming into care. These are admirable aspects that the Agency wishes to continue. Of interest to note, the Agency has continued research into the establishment of our own court or tribunal system that is reflective of our own Indigenous Legal Traditions. We expect to have more information on this process as it evolves.

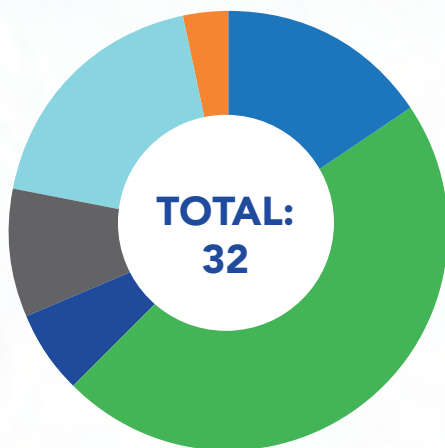
Lastly, I supervise Ms. Kayshia Luce, Legal Assistant, the Agency Elders Coordinator Courtney Bear and we also welcomed to our team, Ms. Binesi Boulanger who is our Articled Student until she completes articling in June 2023. Our team has completed a lot of great work and I truly appreciate their collective efforts as we work towards meeting the Agency's mandate and role within our community.

Miigwetch! Ekosi!

Earl C. Stevenson, BA, MNRM, LLB
In-House Legal Counsel

Orders Granted Between April 2022 - March 2023

Supervision Order	5
Temporary Order (CFSA)	15
Temporary Order (HOCFNA)	2
Permanent Order Recindments	3
CIC Guardianship Order	6
Guardianship's where Agency was served	1



1



2



3

Earl Stevenson's Team:

1. Kayshia Luce,
Legal Assistant
2. Courtney Bear,
Elders Coordinator
3. Binesi Boulanger,
Articling Student

MESSAGE FROM ELDERS COORDINATOR



Aaniin, Boozhoo, Tansi,

My name is Courtney Bear. I grew up in Selkirk, Manitoba on the homelands of St. Peters reservation where Peguis was originally located. I am a Peguis band member. I earned my degrees at the University of Winnipeg with a Bachelor of Arts (BA) in Criminal Justice and Conflict Resolution, and a Master's in Development Practice (MDP) in Indigenous Worldviews. I am the Elders Coordinator for Peguis CFS (the "Agency").

Canada, through obligations in An Act respecting First Nations, Inuit and Metis children, youth and families (Bill C-92), has acknowledged the inherent right of self-government of Indigenous peoples, including the right of First Nations to exercise jurisdiction and authority over matters involving First Nation children and families. It is through our own Honouring our Children, Families, and Nations Act (the "Act") that we have engaged our Elders to assist in its implementation.

Working with our Elders has been exciting and rewarding. As the Elders Coordinator, working with our Elders has provided me with the knowledge and humility I need to be successful in continuing my work as a helper. It is a great honor learning from the Elders as this helps us in being a support for Peguis. Some of my responsibilities as the Elders Coordinator include:

- Coordinating the annual Elders' Gatherings
- Communicating with Elders
- Planning and organizing workshops
- Policy Development with the Elders Knowledge Table
- Working with Agency in-house legal counsel to get the Alternatives to the Court Process fully operational
- Administration duties

Elders Gathering June 2022

In the past year, Peguis Child and Family Services (the “Agency”) held an Elders’ Gathering in June 2022. The Agency presented on Bill C-92 and our Act which included the Alternatives to the Court Process. The Elders learned about how they can become involved in caring for our children, youth, and families both on and off-reserve. Many Elders expressed their excitement about the changes for the Agency. The Elders shared that they look forward to working with our families.

Please visit the Agency website to view the video of June 2022 Elders Gathering

<https://www.peguiscfs.ca>

At the Elders’ Gathering in June 2022 there were 176 Elders and 56 chaperones in attendance at the event in Winnipeg. The next upcoming Elders’ Gathering will be held in August 2023. Please visit the Agency website as more information becomes available for this event.

Our Elders share valuable stories from past and current times. Elders are reclaiming their traditional roles by providing guidance, knowledge and wisdom. Historically, our Elders led and guided our members and the community. The disruption caused by colonization has resulted in devastating effects to our Anishinaabek peoples. We as a nation are excited to be bring back our old ways of having our Elders involved with our children, youth and families.

Policy development with Elders

The Agency hosted three Elders’ Knowledge Table sessions with 10 Elders that expressed interest in the Alternatives to the Court Process. The Elders provided insight, guidance, and direction on policy development for the Alternatives to the Court Process to meet the needs of Peguis First Nation members. The Elders Council and Acceptance Commission policies resulted, and are in draft form, pending approval from Agency Management. All Elder’s Knowledge Tables were successful in helping towards drafting these policies.

The Elders training for the Alternatives to the Court Processes will begin in July 2023. The Agency, through the work of myself as the Elders Coordinator, will be hosting workshops for Elders who have expressed interest in the various Alternatives to the Court Process. There are eight areas where there can be Elders involvement with the Act’s Alternatives to the Court Process.

Sharing Circles

Elders who have expressed interest in sharing circles will provide support to children, youth, and families. Elders will help to maintain the balance within the sharing circle as both a form of mediation, and supporting parents, children and families through the sharing circle process.



Customary Care Agreements

Elders who have expressed interest in customary care agreements ("CCA") will provide guidance to everyone involved when it is related to sharing circles and at the request of the relevant Agency worker(s) during the creation of and/or dissolution of CCA's.

Community Circle of Care

Elders who have expressed interest in the Community Circle of Care will meet with other departments of Peguis First Nation to discuss how to meet the needs of community members. The Community Circle of Care will case plan when appropriate and provide each department can provide services they offer. This will prevent duplication in services and assist the nation in supporting the needs of our members.

Acceptance Commission

Elders who have expressed interest in the Acceptance Commission will review applications for children to be customarily accepted into a family. This is in place of adoption. Those seeking to customarily accept will be subject to an application process and meetings a panel of Acceptance Commission Elders.

Family Finding

Elders who have expressed interest in participating in Family Finding may be consulted by the All My Relations worker(s) and assist in creating genograms, family trees and family history reports for files at the request of the Agency.

Inter-Nation Affairs

Elders who have expressed interest in Inter-nation Affairs will provide support by helping children in care with finding their identity as a member from Peguis. The Elders will be a mentor to the child or youth and visits may be facilitated between Elder Mentors and children or youth residing outside of the geographic location of Agency offices.

Complaints and Appeals

Elders who have expressed interest in Complaints and Appeals process will be able to act as mediators in the Complaints process and/or as arbitrators on an as needed basis. Necessary training with respect to mediation and arbitration will be provided both in-house by Agency legal as well as through third party providers. This is to ensure Elders who are interested in Complaints and Appeals are trained in both western mediation and arbitration methods which they can blend with our community's own conflict resolution methods.

Extension of Services Agreements

Elders who have expressed interest in Extension of Services Agreements will engage with our youth by providing guidance, support, and mentorship. This may occur through workshop format as well as through one on one mentorship.

I would like to give thanks to all our Elders for being the knowledge keepers for our Nation.

Thank you,

Courtney Bear



Elders Gathering June 2022

ELDERS GATHERING JUNE 2022





MESSAGE FROM CHILD ABUSE COORDINATOR



Aaniin, Boozhoo, Tansi,

My name is Kelvin Shergold and have been employed with the Agency for approximately 10 years. During this time with the agency, I have had different positions within the agency. As a member of Peguis First Nation, it has been my personal goal, and goal of the Ogagwaadagi'ann Investigative Program to ensure that children remain with their families, where culturally appropriate supports are accessible, and the children can remain safe and protected.

Ogagwaadagi'ann Investigative Program

Is to provide a standardized approach to investigate allegations of physical, sexual and emotional abuse against children. The goal of the Ogagwaadagi'ann Investigation Unit is to ensure that children and their families receive protective and supportive services.

As the Abuse Coordinator, I also chair the Child Abuse Committee, my primary responsibility is to review all allegations of abuse, as well as review all child abuse investigations while maintaining the best interest of children and their families.

Child Abuse Committee consists of representatives from Public Health, Probation, Education, the RCMP and the Agency. In January 2022, the Agency added a sixth representative of the Child Abuse Committee which is a community Elder. This multi-disciplinary team provides consultation in the investigation and makes recommendations regarding the protection of children.

In reflecting upon the last 10 years of Agency operations, 2021 was the beginning of an instrumental year of change for the Agency in the provision of family centered services.

In January 2022, the Agency made history when the Peguis First Nation *Honouring our Children, Families and Nation Act* officially came into force, allowing community to come together to support a child to remain in their family circle.

With respect to the Ogagwaadagi'ann Investigation Unit, this means continued services for members regardless of their place of residence within Manitoba during the Abuse Investigation process. The legislation also further supports children and emphasizes their inherent right to remain with family or within their own community and does not force the Agency to abide by unrealistic standards set out by the province. The standards that had been set by the province prior to our own legislation coming into force did not allow the Agency to walk hand in hand with a family while they learned to live a healthier lifestyle.

For the upcoming reporting year of 2023-2024, as we continue to adjust to life after the global pandemic, Ogagwaadagi'ann Investigative Program, in partnership with other collaterals and entities, we look forward to hosting community presentations to assist in educating community members regarding domestic violence and the different types of abuse individuals may experience. The members of the Ogagwaadagi'ann Investigative team will continue to access abuse related training and workshops to further our skills and knowledge regarding abuse, and the long lasting affects it can have in children and adults.

This writer would also like to express immense gratitude and respect for the members of the Abuse Committee for their continued efforts and attendance in monthly meetings. Further thanks are also articulated to community, and collaterals for their continued loyalty, and dedication to ensure the ongoing safety, security and well-being of our children and families of Peguis First Nation.

Abuse Referral Type:	
Physical Abuse	31
Physical Abuse referrals sent to other agency	31
Sexual Abuse	38
Sexual Abuse referrals sent to other agency	32
Dual Sexual and Physical	0
Dual Sexual and Physical sent to other agency	1
Neglect	2
Neglect referrals sent to other agency	1
Child Death (were not receiving CFS services)	2
Courtesy Service provided for other agency	2
Total Abuse Investigations:	140

Referrals that did not meet Abuse Criteria	
Does not meet criteria	14
Does not meet criteria determined by other agency	12
Total Investigations that did not meet criteria:	26

Abuse Referral Determination of Responsibility	
Peguis holds investigation	73
Other agency holds investigation	67
Total Abuse Investigations:	140



Kelvin Shergold's Team:

1. Kendra Geisler, Abuse Investigator (on leave)
2. Iyanu Olugbemiga, Abuse Investigator
3. Alice Bear - Data Entry Clerk
4. Chi Asuzu, Abuse Investigator
5. Sherry Dao, Abuse Investigator

MESSAGE FROM DIRECTOR OF SERVICES



Aaniin, Boozhoo, Tansi,

My name is Lisa Valen. I am from Treaty Territory #2, status to Dauphin River First Nation. I've been part of the team since November 2010 and am the Director of Services.

As Director of Services, I oversee the Intake and After Hours programs in the Agency and supervise the following team:

1. Darryl Boulanger, Intake Supervisor
2. Melanie Richard, Intake Supervisor
3. Samuel Akanbi, After Hours Supervisor
4. Julius Mariita-Nyanaro, After Hours Supervisor
5. Earl Stevenson, In House Legal Counsel

Designated Intake and Emergency Services

Pursuant to section 2.1 of the Act's *Designated Intake and Emergency Services Regulation* the Agency will only provide Intake and Emergency Services to Members.

The Agency works with Designated Intake Agencies in Manitoba to ensure services are provided to families. Designated Agencies will contact the Agency to request an intake transfer of families believed to be Members. The Agency will confirm Membership prior to accepting an intake transfer. Until a family can be confirmed as a Member, the Designated Intake Agency will provide services.

The Agency cannot provide Intake and Emergency Services to non-Members, except if they reside on the Main Reserve where courtesy services are requested by another agency or an immediate intervention is required.

Intake Services

The Intake department is the first point of contact for Members. The Intake department works closely with families to conduct and complete assessments that identify brief services or ongoing supports that are identified by the family.

The Intake program responds to a variety of requests for Members such as:

- Requests for information of resources
- Advocacy for Members to access community resources and supports
- Police requests for service
- Brief services (short term supports)
- Medical concerns
- Child protection concerns
- Request for service from other CFS Agencies
- Expectant Parent Services initial assessment
- Extension of Service initial assessments for Young Adults
- Wellbeing checks
- Work in conjunction with After Hours program to ensure service delivery
- Assessment and transfer for ongoing services when concerns cannot be resolved at the Intake level or if families require ongoing supports

After Hours Services

The Agency After Hours Program operates outside of regular business hours as well as statutory holidays. The After Hours Program provides crisis response to emergencies and after-hours CFS referrals received, screening referrals to ensure validity and appropriate response times, and to ensure assessment and/or investigation occurs if required.

Whether Members and their families are experiencing crisis or need short term and long term supports, the Intake and After Hours programs responsibility is to work in partnership with clients to identify supports and ongoing services they may require.

Intake Program Hours of Operation

The Agency Intake Program provides response to referrals received:

Monday – Friday: 9 am – 5 pm

Excluding weekends, statutory holidays or any holiday where the office is closed during regular business hours.

After Hours Program Hours of Operation

The After Hours Program provides emergency response to referrals received:

Monday – Friday: 5 pm – 9 am

Weekends (Saturday/Sunday):
5 pm Friday – 9 am Monday

Statutory Holidays: Any holiday where the office is closed during regular business hours

Over the past year, our Members and their families have experienced many challenges such as flooding evacuation and sudden inflation costs for goods and services. In April 2022, Peguis First Nation declared a state of emergency resulting in many evacuations of Members and their families having to relocate to Winnipeg where many remained in hotels. The Agency has been working in partnership with the Peguis Flood Evacuation team and community collaterals to coordinate services for evacuated families. The Agency works in a Circle of Care approach with clients to ensure all collaterals are coordinated to provide supports and services.

I would like to take this opportunity to thank our dedicated Intake and After Hours teams for their diligent work they do for the Agency, and the children and families we serve as well as our Legal team for their knowledge and expertise in assisting the courts and other Agencies in understanding our legislation *Honouring Our Children, Families and Nation Act*. In the upcoming year, our team will continue our journey working with our Members and their families to ensure they receive quality services and supports they need.

Miigwetch,

Lisa Valen B.S.W., R.S.W., B.A., dipl.

Individual Telephone Enquiries Answered	19528
Intake and After Hours Requests for Services Responded	2749
Comprehensive Intake Assessment Completed	156
Reports of Physical, Sexual and Emotional Abuse Assessed and forwarded for Investigation	

Intake and After Hours Requests for Service Responded	
Intake	1600
After Hours	1149
Total:	2749
After Hours Requests - Other CFS Agency	82
After Hours Requests - Peguis CFS	1135
After Hours Requests - Non CFS Agency	0
Grand Total	1217
Total Own Dayside Intakes	1419
Total Other Dayside Intakes	110
Grand Total	1529

Comprehensive Intake assessments conducted

Assessment complete - no open file	20
Assessment ongoing	17
Assessment - case transferred	136
Total:	173

Breakdown of issue of concern - Intake and After Hours

Child Afraid to Return Home	4
Child Exploitation	4
Conduct of a child	84
Conduct of parent/caregiver	334
Emotional Abuse	0
Medical	46
Mental Health - Child	29
Mental Health - Parent/Caregiver	17
Missing Child	212
Child Neglect	32
Non - Child Welfare Matter	62
Other	846
Parent/Caregiver - Child Conflict	13
Physical Abuse	25
Sexual Abuse	27
Supervision	53
Voluntary Services	961

TOTAL: 2749



Lisa Valen's Team:

1. Darryl Boulanger, Intake Supervisor
2. Melanie Richard, Intake Supervisor
3. Julius Mariita-Nyanaro, After Hours Supervisor
4. Samuel Akinyele Akanbi, After Hours Supervisor
5. Earl Stevenson, In House Legal Counsel
6. Edgar Moses- Afterhours Supervisor
7. Janet Mobisa, Intake Supervisor Winnipeg Office
8. Adrienne Spence, Intake Supervisor Main Office

MESSAGE FROM PEGUIS OFFICE INTAKE SUPERVISOR



Aaniin, Boozhoo, Tansi,

My name is Darryl Boulanger. I am the Intake Supervisor for the Peguis Main Office and the Winnipeg sub office. I have been with the Agency for four years. I am originally from Berens River MB. I am honoured to be part of Peguis CFS. Peguis CFS is seen as a role model by many communities for their service delivery to families.

The Intake Department offers services to Peguis families that do not have an open file with Peguis CFS. For example, emergency groceries can be provided. If a family needs ongoing support, the Intake Department also does assessments on families to open files for ongoing services.

In my role as an Intake Supervisor, I organize emergency support services to Peguis families.

I would like to thank Adrienne Spence (Intake Worker), Veronica Sinclair (Intake Worker), Myra Thomas (Intake Support Worker), Rebbeca Gadafi (Intake Worker), and Alexis Tanner (Intake Admin Worker) for all their hard work providing services to families.

Miigwetch,

Darryl Boulanger, BSW

Peguis and Winnipeg office Intake Supervisor



Darryl Boulanger's Intake Team:

- | | | |
|--|---|---|
| 1. Veronica Sinclair,
Intake Worker
Peguis Office. | 3. Rebbeca Gadafi,
Intake Worker
Winnipeg Office. | 5. Julian Fenner,
Intake Worker
Peguis Office |
| 2. Myra Thomas,
Intake Support Worker
Peguis Office. | 4. Alexis Tanner,
Intake Administrator
Winnipeg Office. | |

MESSAGE FROM OUTREACH OFFICE INTAKE SUPERVISOR



Boozoo, Annin, Tansi,

My Spirit Name is Stands with the Bears, and I am from the Bear Clan. My English name is Melanie Richard and I am from Pine Creek First Nation Treaty #4 Territory. I have been with Peguis Child & Family Services for just under two years in total as a Front-Line Supervisor and currently Intake Supervisor.

The Intake Department provides Child and Family Services to Peguis band members with children in their care, seventeen years of age or younger. We are the first point of contact for families requiring prevention services. The Intake Department conducts assessments for referrals to ongoing service delivery for further long-term planning. More recently we have been providing support to our members who identify as evacuees requiring furniture and household goods.

In my role as an Intake Supervisor, I help guide and support a wonderful team of Intake Workers who are strong in their belief and values of humility, compassion and integrity. Their mission is congruent with the Agency vision to see everyone strong, healthy, and empowered on their journey of wellness.

The Intake Department has a total of ten Intake Workers and one Intake Support Worker. Currently the following staff are my direct reports, including the one vacant position.

Peguis Child & Family Services is a trailblazer in prevention services. We honour our children and families by respecting their inherent right as First Nations but also acknowledging the inter-generational traumas as an Indigenous population. It is absolutely an honour and a privilege working for our children and families, walking along with them, supporting and navigating through barriers and most of all empowering our members of Peguis First Nation.

In the Spirit of Truth
and Reconciliation,

Melanie Richard

Melanie Richard's Intake Team:

- | | |
|---|--|
| 1. Abiodun Akinleye,
Outreach Intake Worker | 4. Lindsay Kikukawa
Outreach Intake Worker |
| 2. Jason Alexander-Moore,
Outreach Intake Worker | 5. Cassandra Hornbook,
Intake Administrator |
| 3. Chantell Shebagegit,
Outreach Intake Worker | 6. Sedinam Dzakator,
Outreach Intake worker |



MESSAGE FROM AFTER HOURS SUPERVISOR



My name is Julius Mariita-Nyanaro. I am one of the Supervisors in the After-Hours Program. I have been with the Agency for over six years, started as a family services worker and currently as After-Hours Supervisor the role I attained in November 2021. The After-Hours Program has been operating since January 2022 when our new law *Honouring our Children, Families and Nation Act* came into force. The program provides emergency services to all Peguis families and children outside of normal working hours in the evenings and nights, weekends, and holidays. All calls received are assessed to determine whether services are required. Emergencies responded to by workers receive brief services; any further assessments are referred to day side ongoing and Intake programs for follow up. Also, our After-Hours attend to service requests from ongoing services, intake programs, and other mandated child welfare agencies in supporting their members within our DIA.

The After-Hours program utilizes the Signs of Safety assessment program which entails identification of imminent harm and danger issues weighted using a scaling strategy. In collaboration with the families, workers identify safety measures that help in defusing the crisis while maintaining the safety of children and youth pursuant to *Honouring our Children, Families and Nation Act*.

Our philosophy in the After-Hours program, is being ever ready in responding to any crisis by providing brief services to children, youth and families identified as Peguis Band members in Manitoba; this is manifested by well stocked supplies of dry food and clothing at our office. I take this opportunity to thank my team for hard work and dedication to providing services to Peguis families.

Miigwetch,

Julius Mariita-Nyanaro, MBA, MSW, RSW
After-Hours Program Supervisor



1



2



3



4



5

Julius Mariita-Nyanaro's After Hours Team:

1. Aruna Kamara, After-Hours Worker
2. Dianne Nkundineza, After-Hours Worker
3. Janet Mobisa, After-Hours Worker
4. Hazel Cochrane, After-Hours Worker
5. Tyler Geisler, After-Hours Worker

MESSAGE FROM AFTER HOURS SUPERVISOR



Aaniin, Tansi,

I am one of the After-Hours Supervisors with the Agency and I have been part of the team since November 2021 before the formal commencement of the program on January 21, 2022. The After-Hours Program (AHP) currently has two supervisors – Messrs. Samuel Akinyele Akanbi and Julius Mariita-Nyanaro. The Program provides services in accordance with the vision of the Board of Directors and the *Honouring our Children, Families and Nation Act*.

Pursuant to the *Honouring our Children, Families and Nation Act*, we within the AHP provide intakes and emergency services in accordance with policies established by the Agency. The program provides crisis intervention services and supports to members and their families. Peguis CFS AHP works collaboratively with children, families, and Peguis First Nation providing immediate/emergency responses and services until they can contact their ongoing workers the next day or following week (if call occurs on the weekend). The program receives, screens, and follows up on referrals to ensure appropriateness of response times.

The AHP equally works with Designated Intake Agencies (DIA's) when there is any suspected imminent danger to children or concern(s) with families that have custody of children and who are residing or a visiting the main reserve until the servicing agency(s) can respond.

The AHP works outside regular business hours from 5 p.m. to 9 a.m. on Monday to Friday (on weekdays) and 5 p.m. Friday to 9 a.m. Monday (on weekends). The team also works on statutory holidays when the office is closed for regular business.

Key Components of the AHP as stipulated in the After Hours Policy and Regulations includes:

- Working to ensure the safety of children and in the best interest of the children.
- Receiving and responding to emergency service requests from both the Agency and other agencies for children and families who are members and non-members residing/visiting the main reserve.
- Responding to all high-risk child protection issues.
- Providing crisis intervention and stabilization to all members.
- Screening referral information to ensure the appropriateness of responses.
- Undertaking the tool of safety planning on all calls and referrals.
- Entering all required information/documentations using Intake Modules (IM)
- Provision of parents with a copy of the Parents Bill of Rights during all fields in accordance with section 8.15 of the Honouring our Children, Families, and Nation Act
- Ensuring that intakes are forwarded to appropriate agencies for follow up for families receiving services from other agencies.
- Establishing joint working relationships with other mandated agencies.

The AHP ensures that our children, families and Peguis First Nation are supported in a non-judgemental, respected, and culturally appropriate way (24 hours) to ensure the safety of our children and the entire community.

Miigwetch,

Samuel Akinyele Akanbi, MSW, RSW

After-Hours Supervisor

Samuel Akinyele Akanbi's After Hours Team:

1. Samuel Akanbi, After-Hours Supervisor
2. Brelynne Kikukawa, After-Hours Worker
3. Perelade Timiyan, After-Hours Worker
4. Stanley Onabor, After-Hours Worker

5. Olabisi Luro, After-Hours Worker
6. Jacktor Akpan, After-Hours Worker

Other members of the After-Hours Program are on Supervisor Julius-Mariita-Nyanaro's team.

MESSAGE FROM KINSHIP COORDINATOR



Boozhoo,

My name is Greg Hartford, I am the Kinship Coordinator for Peguis Child and Family Services. I have been with the Agency since December 2010. The Kinship Program has been working diligently to ensure we are following the vision of the Agency, Board of Directors and operationalizing the *Honouring our Children, Families and Nation Act* as per the regulations.

The Kinship program consists of two (2) members Doris Sinclair who is a Kinship Resource Worker and myself Kinship Coordinator. The Kinship program has changed the name to reflect the vision and purpose of the program, which is a small step towards Truth & Reconciliation and decolonizing the child welfare system so families feel comfortable approaching Peguis Child and Family Services. The Foster Care Program has been changed to Indinawemaagan (Kinship) Program. Indinawemaagan means family and family is interchangeable with kinship.

When our families need support, it is our program's responsibility to ensure the full-time care, nurturing and safety guidelines are met for a child by relatives, members of their community (nation) or clan, aunts, uncles, grandparents, godparents, or other adults who have a family relationship to a child. The kinship relationship is respected and based on cultural values of the nation.

Key Components to the Indinawemaagan (Kinship) Program are as follows:

- Kinship Priority Placements
- Support and advocacy to ensure best interest for the child/youth.
- Provide training opportunities.

Miigwetch,

Greg Hartford, BSW, RSW

Winnipeg

Kinship Homes	57 includes the 2 EPR Homes Little Mukwas (Little Bear) and Wawatay (Northern Lights)
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Non-Kinship	26
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Borrowed Home	23
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Peguis

Kinship Homes	22 includes Yellow Thunderbird Woman Home EPR
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Non-Kinship	0
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Borrowed Homes	0
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Total Foster Homes for both Winnipeg and Peguis are 128 with 226 children placed in these homes.



Greg Hartford's Kinship Team:

Doris Sinclair,
Kinship Worker

MESSAGE FROM DIRECTOR OF INTER-NATION AFFAIRS



Aaniin, Boozhoo, Tansi,

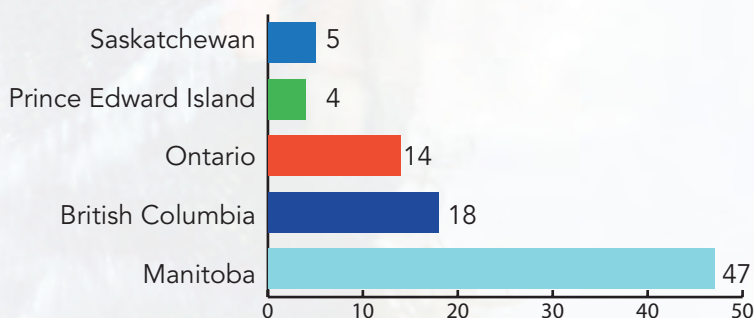
My name is Stephanie Warren, I am the Director of Inter-Nation Affairs for Peguis Child and Family Services (the Agency). I am a proud Cree woman born and raised in Winnipeg, Manitoba but my indigenous roots are from Norway House Cree Nation, Treaty 5 Territory.

As the Director of Inter-Nation Affairs, I have many responsibilities such as, receiving the Notices of Significant Measures, being a liaison between the Agency and out of province child welfare agencies, confirming Peguis First Nation Membership for out of province families, supporting Peguis First Nation members who are actively involved with a child welfare agency and consulting with out of province agencies to ensure that Peguis First Nation members are receiving the same quality services they would if there were located in Manitoba.

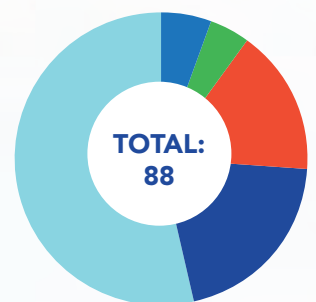
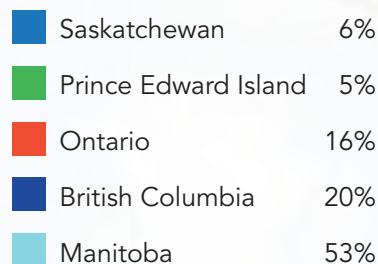
Pursuant to section 12(1) of An Act respecting First Nations, Inuit, Metis children, youth and families ("Bill C-92") notices of significant measures must be reported to First Nations for their members that are receiving child and family services. During this reporting period, the Agency has received 30 out of province Notices of Significant Measure. Notices are provided to the Agency for the following reasons: notice of court dates, a Temporary Order or Permanent Order was granted, a child was placed under apprehension, a child welfare investigation is being conducted, notice of adoption, change of placement/placement breakdowns and file closures.

Below you will see some charts detailing the stats during the reporting period April 1, 2022 – March 31, 2023, for the Inter-Nation Affairs program area:

Total Number of Notices of Significant Measures During the Reporting Period: April 1, 2022 - March 31, 2023



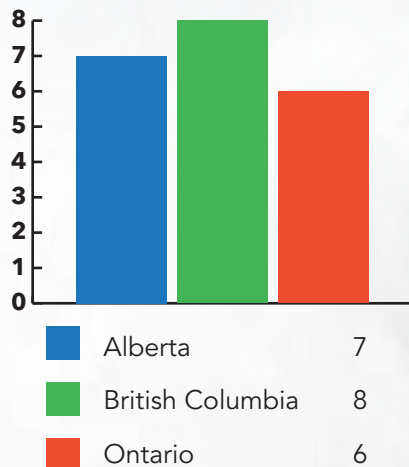
Total Number of Notices of Significant Measures During the Reporting Period: April 1, 2022 - March 31, 2023



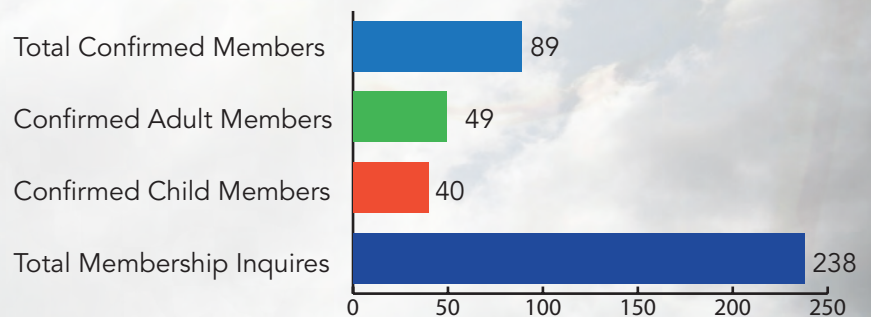
Number of Notices of Significant Measures Received Per month

	Manitoba	British Columbia	Ontario	Saskatchewan	Prince Edward Island
April	4	3	4	5	0
May	7	0	0	0	0
June	11	1	2	0	0
July	0	1	0	0	0
August	3	7	1	0	4
September	6	2	2	0	0
October	2	1	0	0	0
November	2	2	2	0	0
December	2	0	1	0	0
January	1	0	2	0	0
February	4	0	1	0	0
March	5	1	0	0	0

Active Case Consults For Out Of Province Children



Membership Inquires During The Reporting Period: April 1, 2022 - March 31, 2023



I have been with the Agency going on three (3) years and I am very honoured to be a part of the team. The innovating and passionate work that is being provided to our children and families is ground-breaking and this is only the beginning. I am excited to see what the next year holds for the Agency.

Gitchi Miigwetch,

Stephanie Warren, BSW, RSW
Director of Inter-Nation Affairs

MESSAGE FROM QUALITY ASSURANCE COORDINATOR



Boozhoo, Tansi, Aaniin,

My spirit name is Gichi-makwa-ikwe which is Grizzly Bear Woman, my English name is Tammy Valen. I am treaty to Ki-tith-katch-ewangung Anishinaabe Nation, known by its English name of Dauphin River First Nation. Dauphin River is a very small reserve with 412 registered members located in Treaty 2 territory.

I have been employed with the Agency for 11 years as of July 2023, holding various positions from Intake Worker to my previous position of Child Abuse Coordinator. In my current role as Quality Assurance Coordinator, I report to the Executive Director and compile and document information pertaining to service delivery for our children and their families.

Since January 21, 2022 it has been an exciting time to watch the Agency transition into its vision of independence from Provincial constraint to provide services to membership. Families can embrace love for each other, nurture and empowered to support their children to remain in their home and community with Agency support. It is humbling to see the successful outcomes that are family driven and to stand behind empowered families as they walk on their healing journey.

There are two integral parts to the Quality Assurance Coordinator position. The first part is compiling all Agency data and statistics related to our revised standards, policies and procedures that are specific to Peguis First Nation. This data collection process assists in conducting effective evaluations with recommendations for service delivery in the Agency's programs. This process is to ensure the services we are providing are positive and meaningful for our children and their families.

Over the last reporting year, the Quality Assurance team has grown to add four additional data administrators. The duty of the administrators is to compile the Agency's data to ensure records are current to provide services to membership who are working with the Agency.

The second part of the Quality Assurance Coordinator position is to review and assess complaints and concerns from clients and the community. Also, if other Agency Collaterals file a complaint regarding the Agency's communications or conduct, it is the responsibility of the Agency representative to inform the public of the complaint process as outlined below.

Quality Assurance is to review and assess complaints from clients that the Agency serves and usually are from issues related to case management. Also, if other bodies file a complaint regarding the Agency's communications or conduct, it is the responsibility of the Agency representative to inform the public of the complaint process as outlined below.

1. An initial assessment of the complaint process is a team approach, it is the responsibility of the worker and supervisor to address and meet prior to proceeding with the formal complaint process.
2. The worker and supervisor need to document their efforts to resolve the concern/complaint.
3. If the client is not satisfied, they must be informed of the complaint process.

Complaint Process

- a. Quality Assurance Coordinator (QAC) is provided the contact information of the client.
- b. QAC will contact the client and arrange an interview and will determine the location, i.e., office or in the home.
- c. QAC will document the complaint.
- d. QAC will interview the social worker and supervisor assigned to gather more information with respect to the complaint.
- e. QAC will consult with the Director of Service to determine if further investigation is needed.
- f. The QAC determines if a file review is required, he/she will complete a file review of service delivery specific to the complaint.
- g. The written report will be provided to the Director of Service to review with the Executive Director if required to determine if the complaint is substantiated or unsubstantiated.
- h. If the complaint is unsubstantiated, then the report will be filed in the client's physical file.
- i. If the complaint is substantiated, then the formal meeting will occur with the supervisor to address the valid concerns reported. An action plan will be developed and implemented to address the concern.
- j. It is the responsibility of the QAC to send a formal letter to the client notifying them of the outcome of the complaint process. A copy of the letter will be placed on the client's file.



Tammy Valen's Team:

- | | |
|--|--|
| 1. Inez Dano, Quality Assurance Data Analyst | 5. Cecille Cook, Famcare Administrator |
| 2. Hope Miladinovic, Famcare Administrator | 6. Kelvin Shergold, Abuse Coordinator |
| 3. Anthony Smaldon, Famcare Administrator | 7. Greg Hartford, Kinship Care Coordinator |
| 4. J.R. Chartrand, Famcare Administrator | 8. Brandy Bear, Famcare Administrator |

This writer would like to thank the Quality Assurance Team for their dedication to ensure Agency Workers are trained on the Agency's record keeping processes. This writer would also like to acknowledge the entire Quality Assurance Team, Kinship Team and Abuse Team for their commitment to ensuring that quality services are provided in accordance with Honouring our Children Families and Nation Act.

It is with humility this writer submits the following report for April 1, 2022- March 31, 2023.

Miigwetch,

Tammy Valen, RSW

Quality Assurance Coordinator

Individual Telephone Inquiries Answered

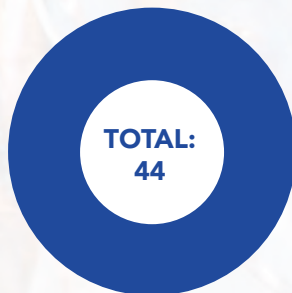
After Hours Program (5:00pm - 9:00 am)	4,400
Outreach Office	12,567
Main Office	2,561

Total Telephone Inquiries 19,528

Child's Heritage

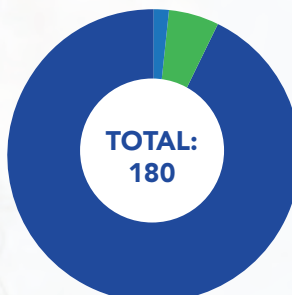
Federal Total: 44

Metis:	0
Non-Status:	0
Non-Indigenous:	0
Treaty Status:	44



Provincial Total: 180

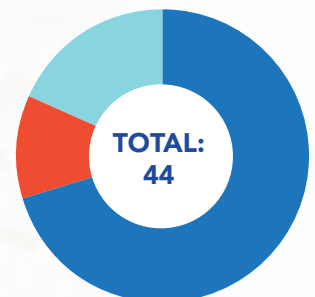
Metis:	3
Non-Status:	10
Non-Indigenous:	0
Treaty Status:	167



Legal Status

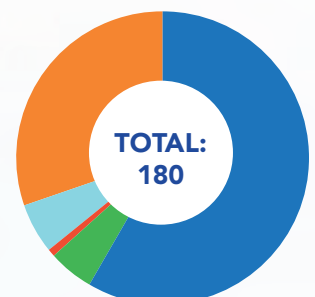
Federal: Total: 44

Permanent Order:	31
Temporary Order:	0
Voluntary Surrender of Guardianship:	5
Voluntary Placement Agreement:	0
Petition Filed for Further Order:	8



Provincial: Total: 180

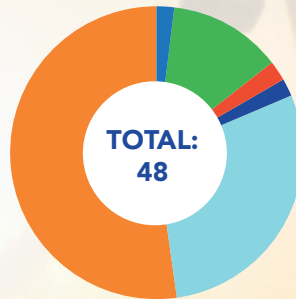
Permanent Order:	151
Temporary Order:	13
Voluntary Surrender of Guardianship:	2
Voluntary Placement Agreement:	0
Petition Filed for Further Order:	14
Extension of Services Agreement:	78



Why Children Come into Care

April 1, 2022, to March 31, 2023

Abandonment:	1
Domestic Violence:	6
Both parents deceased:	1
Abuse:	1
Substance Abuse:	14
Transfers from Other agencies:	25



Services to Families

It is recognized that often the best way to serve and protect children is to help their families. We know that the best time to assist families is before problems grow serious enough to cause family issues that may require removal of children from their home.

These services are geared to helping families stay together. They recognize the importance of helping families in their homes and encourage community participation.

Agency Case Load	Federal	Provincial	Agency Total
Children in Care	44	180	224
Customary Care	7	22	29
Extension of Service	0	78	78
Voluntary Family Services	10	22	32
Family Enhancement Services	25	20	45
Protection Services	41	124	165
Service to Family	0	1	1
Prenatal Services	0	4	4
Total	127	451	578

MESSAGE FROM CHIEF RECONCILIATION DIRECTOR



Boozhoo, Tansi, Aaniin,

My name is White Woman of the Tundra, known as Stephanie Fera. I am a settler ally originally from the West Coast of British Columbia and I am proud to work for the people of Peguis First Nation. This year I celebrated my 10-year anniversary with the Agency. I have held various roles in that time and am now proud to serve as Chief Reconciliation Director. I lead a team of 6 units and over 40 staff who provide ongoing services to children, youth and families. We are committed to the mission, goals, and values of Peguis Child and Family Services, the Code of Conduct and the Seven Sacred Teachings. As a leader, I guide our team in providing services to support and strengthen families with priority to prevention services. Our team promotes alternatives to the mainstream court process and works closely with the Customary Care and Sharing Circle Department and Reclaiming Our Ways Program.

This has been a very exciting year as we celebrated the 1-year anniversary of the Honouring Our Children Families and Nation Act coming into force, and the signing of the Coordination Agreement with Canada and Manitoba. The Act and the agreements have paved the way for the Agency to further provide quality services in the best interests of children and families as we continue to reconcile and decolonize the child welfare system. This past year, our team has continued our journey of implementing the Signs of Safety assessment model which is culturally appropriate and in line with Peguis legislation. It honours the good and existing safety in each family and requires a collaborative relationship where families take the lead role in planning to address any challenges that may be present. With the Act and the change to Signs of Safety, we are seeing a positive change in the relationship between the community and the Agency, where families are seeking out supports voluntarily.

This year, I am proud to report that 35 children were reunified with their parent(s) this year. In 13 of these cases, permanent orders were rescinded in court, where legal custody was returned to the parent(s). In other cases, the temporary orders expired, and the children returned to parent(s). Finally in some cases, children are currently living with

their parents while the orders are pending rescindment or expiry. In the last year, the Agency has also supported several kinship guardianship applications which has resulted in 11 children exiting care. There have also been approximately 30 children who have been prevented from coming into care by way of Customary Care Agreements.

The Agency has especially grown in the services to youth (ages 18-26) this year. I am excited to share that over the past year, 29 young adults have entered into Extension of Services Agreements for continued support as they transition to adulthood and independence. The Agency is a leader in terms of our ability to support our young people as we develop robust services, supports and programming to youth, with a focus on connection to community and the land.

I would like to thank my team for their commitment and dedication to ensuring the well-being of the children, youth and families we serve, and by doing so in a good way. I look forward to another year with Peguis Child and Family Services. Miigwetch.

In the Spirit of Truth and Reconciliation,

Stephanie Fera, BA RSW
Chief Reconciliation Director



Stephanie Fera's Team:

1. Felicia Johnston,
Winnipeg Outreach Office Supervisor
2. Colleen McCaulsky,
Chief Reconciliation Director
3. Leanne Lippens,
Director of Youth Services
4. Ashley Manningway,
Main Office Supervisor

MESSAGE FROM MAIN OFFICE SUPERVISOR



Boozhoo, Aniin,

My name is Ashley Manningway. I am treaty to Peguis First Nation. I've been with the Agency since April 2018. I am a supervisor at the Main Office. As a supervisor, I provide direction and support to my team. I also report to Stephanie Fera, Chief Reconciliation Director and am part of the Management Team.

Our team adheres to the mission, goals, and objectives of Agency including the Code of Conduct, and the Seven Sacred Teachings. We deliver services in the best interests of children and families. We ensure support and services are being implemented to prevent children from coming into care.

My team highlight is the passion each worker has when providing services as it is evident in their service delivery. We also embrace the Sun Lodge Village - Where the Bear Sits. We have gained knowledge of Land Based Teachings in the community, and this remains ongoing.

Thank you to each of my staff for your dedication and commitment. As a team we will continue to strive towards growth with the children and families that we work with.

In the Spirit of Truth and Reconciliation,

Ashley Manningway, B.S.W., R.S.W.
Main Office Supervisor



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Ashley Manningway's Team:

1. Kelly Hidalgo,
Family Services
Worker
2. Charmaine Forster,
Abinoojii Worker
3. Christine Flett,
Abinoojii Worker
4. Kim Sutherland,
Case Aid
5. Lacey Sinclair,
Abinoojii Worker
6. Tim Sinclair,
Abinoojii Worker

MESSAGE FROM CHIEF RECONCILIATION DIRECTOR



I am Colleen McCaulsky, a passionate leader, coach and advocate for children, youth, families, and communities. I have served as a Reconciliation Director for approximately 1 year. Peguis CFS aligns with my core social work values and practice, and it gives me great pleasure in serving this community. My supervisors on my team are Supervisor Chartrand and Supervisor Sarbit with 10 frontline staff. Our team reflects the core practice of the 7 teachings which we incorporate with our training and experiences coupled with the Signs of Safety strategies. In addition, we empower our staff which enables them to provide culturally appropriate services placing our family's youth and Peguis FN community first.

This year we focused on reunifying children with their families and strengthening family ties. We believe that it takes a village to raise a child and together we can achieve so much more therefore, teamwork is important to us, and this mindset is incorporated into our daily service delivery.

Collectively, we have connected several children with their families and prevented many children from entering care by offering preventative interventions. Together we reunified many children with their parents where they belong and a total of 9 permanent orders were rescinded. There were approximately 21 ongoing sharing circles which resulted in Customary Care Agreements signed as well as 10 children progressing on their Timeline for reunification. It is the dedication of our team, our families, the Peguis community, and their supporting collaterals who worked relentlessly with our sharing circle facilitators that contributed to our successes. We would like to use this opportunity to also thank the Sunlodge team and elders who supported our children for family camp and elders one on one sessions which also made a difference.

Our team will continue to build that bridge of hope for each child, each youth, each family that we serve as we walk together on this journey one day at a time. We look forward to another year of challenges and successes where our children, youths and families are protected, guided, and supported and can therefore tell others their stories about the positive impacts our Legislation, *"Honouring our Children, Families and Nation Act"* made on their lives.

Miigwetch,

Colleen McCaulsky, MSW RSW
Chief Reconciliation Director

MESSAGE FROM OUTREACH OFFICE SUPERVISOR



My name is Avram Sarbit and I continue to have the privilege of being a supervisor at Peguis Child and Family Services. In the previous AGM, there was greater focus for our unit in understanding newly introduced PCFS initiatives (legislations, Signs of Safety, Famcare etc.). In this current AGM, our unit has more familiarity with these initiatives and consequently, more work has been completed with children and families.

Our unit has recognized the importance of: voices of parents and children in their case planning; children remaining with their parent(s) being in their best interests; and out-of-box planning to prevent children from coming into care. We have also come to appreciate that it may “take a village to raise a child.” In other words, we recognize that a sole individual may be less likely to succeed with their case planning and face further challenges without the help of their natural supports. Sharing circles have been an important tool for enabling more respectful communication for all in attendance, and more detailed next steps. It is fortunate that PCFS has allocated funding for Sharing Circle unit as this has been a valuable asset for families tied to our unit. Overall, a worker on my unit stated it succinctly - families are #1 at PCFS.

Avram Sarbit

Avrim Sarbit's Team:

1. Kathleen O'Meara, Family Service Worker
2. Valeen Williams-Walters, Family Service Worker
3. Alyx Tulman, Abinooji Worker
4. Abdi Hassan, Abinooji Worker
5. Melanie West, Family Service Worker

MESSAGE FROM OUTREACH OFFICE SUPERVISOR



Boozhoo, Tansi, Aaninn,

My name is Kara Clarkson and I have worked at Peguis Child and Family Services since August 2019 as a Family Services Worker. In January 2023 I began a position as Supervisor. I provide guidance, support, and encouragement to my team of Social Workers, and in turn, they do the same for the children and families we work with.

The Team follows The Agency mandate, focusing on ensuring those we work with are supported, with reunification and prevention at the forefront. It is important that while we continue to encourage and support our families, we are also empowering them with the skills they need to reach their goals. Among the Seven Sacred Teachings, we frequently practice humility, providing us with the understanding that families are the experts in their lives, and we follow their lead in how we work together. While many on our team are new, each member brings personal knowledge and individual gifts as we continue to evolve as a strong, cohesive team.

It is an honour to work at a progressive Agency with its historical changes and commitment to putting children and families first through love, respect, humility, courage, honesty, truth, and wisdom. I am grateful to work with my team of dedicated and advocacy- focused social workers, while also being part of the Management Team who strive to continue to grow and change with the needs of our children and families.

In The Spirit of Truth and Reconciliation,

Kara Clarkson, BSW, RSW
Supervisor

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Kara Clarkson's Team:

1. Kaitlyn Lewis,
Family Services Worker
2. Ololade Olarewaju,
Family Services Worker
3. Ifeanyi Ebubechukwu,
Family Service Worker
4. Mavis Mensah,
Family Service Worker

MESSAGE FROM OUTREACH OFFICE SUPERVISOR



Tansi,

My name is Christine Chartrand and a proud member of Cowessess First Nation. I am a Frontline Supervisor that will be celebrating my one year anniversary with the Peguis Child and Family Services Management team. More importantly, I am working on my Masters of Social Work, specializing in Indigenous Knowledge from the University of Manitoba. I feel honored to work under the Honouring Our Children, Families, and Nation Act and welcome the opportunity to connect Indigenous worldviews to social work practice.

As a Supervisor, I am responsible for 3 Family Service Workers and 2 Abinooji Workers. Our team's service delivery incorporates the "Best Interests of the Child", Code of Conduct, the 7 Sacred Teachings, and Signs of Safety. We strive to empower families and children towards positive changes and use Signs of Safety as a tool to forge stronger relationships with families and children. We have seen the collective changes happen within Sharing Circles, along with witnessing our own personal growth. More importantly, wholistic approaches to case management means that we can prioritize all Sunlodge Village referrals, so that families and children can have ongoing access to land based programming and cultural supports.

Overall, we have seen some of our family's negative views of CFS disappear and work alongside agency workers to improve their situation. As a result, 9 children were reunited with their families and are actively working towards file closure. Therefore, we will continue to focus on the positive aspects of our prevention work and breaking down those barriers that prevent children from returning home.

I am excited to see the ways that Indigenous sovereignty and self-determination continue to guide our work, while exploring the possibilities for strong and healthy families and children.

Ekosi,

Christine Chartrand, BSW (MISW Candidate)
Supervisor Winnipeg Outreach Office



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Christine Chartrand's Team:

1. Ashuein Alor,
Family Service Worker
2. Kylah Stevenson,
Family Service Worker
3. Roopanjot Dhaliwal,
Family Service Worker
4. Chase McCorrister,
Abinoojii Worker

MESSAGE FROM OUTREACH OFFICE SUPERVISOR



My name is Sharon Olsen and my spirit name is Summer Sky Woman from the wolf clan. I am a supervisor at the outreach office in Winnipeg. I have been in this role for 1 year and previously a frontline family services worker. I have been with Peguis Child and Family Services for almost 4 years.

This year our unit worked hard on implementing Signs of Safety and sharing circles. These tools allow our families to express their voices and share their ideas, goals and hopes for their families and children with the agency. Using Signs of Safety also identifies and strengthens the family and children's support network while involving them in the decision making and sharing circles. In return, the family service workers can assess and assist in a more positive and mindful way to help the families reach their goals.

During this year we had 2 families enter into a customary care agreements with their chosen care providers, 2 children were reunified with their mother and father, 2 children are in reunification transition, 2 families utilized their family and support network through private arrangements to prevent their children from entering into the care of PCFS and 2 children were brought into the care of the agency.

I am very proud and thankful for the dedication and commitment that my team continues to provide to our community, families and children as they walk the healing journey with them. Every day is a new opportunity for my team to learn from our families and children, to continue to be guided by our Seven Sacred Teachings and to continue their professional and personal growth.

Meegwetch,

Sharon Olsen
Outreach Unit Supervisor



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Sharon Olsen's Team:

1. Jason Carriere, Family Service Worker
2. Hannah Makoni, Family Service Worker
3. Jack Kozak, Family Service Worker
4. Carrie Sutherland, Family Service Worker



MESSAGE FROM WINNIPEG OUTREACH OFFICE SUPERVISOR



Boozhoo, Tansi, Aaniin,

My name is Felicia Johnston. I am the Winnipeg Outreach Office Supervisor. I've been with the Agency for over a year now. I lead a team of two Supervisors and eight staff. In my early career as a helper, I worked with families under the provincial legislation. Unfortunately, the services that were available were not based on what families needed but rather on crisis management and judgment. There have been many barriers that impacted a family's ability to regain custody of their children once the children were deemed "permanent wards". I observed parents that were defeated and lost. Due to the provincial legislation's adversarial approach to child welfare, the families did not reach out to CFS for assistance before things became unmanageable for them, which could lead to their children coming into care.

The newly implemented assessment tool called Signs of Safety empowers families to be part of planning and to take responsibility. This process holds both the Agency and parents accountable in making changes to their lives to be able to safely raise their children in a nurturing, stable and safe environment. Allowing parents and families to be an essential part of the planning is meant to empower and create inter-dependence which will lead to independence and confidence in our families. Using culturally appropriate services such as incorporating the 7 Sacred Teachings in all interactions within the Agency and outside the Agency ensures that we are supporting each other in a good way.

The new approach that Peguis CFS is utilizing allows families to put into action their own plans with the view that they know what will and will not work for them. Peguis CFS is here to support our families and keep families together and to empower and assist in building independence as a partner in their journey. It will take time to build trust due to the history of child welfare in this country. Peguis CFS wants to build community supports in collaboration with Peguis First Nation members that will ensure positive relationships with the community and make real differences in the lives of Peguis First Nation members.

This year, our team has reunified 8 children with their parents, including rescinding 1 permanent order.

We have supported several kinship guardianship applications which has resulted in 7 children exiting care. I am also proud to report our team has been involved in Customary Care Agreements for over 10 children which has prevented them from entering care.

I want to thank my team for their hard work and dedication this year in the service of the Members of Peguis First Nation. Our children and families really do come first.

Gitchi Miigwetch!

Felicia Johnston

MESSAGE FROM DIRECTOR OF YOUTH SERVICES



Boozhoo, Tansi, Aaniin,

My English name is Leanne Lippens; my spirit name is White Wolf Warrior Woman and I am the Director of Youth Services. My relationship with the Agency began in 2013; first as a student and from there transitioning into the roles of Family Services Worker, Youth Empowerment Supervisor, and Director of Youth Services.

As the Director of Youth Services, I lead the Youth Empowerment Team consisting of 10 staff. Together, our Team provides services to Youth on a journey of transition into adulthood. As of March 2023, 81 Youth are in receipt of services.

A Key element of service involves the 'Extension of Services Agreement', pursuant to Section 12 of our *'Honouring Our Children, Families and Nation Act'*. Peguis Band Members between the ages of 18-26 who have experienced a guardian relationship with the Agency, may enter into an agreement and access support designed toward building a meaningful, connected and stable adult life. Such agreements are built between a Youth and Youth Empowerment Worker, are goal-driven capturing a co-created plan around steps toward meaningful progress, and include planning around the relationship of support between the Youth and Agency.

The Youth Empowerment Team provides programming and opportunities geared toward the needs of Youth in this journey of transition; leaders in the area of Programming include our Cultural Team, and our Youth Counsel who has given voice to what opportunities are most relevant. Programming is rooted in culture and developed around building life skills, reclaiming identity, accessing healing and building meaningful and long-term community connections. Youth have really leaned into this area of support and built their own community within Programming and among one another. 53 Youth participated in the activities and programs offered by the team, within this fiscal year.

In November 2022, the Youth Empowerment Team grew to welcome the Peguis Independent Living Program, and a two-bedroom Independent Living Unit. This Program provides intensive, hands-on guidance, coaching, and housing to Youth who need additional support. The Independent Living Program continues to be an area of considerable development.

There has been significant growth and progress within the Youth Empowerment Program and the services provided to our Youth. We look forward to sharing the Program's progress with you in the coming year!

Miigwetch,

Leanne Lippens BSW RSW
Director of Youth Services

Youth Empowerment Team:



1. Kaitlyn Dyer, Youth Empowerment Supervisor
2. Christopher Harper, Cultural Coordinator
3. Cecil Prince, Cultural Coordinator
4. Kyle Prinson, Cultural Worker
5. Robert Paul, Independent Living Coach
6. Caley Henderson, Empowerment Programming Coordinator
7. Jason Smith, Independent Living Support Worker
8. Rosemond Oppong-Boateng, Independent Living Support Worker

As per the *Honouring our Children, Families and Nation Act*, support extensions for children that reach the age of majority for those that are in an Extension of Services agreement until they reach 26 years of age. Throughout the April 1, 2021 to March 31, 2022 period, 65 Youth have been serviced through the Youth Empowerment Program.

MESSAGE FROM CUSTOMARY CARE AND SHARING CIRCLE COORDINATOR



Aaniin, Boozhoo, Tansi,

My name is Stephanie Warren, I am the Interim Customary Care and Sharing Circle Coordinator for Krista Speer as she is currently on leave.

As the Customary Care and Sharing Coordinator it is my responsibility to ensure that families are being offered the opportunity to engage in sharing circles and overseeing all Customary Care Agreements.

Customary Care recognizes the importance of community in raising children and is an essential part of the Peguis Child and Family Services model that reflects the *Honouring our Children, Families and Nation Act*. Customary Care offers the opportunity for family members to come forward and offer care to the child(ren) when a parent is not in the position to provide care themselves and allows for the family to have more engagement in the child(ren).

Sharing circles are an important aspect in our Indigenous heritage and are guided by the 7 Sacred Teachings: love, respect, courage, honesty, wisdom, humility and truth. Sharing circles are meant to bring together families and the people who work with them to make decisions or develop service plans to address a child's needs for safety, security, and well-being. Sharing circles enable the family to solve problems by creating a safe environment to work collaboratively with the Agency.

The Customary Care and Sharing Circle Team works from a restorative perspective to give the power back to our families and our Indigenous heritage. The Customary Care and Sharing Circle team looks forward to what the future holds for the Agency and the community.

To date the Agency has supported a total of 27 Customary Care Agreements which has provided support to 43 children.

In total the Agency has:

- 43 children who have been under a Customary Care Agreement.
- 29 Children are in an Active Customary Care Agreement
- 14 Children with an inactive Customary Care Agreement:
- 9 Children have been reunified.
- 1 Child transitioned to an Extension of Services.
- 1 Agreement Expired and is now deemed a private arrangement.
- 2 Agreements have been terminated by the Agency due to child neglect.
- 1 Agreement was terminated by a party to the Agreement and the child was reunified.

Krista Speer's Team:

- 1. Stephanie Warren/Krista Speer, Customary Care and Sharing Circle Coordinator
- 2. Violet Sinclair, All My Relations Worker
- 3. Mandy Sinclair, Sharing Circle Facilitator
- 4. Brian Bear, Sharing Circle Facilitator



SHARING CIRCLES: TRADITIONAL WAYS OF GATHERING

Sharing Circles are guided by the 7 sacred teachings; love, respect, courage, honesty, wisdom, humility and truth. Sharing Circles allow all staff involved to empower a family and be an agent of change. It will help us all empathize and recognize that healing is a lifelong journey. Families are knowledgeable about their history and family dynamics and know their strengths and make decisions and problem solve on a daily basis.

Below is how each teaching is represented by this new programming:



Love

Sharing Circles channels love, hope and energy to support the family to create positive outcomes



Respect

Sharing Circles are based on our traditional cultural ways of living and managing as a family.



Courage

Sharing Circles facilitate an opportunity to hear all relevant information even if it is painful.



Honesty

Sharing Circles facilitate an ability to be transparent, open, clear, and act with integrity.



Wisdom

Sharing Circles support families to share their wisdom and knowledge as they are the experts of their children and their own family.



Humility

Sharing Circles support each participant to understand each other's strengths, own limitations, and their ability to ask for help.



Truth

Sharing Circles create an opportunity to recognize truth as an opportunity to grow and learn from each other.

All families have unique strengths and decision-making powers. All families have unique strengths and decision-making powers. Family is more likely to be successful when they are empowered to develop their own case plans/solutions to their own challenges.

MESSAGE FROM RESOURCE COORDINATOR



Aaniin, Boozhoo, Tansi,

My name is Regan Clemons, I am a member of Peguis First Nation and the Resource Coordinator of Peguis Child and Family Service (PCFS). As the Resource Coordinator, I am part of the management team and report to the Executive Director. My role and responsibilities within the Agency include managing the Grandparent Mentorship Program, Therapy Services, Emergency Placement Resource Homes, the SunLodge Village traditional land-based programs and ceremonies and aspects of resource expansion for assigned Capital Projects.

Therapy Services

Peguis Child and Family Services ensures that children and youth are connected with mental health services which best suit their individual needs. This includes matching individuals with therapists who have expertise in particular areas and assessing services on an on-going basis. My responsibilities include managing all therapy services which include referrals, contracts, reports, and invoices.

Grandparent Mentorship Program

Grandparent Mentor services is geared to provide in home support to children and families to strengthen the family unit and prevent children from coming into care. We rely on our grandparents to pass on teachings of life from birth and throughout our journey. The Grandparent Mentor Program was developed to prevent children from coming into care and to help the parents from being overwhelmed with the domestic matters of running the home. Mentors are there to be guides in everyday living and to encourage parents and help with children and to be motivators and encouragers in everyday living. Mentors strengthen the family bonds in being together. My responsibilities include oversight and contract management.



Resource Support Team:

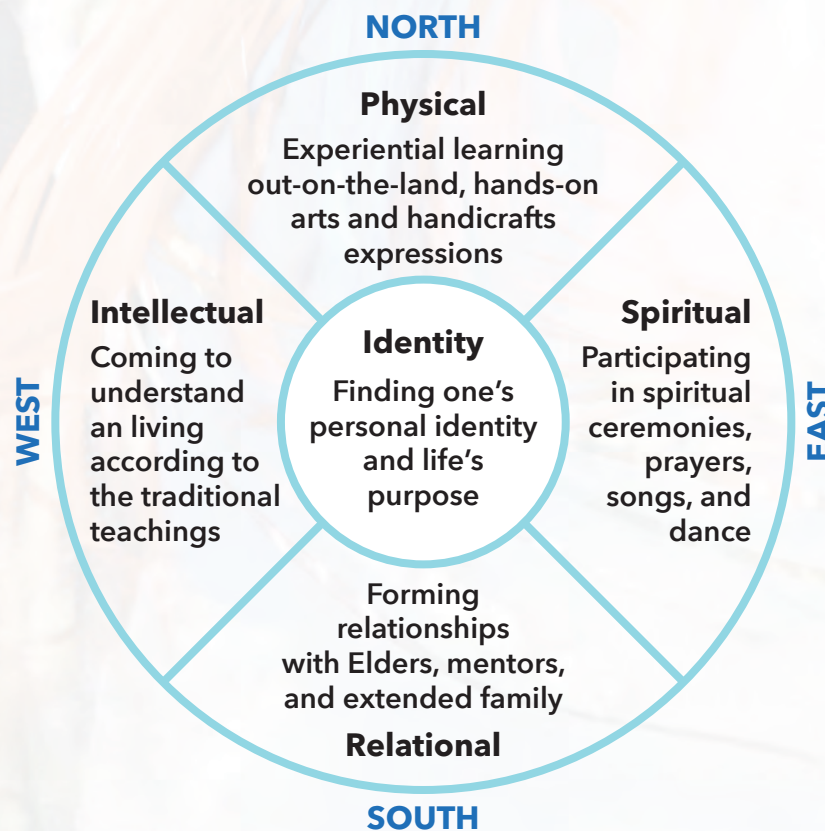
1. Violet Sinclair, SunLodge Liaison & All My Relations Worker
2. Carl Magnusson, Agency Driver/Custodian
3. Ljubomir Miladinovic, Agency Driver

Capital Projects

I am responsible for overseeing assigned Agency Capital Projects for expansion of Agency resources for children, youth, and families. Ensuring efficiency and smooth workflow, identifying the project's requirements, setting objectives and timelines, and handling the pre-approved budget.

The SunLodge Village Traditional Land-Based Programs

Peguis Child and Family Services (PCFS) and the SunLodge Village have joined together to provide Spirit and the Land experiences for children youth and families, as shown within the medicine wheel below. PCFS understands that these traditional ways of being provide the healing and guidance needed to regain our original strength as Anishinaabe people. PCFS is committed to providing opportunities for every child, youth and family served to reconnect with these traditional ways.



Family Camps

Eight seasonal Family Camps were offered this year as part of Spirit and the Land. These three-day overnight camps will provide for up to four families and up to a total of 24 participants. Participation will include ceremony, traditional teachings, land-based experiences, and sharing circles. The family camps include participation in seasonal activities such as fall garden harvesting, winter snowshoeing, spring fishing, and summer medicine picking. Indoor activities will include crafts, artwork, sewing, and traditional food preparation.

Four Season Child and Youth Camps

The Four Season Camps provide two weeks of traditional land-based experience for children and youth in each of the four seasons throughout the year. Each week will consist of three days and two overnights. Camp activities will include preparing for ceremony, survival skills training, being with the horses, hiking and snowshoeing; four-season fishing, hunting, and trapping; overnight camping excursions; medicine picking; and traditional food gathering and preparation. Participants are invited to express themselves through traditional handicrafts, sewing ribbon skirts/shirts, painting, drums and rattles and other forms of self-expression.

Traditional Elder Services (TES)

Traditional Elder Services provide children and youth who are struggling with serious emotional and behavioural issues with an intensive one-to-one experience with Elders and Elder's helpers at the SunLodge Village. Children and youth are encouraged to form personal relationships with Elders and Elder's helpers, as they participate in a wide range of traditional activities.

SunLodge Village Traditional Land-Based Programs	Total Participants
Four Season Children and Youth Camps (FSC)	199
Family Camp (FC)	102
Traditional Elder Services (TES)	2
Grand Total	303

SunLodge Village Traditional Ceremonies		Dates	Total Participants
1	Sweat Lodge Ceremony	Every Sunday	520
2	Warrior Dance Ceremony	May 15-19, 2022	540
3	Sun Dance Ceremony	July 12-16, 2022	1700
4	Warrior Dance Ceremony	Sept 10-13, 2022	960
5	Ancestor (Chibay) Ceremony	Oct 9-12, 2022	960
6	Eagle Ceremony	Nov 9-11, 2022	400
7	Christmas/Winter Solstice Ceremony	Dec 21-24, 2022	30
8	New Year's Eve Memorial Round Dance	Dec 31, 2022	200
9	Windigocon Ceremony	Feb 14-17, 2023	425
Grand Total			5735

The Peguis Annual Youth Gathering is an annual two-day outdoor event to build on identity and living a good way of life Mino-Bimaatisiwin. This gathering is open to the community and takes place at the SunLodge Village in Peguis First Nation. Children, youth, and families have the opportunity to learn traditional teachings of making drums and rattles.

SunLodge & Peguis CFS Annual Event	Date	Total Participants
Annual Youth Gathering	Sept 2-3, 2022	567
Grand Total		567

Miigwetch,

Regan Clemons, BA
Resource Coordinator

MESSAGE FROM SUNLODGE LIASON



Aaniin, Boozhoo, Tansi,

My name is Violet Sinclair, I am of the Bear Clan and my Spirit Name is Brown Bear Medicine Woman. I am Cree and status to Fisher River Cree Nation. I have been part of the Peguis Child & Family Services team since December 2013. As of February 2023, I have transitioned to SunLodge Liaison & All My Relations – within the Resource Support Team and Inter-Nation Affairs Department.

As the All My Relations Worker my role is to engage and screen identified family (kin and kith), as possible emotional, customary and/or legal permanency options for children and youth. The focus of the work is to actively work with children and youth in care or as risk of entering care to identify family finding recruitment with the goal of permanent family placement for children and youth in need.

As the SunLodge Liaison, I seek to establish mutually beneficial, encouraging relationships with clients and collaterals participating in the SunLodge Village Land-Based/Traditional Programs. I serve as a reliable contact and provide support to the SunLodge Village as well as clients including children/youth that attend the programs.

The SunLodge Village, Land-Based Traditional Programs include the following:

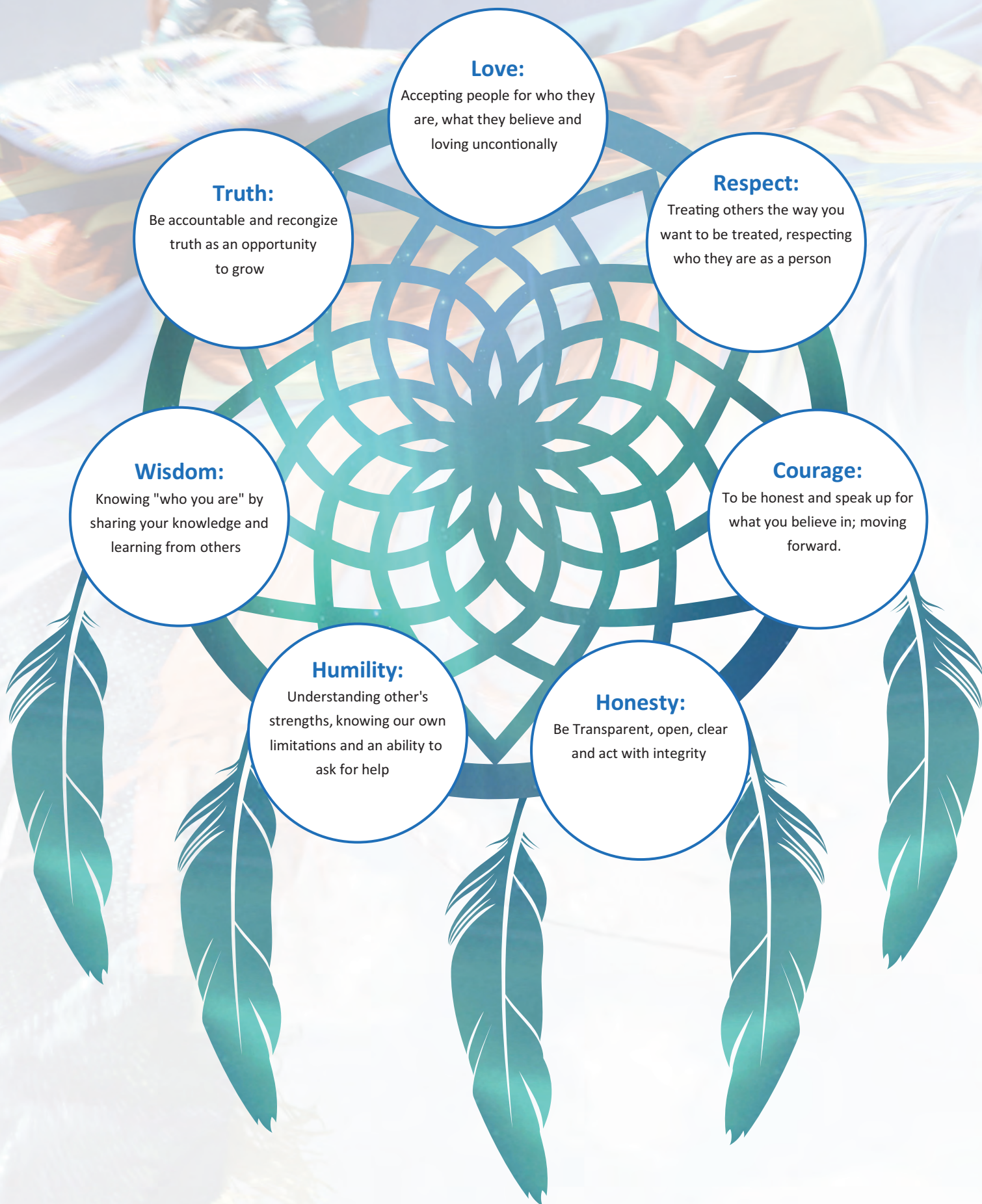
- Four Season Children and Youth Camps
- Family Camps
- Traditional Elder Services

This service is shaped by the unity, traditions, values, beliefs, and customs of the Anishinaabe communities; and, delivered in accordance with Peguis First Nation; *Honouring our Children, Families and Nation Act*.

Ekosani,

Violet Sinclair, RSW

SunLodge Liaison & All My Relations Worker



Love:

Accepting people for who they are, what they believe and loving unconditionally

Respect:

Treating others the way you want to be treated, respecting who they are as a person

Truth:

Be accountable and recognize truth as an opportunity to grow

Courage:

To be honest and speak up for what you believe in; moving forward.

Wisdom:

Knowing "who you are" by sharing your knowledge and learning from others

Humility:

Understanding other's strengths, knowing our own limitations and an ability to ask for help

Honesty:

Be Transparent, open, clear and act with integrity

MESSAGE FROM RESOURCE HOME MANAGER



Boozhoo, Aaniin, Tansi,

My Name is Amber Clemons. I am from Treaty 1 Territory, Peguis First Nation, and the Resource Home Manager for Peguis Child and Family Services.

As the Resource Home Manager, it is my responsibility to oversee and manage the Agency's Emergency Resource Homes which provide short and long-term specialized care to children while recognizing the unique care required for each individual child. I work closely with each Specialized Foster Parent to ensure the needs of each child that reside in the home are being met. In addition, I am responsible for the operational management and coordinating the ongoing maintenance of each residential property.

Our homes are dedicated to ensuring traditional childcare practices are implemented by following the Agency's Code of Conduct along with the Seven Sacred Teachings which speaks to how the Agency Emergency Placement Homes operate:

My goal is to ensure the global needs of each child are met in the Agency Resource Homes. I am grateful for my team that strive every day to make sure that each child's physical, emotional, mental and spiritual needs are met.

Gitchii Miigwetch,

Amber Clemons, Dipl., EA
Resource Home Manager



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Amber Clemon's Team:

1. Karen Wilson, Specialized Foster Parent for Yellow Thunderbird EPR Home
2. Marvin Prince, Specialized Foster Parent for Wawatay EPR Home
3. Leah Hill-Crowe, Specialized Foster Parent for Little Mukwas EPR Home
4. Maureen Ayaruak, Specialized Foster Parent for Migizi Miigwaan EPR Home



MESSAGE FROM RECLAIMING OUR WAYS COORDINATOR



Aaniin, Boozhoo, Tansi

My spirit name is Greycloud Woman, and I am from the Wolf Clan. My English name is Michelle Wilson.

I was raised in Peguis most of my life and in Selkirk MB for several years.

I have been part of the Peguis Child and Family Services team for approximately one and a half years now. I started as a Family Wellness Worker and have recently begun my role as a supervisor in February 2023. I oversee the Reclaiming Our Ways program, and the Debinan Youth Activity Program.

The Reclaiming Our Ways Program are committed to providing the best support and services to our community members. We aim to work collaboratively with families using an approach based on the values, customs, and the traditions of the community. The program understands that all families are unique and require different supports tailored to fit their family's needs. And now, with the removal of all Covid-19 restrictions, we have been working hard to reconnect with our children, youth, and families again. The Reclaiming Our Ways Program currently has 1 amazing team member. Charlene Bear is our Reclaiming Our Ways Worker.

Reclaiming Our Ways Program is an approach with two major goals:

- To promote family wellbeing by responding early to the needs of the child, youth, and their families.
- Prevention focused programs aimed to empower and educate families while on their healing journeys.

The Debinan Youth Program is open to all registered child and youth members, both on and off-reserve. The program offers children and youth an outlet from their daily routines and provides them with a chance to participate in some fun activities and field trips. Additionally, the program aims to build on their socialization skills and promote positive development of personality. Have a look at our monthly program calendars with your child or youth and call to register for a fun activity!



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The Debinan Youth Program currently has 12 very ambitious staff. At the Peguis Main Office, we have our Activity Coordinator, April Stevenson and Activity Workers, Marissa Cochrane, Serenity Sinclair, Mathew Daniels, Skyler Bear and our driver Chad Bear. At the Winnipeg Outreach Office, we have Activity Coordinator, Victoria Sinclair and Activity Workers Sarah Herrera, newly hired Courtney Chartrand, Carol Smith, Natasha Tassone, and Kaitlyn Hillier.

Lastly, I would like to say it has been an absolute honor to work for our community thus far and will continue to provide as many opportunities as we can for our children, youth and families.

Gitchi Miigwetch!!

Michelle Wilson,

Reclaiming Our Ways Coordinator, Main Office

Amber Prince'

Reclaiming Our Ways Coordinator, Outreach Office

Amber Prince's Team Outreach Office:

1. Amber Prince, Reclaiming Our Ways Coordinator
2. Victoria Sinclair, Activity Coordinator
3. Sarah Herrera, Activity Worker
4. Courtney Chartrand, Activity Worker
5. Natasha Tassone, Activity Worker
6. Kaitlyn Hillier, Activity Worker
7. Jazmin Mentuck, Activity Worker

PREVENTION SERVICES

Prevention services are tailored to meet the unique needs of each family and aimed to prevent children from coming into care.

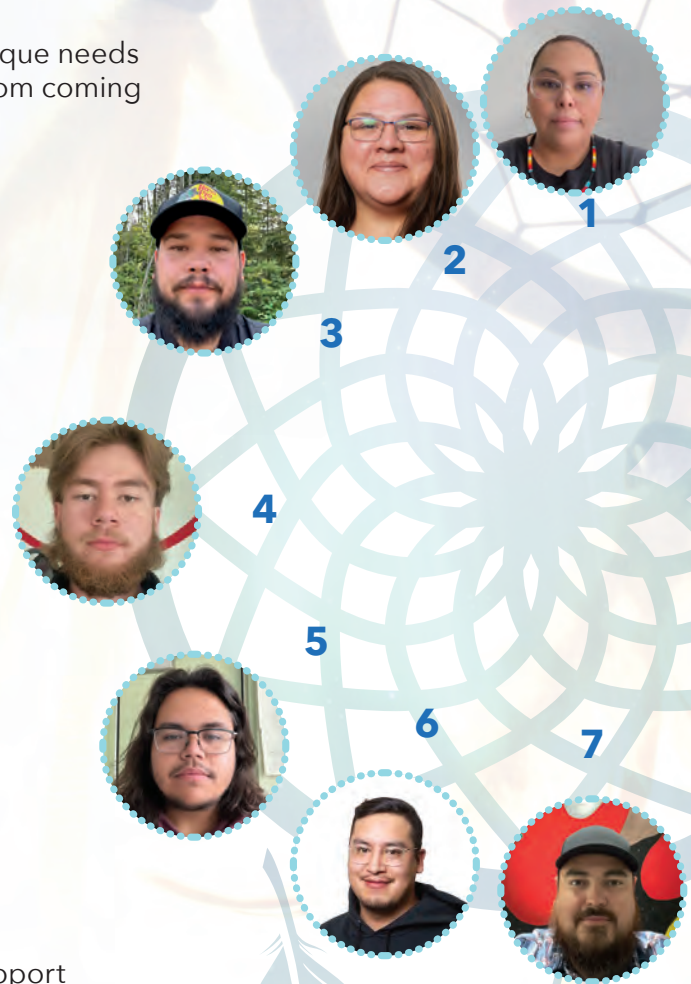
“Reclaiming Our Ways” is a term used to help community members reclaim the ways of our culture and to engage in a way of healing to prevent children from coming into care by addressing the needs of the child and family.

Reclaiming Our Ways provides:

- Community referrals
- Increased flexibility in responding to the families with different needs to ensure the child’s safety and well-being
- Children and families are involved in decision-making

Types of Service:

- Traditional Parenting
- Women & Men Gatherings
- Cultural Support/Ceremony/Teaching Support
- One on One Support
- Emergency Crisis Support
- Youth Programming
- Faith Based Support



Michelle Wilson’s Team Main Office:

1. Michelle Wilson, Reclaiming Our ways Coordinator
2. Charlene Bear, Reclaiming Our Ways Coordinator
3. Josh Stevenson, Activity Coordinator
4. Teagan Mann, Activity Worker
5. Skyler Bear, Activity Worker
6. Mathew Daniels, Activity Worker
7. Chad Bear, Debinan Driver

PROGRAM DESCRIPTION

Traditional Parenting

This program focuses on the 7 Traditional Teachings, our history as parents and the effects of colonization. It allows parents to come forward to discuss their roles and parenting abilities. Traditional Parenting provides a safe place for parents to connect with others to share their experiences to increase their own parenting skills. The parenting program identifies strengths and the needs of parents. Community elders assist with traditional teachings and aftercare support.

Traditional Services- Rainbow Lodge

Youth Gathering occurs annually to build on identity and living a good way of life. This gathering is open to the community and occurs in Peguis First Nation.

Women and Men's Gatherings

We provide holistic gatherings to engage our women and men in wellness by creating an inclusive and safe environment for healing to take place.

Faith Based

Agency provides support to Fisher Bay Bible Camp for Summer and Winter camps. The Debinan Program implement faith-based nights in monthly programming for the youth.

Community Service Statistics April 1, 2022 -March 31, 2023		
	Outreach Office	Main Office
Family Wellness	48	102
Women's Gathering		263
Men's Gathering		32
Community Engagement	4	1010
Debinan Program	1001	2258
Total	1054	3665
Grand Total		4718

MESSAGE FROM CHIEF FINANCIAL OFFICER



Hello Everyone,

My Spirit name is Rising Sun Woman, from the Thunderbird Clan. My English name is Bev A. Stranger. I am the Chief Financial Officer (CFO) for Peguis Child and Family Services, Inc. (PCFS). I am born and raised in Peguis First Nation and have always worked for my community. For the last ten years, I have been working with Peguis Child and Family Services.

As Chief Financial Officer, I report to the Executive Director and oversee the finance department of the Agency. Peguis CFS finance department is guided by the Agency's Mission Statement and policies set forth by the Agency. The finance department is also guided by the Peguis CFS Policies and Peguis CFS Management team. Everyone works together guided by the Seven Teachings which is embedded in PCFS's Code of Conduct, along with the guidance of the SunLodge Village who share the teachings with all staff and clients of the Agency. This is a great asset for PCFS and its teams.

The policies, Mission Statement & Seven Teachings provide a strong governance framework to assist the team to adhere to sound financial management practices. As CFO, and with the guidance of the Executive Director, we provide diligent oversight to ensure the accountable management of the funding resources and compliance with the regulations according to Generally Accepted Accounting Principles (GAAP). The accounting standards are authoritative standards for financial reporting and are the primary source of GAAP. These accounting standards specify how transactions and other events are to be recognized, measured, presented, and disclosed in financial statements.

The finance team's reliable, diligent, and thorough work ethic is a great asset for the best efforts of the Agency, the children in care and the families that we serve.

The past year has seen great new changes for Peguis CFS in that the Honouring Our Children Families and Nation Act (HOCFNA) Executed Coordination Agreement and HOCFNA - Executed Canada Fiscal Agreement were signed by Peguis First Nation, Peguis CFS, Canada and Province of Manitoba. It was a historical moment on Tuesday, January 31, 2023, as Peguis became the first Indigenous community in Manitoba to take control of child welfare under federal legislation which came into effect three years ago. The PCFS finance team are now working within these new coordination and funding agreements and are committed to maintaining transparency and accountability as per status quo.



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The financial statements for period ending March 31, 2023, are included with this report for your review of our activities and achievements. This audit period obtained an unmodified opinion. An unmodified opinion provides a reasonable level of assurance from the auditor that the financial statements present a true and fair reflection of the Agency's results for the period reported on.

I extend grateful thanks to the finance team members for their dedication and diligent work they do for the Agency, and the Children and Families that we serve.

I also want to thank the Executive Director and the Management team for their consistent guidance, contact and support for the finance team.

I am proud to be a part of these diligent and thorough teams.

Meegwetch,

Bev A. Stranger, CAFM
Chief Financial Officer

The finance team members are:

1. Barry Mann, Director of Finance
2. Nhan Phan, Finance Data Clerk
3. Jarred Hudson, Finance Data Clerk
4. Carol Scott, Finance Data Clerk
5. Geremias Caraan, Finance Data Clerk
- 6.. Joshua Robinson, Finance Data Clerk



Independent Auditor's Report on the Summary Financial Statements

To the Board of Directors of Peguis Child and Family Services Inc.

Opinion

The summary financial statements, which comprise the summary statement of financial position as at March 31, 2023, and the summary statement of operations and changes in net assets for the year then ended, are derived from the audited financial statements of **Peguis Child and Family Services Inc.** (the "Organization") for the year ended March 31, 2023.

In our opinion, the accompanying summary financial statements are a fair summary of the audited financial statements, in accordance with the criteria disclosed in the Note.

Summary Financial Statements

The summary financial statements do not contain all the disclosures required by Canadian accounting standards for not-for-profit organizations. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the Foundation's audited financial statements and the auditor's report thereon.

The Audited Financial Statements and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial statements in our report dated June 30, 2023.

Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of the summary financial statements in accordance with the criteria disclosed in the Note.

Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary financial statements are a fair summary of the audited financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standard (CAS) 810, *Engagements to Report on Summary Financial Statements*.

BDO Canada LLP

Chartered Professional Accountants

Winnipeg, Manitoba
June 30, 2023

PEGUIS CHILD AND FAMILY SERVICES INC. Summary Statement of Financial Position

As at March 31	2023	2022
Assets		
Current assets	\$ 85,790,586	\$ 11,612,002
Capital assets	6,494,406	3,396,079
	\$ 92,284,992	\$ 15,008,081
Liabilities and Net Assets		
Current liabilities	\$ 85,777,088	\$ 9,310,867
Deferred contributions	4,543,313	1,247,779
	90,320,401	10,558,646
Net Assets		
Unrestricted	13,498	2,301,135
Invested in capital assets	1,951,093	2,148,300
	1,964,591	4,449,435
	\$ 92,284,992	\$ 15,008,081

PEGUIS CHILD AND FAMILY SERVICES INC. Summary Statement of Operations and Changes in Net Assets

For the year ended March 31	2023	2022
Revenue		
Province of Manitoba	\$ 11,449,104	\$ 8,915,701
Indigenous Services Canada	15,601,653	12,123,023
Southern First Nations Network of Care	228,800	2,843,730
National Child Tax benefit	606,400	62,100
Emergency home revenue	1,120,468	379,662
Amortization of deferred capital contributions	303,637	68,770
Other	40,788	53,140
	29,350,850	24,446,126
Expenses		
Salaries and benefits	11,008,207	7,134,064
Provincial maintenance	5,745,978	6,255,001
Foster care	3,266,814	1,779,490
Federal maintenance	2,797,328	2,221,685
Travel and other administrative expenses	9,017,367	8,017,306
	31,835,694	25,407,546
Deficiency of revenue over expenses	(2,484,844)	(961,420)
Net assets, beginning of year	4,449,435	5,410,855
Net assets, end of year	\$ 1,964,591	\$ 4,449,435

PEGUIS CHILD AND FAMILY SERVICES INC. Note to the Summary Financial Statements

For the year ended March 31, 2023

Basis of Summary Financial Statements

Management is responsible for the preparation of summary financial statements. The summary presented includes only the summary statement of financial position and the summary statement of operations and changes in fund balances. It does not include any other schedules, the significant accounting policies and notes to the financial statements.

Copies of the audited financial statements for the year ended March 31, 2023 are available at Peguis Child and Family Services Inc.

MESSAGE FROM DIRECTOR OF FINANCE/ ACTING PROJECT MANAGER



Aaniin, Boozhoo, Tansi,

Gaabawi Waabishki Makwa (Standing White Bear), is my spirit name. My name is Barry Mann and I am the Director of Finance for Peguis Child and Family Services Inc. I am currently in my 6th year of employment with Peguis Child & Family Services, and everyday I am learning and growing within the Agency. The 2022-2023 fiscal year was a very successful and historic year for the Agency as we created and signed our own Legislation with Canada, enabling us to support and work with our community like never before.

My duties include overseeing the hardworking and enthusiastic finance team; a team of 6. The finance team works diligently to complete their duties and keep up to date with their responsibilities. Supporting and delivering results for our staff and community. I would like to thank the finance team for all their hard work and dedication to the Agency.

Besides working on the finance team, I am also tasked with overseeing our Capital Projects, which include: Peguis Main Office Expansion, Peguis Main Office Renovation, and our new Winnipeg office at 500 Madison Street in Winnipeg. We are also working on an additional office in the Selkirk area and a 20-Unit Youth Housing Project. All these projects are to enhance and support our community as a whole.

With the signing of our own Legislation, we can treat our own members and children the way they should be and the way they are meant to be. It is very satisfying to work for an employer that allows you to grow and enables you to see real world results that impact and improve your own people's way of life in a very positive way.

Barry Mann

Director of Finance



Barry Mann's Team:

1. Nhan Phan, Finance Data Clerk
2. Jarred Hudson, Finance Data Clerk
3. Carol Scott, Finance Data Clerk
4. Geremias Caraan, Finance Data Clerk
5. Josh Robinson, Finance Data Clerk
6. Bob Stranger, Building Maintenance Manager



MESSAGE FROM DIRECTOR OF HUMAN RESOURCES



Aaniin,

Aaniin I am Giigido Ishpaaming which means Speaking Above and I am from the Bear Clan. My English name is Lindsey Bear and I am the Director of Human Resources for Peguis Child and Family Services. I am a member of Peguis First Nation and I've been with Peguis Child and Family Services coming to celebrate my 14th year.

It gives me great pleasure to report to our community for this reporting period, April 1, 2022 to March 2023 for the Peguis Main Office. Below is the information for the Human Resources Department of Peguis Child and Family Services.

As Director of Human Resources, I am responsible for all aspects of human relations with Peguis Child and Family Services. This includes: recruitment and retention of the Agency, training and training statistics on all employees, and ensuring the Agency abides by all laws and regulations: ex. Employment Standards Code and Peguis Child and Family Services' Employee Policy Manual, maintaining all available days to employees such as annual leave, sick leave, etc. and preparing all arrangements for our annual Staff Professional Development. This also includes providing and assisting in a healthy workplace environment during COVID-19 and assisting in maintaining the office.

It is our goal, as an Agency, to continue to strive for excellence and excel in the area of human resources, adapting to changing policy while upholding the Code of Conduct and ensuring a positive work environment for our employees.

As we continue to embark on our new journey, as an Agency, with the law *"Honouring our Children, Families and Nation Act"*, effective January 21, 2021 it's been amazing to see our community adapt and see the change.

At Peguis Child and Family Services Inc, we work hard to ensure our employees are being valued. We work towards supporting and uplifting our employees on a daily basis.

Miigwetch!

Lindsey Bear

Director of Human Resources

The Human Resource Department manages and assists in the deployment of BambooHR, a new and improved human resource program for employee leaves, hires, etc.

BambooHR helps us to:

- Provide/share various information to insurance provider.
- Manage and assist in updating Peguis CFS new, beautiful website.
- Maintain and ensure annual/vacation time for employees is accurate and available.
- Ensure attendance audits are completed.
- Ensure all requests (e.g. sick leave, any days off are documented).
- Assist employees, both new and current.
- Incorporate the new law into the Human Resource Employee Policy Manual.
- Ensure Human Resource Employee Policy Manual is up to date to Employment Standards Codes.
- Review policies as needed with all employees.
- Uphold Workplace Health & Safety standards and update as appropriate.
- Comply with COVID-19 measures.
- Implement COVID-19 safety within the Agency and develop new policies and procedures.



Lindsey Bear's Team:

- | | | |
|--|---|---|
| 1. Lindsey Bear, Director of Human Resources | 4. Stephen Flett, Custodian | 7. Kelly Sutherland, Main Office Receptionist |
| 2. Jamal Richard, Human Resource Manager | 5. Dale Peebles, Maintenance | 8. Jordan Twoheart, Maintenance |
| 3. Amber Clemons, Resource Home Manager | 6. Marlene Stevenson, Executive Assistant | 9. Stacey Watt, Filing Clerk |

HUMAN RESOURCES

2023 KEY ACTIVITIES

- Manage and assist in the deployment of BambooHR, a new and improved human resource program for employee leaves, hires, on-boarding and off-boarding of employees, training and all employee statistics including various reports
- Provide information and guidance to all employees regarding switch to Employee Benefits Program and Manulife effective January 1, 2023
- Provide/share various information to Employee Benefits Program regarding Peguis CFS employees
- Continuing to work closely with LIFE Inc to ensure smooth transition
- Managed and assisted in updating Peguis CFS new, beautiful website
- Maintain and ensure annual/vacation time for employees is accurate and available
 - Ensured attendance audits were completed
 - Maintained via attendance audits and computer program BambooHR
 - Ensuring all requests (sick leave, any days off) are applied for and put on BambooHR
 - Fixing any errors to employee's times
 - Assisting employees, both new and not new
 - Ensuring employees are up to date regarding their time
- Human Resource Employee Policy Manual
 - Ensuring Human Resource Employee Policy Manual is up to date to Employment Standards Codes (reviewed June 2022)
 - Reviewing policies as needed with all employees
- Workplace Health & Safety
 - Complying to COVID-19 measures
 - Implementing COVID-19 safety within the Agency and working on the development of new policies and procedures
 - Continuously update Workplace Health & Safety Policy

Ensuring daily the Workplace Health & Safety Policy is followed by all employees

- Ensuring there is no imminent danger to employees
- Ensuring both offices, Main office and Winnipeg offices, are SAFE for all employees and clients
- Effective January 2019, Winnipeg Office and Main Office are equipped with AED (defibrillator)
- Workplace Health and Safety Committee functioning to ensure employees need are met; fire drills, etc.
- Work diligently on maintaining a healthy workplace

HUMAN RESOURCES

2023 KEY ACTIVITIES

Recruitment and Retention

Recruitment of

- CFS Worker
- Activity Coordinator
- Activity Worker
- Reclaiming Our Ways Worker
- Agency Driver
- Activity Worker
- Activity Worker
- Ensure job availabilities are posted for all public patrons to see

Continued support to Human Resource Manager for Winnipeg Office

- Follow through with mandatory trainings:
 - Foundational Standards Training
 - In-house training
 - Famcare Training
 - Legal Training
 - Abuse Training
 - Supervisor Training
 - Policy and Procedures Training
 - In-house training
 - Foster Parent Orientation Training
 - Little Warriors Training
- Review Monthly Attendance Audits & BambooHR
 - Bamboo HR is successful, easy to access, and used by all Employees
 - Monitored - attendance audits are done on a monthly basis via Deputy attendance program
 - Deduction plans for employees according to attendance audit policy in Employee HR Policy
 - Assist employees with Deputy Program

HUMAN RESOURCES

2023 KEY ACTIVITIES

Manitoba College of Social Workers

- Calculated employee hours, while working for Peguis CFS, not including any days off
- Assisted with completions of applications as needed
- Worked closely with MCSW administration to ensure all frontline workers were up to date
- Sent reminders to staff to complete and submit necessary information
- Renewal of employees MCSW Memberships
- Successfully managed and produced required detailed information on FIPPA requests as necessary

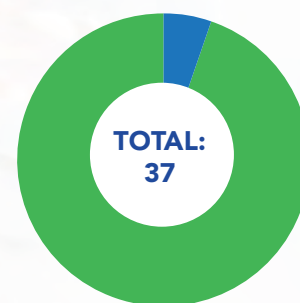
Coordinated and assisted in all staff functions for reporting period

- Coordinate and assist with "Honouring our Children, Families and Nation Act" Celebration
- Peguis CFS Annual Joint Staff Meeting which consisted of educating all Peguis Child and Family Services Inc on our law "Honouring our Children, Families and Nation Act"
- Orientation of all new employees beginning with Peguis CFS. Ensuring new employees are well aware of office procedures and policies, Code of Conduct which is governed by the 7 Sacred Teachings

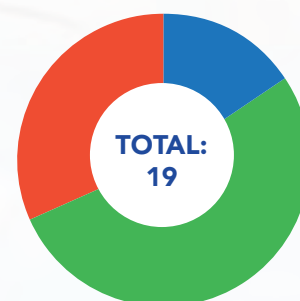
- Assist employees applying for Short Term Disability & Long-Term Disabilities, assisting them and reminding them to utilize their benefits in regard to self-care
- Be Agency connection with all claims regarding LIFE Inc/ Manulife
- Work closely with Finance Department to ensure proper pay to employees who are newly entering the Agency and leaving the Agency. Ensure all Employment Standards Codes are met.

Staff Type Peguis Main Office Staff As Of March 31, 2023

Total:	37
Non-status	2
First Nation Status:	35



Administration:	19
Finance:	3
DLW 1:	10
DLW 2:	6



MESSAGE FROM HUMAN RESOURCE MANAGER



Aaniin,

My name is Jamal Richard my spirit name is Blue Charging Bear from the Bear Clan. I am a Pine Creek First Nation band member. I am currently the Human Resource Manager at Peguis Child and Family Services Outreach Office. I report directly to the Human Resource Director Lindsey Bear.

I began my journey at the Agency on June 7, 2021 as the Human Resource Assistant. Over several months I have gotten to further develop my knowledge and skillset before advancing to my role as Human Resource Manager. This was possible with the guidance and support of the Director of Human Resources.

It's exciting to be at the forefront of structural changes within Child and Family Services. Having been a youth in care I have first-hand experience of the short comings of the system. So it brings me great joy seeing the much needed changes such as focusing on prevention and supporting families.

As the Human Resource Manager my responsibilities consist of the following:

- Planning, implementing, and evaluating employee relations and human resource policies, programs and practices
- Recruit, screen, select, and orientate all new agency staff to ensure the highest quality of services are given to all clients/participants
- Receive and process evaluations or recommendations for salary and position changes
- Conflict Resolution and Disciplinary Processes
- Ensure and maintain all staff have a safe and healthy workplace environment
- Responsible for agency wide communication regarding the Human Resources department
- Quarterly Attendance Audits as per employee policy
- Oversee IT training, assigning IT equipment to staff and IT related communication
- Posting Request for Proposals and being involved in selection process
- Provide reports and information to various departments as requested
- Contribute to Agency Goals as needed

As the Agency and its staff face various obstacles the Human Resource Department will continue to grow, develop, and support all staff. We will be proactive in implementing the best technologies and practices. To ensure we can provide the best possible service to staff and the community we serve.

Miigwetch,

Jamal Richard BBA



Jamal Richard's Team

1. Stacey Sabiston,
Outreach Office Receptionist
2. Andrew Cote, Office Support Worker

CODE OF CONDUCT

The Code of Conduct is the values which guide behavior within the organization. It specifies how staff should act in decision-making and service delivery. It describes how you treat others, whether fellow employees, clients, or anyone with whom you come in contact with.

Peguis Child and Family Services shall maintain a culture which recognizes and values ethical conduct. **The following Code of Conduct along with the Seven Teachings speaks to how the Agency operates:**



LOVE:

Accepting people for who they are, what they believe and loving unconditionally.



RESPECT:

Treat others the way you want to be treated; respecting who they are as a person.



COURAGE:

To be honest and speak up for what you believe in; moving forward.



HONESTY:

Be transparent, open, clear, and act with integrity.



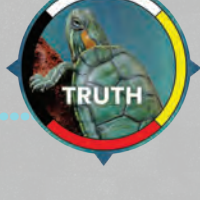
WISDOM:

Knowing "who you are" by sharing your knowledge and learning from others.



HUMILITY:

Understanding other strengths, knowing our own limitations and an ability to ask for help.



TRUTH:

Be accountable and recognize truth as an opportunity to grow.

