



ANNUAL REPORT

APRIL 1, 2024 to MARCH 31, 2025



PEGUIS CHILD AND FAMILY SERVICES

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PEGUIS MAIN OFFICE LOCATION



MAAMAWIBIWAY LOCATION



PCFS WINNIPEG OFFICE LOCATION



MESSAGE FROM THE 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, 2024 to March 31, 2025.

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

The Coordination Agreement and Funding Agreement 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 Agency maintains relationships with community partners such as Peguis Central School, RCMP and Percy E. Moore Hospital. By committing to transparency and information sharing in the best interest as per *Honouring our Children, Families and Nation Act*.

The Reclaiming Our Ways and Debinan Youth Program coordinated with all Peguis entities to ensure a consistent approach to providing children's programming and services. These activities included, Anti-Bullying & Suicide Awareness and magic show on February 26, 2025 at Peguis Central School, Youth Fishing Derby on March 8, 2025 and the Spring Break Extravaganza held on April 1 to 4, 2025 which was attended by approximately 800 children and youth in the community of Peguis First Nation.

On behalf of the Board of Directors, we would like to take this opportunity to thank leadership for their support as the Agency continues to work towards restoring the right of our families to raise their children while accessing equitable child and family services.

The Board of Directors' applauds all the staff for their dedication and commitment to the Agency's mission and vision. We specifically recognize and acknowledge all the hard work to complete the audit as per Interim Funding Framework.

We would also like to thank our funding partners, Indigenous Services Canada and the Province of Manitoba.

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

Gitchi Miigwetch,

Louise McCorrister, Board Chair

BOARD OF DIRECTORS



Louise
McCorrister



Irene
Madison



Winnie
Bair



Sharon
Mann



Rhonda
McPherson

The Board of Directors are Louise McCorrister, Board Chair, Winnie Bair, Sharon Mann, Irene Madison and Rhonda McPherson.

The Board of Directors consists of community members that are representatives of the community which they serve. Their primary role is to develop a vision that is based on community values and beliefs to guide child and family services as per *Honouring Our Children, Families and Nation Act*.

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

The responsibilities of the Board of Directors include the following four components:

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

For this reporting period the Board of Directors reviewed 30 reports as per Governance Policy Manual. The Board of Directors meet on a monthly basis and/or as needed.



MESSAGE FROM THE EXECUTIVE DIRECTOR



Aaniin, Boozhoo, Tansi,

On behalf of the Agency, Board of Directors, and dedicated staff, presented is the Annual General Report 2024-2025 on behalf of the Agency, Board of Directors, and our dedicated staff, I am pleased to present the Annual General Report. This report provides an overview of the Agency's activities from April 1, 2024, to March 31, 2025.

Our team has been working diligently to operationalize the *Honouring our Children, Families and Nation Act* (the "Act") in all areas with the common goals of preventing children from coming into care and investing in families.

As described in this report, major efforts have been made towards reconciliation at all levels in the overall delivery of child and family services. It is measured by our data that reflects the services provided according to the Agency's mandate. The number of children coming into care has drastically decreased as a result of prevention programming and services.

January 21, 2025 marked the 3rd anniversary of the Act coming into force as federal law. The past three years have flown by with all the tremendous work that the Board and our staff have accomplished. Similarly, as of January 31, 2025 it also marked the 2nd anniversary of the Coordination and Fiscal Agreements signing supporting the implementation of our Act. This day also represents the great efforts made by staff to take a monumental step towards decolonization and reconciliation as part of our service delivery.

This report reflects how reconciliation with children, youth, families, Elders and overall community members that participate in services and/or Agency gatherings is actionized, confirmed through the increased participation in prevention services, the significant reduction of court matters, and a dramatic increase in supports and voluntary requests for Customary Care Agreements and Sharing Circles. The results of our activities are impressive and include the following:

- 92% of children in care are placed with immediate and extended family members or in a culturally appropriate home
- 1,186 parents participated in traditional parenting programs and 566 families received childcare/ respite (child minding) services.
- There were 94 sharing circles facilitated by the Sharing Circle Facilitator(s) with youth and their families lead by families to prevent children from coming into care.
- 1,000 youth attended the Annual Youth Gathering on June 27, 2024.
- 103 youth attend the youth camps held at SunLodge Village.
- 1,654 youth attend the Debinan Program at Winnipeg office.
- 2,236 youth attend the Debinan Program at Main Office.

- There was a total of 5,087 youth who participated in youth programming which is an average increase of 3,425 youth from last reporting year.
- There were 94 sharing circles facilitated by the Sharing Circle Facilitator(s) that were deemed high risk families for their children to come into care that resulted in approximately 48 Customary Care Agreements.
- There are 6 Customary Acceptance Agreements for this reporting period.
- There were approximately 23,825 children and their families that participated in preventions services this reporting period.
- The Agency partnered with Peguis NADAP to promote awareness of drugs and alcohol during National Addictions Week. A comedian and motivational speaker Babyface attended a night in the community to perform before approximately 199 children, youth and families.
- The Agency has promoted awareness of drugs and alcohol in Winnipeg, with a performance by Roland Vandal who is a motivational speaker on Addiction and Mental Health. There were approximately 24 children, youth and families in attendance.
- The Agency also partnered with Peguis Central School to have the Debinan Youth Team to provide information and resources to youth. There were approximately 343 participants, with up to 120 youth completing surveys for Debinan.
- There was a total of 4,539 participants that accessed traditional and cultural services in the community of Peguis First Nation.

In addition, the Agency has financially supported membership in an amount close to \$21 million. Meanwhile, through the Agency programming, there were 27,023 participants during this reporting period.

The analysis by the Quality Assurance Coordinator, in respect to Agency Caseload, clearly demonstrates the increase in services overall and the decrease in new admissions of children in care.

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

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

Most importantly, again the Agency acknowledges and gives 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**

HISTORY AND GOVERNANCE

ORGANIZATIONAL HISTORY

Peguis Child and Family Services (the “Agency”) was integrated with Anishinaabe Child and Family Services from 1980 to 1987. In 1987, the communities of Fisher River, Jackhead, Dakota Tipi and Peguis First Nation became mandated as Intertribal Child and Family Services Inc. This came after years of negotiations between the Federal and Provincial governments and Chief and Council. The Agency Board of Directors became an autonomous Agency on April 1, 1999, and was mandated under the Manitoba Child and Family Services Act. The Agency has been incorporated for approximately 24 years and the Board of Directors revised and approved the Agency By-Laws on May 10, 2023.

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.

5 Pillars of Peguis Child and Family Services

1. Traditional and Cultural Services that are formed on traditional ways of providing prevention, protection and intervention services. This consists of Elders who assist in the alternatives to the 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 relations 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.

On January 19, 2021, at the SunLodge Village in Peguis Indian Reserve a ceremony was conducted where the Peguis First Nation *Honouring our Children, Families and Nation Act* was blessed by the Elders when they raised their pipes. Through this process the ancestors have given the Agency guidance to send this Legislation to Manitoba and Canada.

Peguis First Nation provided formal Notice of Intent to enter into a Coordination Agreement pursuant to subsection 20(2) of *An Act respecting First Nations, Inuit and Metis children, youth, and families*, on January 20, 2021.

Manitoba and Canada were provided the following: Notice of Intent Letter to enter into a Coordination Agreement, Peguis First Nation *Honouring our Children, Families and Nation Act* and a photo of Chief and Council with Peguis Child and Family Services Board of Directors, Executive Director and Legal Counsel.

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).

As per *Honouring our Children, Families and Nation Act*, Board Governance Policy and Board By-Laws, the Agency reports to leadership every quarter. The report provides an overview of the Agency's activities.

The Board of Directors will continue to provide leadership, direction, guidance and support to the Agency utilizing Board of Director Governance Policy, Board By-Laws and most importantly is guided by the newly implemented federal legislation approved by Peguis First Nation.

The Agency recently completed the Strategic Service Plan that guide the operations of the Agency for the period of April 1, 2023 to March 31, 2026 that is in alignment with the *Honouring our Children, Families and Nation Act*. The Board of Directors approved the Agency's Annual Operation Budget as per new funding agreement for April 1, 2025 to March 31, 2026 as per motion. The Board of Directors also approved the April 1, 2024 to March 31, 2025 annual audit.

Overview of Implementation of *Honouring our Children, Families and Nation Act* is also contained in the Strategic Service Plan. The timeline is below:

- January 20, 2021, Chief and Council provided notice to Canada and the Province as per Peguis First Nation proposed federal legislation, *Honouring our Children, Families and Nation Act*.
- January 21, 2022, *Honouring our Children, Families and Nation Act* came into force.
- January 31, 2023, Signing Ceremony of Coordination and Funding Agreement.

Overview of Funding Agreement

The interim funding model is for the sole purpose of providing child and family services as per legislation, *Honouring our Children, Families and Nation Act*, Schedule A:

- a. Core services (protection, prevention, operations, First Nations Representative/Community

Navigator Services);

- b. Governance;
- c. Dispute resolution for child and family services and the exercise of legislative authority as set out in the Coordination Agreement;
- d. Insurance costs;
- e. Post Majority Support Services;
- f. Administration;
- g. Information Technology (IT) and Information Management (IM);
- h. Operations and Maintenance (O&M is for costs related to capital facilities/assets or physical space);
- i. Initial start up, and;
- j. Capital and Capital Revitalization for existing capital assets.

6.1 The Agency shall provide Child and Family Services using the Federal Transfer Payment received under this Agreement and in accordance with the Coordination Agreement as well as the service delivery requirement under the Peguis Act.

For more information on the journey to achieve the federal legislation known as the *Honouring our Children, Families and Nation Act*, watch videos on the Agency's website, www.peguiscfs.ca.

Peguis Child and Family Service Report Financial Snapshot below is for the period of April 1, 2024 to March 31, 2025.

CHILD AND FAMILY SERVICES

Expenditures

Prevention and Services to Families (Intake Program, Abuse Program, After Hours Program, Community Wellbeing, Reclaiming Our Ways, Grandparent Mentorship Program, Debinan Program, Staffing Cost)	\$19,500,052.00
Children In Care, Extension of Service Agreements, Customary Care Agreements, Customary Acceptance Agreements, Kinship, Supported Subsidized Guardianship Agreements	\$18,627,092.00
Total Prevention and Maintenance	\$38,127,144.00



5 PILLARS OF PEGUIS CHILD AND FAMILY SERVICES

1. Traditional and Cultural Services that are formed on traditional ways of providing prevention, protection and intervention services. This consists of Elders who assist in the alternatives to the 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.

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.

MESSAGE FROM THE INTERNAL REVIEWER

Aaniin, Boozhoo, Tansi,

My name is Leona Huntinghawk and I am originally from Rolling River First Nation in southern Manitoba. My paternal surnames include Blackbird and Bone with patriarchal connections to Keeseekoowenin First Nation, my maternal surnames include Huntinghawk and Anderson with matriarchal connections to Pinaymootang First Nation. I have two daughters, Sierra and Emma and two grandchildren, Marley and Adrian.

I have worked in Indigenous child welfare since 2001 and have taught at the post-secondary level since 2013. I have a MSW degree from the University of Manitoba and am currently working on my Ph.D. in Indigenous Studies.

My areas of research include Indigenous child welfare, the 60s Scoop and Indigenous program evaluation. As Internal Reviewer, I am responsible for an overall service evaluation of the Agency under the new child welfare legislation, the *Honouring our Children, Families and Nation Act*. The evaluation will roll out in phases until approximately 2027. I am honoured to be working with the Agency in this capacity and remain committed to helping from a community-based, family-centered perspective. I welcome open and honest feedback through in-person interviews or by telephone.

Please feel free to contact me at (431) 293-8478 or (204) 979-0705 for questions or feedback or to schedule an interview. Interviews with staff and community members will be invaluable to this review.

In the Spirit of Truth and Reconciliation,

Leona Huntinghawk, MSW, RSW

Internal Reviewer

Peguis Child & Family Services

WAABISHKODA BIZHIKI - WHITE BUFFALO "REPORT"

Phase 1	Year 1 (2022-2023)	Act comes into force on January 21, 2022: Pre-operationalization.
Phase 2	Year 2 (2023-2024)	Interim Funding received in April 2023 to begin operationalization of the Act.
Phase 3	Year 3 (2024-2025)	Baseline services are established under the Act.
Phase 4	Year 4 (2025-2026)	Capital Projects are projected to be completed to facilitate service delivery under the Act. The Province of Manitoba does not have a mandate to provide variance funding in the amount of \$25M and continues to provide the same amount of funding under the Provincial CFS Act.
Phase 5	Year 5 (2026-2027)	Evaluation of services and best practices.

WAABISHKODA BIZHIKI WHITE BUFFALO "REPORT"

Honouring our Children, Families and Nation Act (the "Act") came into force on January 21, 2022 and according to section 14.2 of the Act, "the Agency must prepare a report on the 5 year review that sets out their analysis, conclusions and recommendations on the provisions and operations of the Act."

As part of the process for selection of Internal Reviewer as per RFP No.03-2023, a request for proposal was issued in March 2023 by the Peguis Child and Family Services Board of Directors. The internal review requested is a comprehensive evaluation of services with respect to, and in accordance with the Act, using an Indigenous perspective and tools such as the medicine wheel.

The Waabishkoda Bizhiki - White Buffalo "Report" and Internal Reviewer, Ms. Leona Huntinghawk were introduced at the Agency's Annual General Meeting on September 19, 2024. Ms. Huntinghawk explained the process and invited members in attendance to contact her as well as share her information with other members that were interested in being interviewed over the duration of the 5 year report.

For more information about Ms. Huntinghawk and how to contact her, please see the Message from Internal Reviewer in the Annual General Report 2023-2024 and in all reports to Chief and Council and Membership moving forward which are also available on Agency website, www.peguiscfs.ca.

BACKGROUND

The Agency logo was changed in 2014 when tobacco was passed to Agency Elder Josie Bear who now sits in the spirit world. She dreamt about buffalo gathering, they surrounded four children, encased by the circle of life with all four colors representing the four directions. As she described her vision, she reiterated it was the Agency who acts as the buffalo - protecting children and lifting up families to fulfill their sacred responsibilities as the children are gifts that must be nurtured and loved. She then, sternly reminded the Agency, we are all buffalo, we all have the responsibility to protect all the children in the community.

NAMING THE REPORT

The Waabishkoda Bizhiki - White Buffalo "Report" represents Dream Knowledge from Elder Josie Bear whom the buffalo visited while she was in a sleep state that signified the healing that was to begin. Since this vision is acknowledged in the north, it is represented by the white cloth to signify healing. Hence the report is named to honour the vision that guides the work - Waabishkoda Bizhiki - White Buffalo "Report".



TRUSTS AND INVESTMENTS

Aaniin, Boozhoo, Tansi,

The recent court settlement, initiated by Peguis Child and Family Services (the "Agency"), for children in care to access their Children's Special Allowance withheld by the province, resulted in a win for children from 2005-2019. Former Children-in-Care who are now Adults can file a claim to access these benefits and Minors will have their monies placed in a Minor's Trust until such time as they reach age of majority. It is with concern and care that the Agency would like to establish a Minor's Trust to support those Peguis children listed as minors.

As the Agency looks within the community for strength and empowerment, they engaged the services of Sharon Stevenson to set up the procedures, policies, implementation, governance and oversight of a Minor's Trust for Peguis children. Coupled with capacity building and a financial wellness plan for children, youth, families and members to share her knowledge, experience and training.

As a member of Peguis First Nation, where she was raised and educated, Sharon has valuable and extensive experience in the Trust and Investment industry. She holds a Business Degree from the Ivey School of Business at the University of Western Ontario, certifications from AFOA Canada, and the Corporate Directors Designation from the Rotman School at the University of Toronto. Sharon has also had the opportunity and privilege to attend the Building Sustainable Communities & Leading People program and the Tribal Leadership program at the Harvard Business School.

Sharon is also an elected member of the Peguis Treaty Land Entitlement Trust (Peguis TLE Trust) as a Financial Trustee, the member-elect director of AFOA Canada and sits as the Chair of the National Aboriginal Trust Officers Association (NATOA). Also, as the former Trust Manager for the Peguis Surrender Claim Trust and with her elected positions, she has had the opportunity to share her knowledge and experience at national and international conferences.

It is a privilege and honour to have Sharon Stevenson join the Agency to continue the care and concern for the children and families.

Welcome Sharon Stevenson.





DEPARTMENTS

HUMAN RESOURCES DEPARTMENT

KEY RESPONSIBILITIES OF HUMAN RESOURCES

The Human Resource Department plays a critical role within the Agency by managing various key activities related to the workforce. Key activities of this department include:

1. Recruitment and Selection: responsible for attracting, sourcing, and selecting qualified candidates to fill job vacancies within the organization. This involves creating job descriptions, posting job advertisements, screening resumes, conducting interviews, and facilitating the hiring process.

2. Employee Onboarding: Oversees the onboarding process for new hires, ensuring that they receive the necessary orientation, training, and access to Agency resources. This helps new employees integrate smoothly into the organization and understand their roles and responsibilities.

3. Training and Development: HR designs and implements training programs to enhance the skills, knowledge, and performance of all employees. This includes conducting needs assessments, designing training materials, coordinating workshops or seminars, and evaluating training effectiveness.

4. Performance Management: In cooperation with immediate supervisors develops and administers performance management systems to assess employees' performance, provide feedback, set goals, and recognize achievements. This process may involve conducting performance appraisals, performance reviews, and facilitating goal-setting discussions.

5. Employee Relations: HR serves as a liaison between employees and management, addressing workplace issues, conflicts, and grievances. Human Resources fosters positive employee relations by promoting open communication, resolving disputes, and maintaining a supportive work environment.

6. Compensation and Benefits: HR manages compensation and benefits programs to ensure competitive and equitable pay structures and benefits packages. This involves conducting salary surveys, administering payroll, managing employee benefits enrollment, and communicating compensation policies.

7. Employee Engagement and Retention: HR develops strategies to engage employees, boost morale, and promote a positive organizational culture. This may include implementing employee recognition programs, organizing team-building activities, and conducting employee satisfaction surveys to identify areas for improvement.

8. HR Policy Development and Compliance: HR develops and updates HR policies, procedures, and guidelines in compliance with relevant employment laws and regulations. This includes policies related to equal employment opportunity, diversity and inclusion, harassment prevention, and workplace safety.

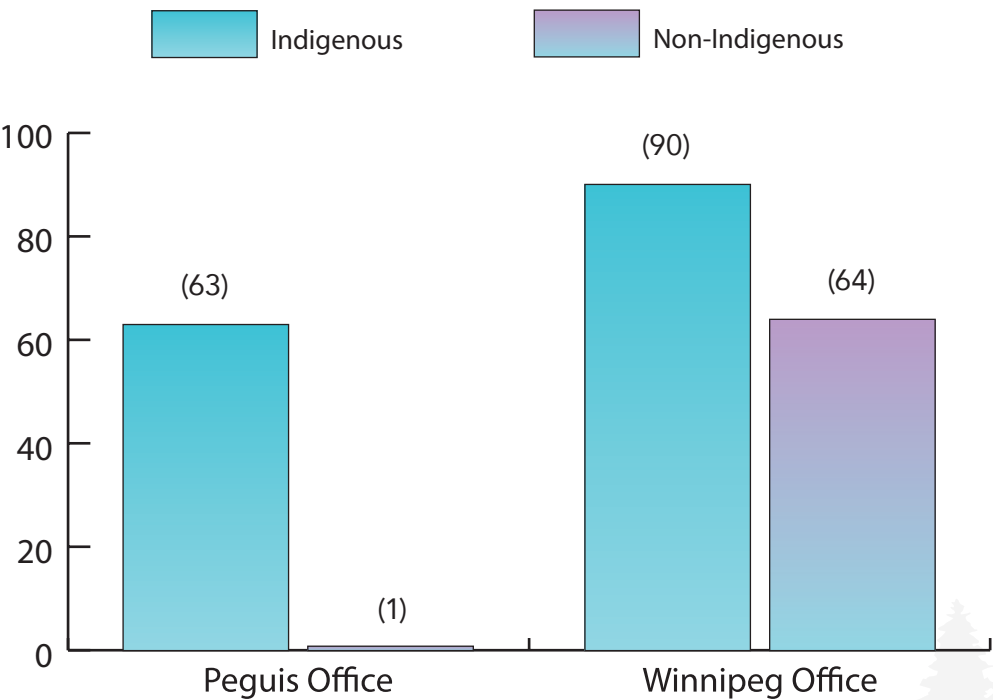
9. HR Information Systems (HRIS): HR manages HRIS platforms to centralize employee data, automate administrative tasks, and streamline HR processes. The Agency fosters the BambooHR and Deputy programs. This involves maintaining data integrity, and providing training to users.

10. Legal Compliance and Risk Management: HR ensures that the Agency complies with labour laws, employment regulations, and standards to mitigate legal risks.

These key activities highlight the multifaceted role of the Human Resource Department in supporting organizational goals, fostering employee engagement, and maintaining a compliant and productive workforce. General responsibilities of the department include:

- Employee Relations.
- Training and Professional Development.
- Recruitment and Hiring.
- Working efficiently and effectively upholding employee data for all employees to Bamboo HR and Deputy.
- Promoting workplace health and safety.
- Reporting required information to our Executive Director and Board of Directors.
- Strategic Service Plan.
- Updating and reporting to the Executive Director on all Human Resource Department area statistics as required.
- Providing necessary information to auditor(s) regarding human resource statistics.
- Supporting and abiding by the Code of Conduct, which reflects the 7 Teachings, at all levels.
- Adhering to mandated and strict Employment Standards and Employment Codes.
- Health and Safety of Employees.
- Ensuring Employee Policies are up to date and employees are aware of policies.

STAFF DEMOGRAPHICS



ORGANIZATIONAL CHART



SERVICE DELIVERY TEAM



Sherry Dao
Abuse Manager



Colleen McCaulsky
Chief Reconciliation
Director



Jason Carriere
Intake Supervisor



Edgar Moses
After Hours Supervisor



Melanie Richard
Chief Reconciliation
Director



Julian Fenner
Intake Supervisor



Samuel Akanbi
After Hours Supervisor



Leanne Lippens
Director of Youth
Services



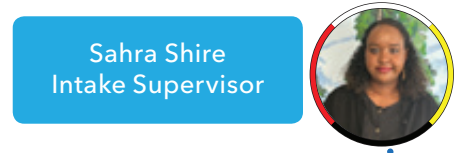
Lindsay Kikukawa
Intake Supervisor



Stanley Onabor
After Hours Supervisor



Adrienne Spence
Intake Supervisor



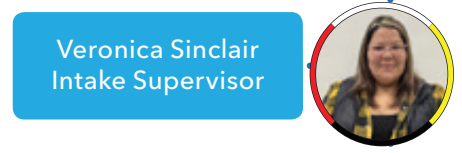
Sahra Shire
Intake Supervisor



Roopanjoy Dhalwal
Youth Empowerment
Supervisor



Janet Mobisa
Intake Supervisor



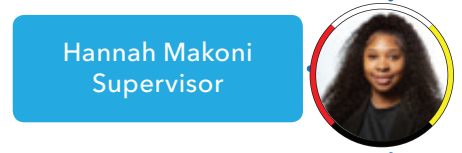
Veronica Sinclair
Intake Supervisor



Ashley Manningway
Supervisor



Ololade Olarewaju
Youth Empowerment
Supervisor



Hannah Makoni
Supervisor



Kara Clarkson
Supervisor



Valeen Williams-Walters
Supervisor



Johnathan Dunn
Youth Development and
Empowerment Manager



Candace Mitsima
Youth Empowerment
Supervisor

LEGAL DEPARTMENT

The Legal Team primarily works with legal matters the Agency is involved in, plus the legal team coordinates logistics in relation to Elders involvement in the Alternatives to the Court Process ("A2CP"). In addition, In-House Counsel Stevenson often provides presentations to visiting First Nations and other entities or organizations on the Agency's implementation process related to the *Honouring our Children, Families and Nation Act* (the "Act").

January 21, 2025 marked the third anniversary of the enactment of the Act and it has been a very fulfilling experience for the team to be part of a historic journey for the Agency and Peguis First Nation. Within the interactions with the Elders, the Agency has received positive and uplifting feedback on the collective work to date. In addition, more than two dozen First Nations and their organizations from across Canada have reached out and expressed their gratitude and have complemented on the Agency's work and journey to implementation. Judges, lawyers and academics have reached out as well to hear more about the journey. The Agency is making transformative change in the way social work is conducted and positively influencing the law based on Indigenous legal traditions.

Activities:

This fiscal year was very busy and fulfilling with many activities completed. The biggest accomplishment over this period was having the CSA (Children's Special Allowance) Claim be settled via negotiations between the Agencies, Authorities and the defendant Manitoba and having the Court of Kings Bench, through Justice Alain Huberdeau approve the settlement. As a result, the Claims application process began on January 1, 2025. Children who were in care and provincially funded between the period from January 1, 2005 to March 31, 2019 may be eligible for compensation for the time they would have been in care with any provincial child welfare agency, including Peguis CFS. For the claims application process please visit the following websites:

<https://www.csasettlement.com> Flette and Lavallee Claimants administered by the Exchange Group.

<https://metisclassaction.ca/home.html> for the Lavallee Claimants administered by Epiq Class Action Services Canada.

CSA CLAIMS - CONTACT METHODS

January 6 - June 1, 2025

OUTREACH CALLS	EMAIL	VOICEMAIL	TEXT INQUIRY /CONTACT	IN-PERSON INQUIRY	CLAIMS ASSISTANT
60	5	13	7	8	6

Melanie Stranger is the primary contact who can assist individuals navigate the claims process. If there are any questions, individuals can send an email to csainquiries@peguiscfs.org or reach out to the claims administrators noted above.

There is also the First Nations Child and Family Services and Jordan's Principle and Trout Class Action Settlement. There are nine (9) classes of claimants through this class action, but only two classes are actively accepting applications, these classes are:

- The Removed Child Class; and

- Caregiving Parent or Caregiving Grandparent of a removed Child Class.

The Agency was not involved with this national class action. However, this claim is open for three years for these two classes and applications will close on March 10, 2028. Please visit <https://fnchildclaims.ca> or call 1-833-852-0755. This federal claim deals with federally funded children in care from April 1, 1991 to March 31, 2022.

We encourage claimants who are unsure of which claim they may qualify for, to submit an application to both claims processes. Melanie Stranger is available to assist in navigating through the national class action process as well.

NATIONAL CLASS ACTION - CONTACT METHODS

March 6 - June 1, 2025

OUTREACH CALLS	EMAIL	VOICEMAIL	TEXT INQUIRY /CONTACT	IN-PERSON INQUIRY	CLAIMS ASSISTANT
15	3	30	9	1	7

In addition, the Legal Team has provided workshops to Interested Elders on the following topics:

- Sharing Circles
- Family Finding
- Community Circle of Care
- Extension of Services Agreements

Planning continues to provide workshops to Interested Elders in the other A2CP. Previous Elder workshops occurred in Peguis and Winnipeg.

A2CP	PEGUIS ELDERS	WINNIPEG/SELKIRK ELDERS
Family Finding	13	30
Community Circle of Care	7	17
Sharing Circles	5	16
EOSA	7	13
Total	32	76

Interested Elders have also begun participating with youth in Extension of Service Agreements. For this reporting period there were 63 Youth/Elder engagements. The Agency also arranged for a Non-Violent Crisis Intervention workshop for Interested Elders and 28 Elders were certified. The Agency is planning on having other forms of workshops for Interested Elders as well such as Drug Awareness, mediation and further Youth engagement sessions.

The past fiscal year activities also included:

CUSTOMARY ACCEPTANCES	GUARDIANSHIP ORDERS	SUBSIDIZED SUPPORTED GUARDIANSHIP	TEMPORARY ORDERS	SUPERVISION ORDERS	AGREEMENTS WITH MINOR
5 panels held dealing with 9 children	4 orders dealing with 6 children	9 agreements	34	2	2
See below			Several converted to CCA's		Option to transition to EOSA upon reaching Age of Majority

ALTERNATIVES TO THE COURT PROCESS

April 1, 2024 to March 31, 2025

	Number	Number of Children
Apprehensions	23	47
Temporary Court Orders	32	64
Supervision Court Orders	2	8
Guardianship Orders	4	6
Supported Subsidized Guardianship	9	9
Customary Acceptance	5	9
Agreements with Minor	2	2
Customary Care Agreements	92	92
Total	169	237

Acceptance Commission

Another highlight was the initiation of the Acceptance Commission Panels. The following outlines the panels held to date:

- July 2024 - Two children in CCA (Customary Care Agreement) now under the legal guardianship of maternal Aunt and Uncle
- November 2024 - Two children in a CCA, now under the legal guardianship of grandmother
- December 2024 - Two children now under legal guardianship of grandmother
- February 2025 - Two former Children in Care now under legal guardianship of grandmother
- March 2025 - One child formerly in a CCA now under the legal guardianship of maternal Uncle

Every Panel has a complement of four (4) Interested Elders that consider the application for customary acceptance with the assistance of relevant Agency staff. Those Interested Elders that have sat as part of a Panel to date include:

- Faylene and Floyd Sutherland
- Joyce and Brian Beach
- Wayne Bird
- Debbie Burka
- Darcel Gottfried
- Rose-Marie Mayo
- Pauline B. Sinclair
- Gloria Lalman

Each of these Acceptances have also entered into a Subsidized Supported Guardianship agreement with the Agency for financial support in raising the children to the age of majority (18 years). Several more panels are expected to occur over the next few months.

Each Acceptance Commission is unique in their respective circumstances but the common thread amongst them is the amount of love, nurturance and compassion each Customary Acceptance applicant shows for their children. Sharing Circle Facilitator, Mandy Sinclair, guides the Sharing Circle process as part of the acceptance sharing circle with the family and Panel Elders. The Agency is truly blessed to witness such an event and expression of love and care, as well as hear the words of experience and wisdom from our Elders. The families and Elders have consistently stated that the Acceptance Commission process is the way in which customary or traditional adoption should occur.

2024 Elders Gathering

Last year was the first Elders Gathering at the Maamawibiway Property and it was a huge success. There were over 321 Elders registered and offered wellness services such as Cedar Baths, massages and spiritual support as part of the gathering. The various A2CP's plus had some amazing entertainment from William Prince and his band as well as music from Nelson Little and his band. A video from last years gathering is available for viewing at www.peguiscfs.ca.

Litigation

The Agency filed a judicial review in Federal Court against Canada for the failure of the Office of the Superintendent of Financial Institutions ("OSFI") to federally register the Staff Pension Plan for the Employees of Peguis Child and Family Services (the "Plan"). The application was filed on February 6, 2025 (Federal Court File No. T-390-25) challenging OSFI's decision not to register the plan. The litigation is ongoing, but based on the development and evolution of the law we are hopeful that this action is suitable for settlement. The Agency is represented by Earl Stevenson and Kaisha Thompson from the law firm of Duboff Edwards Schachter.

First Nation and Organizational Consults included:

- Simpw First Nation (Peguis)
- Banff Centre For Arts & Creativity re: Bill C-92 Thought Leaders (Banff)
- Koognaasewin Initiative-North Shore Tribal Council ON, consists of 7 FNs - (Virtual & Peguis)
- Weechi-it-te-win Family Services (Peguis)
- Loving Justice Conference (Vancouver)
- Kinasao Sipi Minosowin Agency, MB; Tataskweyak Cree Nation; Berens River First Nation; Waterhen Lake First Nation (Sk)- (Peguis)
- Carrier Sekani Family Services, north-central BC, consists of 11 FNs - (Peguis)
- Muskeg Lake Cree Nation (Virtual)
- Prairie Child Welfare Conference Consortium (Winnipeg) - Co-Keynote Address with C. Hornbrook
- Organization for Economic Co-operation & Development - Workshop on Equal Access to Justice for Children in Child Welfare & Justice Systems - overview of HOCFNA to international audience (Virtual) High-level report available <https://inspiringchildrensfutures.org/blog/oecd-workshop2024-recap>
- Canadian Institute for the Administration of Justice (CIAJ) - Families and the Law Conference (Winnipeg) overview of Acceptance Commission process
- CIAJ - Indigenous Laws Conference (Calgary) - overview of HOCFNA implementation

The Agency's Board of Directors has instructed that the Agency's experience with implementing legislation be shared with other brother and sister First Nations and interested organizations. The Agency has been conducting the sharing of the process for the past three plus years.

Miigwetch/Ekosani

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

FINANCE DEPARTMENT

Aaniin, Boozhoo, Tansi,

On behalf of the Agency and Finance team, presented is the Annual General Report. This report provides an overview of the financial activities and position from April 1, 2024, to March 31, 2025.

The Finance Department is guided by the *Honouring Our Children, Families and Nation Act*, the Agency mission statement, and the 7 Teachings which are embedded in Code of Conduct, Board of Directors Policy Manual and Financial Policy and Procedures Manual.

Financial Report to Peguis First Nation, Manitoba and Canada - Annual Audit

The Agency is in compliance with Generally Accepted Accounting Principles (GAAP), ensuring that all financial statements are prepared accurately and consistently in accordance with established accounting standards.

The Agency is meeting all financial requirements to Peguis First Nation, Canada, and Province of Manitoba as per Coordination and Fiscal Agreements.

Financial Reports to Board of Directors

As per Board of Director Governance Policy Manual the following reports were presented and accepted by the Board of Directors for this reporting period:

April 2024	EL 1.3.1	Financial Conditions and Activities – 4th Quarter (2023-2024)
June 2024	EL 1.4	Asset Protection & Risk Management
July 2024	EL 1.3.2	Financial Conditions and Activities Annual Audit Review (2023-2024)
Sept 2024	EL 1.3.1	Financial Conditions and Activities – 1st Quarter (April-June 2024)
	EL 1.5	Compensation & Benefits
Oct 2024	EL 1.3.1	Financial Conditions and Activities – 2nd Quarter (July-September 2024)
Jan 2025	EL 1.3.1	Financial Conditions and Activities – 3rd Quarter (October-December 2024)
March 2025	EL 1.3	Planning and Budgeting – Annual Budget (2025-2026)

Annual General Report

April 2023 to March 2024

QR Code Link



Financial Statements

April 2023 to March 2024
and April 2022 to March 2023

QR Code Link



Summary Financial Statements

April 2024 to March 2025

QR Code Link



Overview of Fiscal Agreement

The Agency is responsible according to Section 6 – *Agency’s Responsibilities to deliver child and family services*:

1.1 The Agency shall provide Child and Family Services using the Federal Transfer Payment received under this Agreement and in accordance with the Coordination Agreement as well as the service delivery requirements under the Peguis Act.

1.2 The Agency is responsible for any expenditure related to the delivery of Federally Supported Services in excess of the Federal Transfer Payment under this Agreement.

1.3 The Agency shall maintain accounts and records including financial and non-financial records for each program, service and activity for the Federal Transfer Payments being provided pursuant to this Agreement and shall retain these records and accounts for a period of seven (7) years from the end of the latest Fiscal Year to which the accounts and records relate.

1.4 The Agency shall maintain financial records in accordance with GAAP and shall provide annual audited financial statements to ISC as the Agency’s only reporting requirement, financial and otherwise, under this Agreement.

Capital and Infrastructure - Fiscal Agreement

The Agency completed negotiations in January 2023 and negotiated approximately \$43M to build, purchase and acquire capital assets to deliver child and family services as per *Honouring Our Children, Families and Nation Act*.

The Agency received an initial amount of \$15.1M in capital funding in April 2023. In February 2025, a capital submission to Canada was completed which resulted in a reimbursement of \$16.2M.

According to Section 16 of the fiscal agreement:

16.1 Peguis and Canada acknowledge the Agency shall have legal and beneficial interest in any capital facility or asset constructed or acquired with funding provided by Canada....

16.2 Peguis and Canada acknowledge the Agency shall enjoy peaceful enjoyment, possession and control over any capital facility or asset acquired with the funding from Canada....

16.4 Any capital facility or asset acquired by the Agency off-reserve with the funding from Canada shall be the sole responsibility of the Agency and neither Canada nor Peguis shall have any ownership or control over such off-reserve capital facility or asset.

As per negotiations, Canada has stipulated that all costs incurred must relate to child and family services. The child and family services funding cannot be used to support other underfunded programs and/or services outside of child and family services, or any other program or service that is already funded by Canada.

The finance team continues to demonstrate fiduciary responsibilities, accountability, and transparency as per all financial reporting requirements to the Board of Directors, leadership, and funders. The finance team looks forward to another year of operationalizing the *Honouring Our Children, Families, and Nation Act*, to meet the needs of children, youth, and families and community as a whole.

In the Spirit of Truth and Reconciliation,

Bev. A. Stranger, CAFM, CAPA
Chief Financial Officer

CANADA FISCAL AMENDMENT AGREEMENT

HONOURING OUR CHILDREN, FAMILIES AND NATION ACT - CAPITAL FUNDING FOR CHILD AND FAMILY SERVICES

Summary: Peguis First Nation and Peguis Child and Family Services (the "Agency") provided notice to Canada and Manitoba on January 12, 2021 and began negotiations in February 2021 for a period of 18 months.

During negotiations in 2022, the Agency presented \$43M in capital needs to Canada and an initial payment of \$15.1M capital funding that was received by the Agency in April 2023. This funding is allocated in the Canada Fiscal Amendment Agreement - *Honouring Our Children, Families and Nation Act*.

After submission of capital expenses up to December 31, 2024, Canada released an additional \$16.2M of capital funding to the Agency.

PROJECT NAME	DESCRIPTION AND PURPOSE	Update (Pending, In-Progress and Complete)
Ceremonial Arbor - Maamawibiway	150 ft diameter ceremonial arbor to be utilized for land-based activities, gatherings and prevention programming for children, youth and families.	Phase 1: Completed June 2025 Phase 2: Scheduled to be completed in October 2026
Main Office Expansion	This consisted of Boardroom, Administrative Offices, Sharing Circle Room and Interview Room to accommodate for increased delivery of services.	In Progress - 85% completion.
Security Building - Maamawibiway	The security building will provide a space to facilitate and manage safety (emergency response), monitoring (surveillance) and protection of individuals and visitor management of property.	In Progress - to be completed in September 2026
On-Site Accommodations: A-Frames - Maamawibiway	80 A-Frames for the purpose of providing 2-day on-site accommodations for members during child, youth and family camps, gathering(s), which are inclusive of prevention services.	In-Progress and 50% complete in August 2026.
On-Site Accommodations: RV Park & Camping - Maamawibiway	50 pull-through RV site with power and water to facilitate alternative accommodations for children, youth and families during child, youth and family camps, gathering(s), which are inclusive of prevention services.	In-Progress and scheduled to be completed September 2026.

PROJECT NAME	DESCRIPTION AND PURPOSE	Update (Pending, In-Progress and Complete)
Traditional Independent Living Program Building -Maamawibiway	4,000 sq. ft programming space to deliver Traditional Independent Living Programming to youth 18-25 years of age who have entered into an Extension of Service Agreement, that is applicable to children that were in care of child and family services transitioning to adulthood	In-Progress and scheduled to be completed October 2026.
Traditional Independent Living Home(s) - Maamawibiway	60 one-bedroom homes that are approximately 900 sq. ft. These will be solely available to youth who were in care. For more information, please see page 74.	20 Traditional Independent homes completed, and Youth are scheduled to move in on September 30, 2025. 40 Traditional Independent Living Homes - In Progress.
Traditional Independent Living On-Site Support Staff Building	Traditional Independent on-site staff provide 24/7 support to Youth that are enrolled in the Traditional Independent Living Program.	In Progress to be completed October 2025.
Reunification & Emergency Placement Resource Homes - Maamawibiway	6 RTM's (ready to move building) to accommodate children in care who return to their parent(s) through the Agency's reunification process.	Purchase of RTM's Complete - and pending water & sewer installation.
Debinan Clubhouse - Maamawibiway	The Debinan Clubhouse is open to all children and consists of a 13,000 sq. ft building to provide prevention services to children, youth and families. This building serves as a safe space for play, child, youth and adult social interaction, group activities, ability to build emotional, physical, mental resilience and skills with peer supports that create a sense of belonging.	In Progress - to be completed November 2025.
Winnipeg Office - 500 Madison Street, Wpg.	As per the operationalization of <i>Honouring Our Children, Families and Nation Act</i> , a new Winnipeg Office was required and designed to provide child and family services.	Completed May 2025.
Heart of Our Ancestors (St. Clements Lot 0 & Lot 1)	This is in the design phase. The purpose of this space is to provide opportunities for children, youth and families to participate in traditional and cultural services on the land.	In-Progress and pending completion December 2026.
Mashiawizii - A Place to Focus on Healing and Strength (<i>Located at Maamawibiway</i>)	This is an open space that is designed to accommodate small groups of youth and/or couples designed to meet prevention program needs that create a holistic and healing environment	In-Progress and pending completion in October 2026.

PROJECT NAME	DESCRIPTION AND PURPOSE	Update (Pending, In-Progress and Complete)
Ice Rink - Maamawibiway	The purpose of these spaces are to provide to children attending the Debinan Program an opportunity to participate in ice skating, hockey, skateboarding, mini-golf, water activities. This will provide opportunity for physical development, skill development, creative expression, social interaction, courage and confidence building, reduce stress and anxiety, development of fair play and respect. Children that participate gain a sense of commitment, perseverance and problem-solving skills.	Completed November 2024.
Skate Park - Maamawibiway		In-Progress to be completed in October 2026.
7 Teachings Mini-Golf - Maamawibiway		In-Progress to be completed in August 2026.
Paintball Park - Maamawibiway		In-Progress to be completed in May 2026.
Mini Splash Pad - Maamawibiway		In-Progress to be completed in May 2026.
Play Structures - Maamawibiway		In-Progress, pending completion November 2025.
Selkirk Office	The Selkirk Office will be located at 924 Manitoba Avenue, Selkirk, Manitoba and is designed to deliver child and family services.	In-Progress to be completed in December 2026.





PCFS SELKIRK OFFICE

CELEBRATING CULTURE AND HISTORY

Embrace the culture and heritage of Peguis First Nation, honouring the principles and traditions established by the First Nation while continually evolving to meet the needs of families of current and future generations.

ADAPTABLE SPACES

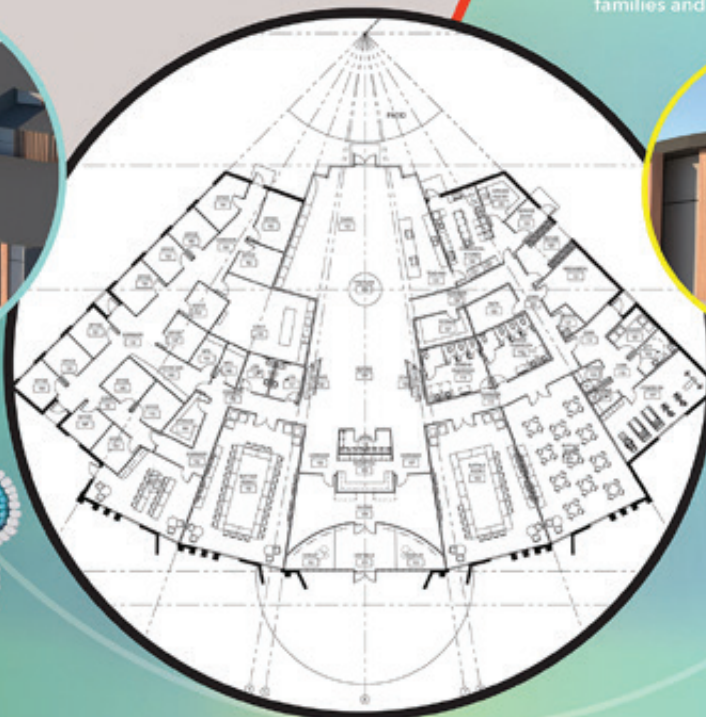
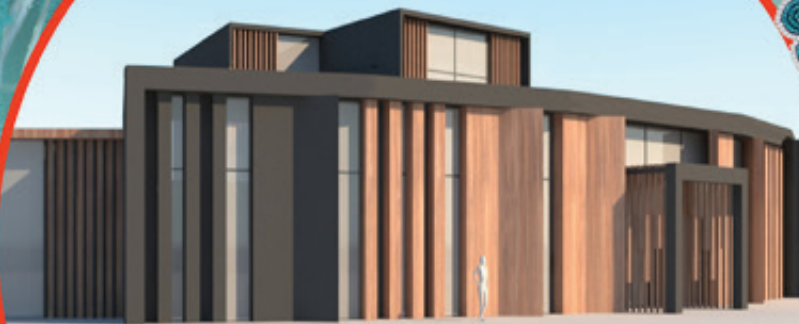
Design and maintain adaptable spaces that can flexibly accommodate the various activities of Peguis CFS including offices, meetings, gatherings and family events both inside and outside of building.

TIMELESS AESTHETIC

Create an aesthetic that stands the test of time evolving a sense of stability, home and culture while maintaining elegance and sophistication. Emphasis on optimism, gathering and community through the design and ambiance of Peguis culture and tradition.

KEY DESIGN AESTHETICS

Incorporate design principles that focus on light, contrast, proportion and balance using robust and bold materials throughout gathering spaces evoking a sense of family and enhancing the overall ambiance and experience of families and staff that approach and enter the building.





BAND COUNCIL RESOLUTION
RÉSOLUTION DE CONSEIL DE BANDE

Chronological no. - Numéro chronologique
FY 2024/2025 - 103
File reference no. - Numéro de référence du dossier
Canada Funding Agreement
Extension - Honouring Our Children,
Families and Nation Act

NOTE: The words "from our Band Funds" "capital" or "revenue", whichever is the case, must appear in all resolutions requesting expenditures from Band Funds.
NOTA: Les mots "des fonds de notre bande" "capital" ou "revenu" selon le cas doivent paraître dans toutes les résolutions portant sur des dépenses à même les fonds des bandes.

					Cash free balance - Solde disponible	
The council of the Le conseil de		PEGUIS FIRST NATION			Capital account Compte capital	\$
Date of duly convened meeting Date de l'assemblée dûment convoquée	* D-J	M	Y-A	Province	Revenue account Compte revenu	\$
	1 2	0 3	2 5	MANITOBA		

**DO HEREBY RESOLVE:
DECIDE, PAR LES PRESENTES:**

- WHEREAS:** Chief and Council of the Peguis First Nation ("Peguis") are the duly elected representatives of Peguis and are empowered to make decisions for the benefit of its membership and community; and,
- WHEREAS:** Peguis exercised its inherent jurisdiction to enact the *Honouring our Children, Families and Nation Act* (the "Act"). By virtue of Band Council Resolution FY 2021-2022-117, the provisions of the Act come into force on January 21, 2022; and,
- WHEREAS:** Pursuant to the Act, Peguis delegated its authority over children and families to Peguis Child and Family Services (the "Agency"); and,
- WHEREAS:** A Funding Agreement was executed by Peguis, the Agency and Canada on January 31, 2023. The term for the Funding Agreement expires on March 31, 2025. As a result, an amendment to the Funding Agreement (the "Fiscal Amendment Agreement") is required to grant a one (1) year extension to the Funding Agreement, which will expire on March 31, 2026; and,
- WHEREAS:** Chief and Council have the authority on behalf of Peguis, to enter into a Fiscal Amendment Agreement with Canada; and,
- WHEREAS:** Chief and Council have reviewed the Fiscal Amendment Agreement; and,

THEREFORE, BE IT RESOLVED THAT:

- Chief and Council hereby confirm that Peguis will enter into the Fiscal Amendment Agreement with Canada and the Agency; and,
- A quorum of Council is authorized to sign the Fiscal Amendment Agreement on behalf of Peguis First Nation.

Quorum: Four (4)

Chief Stan Bird

Councillor Mary Tyler Bear

Councillor Linda Sinclair

Councillor Donna Sutherland

Councillor Dennis Cameron

Councillor Terrance Sinclair

Councillor Kelvin Wilson

FOR DEPARTMENTAL USE ONLY					
Expenditure	Authority (Indian Act Section)	Source of funds <input type="checkbox"/> Capital <input type="checkbox"/> Revenue	Expenditure	Authority (Indian Act Section)	Source of funds <input type="checkbox"/> Capital <input type="checkbox"/> Revenue
Recommending officer Signature _____ Date _____			Recommending officer Signature _____ Date _____		
Approving officer Signature _____ Date _____			Approving officer Signature _____ Date _____		

CANADA FISCAL AMENDMENT AGREEMENT
HONOURING OUR CHILDREN, FAMILIES AND NATION ACT

BETWEEN:

PEGUIS FIRST NATION

As represented by Chief and Council ("Peguis")

And

PEGUIS CHILD AND FAMILY SERVICES

(the "Agency")

And

HIS MAJESTY THE KING IN RIGHT OF CANADA

**As represented by the Department of Indigenous Services Canada
("Canada")**

Each a "Party" and collectively "Parties"

WHEREAS:

- A. *An Act respecting First Nations, Inuit and Metis children, youth and families*, SC 2019, c 24 (the "Federal Act"), amongst other things, affirms that the inherent right of self-government of Indigenous peoples includes jurisdiction in relation to Child and Family Services;
- B. Peguis, the Agency, Canada and Manitoba previously entered into the Peguis First Nation Trilateral Coordination Agreement (the "Coordination Agreement") dated January 31, 2023, pursuant to section 20(2) of the Federal Act;
- C. Pursuant to Section 13 of the Coordination Agreement, Peguis, the Agency and Canada entered into the Canada Fiscal Agreement, commencing on January 31, 2023 (the "Fiscal Agreement"), which sets out the specific fiscal arrangements for the implementation of the exercise of legislative authority in relation to Child and Family Services as contemplated by the Coordination Agreement;
- D. Section 3 of the Fiscal Agreement provides that the term of the agreement ends March 31, 2025, with the ability to extend that term for up to 5 years;
- E. Pursuant to Section 3, the Parties have agreed to extend the term of the Fiscal Agreement for a period of 1 year and are entering into this Amendment Agreement to document the terms and conditions of that extension; and
- F. The Parties have also agreed to utilize this Amendment Agreement to confirm Capital funding amounts for each of Fiscal Years 2023-2024, 2024-2025, and 2025-2026 in accordance with Sections 19.21 – 19.24 of the Fiscal Agreement.

NOW THEREFORE the Parties agree as follows:

- 1. In this Amendment Agreement, unless specifically addressed herein, all of the terms and conditions set out in the Fiscal Agreement shall continue to apply in full force and effect and be binding on the Parties.
- 2. The Fiscal Agreement shall be amended as follows:
 - a. Section 3.1 shall be deleted and replaced with the following:

"3.1 The term of this Agreement shall be from the Effective Date until March 31, 2026."

- b. Section 9 shall be deleted in its entirety and there shall be no Section 9 in the Fiscal Agreement.
 - c. Schedule B shall be deleted in its entirety and replaced by the attached Schedule B.
3. **Counterparts and Delivery.** This Amendment Agreement may be executed in separate counterparts, each of which shall be deemed to constitute an original, and all of which together shall constitute one and the same document. This Amendment Agreement will be considered fully executed when all parties have executed an identical counterpart and when each party has received a counterpart signed by the other party, notwithstanding that all signatures may not appear on the same counterpart. Executed copies of this Amendment Agreement may be delivered by facsimile or email, and if so delivered will be for all purposes effective as if the parties had delivered the original Amendment Agreement.

[SEE NEXT PAGE]

SCHEDULE B

CALCULATION AND PAYMENT SCHEDULE FOR FEDERAL TRANSFER PAYMENT FOR FEDERALLY SUPPORTED SERVICES

Definitions:

- a) **"FDDIPI"** means the Canada Final Domestic Demand Implicit Price Index, published regularly by Statistics Canada (Table 36-10-0106-01 Gross domestic product price indexes, quarterly
<<https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=3610010601>, or its replacement series as specified by Statistics Canada;
Gross domestic product price indexes, quarterly
Quarterly fixed-weighted price and implicit price indexes and contributions to percent change in implicit price indexes for expenditure-based gross domestic product, Canada, 2017 = 100.
- b) **"Volume Adjusters"** means the methodology for calculating adjustments to the Federal Transfer Payments based on changes in population set out in Schedule "B";

all other capitalized terms have the same meaning as set out in the Canada Fiscal Agreement to which this Schedule B is an attachment.

FUNDING AMOUNTS AND ADJUSTMENT FACTORS

B1. Table 1 sets out:

- a) the base funding amounts (column 2); and
- b) the adjustments that will be made to the funding for subsequent Fiscal Years to calculate the Federal Transfer Payment for the subsequent Fiscal Years while this Agreement is in effect (column 3).

Table 1: Funding Amounts and Adjustment Factors

Column 1	Column 2	Column 3
Funding Category	Fiscal Year Base Funding Amount (2025/2026)	Subsequent Fiscal Year Adjustors
Core services (protection, prevention, operations, First Nations Representative/Community Navigator Services)	\$55,815,101	Price and Volume
Governance	\$2,957,737	Price
Dispute Resolution	\$1,415,014	Price
Liability Insurance Costs	\$137,660	Price and Volume
Post-Majority Support Services	\$3,672,378	Price and Volume
Administration	\$7,321,860	Price and Volume
Information Technology (IT) and Information Management (IM)	\$3,714,641	Price and Volume
Total base funding amount	\$75,034,391	See applicable adjustor

- B2. Table 2 sets out the Capital and Operations and Maintenance amounts for the 2022-2023, 2023-2024, 2024-2025 and 2025-2026 Fiscal Years (columns 2 to 5).
- B3. For greater certainty, the funding amounts set out in Table 2 will not be subject to the adjustment factors for subsequent Fiscal Years detailed in B6 to B9. For subsequent Fiscal Years:
- a) funding for Capital will be subject to amendment pursuant to section 19.21 to 19.24 of this Agreement; and
 - b) funding for Operations and Maintenance will be negotiated by the Parties.

Table 2: Capital and Operation and Maintenance Funding Amounts

Column 1	Column 2	Column 3	Column 4	Column 5
Funding Category	Fiscal Year 2022-2023	Fiscal Year 2023-2024	Fiscal Year 2024-2025	Fiscal Year 2025-2026
Capital	\$15,100,000	NIL	\$16,200,000	NIL
Operations and Maintenance	\$274,700	\$490,000	730,000	\$730,000
Total per Fiscal Year	\$15,374,700	\$490,000	\$16,930,000	\$730,000

CALCULATION OF FEDERAL TRANSFER PAYMENTS

Federal Transfer Payment

- B4. The Federal Transfer Payment for the Fiscal Year commencing April 1, 2025, will be the sum of the total base funding amount in Table 1 and the Capital and Operations and Maintenance amounts set out in Column 5 of Table 2.

Calculation of Federal Transfer Payments for Subsequent Fiscal Years

- B5. Calculation of the Federal Transfer Payments for subsequent Fiscal Years will be the sum of the total base funding in Table 1, with the respective annual adjustment factors applied (Column 3 of Table 1), and the Capital and Operations and Maintenance amounts determined in accordance with clause B3.

Adjustors

- B6. "Price Adjustor", which is subject to change each Fiscal Year will be calculated as follows:

$$\text{Price Adjustor} = \frac{\text{FDDIPI}_{fy-1}}{\text{FDDIPI}_{fy-2}}$$

where

FDDIPI_{fy-1} = FDDIPI for the third quarter of the calendar year one year before the Fiscal Year for which the Federal Transfer Payment is being calculated; and

FDDIPI_{fy-2} = FDDIPI for the third quarter of the calendar year two years before the Fiscal Year for which the Federal Transfer Payment is being calculated.

- B7. If the FDDIPI data is published too late to be used for the purpose of calculating the Federal Transfer Payment for a Fiscal Year, the Price Adjustor from the previous Fiscal Year, or an estimate otherwise agreed to by the parties, will be used until the FDDIPI data is published.
- B8. Once the required FDDIPI data has been published, Canada will make any necessary corrections in the next scheduled Federal Transfer Payment the Agency.
- B9. Volume Adjustor, which is subject to change each year, will be calculated as follows:

$$\text{Volume Adjustor} = \frac{\text{POPLNfy-1}}{\text{POPLNfy-2}}$$

where

POPLNfy-1= The population of Peguis First Nation on October 31 of the calendar year one year before the Fiscal Year for which the Federal Transfer Payment is being calculated; and

POPLNfy-2= The population of Peguis First Nation on October 31 of the calendar year two years before the Fiscal Year for which the Federal Transfer Payment is being calculated.

TRANSFER PAYMENT SCHEDULE AND PAYMENT DIRECTION

B10. For this Fiscal Year, Canada will make equal payments to the Agency on account of the Federal Transfer Payment, on April 1 and October 1 of the Fiscal Year, or as soon as practicable following April 1 and October 1 of this Fiscal Year.

B11. Payment directions:

- a) Peguis Child and Family Services
- b) will be made in writing;
- c) will be provided at least 60 days prior to the scheduled payment date listed in B10; and
- d) will be revocable.

B12. Receipt of any payment from Canada in accordance with a payment direction will constitute receipt by the Agency under this Agreement.

B13. The Parties agree that delays in installments shall not constitute a breach of this Agreement provided that the total amount is paid prior to conclusion of this Fiscal Year.

This Amendment Agreement has been executed by Peguis, the Agency and Canada by their duly authorized representatives as of the date(s) indicated below.

**SIGNED ON BEHALF OF PEGUIS
FIRST NATION**, as represented by
Chief Stan Bird

By: _____

Title: _____

In the presence of: _____

Date: _____

**SIGNED ON BEHALF OF HIS
MAJESTY THE KING IN RIGHT OF
CANADA**, as represented by the
Minister of Indigenous Services

By: _____

Title: _____

In the presence of: _____

Date: _____

**SIGNED ON BEHALF OF PEGUIS
CHILD AND FAMILY SERVICES**, as
represented by Louise McCorrister

By: _____

L. McCorrister

Board Chairperson

I have authority to bind the Agency.

[Signature]

In the presence of: _____

March 6, 2025

Date: _____

This Amendment Agreement has been executed by Peguis, the Agency and Canada by their duly authorized representatives as of the date(s) indicated below.

**SIGNED ON BEHALF OF PEGUIS
FIRST NATION**, as represented by
Chief Stan Bird

**SIGNED ON BEHALF OF HIS
MAJESTY THE KING IN RIGHT OF
CANADA**, as represented by the
Minister of Indigenous Services

By: 

By: _____

Title: Peguis F.N. Band Councilor

Title: _____

In the presence of: 

In the presence of: _____

Date: March 12/25

Date: _____

**SIGNED ON BEHALF OF PEGUIS
CHILD AND FAMILY SERVICES**, as
represented by Louise McCorrister

By: _____

Board Chairperson

I have authority to bind the Agency.

In the presence of: _____

Date: _____

This Amendment Agreement has been executed by Peguis, the Agency and Canada by their duly authorized representatives as of the date(s) indicated below.

**SIGNED ON BEHALF OF PEGUIS
FIRST NATION**, as represented by
Chief Stan Bird

By: _____

Title: _____

In the presence of: _____

Date: _____

**SIGNED ON BEHALF OF HIS
MAJESTY THE KING IN RIGHT OF
CANADA**, as represented by the
Minister of Indigenous Services

By: _____

Title: _____

In the presence of: _____

Date: _____

**SIGNED ON BEHALF OF PEGUIS
CHILD AND FAMILY SERVICES**, as
represented by Louise McCorrister

By: _____

Board Chairperson

I have authority to bind the Agency.

In the presence of: _____

Date: _____

DONATION POLICY HIGHLIGHTS

The Agency's Donation Policy is a new policy. As such, it is modified as required, based on fundraising revenue.

The Director of Finance is delegated the responsibility to coordinate a team to review and approve requests for financial support by community members to participate in sporting, recreation events, among others, to promote wellness and a sense of belonging to the community for child(ren), youth and families.

All donations provided by the Agency is reported quarterly and annually in reports. Funding guidelines for donations are as follows:

- A)** \$500.00 per request, per child, per fiscal year.
- B)** The Agency can process on average 200 requests per fiscal year
- C)** \$9,500.00 per local church and/or traditional lodge that service all members in the community of Peguis First Nation, as requested.
- D)** \$9,500.00 to Peguis Central School per fiscal year as requested.
- E)** The Agency will also provide two (2) Awards to Peguis Central School Gr.12's Graduation, in the amount of \$1,000.00 each. Priority will be given to those students entering into the Social Services field.

The Donation Committee shall ensure resources are distributed equitably. Recipients must sign an acknowledgement form granting permission to disclose any information to satisfy donation eligibility criteria.

DONATION PROVIDED TO	PURPOSE	Amount
Black Wolf Lodge	Community Spiritual Support	\$1,500.00
Cameron's Church	Community Spiritual Support	\$1,500.00
Fenrane Haunted Forest	Halloween Community Event	\$500.00
Matootoo Lake Medicine Lodge	Community Spiritual Support	\$9,000.00
New Dallas Chapel	Community Spiritual Support	\$9,500.00
North Thunderbird Lodge	Community Spiritual Support	\$9,000.00
Peguis Central School	Graduation Awards (2)	\$2,000.00
Peguis Central School	Peguis Central School - Annual Donation	\$4,500.00
Peguis Church	Community Spiritual Support	\$9,500.00
Peguis Fellowship Church	Community Spiritual Support	\$9,500.00
Peguis Maternal Child Health Program	Community Sewing Program	\$2,500.00

Peguis Pow-Wow Committee	Annual Community Pow Wow	\$5,000.00
Peguis Recreation Program	Skateboard equipment	\$9,825.00
Peguis Recreation Program	Peguis Carnival	\$2,000.00
Peguis School Board	Youth Pride Event	\$5,000.00
Peguis Treaty Days Committee	Golf Tournament	\$5,000.00
Peguis Treaty Days Committee	New Year's Community Celebration	\$4,100.00
Peguis Wesleyan Methodist Church	Community Spiritual Support	\$9,500.00
Peguis Youth Members - Individual Requests	Sports Events - Baseball, Hockey, Soccer, etc.	\$182,000.00
Riverbend Church - Peguis	Community Spiritual Support	\$500.00
	Total	\$281,925.00



COMMUNICATIONS DEPARTMENT

The Communications Department supports the Agency staff as they continue to provide amazing services and programming to Peguis First Nation children and families. A constant focus of the department is to increase member awareness of programming, services, events and updates. The department manages media relations, social media management, website management, digital asset management, print materials, photography and graphics among other duties.

Peguis Artist Callout

A suggestion to give away locally made artwork during Agency gatherings led to a bulk purchase from Peguis artists. This is the second year the Agency has done a Peguis Artist Callout. \$72,000.00 worth of artwork, crafts, clothing, paintings and carvings were purchased from Peguis artists this past year in November 2024. Through this project, the Agency is supporting local artists and providing an avenue to showcase their talent and artwork.

Annual Gatherings

The Communications Department assisted staff during the larger gatherings the Agency holds. The gatherings during this reporting period were:

- Women's Gathering 2024
- Elders Gathering 2024
- Youth Gathering 2024
- 2nd Annual Annual Poker Golf Fundraiser 2024
- Men's Gathering 2024
- Annual General Meeting 2024

Monthly Newsletter

The Agency now has an electronic newsletter which is emailed monthly to subscribers featuring updates on news, upcoming events, job listings and more. We encourage all Peguis Members to sign up to the newsletter by scanning the QR Code below.



JOIN OUR NEWSLETTER

Scan the QR Code with your mobile phone camera,
click the link to take you to the subscription form.

WEBSITE STATISTICS

April 1, 2024 to March 31, 2025

Website Inquiries by Members (www.peguiscfs.ca) Forms used: General Inquiries Form, Request for Information by Members, Membership Survey	63
Website Traffic (www.peguiscfs.ca)	32,028 Website visitors



ACCESSING SERVICES



SERVICE ELIGIBILITY

Any persons requesting Intake and Emergency Services that may be entitled to appear on the band membership list or the band list are to receive services by the Designated Intake and Emergency Service (DIA) provider where they live or by agencies designated to provide joint intake and emergency services under section 21 of The Child and Family Services Authorities Act.

Any persons that may be entitled to appear on the band membership list or the band list that request any type of services must declare to the Agency and provide their family history to confirm their eligibility to receive services. The Agency will also consult the Membership Clerk/Indian Registry Administrator for confirmation.

The Agency cannot accept any persons that may be entitled to appear on the band membership list or the band list if the matter is before the Courts and the Membership Clerk/Indian Registry Administrator has not confirmed eligibility to receive services.

Pursuant to the Act in order to become "entitled to appear on the Band Membership List maintained by the First Nation or the Band List maintained by the Indian Registry Administrator for the First Nation and the Registrar of ISC" the person must submit an application for band membership or band registry. If the Agency receives a letter from the band membership clerk which confirms that the person's name will be listed on the band membership list will be entitled to receive services from the Agency.

HOW TO ACCESS SERVICES

Any person requesting Intake services that may be entitled to appear on the band membership list/band list receives services by the DIA where they live (Non-member).

Any person requesting Intake Services that may be entitled to appear on the band membership list/registry list that they notify the Agency and provide family history to process their eligibility to receive services. The Intake Worker shall complete an assessment with the person to gather and complete a genogram.

The person must submit an application for band registry with ISC. The Band Membership Clerk, confirms eligibility to receive services from the Agency and forwards the information to the Agency

If the Membership Clerk has confirmed that the person's name will be listed on ISC registry list, the Membership Clerk will then submit a letter to the Agency confirming the person's eligibility to receive services. Only the band membership committee can confirm band membership with the person.

Intake Responsibility - it is the responsibility of the intake worker to gather information from the potentially eligible member as well as contact information for the Membership Clerk to review. It is the responsibility of the Intake Supervisor to forward the intake to the Customary Care/Sharing Circle Coordinator within 10 business days upon request if it has been determined that the person is eligible to receive services.



SERVICES

Community Wellness Services

Family Preservation

Intake Services and After Hours Program

Investigation Services

Intervention

Collaborative Family Engagement

Protection Services



COMMUNITY WELLNESS SERVICES

TRADITIONAL WAYS OF HEALING

LOVE

Carried by the Eagle

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

The Creator had cleansed the earth 2 other times, first with ice then with water, when the human beings lost their way and were getting out of control. As the Creator planned to cleanse the earth again - because once again the humans had lost their way - the Eagle came forward to speak on their behalf, "Let me fly out and search to see if any people are still trying to follow your ways". So the Eagle flew out searching, until he came across the Red people still honouring the Creator and the life he gave them. The Creator then instructed the Eagle to do this everyday and as long as some people were still following the Creators laws he would not cleanse the Earth again, for how much he loved the people. The Eagle carries the teaching love, he flies closest to the Creator and carries our prayers and so we always offer him tobacco to thank him. Love is the most powerful medicine Creator gave us. We must love ourselves first to be able to love. Love can heal. Love can work miracles. We must use love in everything we say, think and do. We feed the Eagle fish in the fall as they leave and in the spring when return. The Eagle carries the medicine Sweetgrass.

To know love is to know peace. The Eagle has the ability and strength to carry all teachings. Eagle can reach the highest of all creatures and believed to be closest to Creator. Love is based on admiration, tenderness, devotion and kindness for all things around you.

- Grandparent Mentors
- Traditional and Cultural Services
- Traditional Elder Services
- Traditional Land Based Program
- Traditional Hunting and Gathering Program
- Traditional Seasonal Camp
- Traditional Parenting Program
- Traditional Youth Mentorship Program
- Niigannish Komwadd Ikwewag
- Father Traditional Program
- Traditional Horse Therapy
- Two Spirited (LGBTQ) Services
- Religion and Faith Based Support



FAMILY PRESERVATION

TRADITIONAL WAYS OF CARING FOR OUR CHILDREN

RESPECT

Carried by the Buffalo

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

According to *Honouring our Children, Families, and Nation Act*, subsection 6 (7):

Priority to Preventative Services

6.7 (a) In the context of providing Child and Family Services in relation to a Child, and to the extent that providing Preventative Services to support the Child's Family is consistent with the Best Interests of the Child, the provision of those services are to be given paramount consideration before other services and programming.

(b) The Agency shall consider Early Intervention Services as further support for the Child's Family in order to avoid apprehension.

(c) The Agency will coordinate with other First Nation service providers, such as Peguis Jordan's Principle, to ensure that there is no duplication of services and to ensure that substantive equality principles are met.

Respect - Carried by the Buffalo

The Buffalo gave every part of his being to the Red people. The Red people used the Buffalo for food, tools, homes, clothing and in ceremony. So this give and take between the Buffalo and the Red people is the ultimate development of respect. Respect has to be earned by showing it. Respect yourself, and all living things. Respect everyone's uniqueness and free will from the biggest to the smallest.

Treat everyone the way you wish to be treated. We feed the Buffalo apples or berries. The Buffalo carries the medicine Sage.



INTAKE SERVICES AND AFTER HOURS PROGRAM

Traditional Ways of Protecting our Children

COURAGE

Carried by the Bear

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

According to *Honouring our Children, Families, and Nation Act*, subsection 18 (2):

18.2 The First Nation will assume jurisdiction of intake services, child abuse investigations, after hours services and early intervention services for Members who reside off and on reserve within Manitoba. The provision of these services shall become the responsibility of the Agency. Any Indigenous Agency and Non-Indigenous Agency who receives an intake involving any Child, Youth or Family shall forthwith inform the Agency so that the Agency can begin to provide required services to the Child, Youth or Family as the case may be.

- Provide intake and emergency services for 24 hours each day.
- Respond to all referrals or requests for services on a timely basis.
- Determine whether a child is or might be in need of protection and, if so, take appropriate action to ensure the protection of the child.
- Investigate reports that a child is or might be in need of protection, including investigating allegations of abuse of a child.
- Apprehend a child in need of protection and take the child to, or leave the child in, a place of safety.
- Provide crisis stabilization services to ensure the safety and well-being of a child.
- Determine if child and family services are required on an ongoing basis and if ongoing services are required, transfer the files for service to an appropriate CFS Authority.
- Intake is the first point of contact on all referrals, including new and existing cases. At this preliminary stage of contact with child and his or her family the agency conducts an assessment and determines what if any further services or interventions are required.
- Provincial Child and Family Services standards pertaining to Intake Services require that all referrals be responded to in an immediate manner if a child is considered to be at risk. A function related to completing intakes includes assessment of the risk to children and to development of a plan that will ensure the continued safety of children.

INTAKE PROGRAM

The Intake Program provides Child and Family Services to Peguis Members with children in their care, 17 years of age or younger, who do not have an open CFS file with the Agency or other CFS agencies in Manitoba. The Intake Department operates from 9:00^{am} to 5:00^{pm}, Monday to Friday excluding holidays. The Intake Department provides services such as:

- Emergency food for families;
- Emergency clothing for children;
- One-time emergency rent assistance;

- Emergency utility payments (example hydro bill);
- Requests for information on resources;
- General enquiries;
- Advocacy for members to access community supports;
- Medical concerns;
- Child protection concerns;
- Expectant parent services initial assessment;
- Extension of Services for Young Adults;
- Wellbeing checks;
- Assessment and transfer for ongoing services when concerns cannot be resolved at the intake level; and
- Work in conjunction with the After Hours program to ensure service delivery.

The Intake Department also assists ongoing workers and supervisors within the Agency with emergencies when needed. The Intake Department also assists collaterals with courtesy requests (*example locating a person or a family in Peguis, MB*).

AFTER HOURS PROGRAM

The After Hours program provides emergency Child and Family Services to Peguis Members (with children) outside of the agency's normal working hours, Monday to Friday 5:00^{pm} to 9:00^{am}, all day Saturday and Sunday, and including holidays. The services provided are the same as those listed above for the Intake Program. The After Hours program transfers requests that cannot be completed to the Intake Program for dayside completion. The various tasks of the program include:

- Receives and responds to emergency service requests from other agencies, for individuals who are non-members residing within the main reserve.
- Gathers and screens all referral information to determine the appropriate response to the presenting situation.
- Responds to all high-risk child protection issues.
- Provide crisis intervention and stabilization services to members.
- Establish a joint working relationship with other mandated agencies.
- Work in partnership with the Intake Program to ensure service delivery.
- Work in partnership with assigned family support workers to provide service and supports for members receiving ongoing services with the agency beyond regular working hours.

The After Hours Program also receives CFS service requests from other collaterals outside of the agency's normal working hours.

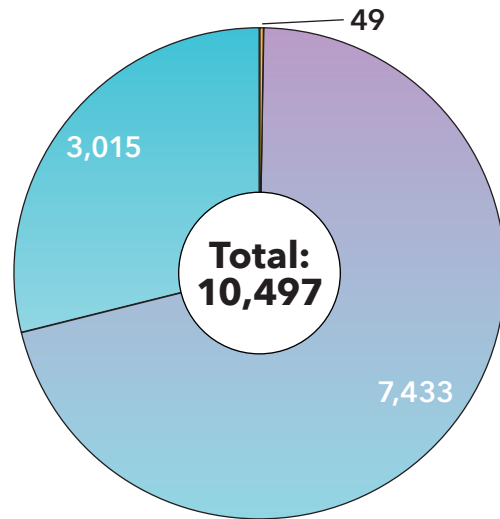
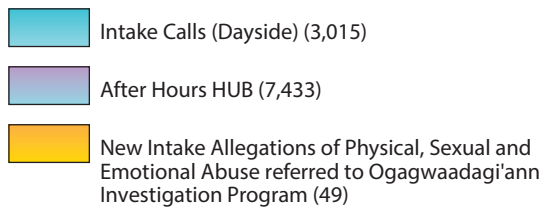
How Peguis Families can Access Services

The Intake and After Hours Programs will need to speak to the caregiver of the children. Please call the Intake Program at (204) 645-2049, (204) 632-5404, or toll free at 1 (877) 777-2049 and 1 (877) 632-5404, Monday to Friday, 9:00^{am} to 5:00^{pm}, excluding holidays. Please ask to speak to an intake worker.

The After Hours Program can be reached at (204) 645-2049, (204) 632-5404, or toll free at 1 (877) 777-2049 and 1 (877) 632-5404, seven days a week, 24 hours a day including holidays. Please ask to speak to an After Hours worker.

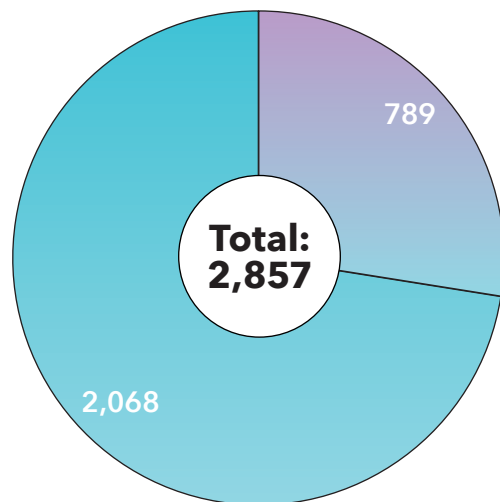
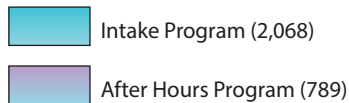
INTAKE AND AFTER HOURS SCREENING

April 1, 2024 to March 31, 2025



INTAKE AND AFTER HOURS HOME VISITS

April 1, 2024 to March 31, 2025



Referral from Jordan's Principle	325
Families Relocated	135
Total Home Visits	460

BREAKDOWN OF REPORTED CHALLENGES

April 1, 2024 to March 31, 2025

REPORTED CHALLENGE	TOTAL	PERCENTAGE
Child Afraid to Return Home	6	0.13%
Child Exploitation	6	0.13%
Conduct of a Child	158	3.42%
Conduct of a Parent/Caregiver	371	8.03%
Emotional Abuse	2	0.04%
Medical	42	0.91%
Mental Health - Child	62	1.34%
Mental Health - Parent/Caregiver	17	0.37%
Missing Child	360	7.79%
Child Neglect	8	0.17%
Absent Child	62	1.34%
Non-Child Welfare Matter	18	0.39%
Additional Supports	687	14.86%
Parent/Caregiver - Child Conflict	14	0.30%
Physical Abuse	27	0.58%
Sexual Abuse	20	0.43%
Supervision	45	0.97%
Voluntary Services	2,705	58.51%
Notice of Maternity	13	0.28%
Total	4,623	100.00%

Courage - Carried by the Bear

We are told in the winter time the Bear is hibernating, but the truth is that the bear is fasting and that is because of him that the Red people did not lose their way of life. The Red man evolved from the bear, the Bear is our brother and when we want to know who we really are we should call on him. It takes courage in this day and age to live as the Red man. But the Bear tells us to be strong and proud to be who the Creator made us. To face life with integrity and bravery is to know courage. Bear teaches us to overcome challenges and fears that prevent us from what's in our heart and spirit. Bear shows us to live a balanced life and to stand up for what we believe in and have the courage to be yourself. We feed him in the fall before he begins his fast and again in the spring when he awakes, fish berries and honey. The Bear carries the medicine Bear root.

INVESTIGATION SERVICES

COMING TOGETHER TO SPEAK TRUTH IN A SHARING CIRCLE

HONESTY

Carried by the Sabe

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

Ogagwaadagi'ann Investigative Program

The Ogagwaadagi'ann Investigative Program provides a standardized approach to investigating allegations of physical, sexual and emotional abuse against children. The goal of the program is to ensure that children receive protective services related to abuse as outlined in the *Honouring our Children, Families and Nation Act*.

Action by Agency

On receiving information that causes the Agency to suspect that a Child is or might be abused, the Agency shall:

- (a) Where there is a preliminary opinion that serious physical injury or sexual exploitation of the Child has occurred, immediately consult with a duly qualified medical practitioner and where believed necessary and appropriate, arrange for a medical examination of the Child and any other Child by a duly qualified medical practitioner or at a medical child abuse facility;
- (b) Notify and consult immediately with an appropriate Peace Officer for the area as to the particulars of the case;
- (c) Share all relevant information, including information of a confidential nature, with the Peace Officers, medical and hospital professionals and other agencies or persons involved in the investigation and management of the case, to ensure the best course of action for the protection of the Child is taken; and
- (d) Refer the matter to the Child Abuse Committee.

The Agency coordinates a Child Abuse Committee whose primary responsibility to review all Child Abuse Investigations and to maintain best interest of the children. The committee members also make recommendation to the Agency pertaining to entry of the identified offender(s) into the Manitoba Child Abuse Registry.

Further services the Ogawaadag'iann investigative program provides include:

- Investigate matters of alleged abuse where the alleged offender is a Peguis First Nation Band Member;
- Will conduct Forensic or Global interviews with Peguis First Nation Band Members who have been victim or witness to allegations of abuse;
- Will attend meetings with collaterals to ensure adequate services are being provided to victim and their family;
- Will collaborate with other agencies to complete global or forensic interviews with non-band members;

Child Abuse Committee

Child Abuse Committee consists of representatives from Child and Family Services, Public Health, Probation, Education and the RCMP. The committee reviews instances of child abuse. This multi-disciplinary team provides consultation in the investigation and management of cases and makes recommendations regarding the protection of children. Child Abuse Committees are an integral part of the review and management of abuse cases.

Child Abuse Committee allow all key members of the investigation to come together, share their findings and make further decisions about both the investigations and plans of action.

The Child Abuse Committee must have, at minimum, the following five mandatory members:

- The Agency's child abuse coordinator;
- A duly qualified health care practitioner employed, retained or consulted by the Agency to review cases of suspected child abuse for the Agency;
- A police officer representing a law enforcement service operating in the area within the Agency's jurisdiction;
- A representative of a school division located within the area of the Agency's jurisdiction; and
- A staff member of the Agency, other than the child abuse coordinator.

The responsibilities of the Child Abuse Committee are to:

- Review every case of suspected abuse referred to the committee;
- Review, as required, the involvement of the police, medical and hospital professionals, and others involved in the investigation and management of the case;
- Provide consultation in the investigation and management of the case; and
- Make recommendations where it is considered appropriate or necessary to protect the child or any other child.

Once the Child Abuse Committee has reviewed the case, the committee is responsible for the following key actions:

- (a) Form an opinion whether the person abused the child;
- (b) Form an opinion whether the name of the person should be entered in the Child Abuse registry; and
- (c) Report its opinions and, where it has formed the opinion that the person has abused the child, the circumstances of the abuse to the Agency.

Where a Child Abuse Committee suspects a person of having abused a child, the committee shall, in the prescribed manner, give to the person who is suspected an opportunity to provide information to it and shall:

When entry on the registry is recommended by the Child Abuse Committee, the person to be listed must be notified and has the right to object to the listing through the Court of King's Bench of Manitoba, which will then determine whether the person has abused a child. If no notice of application is filed in the court within 60 days by the person who is subject to the report, the agency must report the name of the person and the circumstances of the abuse to the Child and Family Services director for entry on the Child Abuse Registry.

ABUSE REFERRAL TYPE

Physical Abuse	53
Physical Abuse referrals sent to other agency	25
Sexual Abuse	32
Sexual Abuse referrals sent to other agency	41
Emotional Abuse	0
Emotional Abuse sent to other agency	1
Dual Physical and Emotional	2
Dual Physical and Emotional sent to other agency	0
Physical, Sexual and Emotional	1
Physical, Sexual and Emotional sent to other agency	0
Total Abuse Investigations	155

ALLEGED ABUSE REFERRAL DETERMINATION

Peguis Holds investigation	95
Other agency holds investigation	69
Total Abuse Investigations	164



The Ogagwaadagi'ann Investigative Program has provided training on types of abuse, and how to handle disclosures of abuse. These sessions are called "Prevent Abuse Sessions". These sessions are open to Peguis First Nation Members to attend and learn regarding the topic of Child Abuse. The Ogagwaadagi'ann Investigative Program will also extend the same training to many community organizations who work with the children in Peguis First Nation.

DATE	TRAINING PROVIDED TO MEMBERS	PARTICIPANTS
May 7, 2024	Winnipeg Prevent Abuse Session	20
May 16, 2024	Selkirk Prevent Abuse Session	20
May 23, 2024	Peguis Prevent Abuse Session	6
October 11, 2024	Winnipeg Prevent Abuse Session	8
October 17, 2024	Selkirk Prevent Abuse Session	19
October 23, 2024	Peguis Prevent Abuse Session	8
Total Participants		81

DATE	TRAINING PROVIDED TO COMMUNITY DEPARTMENTS	PARTICIPANTS
April 4, 2024	Prevent Abuse Training for Jordan's Principle	12
September 13, 2024	Peguis Free Spirits Child Care Centre Prevent Abuse Training	4
September 27, 2024	Peguis Free Spirits Child Care Centre Prevent Abuse Training	4
October 4, 2024	Peguis Head Start Abuse Training	14
October 9, 2024	Peguis Central School Prevent Abuse Training	150
October 25, 2024	Peguis Health Centre / Healing Centre	10
Total Participants		194

Honesty - Carried by the Sabe

The Sabe is a very gentle creature, and for this the Creator gave him a gift. The Creator saw that it saddened Sabe when the people were so afraid of him. So the Creator gave him the ability to be either physical or spiritual, and this is why he's never been captured and never will be. But he brings the message to live honestly. Be who the Creator made you with honor - the Red Man - whether you're a man or woman and live it to the best of your ability. And if you live a truly honest life you will be as big as a Sabe. To journey through life with integrity is to know honesty. Sabe walks among people. Sabe teaches us to be true to ourselves and our spirit. Allowing truth to guide us and accepting who are we will guide us to being honest.

We feed him potatoes and onions by placing them in a tree. The Sabe carries the medicine Weekay.

INTERVENTION

LEARNING FROM LIFE LESSONS AND EMBRACING THE TEACHINGS OF OUR ELDERS

WISDOM

Carried by the Beaver

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

Determining When a Child is in Need of Intervention

8.1 For the purposes of this Act, a Child is in need of intervention if there are reasonable and probable grounds to believe that the safety, security or well-being or development of the Child is endangered because of any of the following:

- (a) The Child has been abandoned or lost;
- (b) The Parent(s) of the Child is deceased, and the Child has no other Parent;
- (c) The Child is neglected by the Parent(s) or Care Provider;
- (d) The Child has been or there is substantial risk of Abuse by a person;
- (e) The Child will be physically or emotionally injured or sexually abused by the Parent, Family member, Care Provider or Foster Parent, or any other person in contact with the Child;
- (f) The Parent(s) or Care Provider of the Child is unable or unwilling to protect the Child from physical injury or sexual abuse;
- (g) The Child has been emotionally injured by the Parent(s), Care Provider or Family member of the Child;
- (h) The Parent(s), Care Provider or Family member of the Child are unable or unwilling to protect the Child from emotional injury;
- (i) The Parent(s), Care Provider or Family member of the Child has subjected the Child to or is unable or unwilling to protect the Child from cruel and unusual treatment or punishment; or
- (j) The Parent(s), Care Provider or Family member has exposed the Child to criminal behaviour.

Apprehension (Intervention) of a Child

8.13 If all Preventative Services have been exhausted, and apprehension is the only alternative available, the Agency may,

- (a) Have reasonable and probable grounds to believe that a Child is in need of protection, the Agency may apprehend the Child, and may request the assistance of a Peace Officer in order to do so.
- (b) Request the Peace Officer called for assistance, may, by reasonable force if necessary, enter a place or premises and search for and apprehend the Child in need of protection.
- (c) With the assistance of a Peace Officer, may apprehend a Child in need of protection and, as soon as possible thereafter, place the Child under the care of the Agency.
- (d) If a Child is apprehended in Manitoba or another province under the authority of that province's or other child welfare legislation and placed in the care of an agency or child welfare

authority of that province, the Child is deemed to be apprehended under this Act as well, effective on that date the Child is so placed.

Wisdom - Carried by the Beaver

The Creator gave the Beaver the gift of his teeth. When the Beaver uses his teeth he can divert water to a burned out place and create a beautiful place once again. If he should stop using his teeth they will grow until he is unable to eat and will die.

Like the Beaver, the Creator gave us all unique gifts to learn and develop for the betterment of the people, and it is said that when we don't know our gifts or don't use them, we become dead inside and feel as though we have no purpose. And if we all use our gifts as the Beaver does, we can create a beautiful world. We feed the Beaver turnip, carrots and any other fruit or vegetable that is hard. The beaver carries the medicine Grey Willow.



COLLABORATIVE FAMILY ENGAGEMENT

RECOGNIZING STRENGTH WITHIN OUR FAMILIES

HUMILITY

Carried by the Wolf

Understanding other strengths, knowing our own limitations.

ALTERNATIVES TO THE COURT PROCESS

Customary Care Agreement

9.1 A Customary Care Agreement is a voluntary process that may be entered into in respect of a Child for the purposes of

- (a) Providing Customary Care through the planning for Child and Family Services in a way that is sensitive to the needs and the cultural identity of the Child;
- (b) Recognizing the role of the First Nation in planning and providing Customary Care to the Child, and
- (c) Where a Child who is the subject of a Customary Care Agreement, the Parent(s) are still considered the legal guardian of the Child.

Parties to a Customary Care Agreement

9.2 The following must be parties to a Customary Care Agreement for a Child, taking into consideration the Best Interests of the Child:

- (a) The Child's Parent(s), Care Provider or guardian;
- (b) The Agency;
- (d) The Customary Caregiver if the agreement provides that the Child is to reside with the Customary Caregiver; and
- (e) The Child, if 12 years of age or older and is competent to understand and comprehend the nature of the Customary Care Agreement and must provide their informed consent.

Minor Parent

9.3 A Customary Care Agreement is valid notwithstanding that a Parent entering into the agreement is a minor 16 years of age or older. If the minor Parent is under the age of 16 years, the Parent(s) or guardian of the minor Parent will be required to consent to the Customary Care Agreement along with the minor Parent.

Views of the Child

9.4 When entering into a Customary Care Agreement, the parties must consider the views of a Child 12 years of age or older and may consider the views and preferences of a Child under 12 years of age.

Customary Care Agreement Content

9.6 The terms of a Customary Care Agreement may include, without limitation, the following:

- (a) The details of the supports and Child and Family Services that are to be made available under the agreement;
- (b) The details of a plan for the Child's safety and security; and
- (c) The length of time that the agreement is to be in effect and the details how it may be terminated.

Customary Care Agreement Beyond Age of Majority

9.7 A Customary Care Agreement may be entered into for the purpose of assisting a Youth transition to independence if

- (a) The Youth had been receiving supports and services under a Customary Care Agreement immediately before the Youth attained the age of majority;
- (b) The Youth is a party to a new agreement along with those parties listed at subsection 9.2; and
- (c) The term of the agreement does not extend beyond the date the Youth attains the age of 26 years.

Residing in a Customary Care Home

9.8 The parties to a Customary Care Agreement may agree that a Child will reside with a Customary Caregiver in a Customary Care Home.

Requirements

9.9 The Agency must ensure that the Customary Caregiver and Customary Care Home meet the safety requirements set out in the Agency's prescribed requirements.

Review by the Agency

9.10 During each 12-month period that a Customary Care Agreement is in effect, the Agency must review the agreement and the supports and Child and Family Services provided under the agreement to determine whether they continue to reflect the Best Interests of the Child.

Continued Application of the Act

9.11 The fact that a Child is receiving supports and Child and Family Services under a Customary Care Agreement does not prevent

- (a) The Child or the Child's Family from receiving Child and Family Services;
- (b) The Agency from being authorized from apprehending the Child; or
- (c) A judge or master from finding the Child to be in need of protection.

Family Sharing Circle

9.12 The Family Sharing Circle is a process that can be accessed by the Child, Youth or Family to help deal with child protection and prevention challenges they may be facing. This process is meant to serve as an alternative to dealing with challenges through the Court process. A Family Sharing Circle is intended as a voluntary and inclusive process where the Family works together to solve issues and make a plan to address the required care and support for the Child. The basic steps include, but are not limited to:

- (a) The Family works with the Family Sharing Circle Coordinator to decide who participates, and

where and when the circle should take place. The Child's participation will also be determined and whether the Child should attend. The Family Sharing Circle Coordinator then arranges for the circle to occur;

(b) At the circle, the Family Sharing Circle Coordinator makes sure everyone knows one another, and all are comfortable and understands the process, what is happening and the available supports. Participation is voluntary and not mandatory. Everything discussed at the circle is confidential, allowing participants to freely speak.

(c) The Family then has private time to discuss and work out a plan for the future. The Family Sharing Circle Coordinator will be available in close proximity to assist if required. The Family Sharing Circle Coordinator shall collaborate with the Family to develop a case plan based on the discussion within the circle.

(d) The participants will assist in helping the Child understand the plan, and that the Child will have had an opportunity to say on what the Child wants. The plan will also be reviewed by the Agency taking into consideration the Best Interests of the Child.

(e) The First Nation will develop regulations and policy to reflect the Family Sharing Circle principles for implementation.

Community Circle of Care

9.13 The Community Circle of Care is another process that can be accessed by the Child, Youth or Family to help deal with child protection and prevention challenges they may be facing. This process is meant to serve as an alternative to dealing with challenges through the Court process.

(a) The Community Circle of Care provides care coordination for community-based services and supports to the Child, Youth and Family which require Child and Family Services where such services can be provided by the Agency as well as other services that can be provided from other departments and collaterals within Peguis First Nation.

(b) An Elders Council will be established to serve as the coordinating body that ensures that those departments, collaterals and the Agency have proper referrals to initiate the Community Circle of Care.

(c) If the Child, Youth or Family volunteer to participate in the Community Circle of Care, the Elders Council will provide orientation and guidance for the process to assist in coming to a care plan for the Child, Youth or Family.

(d) The Elders Council will collaborate with the Agency, departments and collaterals on policy that steers the Community Circle of Care.

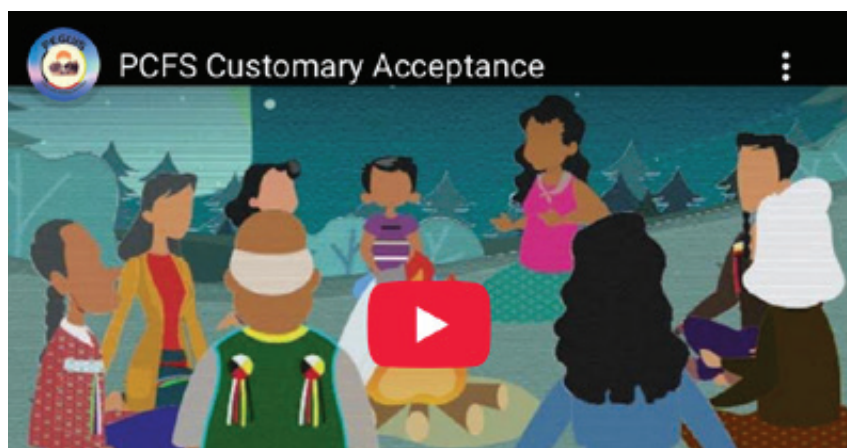
(e) The Community Circle of Care will meet to discuss the challenges facing the Child, Youth or Family with those impacted by the challenges and will collaboratively come up with a service plan to assist the Child, Youth or Family to overcome the challenges without having the need to utilize the Court process.

(f) The Elders Council and the Agency shall review the service plan to ensure its implementation and is in line with the Best Interests of the Child.

(g) The First Nation will develop regulations and policy to reflect the Community Circle of Care principles for implementation.

Humility - Carried by the Wolf

The Wolf carries humility because wolves are the reflection of working together. The Wolf pack chooses a lead wolf, and the rest humble themselves by following his lead. All decisions, like where their territory is, and where they hunt are made by the lead wolf. So the wolf teaches us that alone and on our own we fail, but by turning our lives over to the Creator and his guidance, we will be successful. Humility is knowing that we all need help in our lives in order to be happy and achieve our purpose. Wolf teaches us to find balance within ourselves and be selfless and kind. We can show humility with our compassion, kindness, gentleness and patience. We feed the Wolf meat. The wolf carries the medicine Berry Roots.



Watch all of our videos at <https://www.peguiscfs.ca/videos>

PROTECTION SERVICES

RECONCILIATION WITH OUR CHILDREN AND FAMILIES

TRUTH

Carried by the Turtle

Be accountable and recognize truth as an opportunity to grow.

It is recognized that often the best way to serve and protect children is to provide support to their family. The Agency provides support and services according to *Honouring our Children, Families and Nation Act*.

According to *Honouring our Children, Families and Nation Act*, subsection 6 (1):

PRINCIPLES AND MINIMUM STANDARDS OF PEGUIS CHILD AND FAMILY SERVICES

Best Interests of the Child

6.1 This Act is to be interpreted and administered in accordance with the Best Interests of the Child, in particular:

- (a) The Best Interests of the Child must be the paramount consideration in the decision-making process in the context of Child and Family Services in relation to the Child, and in the case of decision making relating to apprehension, the Best Interests of the Child must be the paramount consideration; and
- (b) Primary consideration must be given to the Child's physical, emotional and psychological development, safety, security, well-being and the Child's sense of continuity and need for permanency with the least possible disruption, as well as the importance of that Child having an ongoing relationship with the Child's Family and the Peguis First Nation or people to which the Child belongs and of preserving that Child's connection to culture, heritage and the First Nation's traditional territory.

Truth - Carried by the Turtle

It is said that the Grandmother Turtle has been here since the beginning of time. It is said she survived all the purification of the earth, and holds the truth. Once you know and live the other seven teachings, you will then know truth. The back of Grandmother Turtle's shell represents Turtle Island, the sweat lodge, and the 13 moons calendar. She draws herself inside and like her we must look inside ourselves to find "our" truth. We feed the Turtle fruit. The turtle carries the medicine Cedar.



PROGRAMS



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. 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 cultural ways of the 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 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.

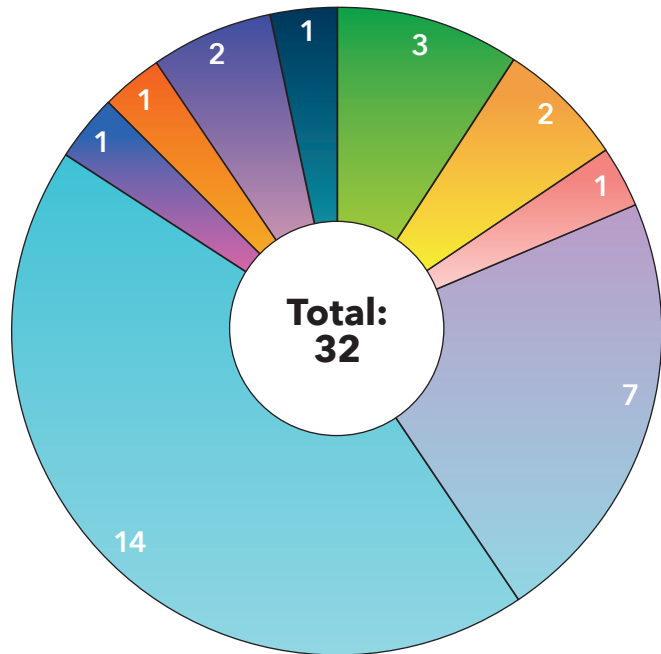
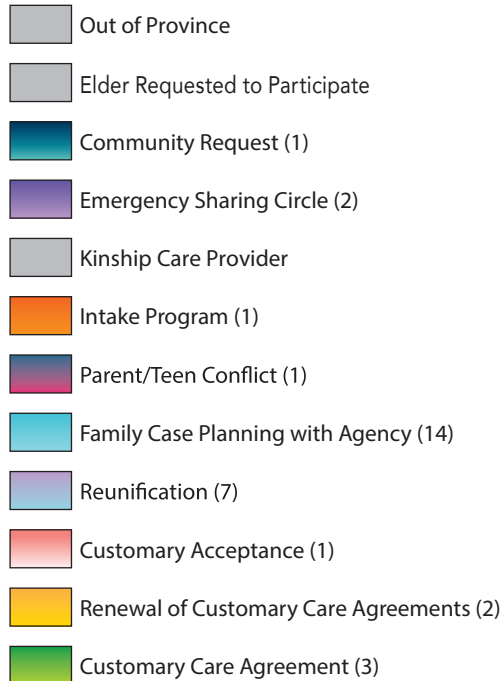
Our Program offers Sharing Circles to Members that are not involved with Peguis Child and Family Services. Sharing Circles process:

- A member can contact the Agency and connect with the Sharing Circle Coordinator to request a Sharing Circle.
- A family can book a date, time and location for their Sharing Circle.
- A Sharing Circle can help with any family conflict or anything that the family may need help with from the Agency.
- Every family has the freedom to include anyone they choose in their circle.
- We offer Elder support in the circle when requested.

SHARING CIRCLE STATISTICS - PEGUIS MAIN OFFICE

April 1, 2024 to March 31, 2025

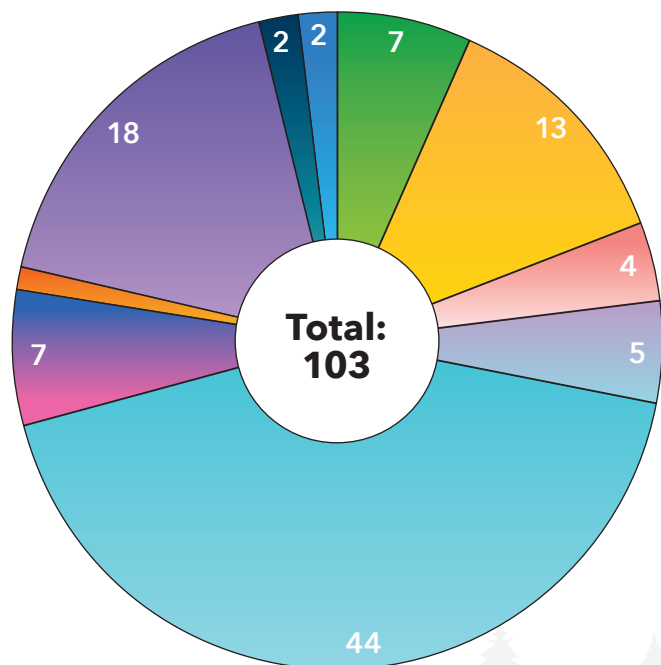
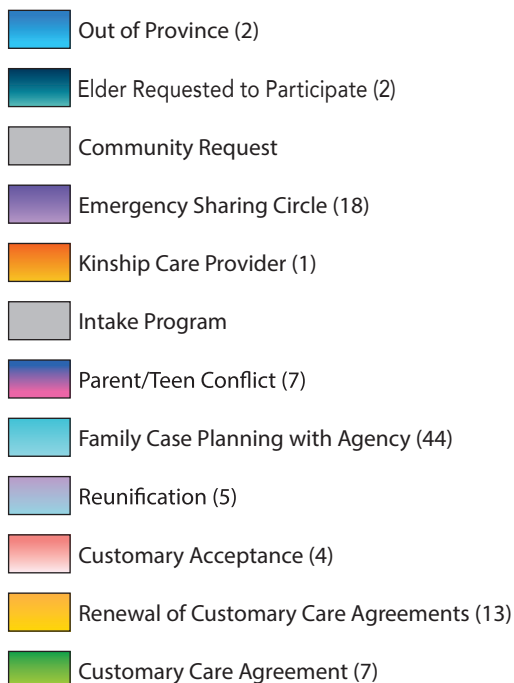
Note: Out of the 32 Sharing Circles, there were 102 people in attendance.



SHARING CIRCLE STATISTICS - WINNIPEG OFFICE

April 1, 2024 to MARCH 31, 2025

Note: Out of the 103 Sharing Circles, there were 350 people in attendance.



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

GRANDPARENT MENTORSHIP PROGRAM

The Grandparent Mentorship Program is geared to provide in home support to children and families to strengthen the family unit and prevent children from coming into care. Our grandparents are the knowledge keepers of the past, present and future. We rely on our grandparents to pass on teachings of life from birth and throughout our journey.

The Grandparent Mentorship 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. To be motivators and encouragers in everyday living. Strengthen the family bonds in being together.

Grandparent Mentor's Provide Mentorship

Grandparent's will provide mentorship for children and parents from a family strength perspective that include sharing how she/he overcame barriers through sharing their life experiences.

Provide hands on support for parents and children on how to deal with conflict and/or positive reinforcement techniques. Support the family to facilitate family meetings such as sharing circles.

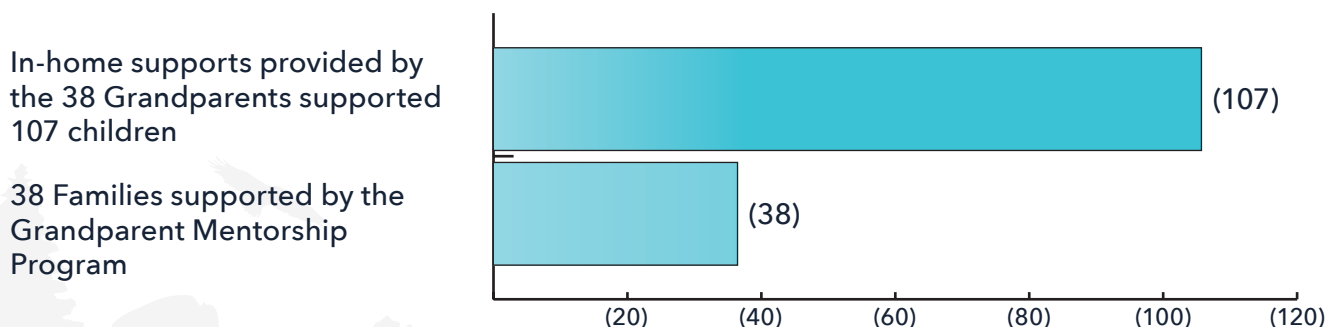
Provide one on one support that consist of listening and problem solving, engaging in prayer, providing spiritual guidance, support family participate in community events and/or family activities and advocate on the family's behalf.

Grandparents have always played an important role in family life. Grandparents bring positive energy, love, optimism, laughter, youthfulness, knowledge, maturity, stability and unconditional love to their families—our grandparents are natural role models, mentors and knowledge keepers of our history.

"Grandparent's is a combination of warmth and kindness, laughter and love; a person who overlooks your faults, praises your every success and encourages your dreams."

SUMMARY OF MENTORSHIP AND IMPACT STATISTICS

April 1, 2024 to March 31, 2025



RECLAIMING OUR WAYS

The Reclaiming Our Ways Program is committed to providing the best support and services to community members. The Agency aims 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 needs. Since going live with the *Honouring our Children and Families Nation Act*, we have been working hard to reconnect with the children, youth, and families again.

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.

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

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.

Reclaiming Our Ways provides:

- Child Minding Support;
- Cultural Activities;
- Budgeting;
- Domestic Violence;
- Grief and Loss;
- And more.

Community Events

- MMIW;
- Mother's Day Gathering;
- Father's Day Gathering;
- Youth Gatherings;
- Women's Gathering
- Men's Gathering



RECLAIMING OUR WAYS STATISTICS

April 1, 2024 to March 31, 2025

Engagements

MMIW	188
Mother's Day Event	187
Red River Ex Tickets	4,000
Father's Day Event	184
Youth Gathering	1,000
Women's Gathering	800
Men's Gathering	213
Peguis Family Treaty Day	1,500
Truth and Reconciliation Day	1,000
NADAP	223
Family Fun Day	94
3 Nations Fishing Derby	122
Selkirk Rodeo and Fair	200
Anti-Bullying Day (Pink Shirt Day)	281
Debinan Fishing Derby	349
Halloween Haunted Forest	1,483
Community Halloween Walk-Thru	1,669
Selkirk Christmas Dinner	328
Winnipeg Christmas Dinner	720
Community Christmas Dinner	1,159
Christmas Hampers	3,500
Total	19,200

DEBINAN YOUTH PROGRAM

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, including land-based learning and field trips. Additionally, the program aims to build on their socialization skills and promote positive development of personality. Debinan offers a wide variety of activities such as:

- Painting
- Baking
- Camps
- Quad Rides
- Rattle Making
- Cultural Activities
- Babysitting Course
- Life Skills Course

Field trips to:

- Flying Squirrel
- Corn Mazes
- Lazertopia
- Fishing
- Movie Theatres
- And more...

Program Times:

September - June

4:00^{pm}-8:00^{pm} Wednesday to Friday

9:00^{am}-5:00^{pm} Saturday

July - August

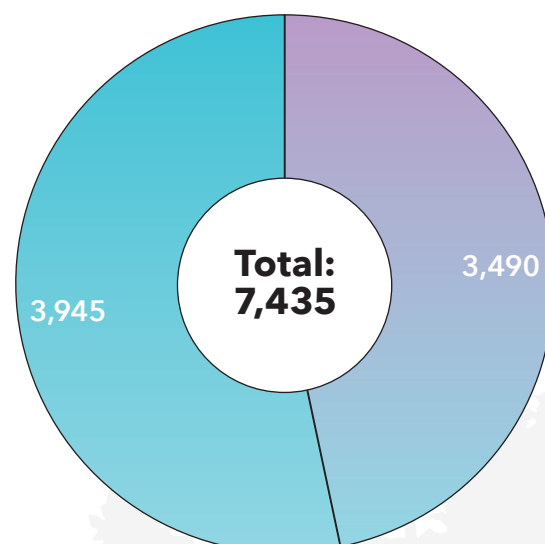
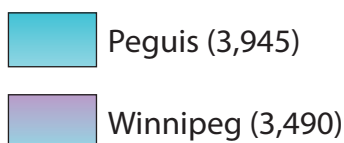
9:00^{am}-5:00^{pm} Monday to Friday

HOW TO ACCESS DEBINAN: Check out the monthly calendar located on our Facebook page, Peguis Child and Family Services or on our website: www.peguiscfs.ca.

To register your children for daily activities or field trips please call (204) 645-2049 for Peguis Main Office and ask for the Debinan Activity Coordinator.

DEBINAN YOUTH PROGRAMMING STATISTICS BY LOCATION

April 1, 2024 to March 31, 2025

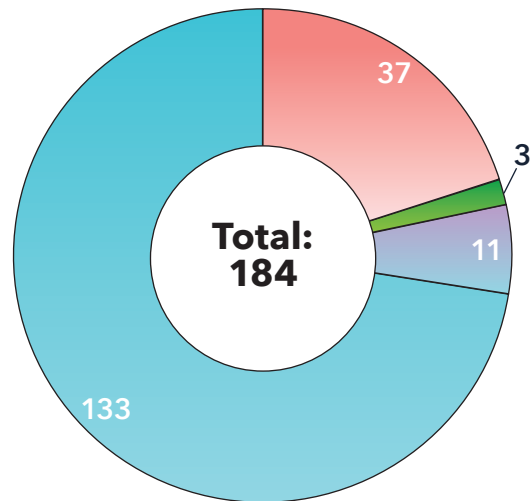
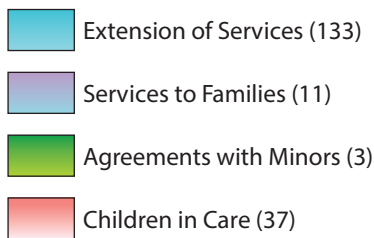


YOUTH SERVICES DEPARTMENT

Pursuant to Section 12 of the Act, an Extension of Service is available to eligible Youth between the ages of 18 through 25 years. The process of entering an extension involves the Youth and Agency building a co-created agreement to outline specific goals toward growth and independence. This agreement enables continued financial support and access to a range of services geared toward healing, identity formation and independence that can be sustained outside of Agency support.

YOUTH SERVICES SCOPE OF SERVICES

April 1, 2024 to March 31, 2025



Eligibility Criteria for an Extension of Services:

- Between the ages of 18–25 years.
- Peguis Member.
- Experienced a guardian relationship with any child welfare agency.
- Party to a Customary Care Agreement or an Agreement with a Minor upon reaching the age of 18 years.

What Services are available to Youth who have entered into an Extension of Services Agreement:

- Ongoing one-to-one support of a Youth Empowerment Worker.
- Monthly financial support.
- Crisis intervention.
- Cultural Empowerment Program.
 - provides opportunities, workshops, and programs to meet identified needs of Youth.
 - Over 56 programs/workshops/opportunities were provided throughout this reporting period.
- Elder services & mentorship.
- Assistance navigating systems and fostering growth within the following domains:
 - Housing stability.

- Mental Health.
- Life Skills.
- Recovery.
- Identity and Belonging.
- Education.
- Employment.
- Wholistic Health.
- Navigating criminal justice involvement.
- Traditional Independent Living Program
 - Preparing Phase 1 launch; support to 18 Youth.
 - Phase 2 and Phase 3 will encompass support to additional Youth (*approximately 40 more placements will become available over the next 2 years*).
 - Housing units will be provided to enable Youth to live on-site in a supported community.
 - Programming and workshops provided build life skills.
 - Access to ceremony and healing opportunities.
 - Work Experience Program.
 - Graduation from the Program with transfer of ownership to home to engender long-term housing security.
- Winnipeg Independent Living Program
 - Short-term goal-oriented support.
 - Support may involve short-term residency in a Winnipeg Independent Living program for intensive intervention.

YOUTH SERVICES SCOPE OF PROGRAMMING

of Programs

Traditional Teachings (Ice fishing, rabbit snaring, medicine picking, rattle making, sweat lodge building etc.)	45
Ceremony	17
Life & Independent Living Skills (financial management, tenant rights, cooking, taxes etc.)	18
Wholistic Health & Wellness (self-care, sexual education, physical health, harm reduction and recovery)	14
Training & Employment (resume workshops, WHIMIS, First Aid, Food Handlers etc.)	9
Youth Counsel & Leadership	6
Total	109

Youth Services coordinates opportunities for Youth to earn supplementary income through Agency/ department initiatives, while building experience, skills and gaining confidence.

Youth under an Extension of Service Agreement may have access to additional funding, known as 'transitional funding'. This needs-based funding may be provided, with a focus on building capacity for wellness and independence. The information below offers a snapshot of the total funding support provided to Youth through transitional funding within the reporting period:

YOUTH SERVICES TRANSITIONAL FUNDING (Amount)

April 1, 2024 to March 31, 2025

SUPPORT TYPE	AMOUNT
Educational Support	\$5,191.16
Emergency Support	\$21,052.74
Furniture/Start Up	\$6,112.04
Drivers Education	\$2,870.00
Special Need/Circumstance	\$2,751.05
Medical Support	\$1,673.32
Bereavement Support	\$1,374.38
Bus Pass	\$107.95
Youth Parent Support	\$2,153.65
Total	\$43,286.29



KINSHIP PROGRAM

The Kinship Program works to ensure the vision of the Agency, the Board of Directors and the *Honouring our Children, Families and Nation Act* (the "Act") is achieved.

The Agency's Kinship Program is committed to following and respecting the inherent rights of the children, youth and families of Peguis First Nation. This will ensure the Agency places children within their families to lessen the trauma when requesting services.

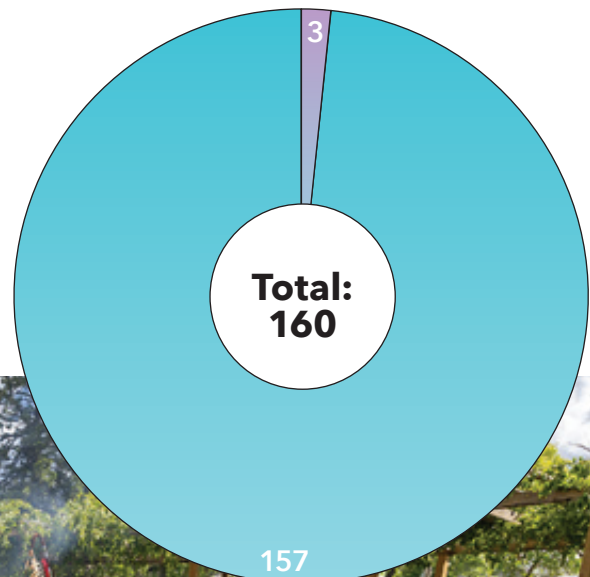
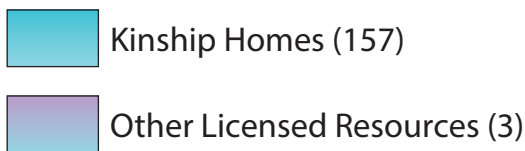
The Agency currently has created five (5) Emergency Resource placements: Wawatay, St. Andrews MB/ Little Makwas, Winnipeg MB/ Little Mikinaak, Winnipeg MB/ Eagle Feather, Winnipeg MB/ Yellow Thunderbird, Peguis MB, which are Kinship Homes.

Key Components to the Kinship Program are as follows:

- Maintain and support five (5) Emergency Kinship Home Resources.
- Create more resources within Peguis Child and Family Services.

CHILDREN RESOURCES

April 1, 2024 to March 31, 2025



INTER-NATION AFFAIRS

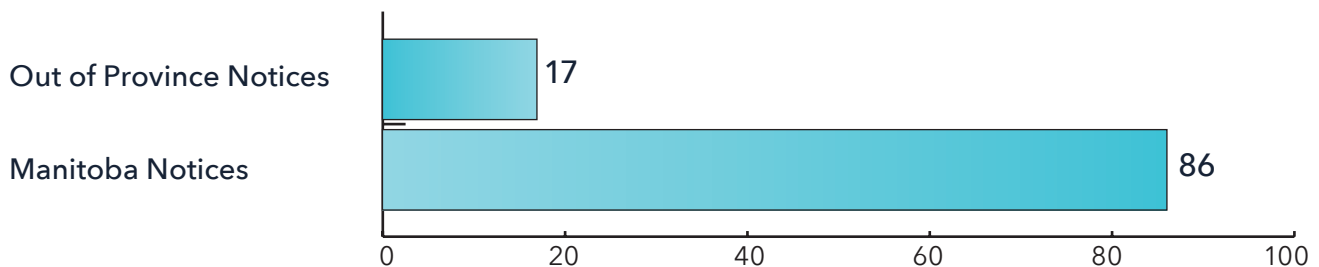
Pursuant to section 18(1) of An Act respecting First Nations, Inuit, Metis children, youth and families ("Bill C-92") notices of significant measures must be reported to the Agency.

Common type of notices that the Agency received are for when a file has been opened, when a child is placed under apprehension, when a child welfare agency is seeking a court order/or order has been granted, a child welfare investigation is being conducted, a change of placement/ placement breakdown and when a file closes.

During the reporting period of April 1, 2024 to March 31, 2025 the Agency received a total of 103 notices, 17 notices were received from outside of Manitoba and 86 notices were received from within Manitoba.

NOTICES OF SIGNIFICANT MEASURES RECEIVED

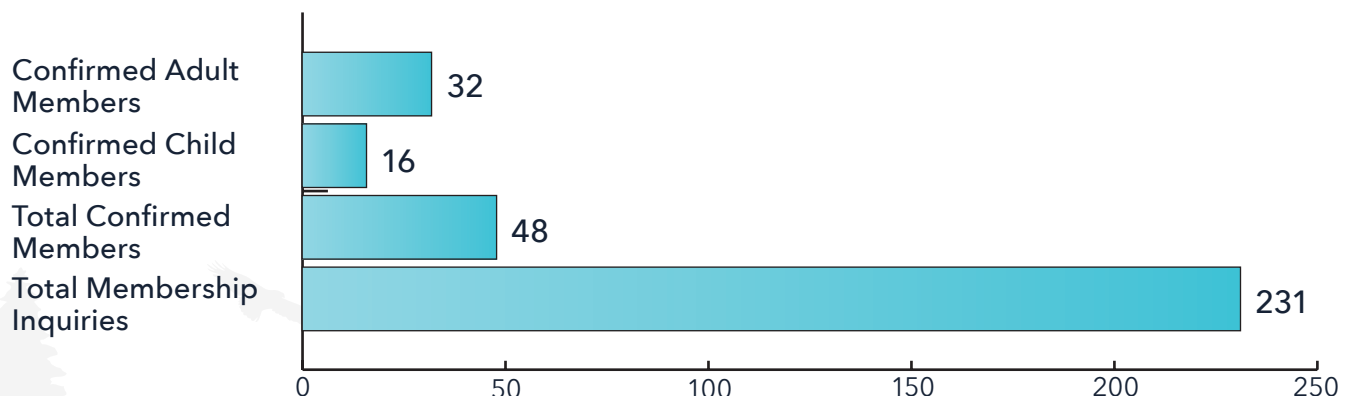
April 1, 2024 to March 31, 2025



With every new notice of significant measure, a Membership Inquiry must be completed. During the reporting period of April 1, 2024 to March 31, 2025, there were a total of 231 inquiries made, of those only 48 were confirmed as Peguis Members.

MEMBERSHIP INQUIRIES

April 1, 2024 to March 31, 2025



RESOURCE HOMES

Resource Homes are designed to support connection with family and community, a sense of belonging, and provide opportunities to engage in a meaningful life. This is achieved by creating a home environment that welcomes the participation of the child or youth, supporting their pursuit of interests and goals, and helping maintain and strengthen the bond between the child or youth and their significant others. We provide an environment that is non-judgmental, safe, and caring.

The Agency's Resource Homes are committed to upholding traditional care practices. By working hand in hand with each Specialized Foster Parent, we ensure that the Resource Home integrates the 7 Sacred Teachings into their daily routines and traditional care.

LOVE

We aim to show kindness and acceptance to every child exactly as they are, offering unconditional love regardless of their beliefs.

RESPECT

Every child is treated with the utmost respect, as if they were our own, to emphasize their inherent value as individuals.

COURAGE

We strive to support and empower each child to confront their fears courageously and promote positive growth.

HONESTY

We lead by example, fostering trust and transparency with each child.

HUMILITY

Acknowledging mistakes, offering apologies, and promoting humility to demonstrate the value of learning from errors and continuously striving for improvement.

WISDOM

Sharing stories and life lessons to help each child make informed decisions and solve problems wisely.

TRUTH

Maintaining honesty in all interactions with the children, as we recognize that this builds a strong foundation of trust and mutual understanding.



QUALITY ASSURANCE

The Quality Assurance Department is responsible for the overall quality of services at all levels to service delivery of child and family services also, adhering to the Complaint and Appeals Regulation through the *Honouring our Children, Families, and Nation Act* ("HOCFNA").

The Quality Assurance Coordinator position involves two crucial components, each contributing to the overarching goal of excellence in service delivery. The first part is compiling all the Agency data and statistics with assistance from the Data Management Administrator that is related to the revised standards, policies, and procedures. This data collection process assists in conducting effective evaluations with recommendations for service delivery in the Agency's program areas. This process ensures that services provided are positive and meaningful for our children and their families.

The second part of the Quality Assurance Coordinator position is to review complaints and assess concerns from membership that are related to service delivery. Members that are involved in the complaints process can expect the Quality Assurance Coordinator to uphold the complaint process in compliance with legal and regulatory requirements related to the Canada Fiscal Agreement ("CFA"), at subsection 18.3(d),

Issues of concern related to the implementation of the Peguis Act may be dealt with through the Agency's complaints process as set out in the Peguis Act.

The Complaints process involves a team approach that completes an initial assessment to ensure a plan is in place to address the concern immediately. The worker and supervisor will be responsible to address the immediate concern prior to proceeding with the formal complaint process. The Quality Assurance Department is responsible to inform other bodies and the public of the complaints process, and the manner to file complaints about the Agency's communications or conduct. The Quality Assurance Coordinator will ensure that proper steps are followed, as per the Complaints and Appeal Regulation, the HOCFNA and the Coordination Agreement, at subsection 9.5(c),

A Member or Child affected by a decision by the Agency may submit a written request to the Agency to review the process to ensure the integrity of the decision that the Member or Child is afforded natural justice and procedural fairness through this process.

The Quality Assurance Coordinator must document all incoming complaints from membership and non-membership, track outcomes, and indicate any circumstances to assist in the resolution process.

The Quality Assurance department is committed to providing excellent service and resolving any issues that membership or non-membership may have and values feedback. A Membership Survey for children and their families to provide feedback on services they have received, and the Quality Assurance Complaint Process, and Appeal Regulations (2022) are available at www.peguiscfs.ca.

If you have a complaint, please use our online complaint form located at www.peguiscfs.ca, or contact the Agency at (204) 632-5404. To ensure transparency and accountability, all Agency's incoming calls are recorded for quality assurance, this may or may not assist in the investigation of

complaints.

The Quality Assurance Department Summary of Complaints received and outcomes from April 1, 2024 to March 31, 2025.

COMPLAINTS RECEIVED	COMPLAINTS RESOLVED	PROCEEDED TO COMPLAINTS PROCESS	RESOLVED BY CHIEF OPERATING OFFICER	PROCEEDED TO APPEAL & MEDIATION PROCESS
21	21	1	1	0

COMPLAINT PROCESS:

- Quality Assurance Coordinator is provided the contact information of the client.
- Quality Assurance Coordinator will contact the client and arrange an interview and will determine the location, i.e. Office or in the home.
- Quality Assurance Coordinator will document the complaint.
- Quality Assurance Coordinator will interview the worker and supervisor assigned to gather more information in respect to the complaint.
- Quality Assurance Coordinator will consult with Chief Operating Officer to determine if further investigation is needed.
- If Quality Assurance Coordinator determines a file review is required, he/she will complete a file review of service delivery specific to the complaint.
- The written report will be provided to the Chief Operating Officer to review with the Executive Director if required to determine if the complaint is substantiated or unsubstantiated.
- If the complaint is unsubstantiated, then the report shall be filed in the client's physical file.
- If the complaint is substantiated, then a formal meeting will occur with the Supervisor to address the valid concern reported. An action plan will be developed and implemented to address the concern.
- It is the responsibility of the Quality Assurance Coordinator 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 in the client's file.





QUALITY ASSURANCE COMPLAINT REVIEW PROCESS

OVERVIEW:

The Quality Assurance Coordinator is responsible to review and assess complaints of case management only made by client(s) the Agency provides services to. The steps below are also followed for any other body filing a complaint regarding the Agency's communications.

It is the responsibility of the Agency representative to inform the public of the complaint process as outlined.

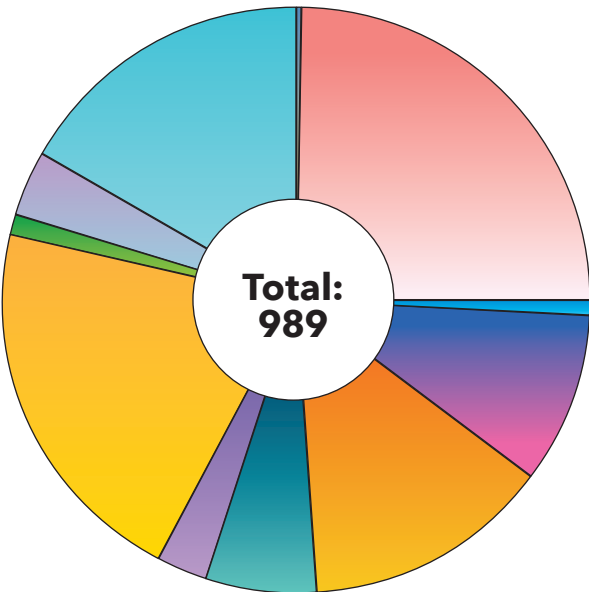
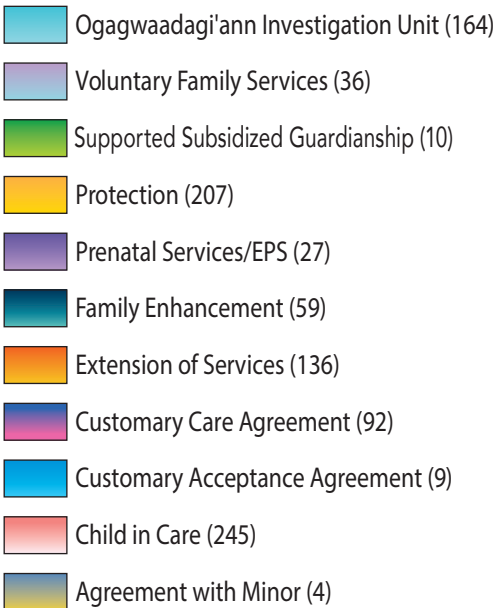
1. An initial assessment of a complaint must occur. This is a team approach; it is the responsibility of the worker and supervisor to address the immediate concern first prior to proceeding with the formal complaint process.
2. The worker and supervisor need to document their efforts to resolve the concern.
3. If the client is not satisfied then they must be informed of the complaint process outlined below.

COMPLAINT PROCESS:

- a. Quality Assurance Coordinator is provided the contact information of the client.
- b. Quality Assurance Coordinator will contact the client and arrange an interview and will determine the location, i.e. Office or in the home.
- c. Quality Assurance Coordinator will document the complaint.
- d. Quality Assurance Coordinator will interview the worker and supervisor assigned to gather more information in respect to the complaint.
- e. Quality Assurance Coordinator will consult with Chief Operating Officer to determine if further investigation is needed.
- f. If Quality Assurance Coordinator determines 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 Chief Operating Officer 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 shall be filed in the client's physical file.
- i. If the complaint is substantiated, then a formal meeting will occur with the Supervisor to address the valid concern reported. An action plan will be developed and implemented to address the concern.
- j. It is the responsibility of the Quality Assurance Coordinator 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.

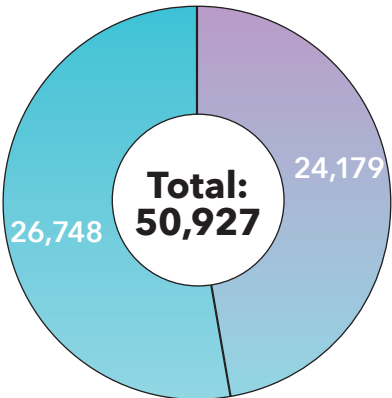
AGENCY CASE LOAD

April 1, 2024 to March 3, 2025



TOTAL CALLS TO THE AGENCY

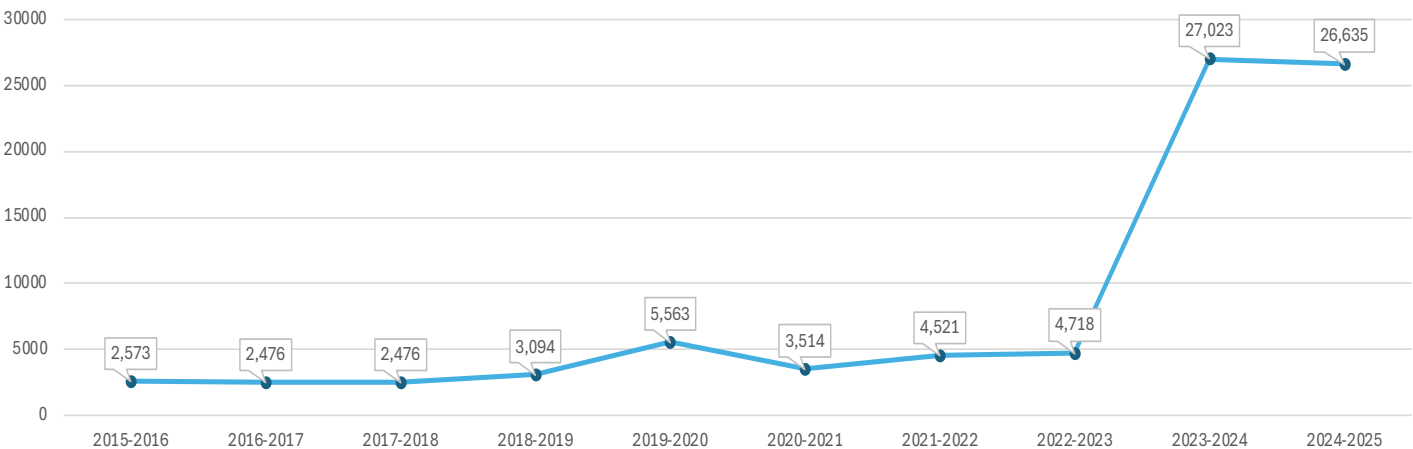
April 1, 2024 to March 31, 2025



PREVENTION SERVICES OVERVIEW BY PARTICIPANTS

2015 to 2025

The number of participants have increased since the Act came into effect.



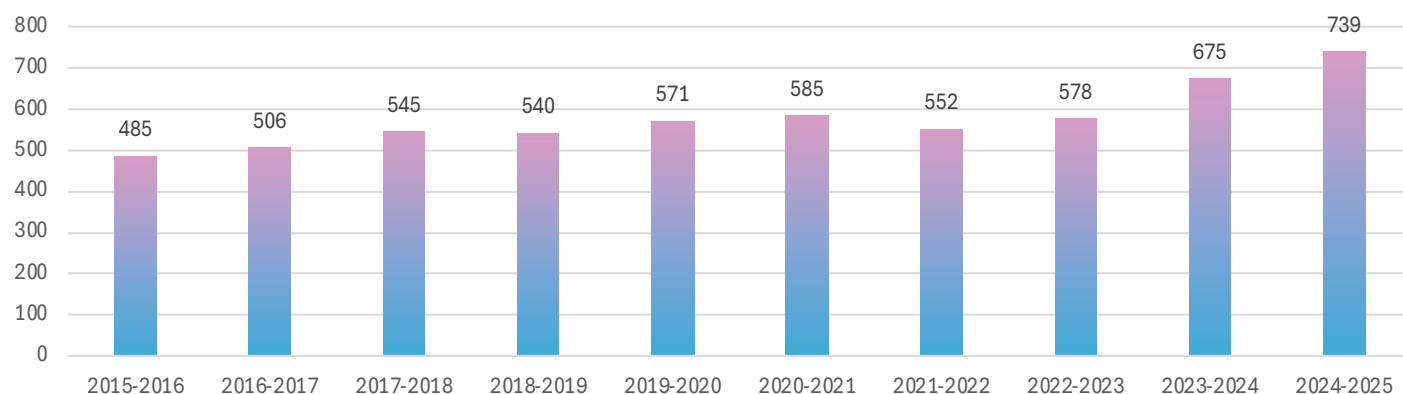
10 YEAR OVERVIEW OF AGENCY SERVICE DELIVERY

Peguis Child and Family Services recognizes the essential part of the success of raising a child is partnership with family and community members. Children have the right to know who they are, their family and the community they are from.

Since the *Honouring our Children, Families and Nation Act* has come into force, the Agency has diligently worked with families to support children to remain in their home and have seen an increase of voluntary services, which has resulted in a positive increase in services provided. Below statistics are over a 10-year reporting period.

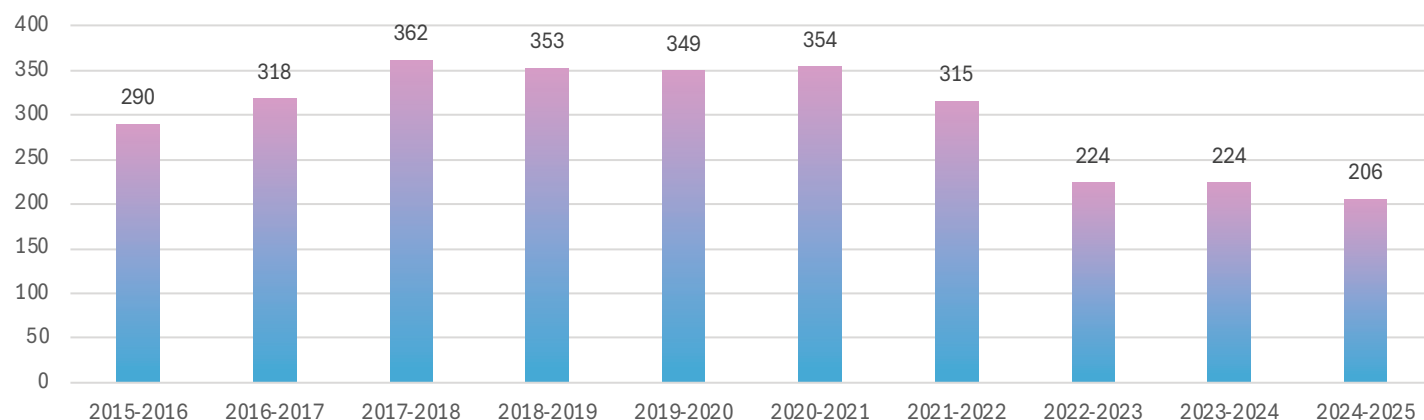
- **73%** of Intake calls are self-referrals. Prior to the Act, less than 5% of calls were self-referrals.
- **135** Sharing Circles with **452** family members supporting the parents and child.
- The number of children entering care has stabilized as a direct result of voluntary customary care agreements that consisted of **209** agreements since the Act came into force.

TOTAL CASE LOAD, FEDERAL AND PROVINCIAL 2015-2025



CHILDREN IN CARE BY FISCAL YEAR 2015-2025

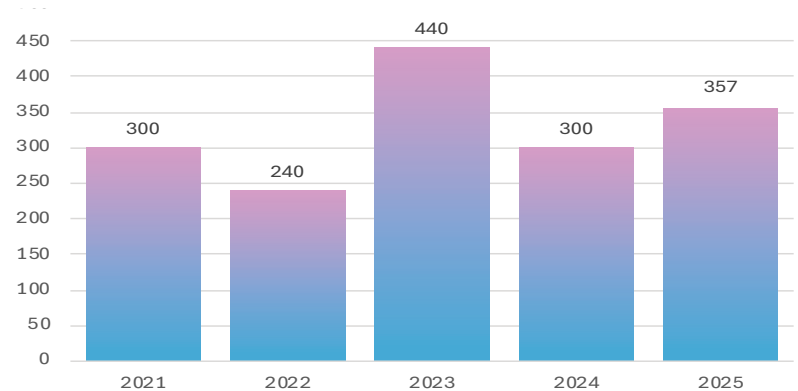
The number of children in care is not increasing as a direct result of Alternatives to the Court Process.



ALTERNATIVES TO THE COURT PROCESS: ELDER PARTICIPANTS

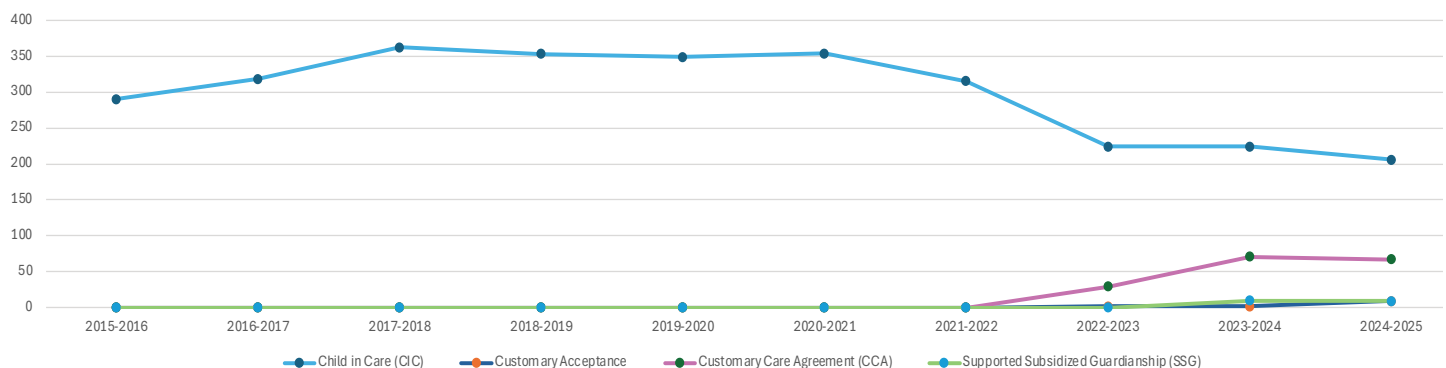
2021-2025

The Alternatives to the Court Process recognizes the participation of Elders in the community, that their wisdom and knowledge is recognized in the journey towards community wellness. With their gift of knowledge, today's generation benefit.



CHILDREN IN CARE vs ALTERNATIVES TO THE COURT PROCESS

2015-2025

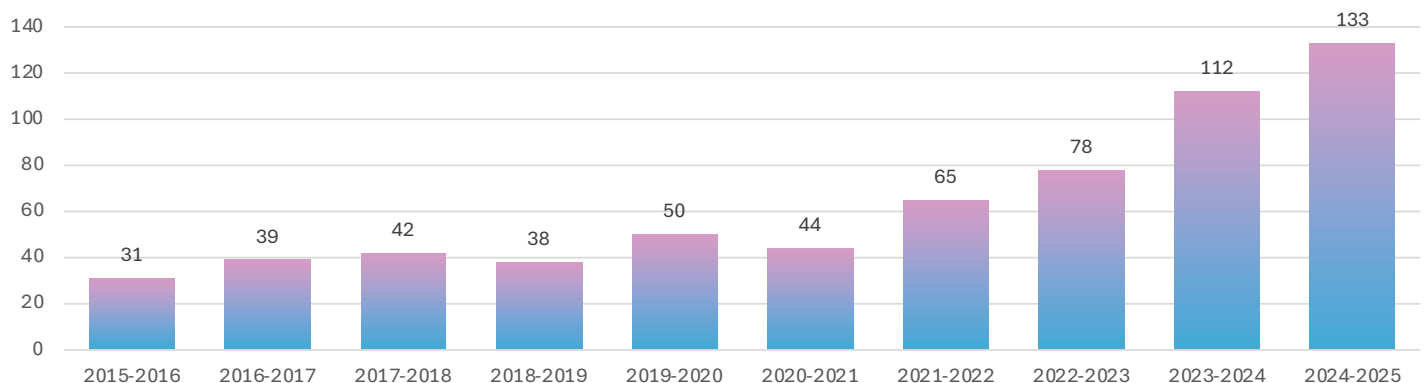


EXTENSION OF SERVICE AGREEMENTS BY YEAR

2015-2025

Extension of Service Agreements maintain the continuity in a youth's development and support while allowing for service agreement adjustments based upon the supported youth's progress and evolving needs. These agreements are entered into mutually by both the young adult and the Agency annually.

Since the operationalization of the Act, the Agency now provides financial supports to Peguis Members, previously in care, until they reach the age of 26. The following statistics show the youth who voluntarily choose to receive Agency financial support beyond the age of majority (age 18) until the age of 26.



HISTORICAL DATA ON NUMBER OF CHILDREN COMING INTO CARE UNDER PREVIOUS MB CFS ACT

2012-2020

Year	Number of Children Entered Care
2012-2013	92 children (10 transferred from ANCR)
2013-2014	88 children (10 transferred from ANCR)
2014-2015	68 children (18 transferred from ANCR)
2015-2016	102 children (13 transferred from ANCR)
2016-2017	67 children (21 transferred from ANCR)
2017-2018	92 (36 transferred from ANCR)
2018-2019	78 (57 transferred from ANCR)
2019-2020	76 children (1 transferred from ANCR)

Over an eight year period approximately 663 children entered care using the Structured Decision Making Assessment Tools implemented by the Province of Manitoba.

The Agency reports annually the reasons why children enter care, key indicator themes have been identified in the chart below.

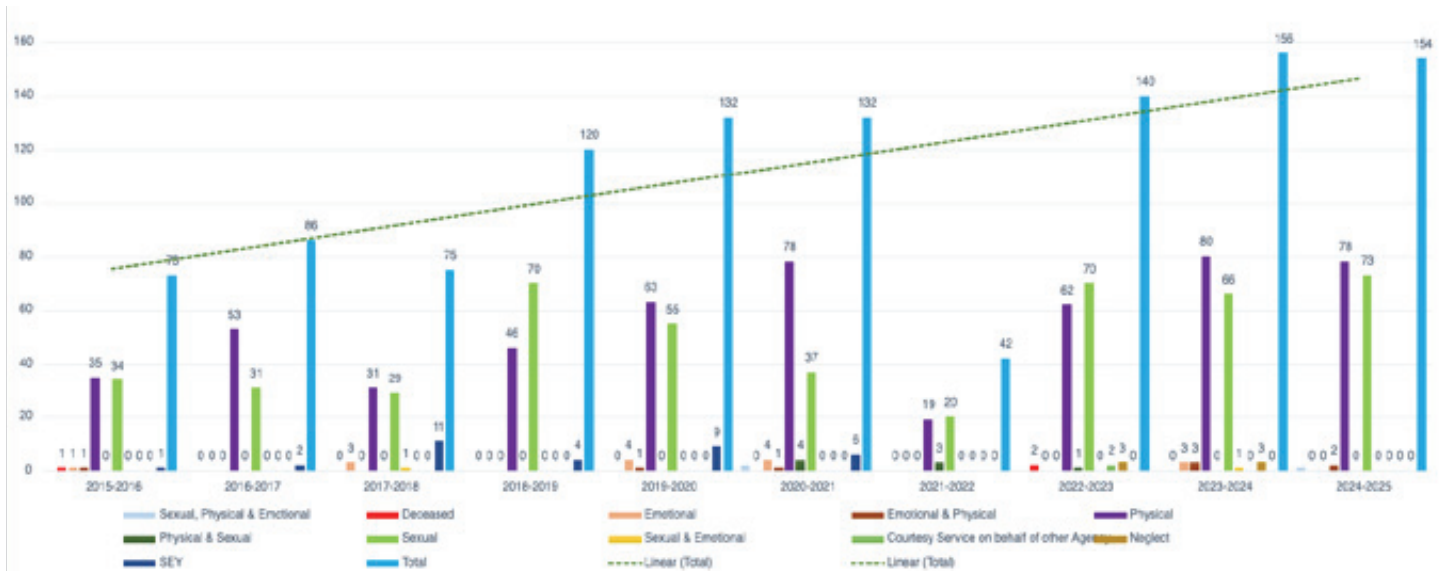
Why Children Enter Care

Reason	April 2021 - March 2022	April 2022 - March 2023	April 2023 - March 2024	April 2024 - March 2025
Abandonment	4	1	0	1
Mental Health/Medical Refusal	2	0	1	0
Parent Teen Conflict	2	0	0	0
Transient/Safety Concerns/Conduct of Parent and/or Child	3	0	22	19
Child Abuse	4	1	0	3
Narcotics/Substance Abuse	1	14	0	0
Domestic Violence	0	6	0	0
Both Parents Deceased	0	1	0	0
Total Children that Entered Care	16	23	23	23
Transfer from Other Agencies	17	25	1	2

ABUSE REFERRAL BY TYPE AND FISCAL YEAR

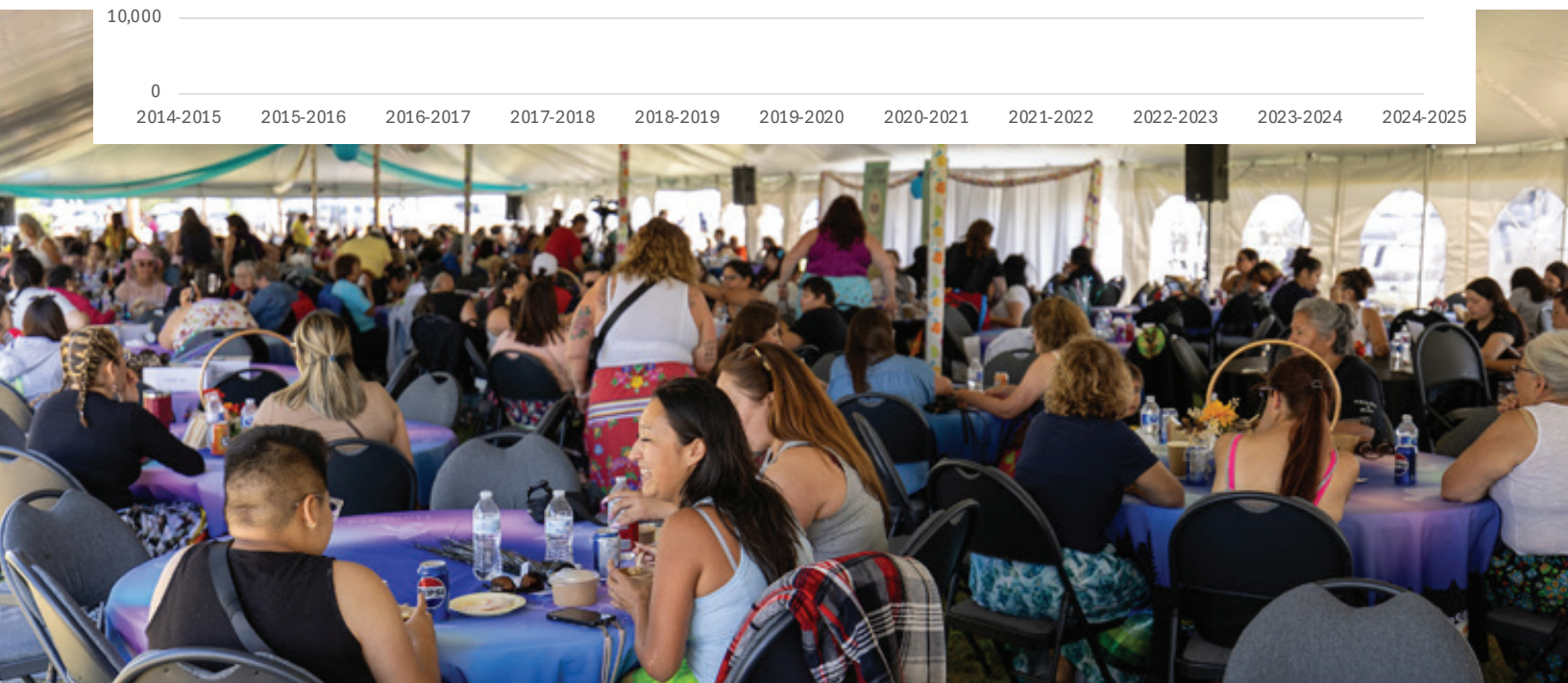
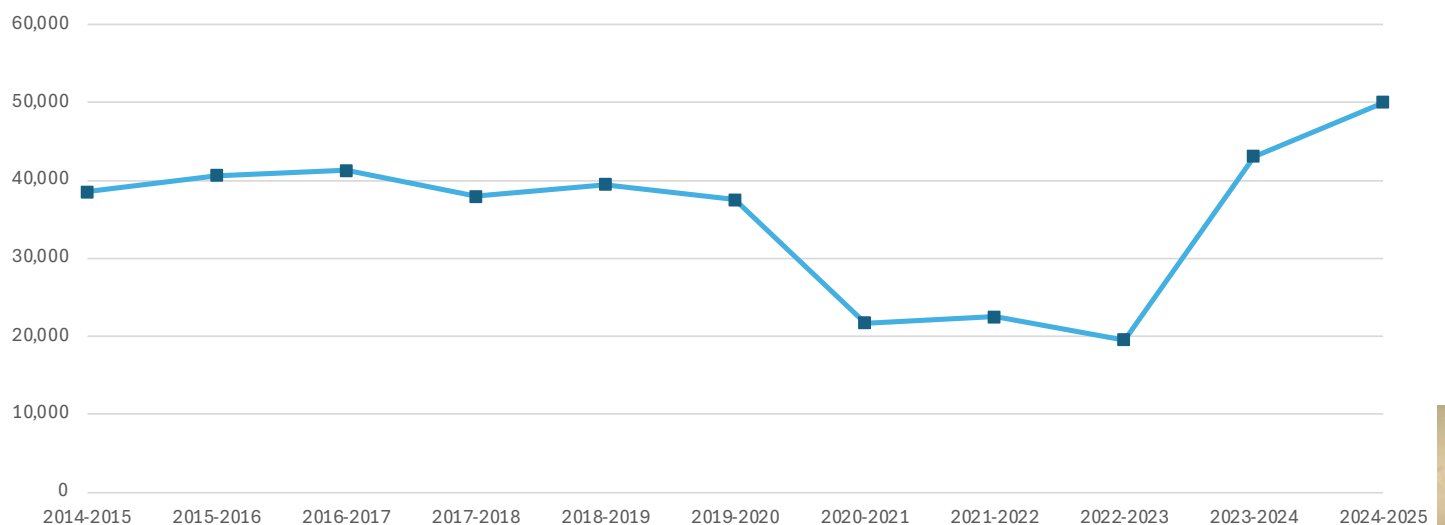
2015-2025

***Courtesy Service on behalf of other Agency is courtesy interview requests from partner Agencies due to geographic location.*

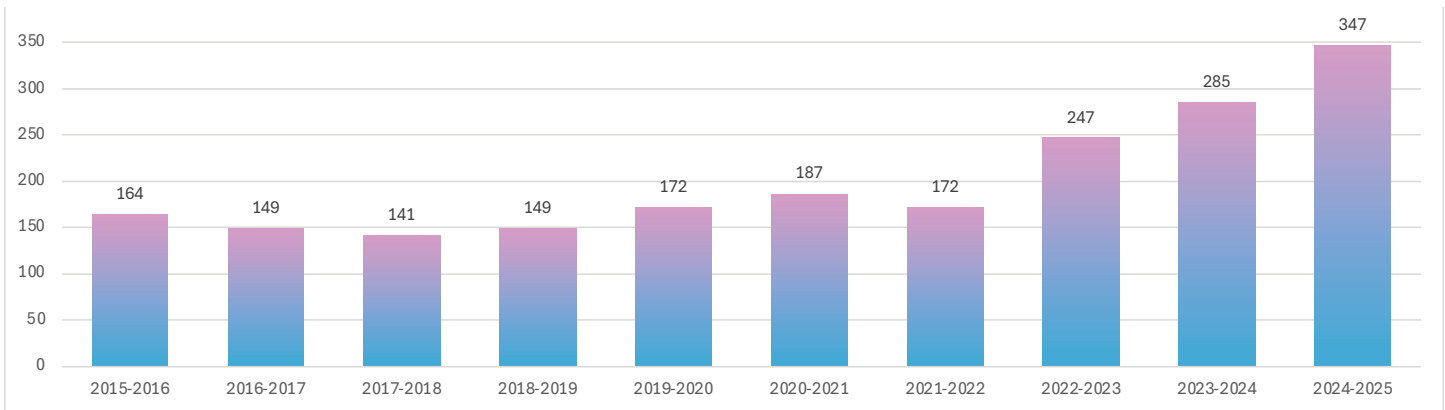


TOTAL AGENCY TELEPHONE INQUIRIES

2015-2025

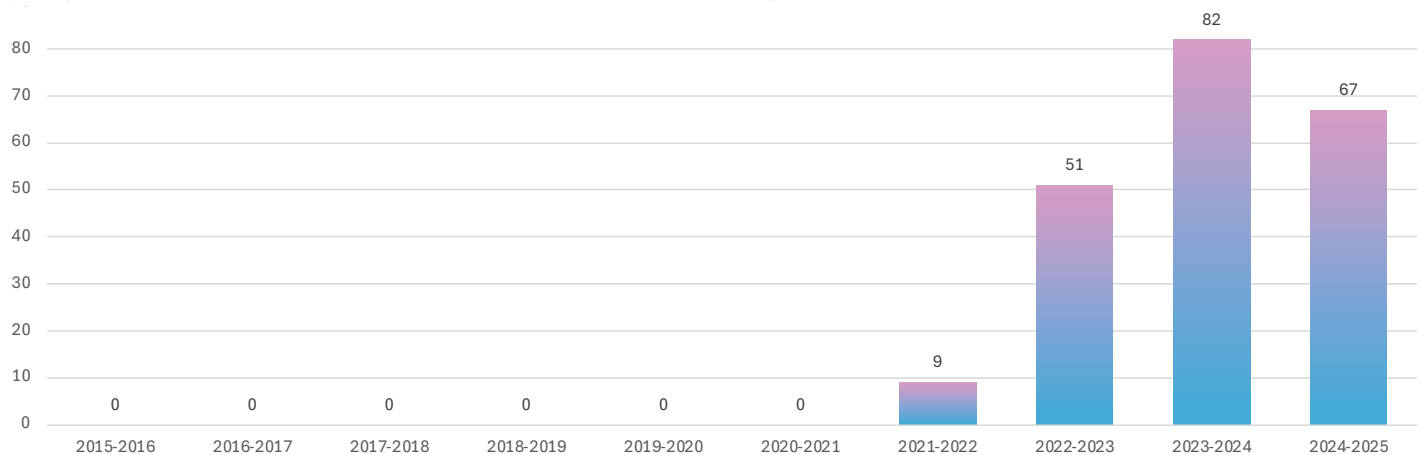


SERVICE TO FAMILIES (STF) 2015-2025



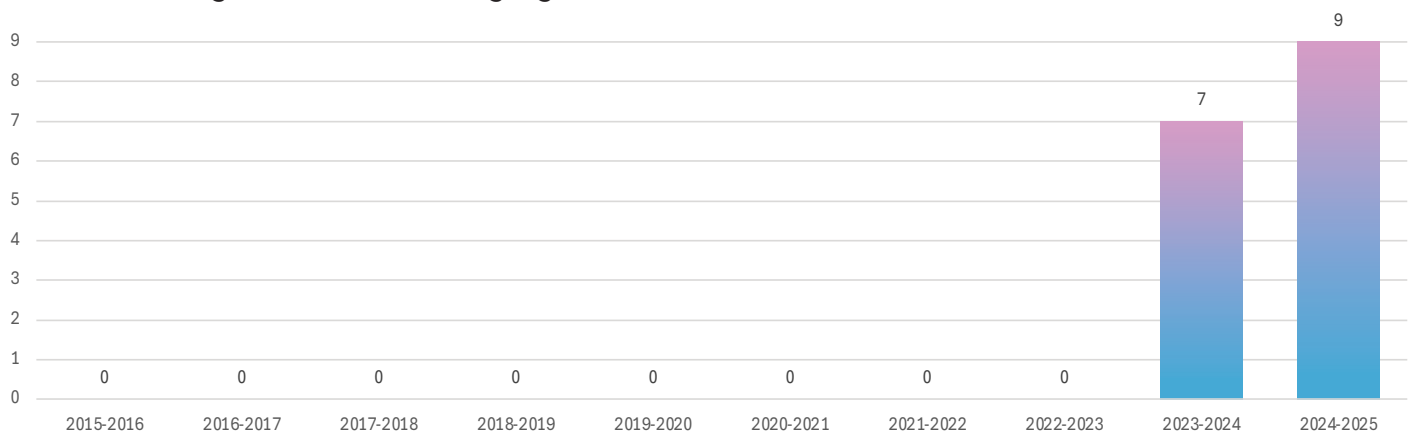
CUSTOMARY CARE AGREEMENT (CCA) 2022-2025

January 31, 2022, to June 30, 2025: 209 Customary Care Agreements resulted in 209 children prevented from coming into care (*Each agreement represents one child*).



SUPPORTED SUBSIDIZED GUARDIANSHIP (SSG) 2023-2025

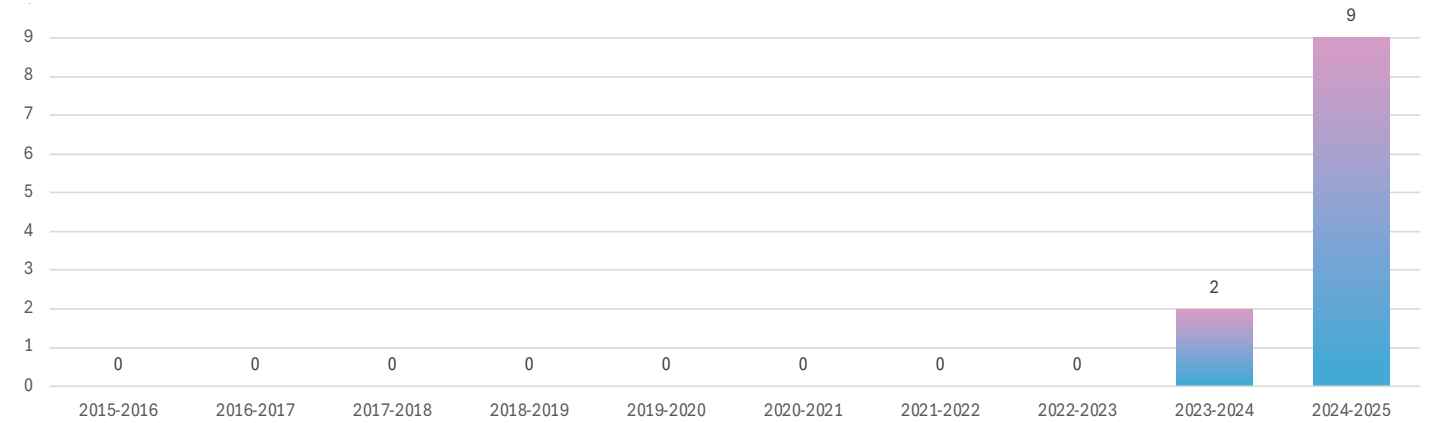
April 1, 2023, to June 30, 2025: 16 children are no longer in care and control of the Agency and are supported financially through Supported Subsidized Guardianships until they reach 18 years of age - these caregivers are now the legal guardians of the children.



CUSTOMARY ACCEPTANCE

2023-2025

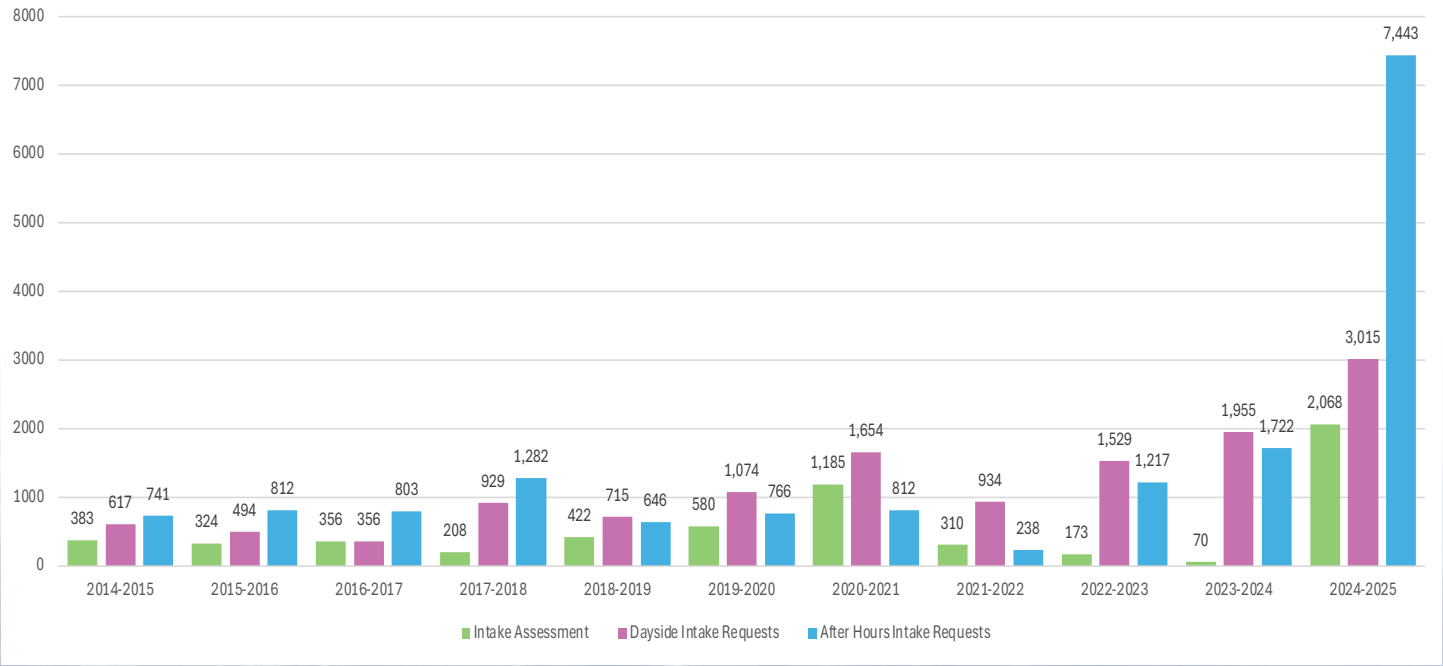
April 1, 2023, to June 30, 2025: 11 children are no longer in care and control of the Agency and are supported financially through Customary Acceptance Agreements until they reach 18 years of age. The Caregivers are now the legal guardians of the children through the Acceptance Commission process (customary adoption). The number of children in care is decreasing as a direct result of the Alternatives to the Court Process.



INTAKE DATA BY FISCAL YEAR

2015-2025

The Intake and After Hours Program provides services 24-hours a day to all registered members wherever they may reside in Manitoba.





AGENCY PARTNERSHIPS

The Agency has developed partnerships with cultural service providers to provide a pathway for members to reconnect, learn, preserve and celebrate our cultural heritage.

SUNLODGE VILLAGE
RAINBOW LODGE



SUNLODGE VILLAGE

The SunLodge Village is dedicated to sharing the strength, beauty, and wisdom of Anishinaabe spiritual life ways, inviting everyone to embark on a journey of freedom, peace, and harmony. Peguis Child and Family Services recognizes the healing and guidance embedded in these traditional practices and is committed to providing opportunities for children, youth, and families to reconnect with these ways. This initiative aims to reduce the need for child protective services by strengthening family circles.

In partnership with the SunLodge Village, Peguis Child and Family Services extends a range of Spirit and the Land experiences that encompasses physical, emotional, mental, and spiritual aspects of well-being harmonized with the medicine wheel. These experiences include four-season children and youth camps, family camps, and traditional elder services. Land-based experiences at the SunLodge Village include the following;

- Participation in ceremony
- Sweat lodge ceremony
- Full moon ceremony
- Healing ceremony
- Naming ceremony
- Warrior dance
- Sundance and others
- Setting up, lighting and caring for the sacred fire
- Preparing for ceremonies and clean up
- Gathering and splitting firewood
- Drumming, and learning traditional songs
- Elders teachings and counselling
- Working with the horses
- Hiking, snowshoeing, exploring the land
- Fishing, hunting, trapping
- Survival skills training
- Overnight camping excursions
- Medicine gathering; berry picking
- Gardening: planting, weeding, harvesting
- Creative arts and handicrafts
- Traditional food preparation
- Sharing meals, snacks, feasts, picnics

SUNLODGE VILLAGE PROGRAMS AND CEREMONIES

April 1, 2024 to March 31, 2025

Participants

Four Season Children and Youth Camps	215
Family Camp	87
Traditional Elder Services	13
Sweat Lodge Ceremony	1,300
Warrior Dance Spring Ceremony	450
Sun Dance Ceremony	1,100
Warrior Dance Fall Ceremony	520
Christmas/Winter Solstice Ceremony	30
New Year's Eve Memorial Round Dance	200
Windigocon Ceremony	80
Total	3,680

RAINBOW LODGE

In a meaningful partnership, the Agency has joined forces with the Rainbow Lodge, a sacred space dedicated to ceremonies, cultural teachings, and gatherings. The Rainbow Lodge serves as a sanctuary for women, providing a safe and nurturing environment for them to support and empower one another while sharing experiences, wisdom, and traditions free from judgment. Embracing inclusivity, the Rainbow Lodge is open to all individuals interested in connecting with Anishinaabe culture, traditions, and spiritual practices. Recognizing the healing and guidance inherent in these traditions, the Agency is committed to fostering opportunities for every child, youth, and family served to reconnect with their ancestral ways of life. This partnership reflects a shared dedication to cultural revitalization and holistic well-being within the Peguis community.

The Rainbow Lodge offers Children, Youth, Adults and Elders the opportunity to come together in a sacred environment for:

- Women's Sundance
- Sweat Lodge
- Seasonal Sweat
- Women's Sweat
- Family Sweat
- Kids Sweat
- Full Moon Ceremony
- Naming Ceremony
- Fasting
- Women's Gathering

Purpose

The Rainbow Lodge serves as a sacred place for ceremonies, cultural teachings, and gatherings. The Rainbow Lodge is dedicated to connecting people to Anishinaabe culture, traditions, and spiritual practices aimed at reclaiming our traditional way of life.

The Agency understands that these traditional ways of being provide the healing and guidance needed to regain our original strength as Anishinaabe people. The Agency is committed to providing opportunities for every child, youth and family to reconnect with these traditional ways of healing.

Description

The Rainbow Lodge is a safe space to come together to support and empower one another. It is a safe nurturing environment to share experiences, wisdom, and traditions free from judgement. The Rainbow Lodge focuses on creating a supportive space for everyone and is open to all individuals who wish to learn and participate in Anishinaabe culture, traditions, and spiritual practices.

Traditional Elder Services (One-on-One)

Traditional Elder Services are services provided to individual children, youth, and families. Elders are traditional healers and teachers and help people by using traditional healing practices such as Ceremonies, Seven Sacred Teachings, the Medicine Wheel, and other sacred teachings.

Participants requesting Elder Services will receive one-to-one experience with a traditional Elder and Elder's helpers at the Rainbow Lodge. Participants are encouraged to form personal relationships with Elders and Elder's helpers, as they participate in a wide range of traditional activities.

The Elder's helper will ensure the participant is welcomed, oriented to the environment, and has ongoing support during all activities and teachings.

The Rainbow Lodge House

Purpose

The Rainbow Lodge House is a home to facilitate traditional elder services and traditional programming for all community members.

Cultural Services

- Participation in ceremonies:
 - Full moon ceremony
 - Healing ceremony
 - Men’s sweat lodge ceremony
 - Naming ceremony
 - Sundance ceremony
 - Sundance meeting ceremony
 - Sweat lodge ceremony
 - Women’s sweat lodge ceremony
 - Creative arts and handicrafts: sewing ribbon skirts/shirts, painting, drums and rattles, artwork and other forms of self-expression
 - Traditional hide tanning; drum and rattle
- making
 - Traditional Elders services and teachings
 - Gardening: planting, weeding, harvesting
 - Gathering and splitting firewood
 - Gathering grandfather rocks for the sweat lodge, preparing the sweat lodge, and cleaning up after the ceremony
 - Medicine picking; cedar, sage, wiikenh, sweet grass and others
 - Setting up, lighting, and caring for the sacred fire
 - Sharing meals, snacks, feasts, picnics
 - Traditional food preparation

RAINBOW LODGE CULTURAL SERVICES AND CEREMONIES	Engagements
April 2024	119
May 2024	100
June 2024	63
July 2024	126
August 2024	251
September 2024	108
October 2024	231
November 2024	167
December 2024	103
January 2025	197
February 2025	127
March 2025	164
Total	1,756

MEMBERSHIP SURVEY

DEAR COMMUNITY MEMBERS, WE ARE
INTERESTED IN HEARING FROM YOU!

Please take a few minutes to fill out this survey to help us improve our services. We appreciate your feedback on how the agency might do things better. Our questions are guided by the 7 Sacred Teachings.

Survey participants will be entered into a monthly prize draw.



Membership Survey can be filled out at
peguiscfs.ca/contact or by scanning the
QR code above.

MIIGWETCH



peguiscfs.ca