

# REPORT TO CHIEF AND COUNCIL AND MEMBERSHIP

APRIL 1, 2023 – MARCH 1, 2024



Our Children  
and Families  
**Come First**



## Peguis Child and Family Services

### Peguis Main Office

P.O. Box 610  
 Peguis First Nation, MB R0C 3J0  
 Phone: (204) 645-2049  
 Toll Free 1-877-777-2049  
 Fax: (204) 645-2558

### Peguis CFS Winnipeg Office

Unit 1-1349 Border Street  
 Winnipeg, MB R3H 0N1  
 Phone: (204) 632-5404  
 Toll Free 1-877-632-5404  
 Fax: (204) 632-7226

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

PEGUIS MAIN OFFICE LOCATION



MAAMAWIBIWAY LOCATION



PCFS WINNIPEG OFFICE LOCATION



# TABLE OF CONTENTS

Message from Board Chair	2
Board of Directors	3
Organizational History and Governance	4
Message from Executive Director	7
Message from Chief Operating Officer	9
Message from Legal Counsel	10
Message from the Elders Coordinator	13
Message from the Director of the Intake and After Hours Program	16
Message from the Kinship Coordinator	20
Message from the Peguis Chief Reconciliation Director	22
Message from Winnipeg Chief Reconciliation Director	24
Message from the Director of Youth Services	28
Message from the Director of Customary Relations	31
Message from Child Abuse Coordinator	32
Message from Director of Inter-Nation Affairs	34
Message from Quality Assurance Coordinator	36
Message from Sharing Circle Coordinator	40
Message from the Director of Resources	42
Message from the Resource Home Manager	46
Message from the Winnipeg Reclaiming Our Ways Coordinator	48
Message from the Peguis Reclaiming Our Ways Coordinator	51
Message from the Chief Financial Officer	53
Message from the Director of Finance	55
Message from the Director of Human Resources	56
Message from the Human Resource Manager	63
Message from the Director of Communications	65
Message from the Capital Projects Coordinator	66
Agency Code of Conduct	69
Agency Federal Law, Policies and Regulations	70

# MESSAGE FROM THE BOARD CHAIR



## **Aaniin, Boozhoo, Tansi,**

On behalf of the Board of Directors, we are pleased to present the following Chief and Council Report. The report provides an overview of the Agency's activities from April 2023 to March 2024.

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

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 Board of Directors were part of the "Coordination Discussions" for nearly two years and witness for the people of our Nation along with Chief and Council, pipe carrier Dwayne McCorrister (Sunman), Loud Eagle drum carrier, Ryan Stevenson, Earl Stevenson, Bev A. Stranger, Barry Mann, Marlene Stevenson and Clemene Hornbrook. It signifies a major shift in how we work with our community at all levels, and we look forward to strengthening our relationships as we focus on this generation and the next seven generations to come.

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

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

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

Miigwetch,

**Louise McCorrister**

Board of Director, Board Chair



# BOARD OF DIRECTORS



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

The Board of Directors consist of community members that are representatives of the community which they serve. Their primary role is to develop a vision that is based on community values and beliefs to guide service.

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

## Activities 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

The Board of Directors meet on a monthly basis and/or as needed. They also attend all Agency functions such as the Child in Care Picnic, Child in Care Christmas Luncheon, Annual Joint Staff Meeting, and Staff Professional Development.

## Key activities are as follows:

- Board received and reviewed 16 Board Policy Reports
- Appointment of auditor, receiving and accepting the Annual Audit
- Participating in Board Training
- Review and revise Board policies as required
- Complete Board Self-Assessments
- Review By-Laws
- Annual Evaluation of Executive Director



Louise  
McCorrister



Irene  
Madison



Winnie  
Bair



Oliver  
Cameron



Sharon  
Mann



Rhonda  
McPherson

# HISTORY AND GOVERNANCE

## ORGANIZATIONAL HISTORY

Peguis Child and Family Services Inc., was integrated with Anishinaabe Child and Family Services from 1980 to 1987. In 1987, the communities of Fisher River, Jackhead, Dakota Tipi and Peguis became mandated as Intertribal Child and Family Services Inc. This came after years of negotiations between Federal and Provincial governments and Chief and Council. Peguis Child and Family Services Board of Directors became an autonomous Agency on April 1, 1999, and was mandated under the *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 services. This consists of the Elders Council and Sharing Circle 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 Sun Lodge Village in Peguis Indian Reserve a ceremony was



conducted where the Peguis First Nation *Honouring our Children, Families and Nation Act* was blessed by our Elders when they raised their pipes. Through this process our ancestors have given us 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 former Chief and Council.

The Agency recently completed the Strategic Service Plan that guide the operations of the Agency for the next couple of years, April 1, 2023, to March 31, 2026 that is in alignment with *Honouring our Children, Families and Nation Act*. The Board of Directors approved the Agency's Annual Operation Budget as per new funding agreement for 2023-2024 as per motion. The Board of Directors also approved the 2022-23 annual audit.

Overview of Implementation of *Honouring our Children, Families and Nation Act* is also contained in the Strategic Service Plan, however, the brief 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

Peguis Child and Family Services Board of Directors were appointed by former Chief and Council until 2025. The Board of Directors are Louise McCorrister, Board Chair, Winnie Bair, Oliver Cameron, 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 service.

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

### 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:

- Core services (protection, prevention, operations, First Nations Representative/Community Navigator Services);
- Governance;
- Dispute resolution for child and family services and the exercise of legislative authority as set out in the Coordination Agreement;
- Insurance costs;
- Post Majority Support Services;
- Administration;
- Information Technology (IT) and Information Management (IM);
- Operations and Maintenance (O&M is for costs related to capital facilities/assets or physical space);
- Initial start up, and;
- 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 Peguis First Nation’s federal legislation known as *Honouring our Children, Families and Nation Act*, watch videos on the Agency’s website, [www.peguiscfs.ca](http://www.peguiscfs.ca). All documents referenced are available on the Agency website, [www.peguiscfs.ca](http://www.peguiscfs.ca).

Peguis Child and Family Service Report Financial Snapshot below is for the period of April 1, 2023 to March 1, 2024.

<b>Child and Family Services</b>	<b>Expenditures (unaudited)</b>
Prevention and Services to Families (Intake Program, After Hours Program, Community Wellbeing, Reclaiming Our Ways, Grandparent Mentorship Program, Debinan Program)	\$9,361,984.30
Children In Care, Extension of Service Agreements, Customary Care Agreements, Customary Acceptance Agreements, Kinship Supported Subsidized Guardianship Agreements	\$12,334,502.79



# MESSAGE FROM THE EXECUTIVE DIRECTOR



## **Aaniin, Boozhoo, Tansi,**

On behalf of the Agency, Board of Directors, and our dedicated staff, I am pleased to present the following for our Report to Chief, Council and our Membership. This report provides an overview of the Agency's activities from April 1, 2023, to March 31, 2024.

On May 1, 2022, Chief and Council declared a mandatory evacuation of Peguis First Nation as this was one of the worst flooding events experienced by community members to prevent harm or danger to the safety, health, or welfare. During this reporting period the Agency continued to support members with emergency assistance in collaboration with the Peguis Flood Committee and other collaterals such as the Agency providing damage deposits for families as well as recreational supports for children to participate in Debinan and Reclaiming our Ways activities to promote well-being during this difficult time.

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

January 21, 2024 marked the second anniversary of the *Honouring our Children, Families and Nation Act* (the "Act") coming into force. The past two years have flown by with all the tremendous work that the Board and our staff have accomplished. Similarly, as of January 31, 2024 it also marked the first anniversary of the Coordination and Fiscal Agreement 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.

As a result of the signing of the Funding Agreement with Peguis First Nation, the Agency and Canada, interim funding is provided to operationalize the Act to offer child and family services to the membership of the Nation. This also consisted of major capital funding solely to support child and family services and consists of a proposed new building in St. Peters (Selkirk, MB), relocation of Winnipeg Office, Expansion of Main Office and acquisition of reunification and emergency placement homes, and a coach bus to provide transportation for prevention services as well as Agency gatherings such as Women's Gathering and Traditional Independent Living Services for our Youth.



We have initiated new programming supports such as Subsidized Supported Guardianships, where the Agency enters into a modest financial arrangement with new legal guardians, such as grandparents or aunts and uncles who now have legal guardianship of a former child(ren) in care to assist them as they care for these children. We expect a very positive uptake with this program. Very soon our Acceptance Commission will likely start accepting applications for the Commission. This is conducted pursuant to the Act for what is similar to an adoption of a former child in care, but completed in accordance with our legal traditions.

It is reflected throughout this report how reconciliation with children, youth, families, elders and overall community members that participate in services and/or Agency gatherings is actionized and reflected in the increase of participation in prevention services, significant reduction of court matters, dramatic increase in supports and voluntary requests for Customary Care Agreements and Sharing Circles. The Agency has financially supported our membership in an amount close to \$21 million. Meanwhile, through our Agency programming we have had 21,366 participants combined from our Peguis and Winnipeg offices for this reporting period.

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

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

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

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

In the Spirit of Truth and Reconciliation,

**Bald Eagle Woman from the Eagle Clan,  
Clemene Hornbrook, BSW, RSW  
Executive Director**



# MESSAGE FROM THE CHIEF OPERATING OFFICER



## **Aaniin, Boozhoo, Tansi,**

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

As Chief Operating Officer, I oversee overall Service Delivery and supervise the following teams:

1. Darryl Boulanger, Director of Intake and After Hours
2. Krista Speer, Director of Customary Relations
3. Leanne Lippens, Director of Youth Services
4. Stephanie Fera, Chief Reconciliation Director
5. Colleen McCaulsky, Chief Reconciliation Director
6. Greg Hartford, Kinship Coordinator
7. Earl Stevenson, In-House Legal Counsel

I would like to take this opportunity to thank my exceptional team for their dedication and diligence in the work they do with our children and families to provide quality services and supports. I would like to thank our Legal team for their expertise, support and sharing of knowledge of *Honouring Our Children, Families and Nation Act* with collaterals and nations Canada wide.

Over the past year, our teams have worked tirelessly on the goals set out in their programs outlined in the Strategic Service Plan.

## **Miigwetch,**

**Lisa Valen, B.S.W., R.S.W., B.A., Dipl.**



# MESSAGE FROM LEGAL COUNSEL



## **Ainiin, Boozhoo and Tansi!**

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

For the past year the Agency has been very busy with many milestones achieved. We had our second anniversary of implementing the Peguis First Nation *Honouring our Children, Families and Nation Act* (the “Act”), which came into force as of January 21, 2022. Another big milestone was the first anniversary of Coordination Agreement signed by Peguis, the Agency, Canada and Manitoba. The signing of the Coordination Agreement and companion Canada Funding Agreement occurred on January 31, 2023 in Winnipeg. Please check out the Peguis CFS website to view a video from the signing ceremony (<https://www.peguiscfs.ca>).

In December 2022, on behalf of the Agency as an intervenor, Earl appeared at the Supreme Court of Canada (“SCC”) in relation to both Canada and Quebec’s appeal regarding the constitutionality of An Act respecting First Nations, Inuit, Metis children, youth and families (“Bill C-92”, federal law). This decision of the Supreme Court of Canada was finally released on February 9, 2024. In an unanimous decision, the SCC upheld Bill C-92’s constitutional validity as a whole. Quebec’s challenge was dismissed. This decision acknowledges Bill C-92’s affirmation of First Nation’s inherent right to self-government as it relates to Indigenous child welfare legislation. The process undertaken to create and implement the Act has been confirmed and the ongoing implementation is secure as a result. The Act is federal law that is paramount over provincial law if there is a conflict between the two.

Executive Director Clemene Hornbrook spearheaded a claim against the Province of Manitoba for its illegal application of its clawback of the Children’s Special Allowance (“CSA”) from off-reserve Indigenous children in care. Manitoba’s clawback of CSA provisions had been in place from 2007 to 2019. A Class Action derived from this lawsuit and was subsequently certified by the Manitoba King’s Bench on December 13, 2023. Discussions on compensation now need to be completed along with a settlement agreement which will also have to be confirmed by the Court. Once these legal processes have been completed a compensation plan can be implemented for those affected by Manitoba’s illegal clawback of CSA funds. Earl Stevenson and Hafeez Khan are legal counsel appearing on behalf of the Agency and further updates will be provided as this matter moves forward.

Since our last update, the Agency has been contacted by numerous First Nations and Tribal Councils from across the country seeking input and insight on the process



undertaken to complete a Coordination Agreement as required under Bill C-92. As well, Agency representatives have participated in several webinars hosted by Indigenous Services Canada on the Agency's activities related to implementation on the Act. In December 2023 the Moosomin First Nation attended the Agency Main office to gain insight based on our experiences. Many other First Nations across Canada are in various stages of development of their respective laws. We expect to see many more First Nation child welfare laws come into force soon.

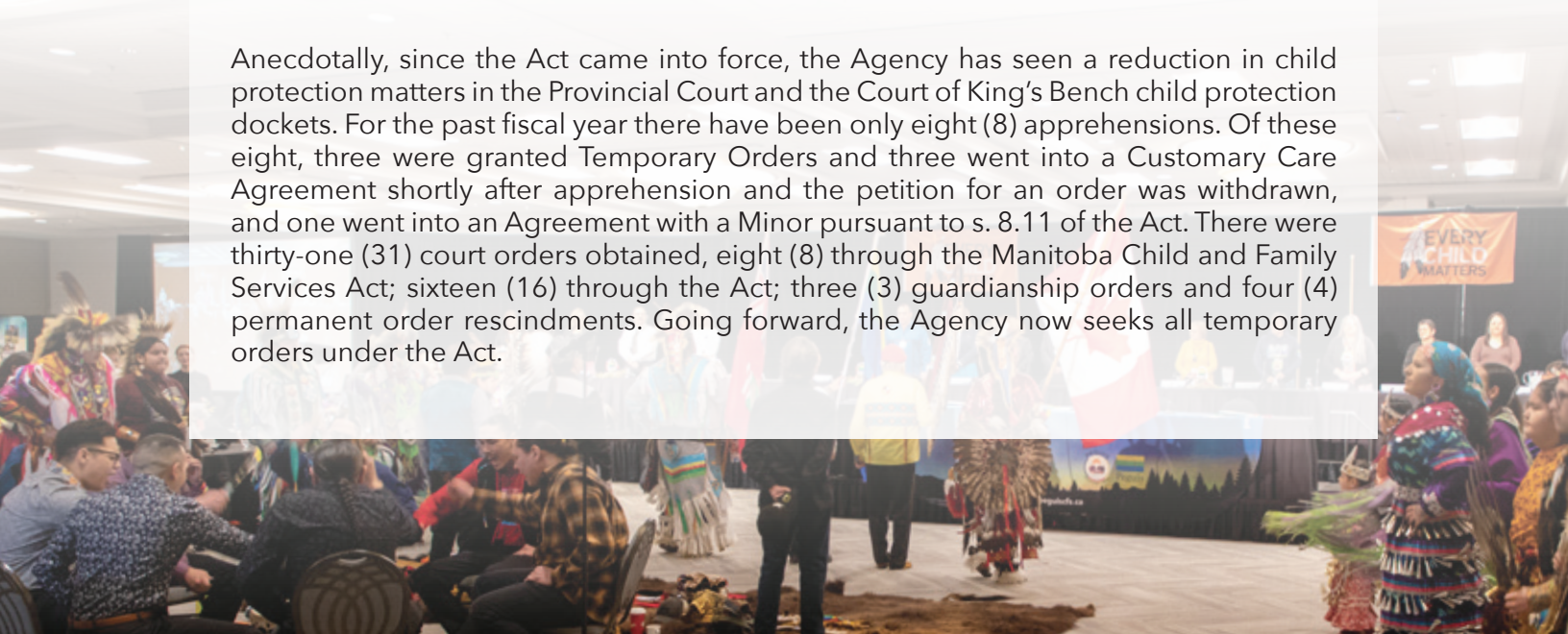
Over the past fiscal year, Agency representatives have spoken to over a dozen First Nations or Tribal Councils as well as attended the Honouring our Spirit Worldwide international conference where Earl Stevenson and Courtney Bear presented on the Act. Meanwhile, Earl has also presented to the Law Society of Manitoba Child Protection Conference and the British Columbia Continuing Legal Education conference on child welfare initiatives. Finally, Earl has presented to first and second year law classes at the University of Manitoba Faculty of Law on the implementation of the Act.

The Agency hosted the annual Elders Gathering in August 2023 where an overview of each of the alternatives to the court process was provided. At that time, the Elders were asked to provide an expression of interest if they wished to be involved in any of the alternatives to the court process. Courtney Bear, our Elders Coordinator will expand upon these in her report.

Since the Agency has completed negotiations on the Canada Funding Agreement, the Agency is now in a position to fully operationalize the Act. The alternatives to the court processes, which heavily rely on Elders involvement will now be getting up to speed. The Agency, through the work of our Elders Coordinator Courtney Bear, have been hosting workshops for Elders who have expressed interest in the various alternatives to the court process. These alternatives are:

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

Anecdotally, since the Act came into force, the Agency has seen a reduction in child protection matters in the Provincial Court and the Court of King's Bench child protection dockets. For the past fiscal year there have been only eight (8) apprehensions. Of these eight, three were granted Temporary Orders and three went into a Customary Care Agreement shortly after apprehension and the petition for an order was withdrawn, and one went into an Agreement with a Minor pursuant to s. 8.11 of the Act. There were thirty-one (31) court orders obtained, eight (8) through the Manitoba Child and Family Services Act; sixteen (16) through the Act; three (3) guardianship orders and four (4) permanent order rescindments. Going forward, the Agency now seeks all temporary orders under the Act.



Of interest to note, the Agency has continued research into the establishment of our own court or tribunal system that is reflective of our own Indigenous Legal Traditions. We expect to have more information on this process as it evolves.

Lastly, I supervise Ms. Kayshia Luce, Legal Assistant, the Agency Elders Coordinator Courtney Bear and we also welcomed to our team, Ms. Shannon Bear who is now a Policy Analyst with the Agency. We said goodbye to Ms. Binessi Boulanger who completed her articling term in June 2023 and is now in private practice. Our team has completed a lot of great work and I truly appreciate their collective efforts as we work towards meeting the Agency's mandate and role within our community.

**Miigwetch! Ekosi!**

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



**Legal Team:** Earl Stevenson - In-House Legal Counsel, Kayshia Luce - Legal Assistant, Courtney Bear - Agency Elders Coordinator, Shannon Bear - Policy Analyst



# MESSAGE FROM THE ELDERS COORDINATOR



## **Aaniin, Boozhoo, Tansi,**

My name is Courtney Bear. I earned my degrees at the University of Winnipeg with a Bachelor of Arts (BA) in Criminal Justice and Conflict Resolution, and a Master's in Development Practice (MDP) in Indigenous Worldviews. I am the Elders Coordinator for Peguis CFS (the "Agency").

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

Working with our Elders from Peguis Nation has been very rewarding. It is an honor working with the Elders as I get to gain experience and knowledge while I work alongside our Elders. The Elders continue to share their stories, knowledge, wisdom, and experience to the legal team. As the Elders Coordinator, working with our Elders has provided me with the knowledge and humility I need to be successful in continuing my work as an elder's helper. Some of my responsibilities as the Elders Coordinator include:

- Coordinating the annual Elders' Gatherings
- Communicating with Elders
- Planning and organizing workshops
- Policy Development with the Elders Knowledge Table
- Working with Agency In-House Legal Counsel to get the Alternatives to the Court Process fully operational.
- Administration duties
- Facilitating training on the Alternatives to the Court Process with Peguis Elders
- Presenting on elder involvement for the Alternatives to the Court Process at Healing Our Spirit Worldwide conference

## **ELDERS GATHERING AUGUST 8-10, 2023**

In the past year, Peguis Child and Family Services (the "Agency") held an Elders' Gathering on August 8th-10th, 2023. The Agency presented on Bill C-92 and our Act which included the Alternatives to the Court Process. At the Elders Gathering Peguis Elders received an Expression of Interest form. The Expression of Interest Form informs

the Agency that an Elder is interested in providing service to children, youth, and families for the Alternatives to the Court Process. The Elders are becoming more familiar with Alternatives to the Court Process. Many Elders expressed their excitement about working with children, youth, and families. Please visit the video of August 8-10, 2023 Elders Gathering [Elders Gathering 2023 Video \(peguisdfs.ca\)](https://peguisdfs.ca)

At the Elders' Gathering on August 8-10, 2023 there were 248 Elders and 190 chaperones in attendance at the Elders Gathering at the Victoria Inn Hotel. The next upcoming Elders' Gathering will be held on June 19-20, 2024.

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

## **ALTERNATIVES TO THE COURT PROCESS- ELDER TRAINING**

The Elders provided great insight, guidance, and direction on policy development for the Alternatives to the Court Process. The Elders Council and Acceptance Commission policies has been approved from Agency Management. The Elders Council and Acceptance Commission policies are materials used in elder training for the Alternatives to the Court Processes. Also, for each alternative the departmental lead facilitates training to the elders.

The Elders training for the Alternatives to the Court Process began in July 2023. The Agency, through the work of myself as the Elders Coordinator, has hosted Sharing Circle and Extension of Service Agreement training in 2023. The remaining Alternatives to the Court Process training is in progress for the reporting period for 2024.

Elders' involvement for the Alternatives to the Court Process are:

### **Sharing Circles**

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

### **Customary Care Agreements**

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

### **Community Circle of Care**

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

## Acceptance Commission

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

## Family Finding

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

## Inter-Nation Affairs

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

## Complaints and Appeals

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

## Extension of Services Agreements

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

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

**Thank you,**

**Courtney Bear**





# MESSAGE FROM THE DIRECTOR OF THE INTAKE AND AFTER HOURS PROGRAM



## **Aaniin, Boozhoo, Tansi,**

My name is Darryl Boulanger. I am originally from Berens River First Nation. I have been with Peguis CFS since August 19, 2019. I was recently promoted to the Director of Intake and Afterhours on November 1, 2023. It has been an honor working for Peguis CFS. Many First Nations Communities see Peguis CFS as a role model, how a community has taken back control of their families from the old CFS system. Many communities are now following in the steps of Peguis CFS, working to have their own CFS legislation.

## **PEGUIS CFS INTAKE PROGRAM**

The Intake Program provides CFS services to Peguis families in Manitoba who do not have an open CFS file (with Peguis CFS or other CFS agencies). Services include:

- Requests for information of resources.
- Advocacy for members to access community resources and supports.
- Referrals from collaterals (police/RCMP, schools, healthcare practitioners, other CFS agencies, community organizations, and community members).
- Brief services (short term prevention supports).
- Child protection concerns.
- Expectant Parent Services.
- Wellbeing checks.
- Work in conjunction with After Hours Program to ensure service delivery.
- Assessment and transfer for ongoing services when concerns cannot be resolved at the Intake level or if families require ongoing supports.
- Providing services to families affected by the 2022 flood.

The Intake Program operates Monday to Friday, 9am to 5pm, excluding holidays.

The Intake Program uses the Signs of Safety model when providing CFS services to Peguis families. The model uses a family's strength and needs to assess how best to help. The emphasis is on prevention rather than on intervention. The Intake staff are continually trained on Signs of Safety to ensure families are being provided with quality services. All services provided to families are monitored by the Intake Supervisors to ensure services are delivered in a timely manner and proper documentation is being completed. The documentation of services is done using the Province of Manitoba Child and Family Services Application (CFSA) and Peguis CFS internal record keeping system (Famcare).



The Intake Program is continuing to expand, hiring new intake staff as needed based on the community demand for services. All new employees receive training to ensure adequate services are provided to Peguis families. The Peguis CFS Intake Team consists of the following supervisors and workers:

**Peguis Intake Team:** Adrienne Spence - Intake Supervisor, Julian Fenner - Intake Worker, Vacancy - Intake Worker, Veronica Sinclair - Intake Supervisor

**Winnipeg Intake Team:** Melanie Richard - Intake Supervisor, Lindsay Kikukawa - Intake Worker, Jason Alexander Moore - Intake Worker, Abiodun Akinleye - Intake Worker, Chantell Shebagegit - Intake Worker, Sedinam Dzakatore - Intake Worker, Samuel Darko - Intake Worker, Janet Mobisa - Intake Supervisor, Brittany Cochrane - Intake Worker, Rebbecca Gadafi - Intake Worker, Trinity Sackville - Intake Worker, Adunni Olanrewaju - Intake Support Worker, Miranda Anderson - Intake Admin Worker, Alexis Tanner - Intake Admin Worker, Vacancy - Admin Worker

## PEGUIS CFS AFTERHOURS PROGRAM

The Afterhours Program provides emergency CFS services for Peguis families in Manitoba outside of normal working hours. Services include such things as addressing child protection concerns and providing emergency services such as food to Peguis families. Referrals on families come from collaterals such as the RCMP/police, healthcare practitioners, other CFS agencies, community organizations, and community members. The Afterhours program operates Monday to Friday, 5pm to 9am, all day Saturday and Sunday, and all statutory holidays.

The Afterhours Program also uses the Signs of Safety model to provide emergency CFS services to Peguis families. All Afterhours staff are continually being trained in Signs of Safety to ensure quality services are being provided. Afterhours staff assess a family's needs and strengths to best serve the family in a timely manner. Afterhours staff implement Signs of Safety assessments on all intakes where there is harm and danger present. The Afterhours Program provides referrals to the Intake Program for further follow up when needed. Documentation is done using the Province of Manitoba Child and Family Services Applications (CFSA) and Peguis CFS internal records system (Famcare).

The Peguis CFS Afterhours Team consists of the following, supervisors and workers respectfully:

**Peguis Afterhours Team:** Hazel Cochrane - Afterhours Worker, Tyler Geisler - Afterhours Worker

**Winnipeg Afterhours Team:** Julius Mariita-Nyanaro - Afterhours Supervisor, Adenike Ayoola - Afterhours Worker, Ebenezer Nyamekye - Afterhours Worker, Samuel Akanbi - Afterhours Supervisor, Jacktor Akpan - Afterhours Worker, Olabisi Luro - Afterhours Worker, Itohan Oseghale - Afterhours Worker, Vacancy - Winnipeg Office, Edgar Moses - Afterhours Supervisor, Aruna Kamara - Afterhours Worker, Aimmee-Dianne Nkudineza - Afterhours Worker, Stanley Onabor - Afterhours Worker, Perelade Timiyan - Afterhours Worker



<b>Breakdown of Issue of Concern - Intake and After Hours</b>	
Child Afraid to Return Home	5
Child Exploitation	4
Conduct of a Child	49
Conduct of a Parent/Caregiver	293
Emotional Abuse	3
Medical	28
Mental Health - Child	38
Mental Health - Parent/Childgiver	24
Missing Child	116
Child Neglect	16
Absent Child	51
Non-Child Welfare Matter	38
Other	1027
Parent/Caregiver - Child Conflict	4
Physical Abuse	13
Sexual Abuse	27
Supervision	84
Voluntary Services	1146
Notice of Maternity	2
<b>Total</b>	<b>2,968</b>



<b>Individual Telephone Inquiries Answered</b>	
Winnipeg Office	18,060
Peguis Main Office	15,109
After Hours HUB	5,806
Intake	1,300
<b>Total Individual Telephone Inquiries Answered</b>	<b>40,275</b>

<b>Intake and After Hours Requests for Service Responded</b>	
Intake	1,076
After Hours	696
<b>Total</b>	<b>1,772</b>
After Hours Requests - Other CFS Agency	38
After Hours Requests - Peguis CFS	1,514
After Hours Requests - Non CFS Agency	0
<b>Total</b>	<b>1,552</b>
Total Own Dayside Intakes	1,735
Total Other Dayside Intakes	110
<b>Total</b>	<b>1,845</b>

<b>Comprehensive Intake Assessments Conducted</b>	
Assessment Ongoing	31
Assessment - case awaiting transfer	39
<b>Total</b>	<b>70</b>



# MESSAGE FROM THE KINSHIP COORDINATOR



## **Boozhoo,**

My Name is Greg Hartford, I am the Kinship Coordinator for Peguis Child and Family Services. I have been with the Agency since December 2010. Peguis Child and Family Services Kinship Program works to ensure we are following the vision of the Agency, the Board of Directors and Peguis CFS Legislation *Honouring our Children, Families and Nation Act* (the "Act").

The Kinship Program consists of two (2) members that have strong values and beliefs when it comes to supporting and empowering our families. The Kinship team consists of Kinship Resource Worker Doris Sinclair, and myself (Winnipeg Office).

Peguis Child and Family Services Kinship Program is committed to following and respecting the inherent rights of the children, youth and families of Peguis First Nation. This will ensure PCFS is placing children within their families to lessen the trauma on children when requiring services.

Peguis Child and Family Services has created five (5) Emergency Resource placements: Wawatay-St. Andrews MB, Little Makwas-Winnipeg MB, Little Mikinaak-Winnipeg MB, Eagle Feather-Winnipeg MB, and Yellow Thunderbird-Peguis MB which, assists the Agency in keeping children out of Emergency Placements licensed by other Agencies. These new resources assist PCFS Kinship Department in placing children within our own resources to ensure safety and well-being of children. The Agency is in the process of creating more emergency resources to support Peguis First Nation children in care.

The Kinship/Foster Care Department is dedicated to making sure all Peguis First Nation children are placed in loving, caring and nurturing homes. The Kinship Program continuously assesses and searches for family on an ongoing basis if a child is placed with a non-family member.

Four (4) Key Components to the Kinship Program are as follows:

- Maintain and support our five (5) Emergency Kinship Home Resources.
- Provide Emergency Placement Services for Peguis First Nation children.
- Family/kinship supports and advocacy
- Create more resources within Peguis Child and Family Services

The Kinship Department works collaboratively with all Peguis Child and Family Services Departments for the best interests of our Children in Care.

## **Miigwech,**

**Greg Hartford, BSW, RSW Kinship Coordinator**



<b>Winnipeg and Surrounding Areas</b>	
Kinship Homes	67 includes the 2 EPR Homes Little Mukwas (Little Bear) and Wawatay (Northern Lights)
Non-Kinship	6
Borrowed Home	24

<b>Peguis First Nation</b>	
Kinship Homes	25 includes Yellow Thunderbird Woman Home EPR
Non-Kinship	1
Borrowed Home	0

**Total Foster Homes for both Winnipeg and Peguis are 123 with 123 children placed in these homes.**

**Kinship Team:** Greg Hartford - Kinship Coordinator, Doris Sinclair - Kinship Worker



# MESSAGE FROM THE MAIN OFFICE CHIEF RECONCILIATION DIRECTOR



## **Boozhoo, Tansi, Aaniin,**

My name is Stephanie Fera, White Woman of the Tundra. I am a settler ally originally from the West Coast of British Columbia and I am proud to work for the people of Peguis First Nation for eleven (11) years now. My role changed somewhat this year and my focus now is working primarily with the ongoing service delivery team at the Main Office in Peguis where I provide leadership and support to the Supervisors in Peguis and their teams who serve approximately one hundred (100) families, children and youth. Joining my team this year as well were the Director of Inter-Nation Affairs and the Agency's FamCare Manager.

We have met the goals and objectives set for Services to Families and to Children in Care in the Strategic Service Plan (SSP) for this reporting period: Priority to Prevention, Cultural Continuity, Equitable Service, and operationalization of Customary Acceptance and Supported Subsidized Guardianship.

There has been continued shift to Priority to Prevention Services with a reduction in the number of families that require ongoing intervention and child protection services by the Agency. A review of all ongoing Service to Families cases was conducted this year. The team now provides services to approximately one hundred (100) families, children and youth on an ongoing basis; a decrease from about 130 cases. This is an indicator of positive shift in the relationship between the Agency and the community as we continue to reconcile with our families. For families that are still affected by deficit poverty or who voluntarily request services from the Agency, they may continue to access Prevention Services and Brief Service from the Agency's Intake department.

Our team has done exceptional work with respect to preventing children from coming into care and for reunifying families. In most cases where harm or danger is present, Alternatives to the Court Process are accessed. This year, a total of five (5) children were prevented from coming into care at Peguis Main Office by entering a Customary Care Agreement. I am pleased to report that our team continue to maintain very low rates of apprehension; only three (3) were placed under apprehension in Peguis this year. Currently, there are eight (8) children in the reunification process and placed with their parents.

The full operationalization of Customary Acceptance (CA) and Supported Subsidized Guardianship (SSG) occurred this year. Our team prioritized children in care who are in long-term kinship placements to access Customary Acceptance (CA) and Subsidized Supported Guardianship (SSG) during this reporting period. CA and SSG allow existing family members to care for their children outside of the foster care model and with financial supports. I am proud to report that our team met with kinship caregivers and children in care at Peguis to introduce both options as a method of existing Agency care into the care of their extended families. Not surprisingly, most children and caregivers



showed interest in these options, and the Agency is now pursuing the process for most children in care in Peguis. Two (2) children were discharged from Agency care to their kinship caregivers via SSG this reporting period. The team's main goal for the coming year is to finalize the process of CA or SSG for those children and caregivers who are interested. I anticipate another twelve (12) children will enter SSG agreements in the coming months and will be discharged from Agency care to their Kin.

Finally, I am happy to report that the caseloads at Main Office are in line or lower than the goal of 1; 25 as set out in the SSP. This allows each worker to provide quality, and increasingly equitable services by a reduction in caseloads overall. Also, lower caseloads help to prevent worker turn over and subsequently continuity of service in the best interests of the child, youth, family and community as a whole.

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

In the Spirit of Truth and Reconciliation,

**Stephanie Fera, BA RSW**  
**Chief Reconciliation Director**

**Main Office Reconciliation Team:** Ashley Manningway - Supervisor, Sharon Olsen - Supervisor, Stephanie Warren - Director of Inter Nation Affairs, Hailey Primrose - FamCare Manager





# MESSAGE FROM THE WINNIPEG CHIEF RECONCILIATION DIRECTOR



I am Colleen McCaulsky and have been working with children, youth, and families for over two decades prior to serving Peguis Child and Family Services. Since July 2018 I have journeyed through being a Family Service Worker, Supervisor, and a Reconciliation Director, and I currently serve as Chief Reconciliation Director for the Winnipeg Office. The Winnipeg Office is supported by Supervisor Christine Chartrand and Supervisor Avram Sarbit who lead strong, dedicated teams of 7 Family Service Workers and two Case Aides.

Family Service Workers: Ashuein Alor, Kyla Stevenson, Roopanjot Dhaliwal, Jessica Hallett, Kathleen O'Meara, Valeen Williams-Walters, and Jen Conroy. Case Aides: Autumn Monkman and Lisa Sinclair

Our dedicated unit specializes in service delivery to the membership of Peguis First Nation with open family files that require ongoing services. We started this fiscal year with three Supervisors, Clarkson, Chartrand and Sarbit with discussions and reminders of the shared goals of the Agency in our monthly team meetings which echoed throughout the Supervisors' units. Our focus is on the best interest of the child/ children, cultural continuity, equitable provision of services with an emphasis on cultural enhancements and teachings. This is the fundamental premise that our service delivery team operates in providing services to our children, youth, and families.

The service to family team members with their commitment in providing quality services for this reporting period operationalize *Honouring our Children, Families and Nation Act* in our services to children, youth, and families. Through this mandate we ensure quality service delivery reaches our community members, and families. With this goal in mind, many children were prevented from entering care as our focus is meeting families where they are 'at' and walking collaboratively with them and their support to build bridges of hope one step at a time through: engaging, empowering, and strengthening the parents and their family support network with a shared ongoing approach coupled with the Signs of Safety tools and our Agency's Code of Conduct to determine the best interest of the child when there were existing danger, harm, or child protection concerns.

In our teams' preventative approach, this supports families on their journey until the existing danger, harm, or child protection concerns have been addressed with collaborative interventions and there is no existing danger in the home.

April 2023 to October 2023 we worked on our target goals as per our agency strategic plans for this period. In November 2023 our agency restructured with our unit specializing with working with families and Supervisor Clarkson transitioned with her team the Customary Care Unit.



## Target Goals Met

Alternatives to the Court Process was implemented and adopted by our service teams which prevented many children from entering care and allowed them to remain in the home with their parents and Agency supports. As well as ongoing sharing circles to plan with the families.

## SERVICES PROVIDED ARE

### 10 Pre-natal Services

Our unit provides these services through assessment and by engaging the family in sharing circles.

20 mini sharing circles in the home, families connected to cultural ceremonies and activities.

### Grandparent Mentors

17 Families utilized one Grandparent Mentor for on-going support as identified to prevent children entering care and strengthening the family.

### Advocacy

The unit advocated for approximately 50 families for broad social issues such as housing, health, education Jordan principles and Red Cross. Connecting to internal and community resources has proven to enhance our families with healthy life choices and prevented several children from entering care.

### Utilized Signs of Safety

Each worker utilizes this tool with all children, youth, and families. All files have a genogram and 80% of families have their harm matrix completed. Several families are at various stages on the Signs of Safety steps. All Supervisors use a Signs of Safety tracker tool with their staff which monitors service progress.

### Utilized Safety Emergency Planning Tool

20 families benefited from the emergency planning tool since January 2024. All trial runs, training and implementation were conducted since September 2023 with the document and feedback was sought from Supervisors and Workers. This is adopted within the STF Unit and has proven to provide engagement with families as a family focus assessment method to address emergencies/crisis.

Supervisor Sarbit developed the Safety Emergency Planning tool which is an inclusive engagement approach that allows the parents, their families and supports to define harm and danger to engage with the Agency in the next steps of intervention. With this trust it allowed the respectful communication that successfully established the groundwork for building partnerships to reduce stress and fear of historic CFS traumas the families may have experienced throughout generations.



In addition to the Signs of Safety tools and resources our team this year many children were prevented from entering care with our units Signs of Safety Emergency Planning, Signs of Safety tools, Sharing Circles, Grandparent Mentors in the homes, Customary Care agreements and Private Care Arrangements. Offering this alternative solution as an option to the court process our families opted to utilize the most.

### **Prevention Services**

Supported children to remain in home with home supports basic needs as per their individual timeline plan.

Supported 28 families with rental support and approximately 27 families with furniture.

Assisted with 664 emergency grocery support requests to families within the unit.

### **Recommendation for CCA**

12 CCA agreements entered with families to support parents while they are on their healing journey.

### **Traditional Elder Service**

N/A

### **Therapy**

Children applications submitted to Peguis Resource Coordinator for therapeutic support.

2 Families connected to grief therapy in the community.

2 Families connected to therapy.

Families supported with mental health assessments and treatment with their community doctors.

5 Family members connected to Victim Services for counselling and support.

### **Addiction/Substance Use Support**

12 families supported for Addiction treatment at Peguis AI-care.

Several Families supported for AFM assessment and additional counselling.

### **Sun Lodge Camp**

10 Children enrolled and attended children's camp.

12 Families enrolled and attended family's camp.

### **Children Reunified with Parents**

13 Children reunified with their parents.



## **Guardianship Application Granted**

2 Children guardianship applications granted.

## **Children on the Timeline to be Reunified with Parents**

10 Children were on the timeline to be reunified with their parents this reporting period. 7 were successfully reunified with their parents and the Agency's legal orders were rescinded. 3 continue to be on extended visit with their parents with Agency supports.

We believe in a team approach, and I would like to thank our dedicated team at Peguis CFS who worked relentlessly this fiscal year amidst the challenges encountered to provide heart work, After Hours, Abuse Team, Debinan, Rainbow Lodge, Reclaiming Our Ways team, Grandparent Mentor Program SunLodge staff, Kindship Care Unit, our Drivers and Admin Support Team as well as our children, youth and families who trusted our team in serving them.

Our team looks forward to the next year ahead where we will deliver quality services which will continuously reduce the number of family files through our Agency's preventative initiative and service delivery interventions.

**Colleen McCaulsky**  
**Chief Reconciliation Director, Winnipeg Office**

**Winnipeg Office Reconciliation Team:** Colleen McCaulsky - Chief Reconciliation Director, Avram Sarbit - Supervisor, Christine Chartrand - Supervisor



# MESSAGE FROM THE DIRECTOR OF YOUTH SERVICES



## **Boozhoo, Tansi, Aaniin,**

My name is Leanne Lippens, White Wolf Warrior Woman and I am the Director of Youth Services. I have been on a journey with the Agency which began in 2013; I have had the opportunity to experience and grow from different capacities, before entering the role of Director in February 2023.

Within my role as the Director of Youth Services, I lead a team providing focused support to Youth between the ages of 15-26. Our department provides concentrated service to a demographic with distinct and unique needs, which warrant specific and specialized supports to mitigate harm and danger and build wellbeing and capacity to thrive through adolescence and into adulthood.

Our department has experienced growth over the past reporting year as we continue to cultivate a team specializing in the distinct needs of our Youth. We are a team of 19 members, each of whom bring forward different gifts, expertise, and knowledge as we work in collaboration to guide and empower our Youth. The department consists of 2 Youth Empowerment Units; our Child in Care Unit supports Youth 15-17 years; our Extension of Services Unit supports Youth 18-26 years.

In November 2023 Youth Services grew to encompass a Unit to work specifically with Adolescent Youth in the Care of the Agency, 15 -17 years; our Child in Care Youth Empowerment Unit. While this Unit is young, we are working to tailor service delivery for this demographic. We recognize that adolescence is a pivotal period, and our specialized unit will provide the opportunity to identify common challenges and build strategy and resources to walk forward toward adulthood in a supported way, with our Youth. This Unit has provided service to 43 Youth, this reporting period.

Our Extension of Service Youth Empowerment Unit provide service to Youth between the age of 18 to 26 years, who have entered an "Extension of Services Agreement" as per Section 12 of our *"Honoring Our Children, Families and Nations Act."* Agency involvement surrounds providing mentorship and support toward empowering Youth to build a meaningful, connected and stable adult life. Throughout this reporting period, 104 Youth have received service through an Extension of Services Agreement.

As per goals outlined in the SSP, the Youth Services Department has continued to develop programming geared toward the identified needs of our Youth. There are 3 program areas within Youth Services: Cultural Programming, Empowerment Programming, and Independent Living Programming.

Evolution of Cultural Programming is on ongoing goal, supporting transitional



knowledge sharing and practices, healing through connection to Land, Ceremony and Community. More than 70 cultural activities were provided to our Youth throughout this reporting period, with over 352 program participants! Our cultural program has provided opportunities for sweat lodges and ceremony participation, medicine picking, sharing circles, land-based camps, Elder teachings and more.

Empowerment Programming is being offered to build upon life skill, capacity for wellness, and independence. Here, the focus is around empowering our Youth with foundational skills for meaningful living. Programming has involved monthly financial education courses, Youth leadership opportunities, employment readiness workshops including resume and interview skills, as well as initiatives for wellness. Over 55 empowerment programs have been offered with 253 participants accessing programming! Our Youth have been supported to step into leadership roles, and we are proud to share there have been 22 Youth-Led workshops and Programs this reporting period!

Our Traditional Independent Living Program provides intensive day-to-day support to Youth who benefit from more focused and hands-on mentorship for a foundation 'kick-start' toward resilience and independence. Throughout this reporting period, we have gained another 2 Independent Living Units, and have provided services to 14 Youth.

We have had the pleasure of building Youth employment opportunities into how we provide service to our Community. Youth-helper initiatives have provided valuable work experience, boosted esteem, built connections as well as supplemented the income for our young people through such means as Youth-led workshops, Youth supported Agency events including the Elder, Youth, Women and Men's Gathering, and many other Youth-Helper initiatives. Throughout these Agency-developed employment opportunities, over \$15,098.05 has been funneled back to our Youth.

Capital development has been ongoing, including the purchase of our Youth Resource Home in Winnipeg which will offer a meetings space and resource hub for our urban Youth, and planning for our Traditional Independent Living Program which will be based in Maamawibiway, "Our Gathering Place".

Youth Services has been on a journey of growth and transition, alongside and influenced by our Youth. It has been a pleasure to work with and for the Community, and I look forward to sharing the continued progress of the Department!

Miigwetch,

**Leanne Lippens BSW, RSW**  
**Director of Youth Services**



**Youth Services Team:** Leanne Lippens - Director of Youth Services, Kaitlyn Dyer - EOS Unit Youth Empowerment Supervisor, Jason Carriere - CIC Unit Youth Empowerment Supervisor, Norma Houle - EOS Youth Empowerment Worker, Carolyn Murdock - EOS Youth Empowerment Worker, Vera Lall - EOS Youth Empowerment Worker, Isabel Escoto-Gutierrez - EOS Youth Empowerment Worker, Teagan Clearsky-Flett - EOS Youth Empowerment Worker, Chase McCorrister - Abinooiji Worker, Ifeanyi Ebubechukwu - CIC Youth Empowerment Worker, Jack Kozak - CIC Youth Empowerment Worker, Shyloh Prinson - Youth Empowerment Support Worker, Reynold Dano - Youth Empowerment Driver, Cecil Prince - Cultural Programming Coordinator, Caley Henderson - Empowerment Programming Coordinator, Kyle Prinson - Cultural Worker, Justine Trygstad - Independent Living Coach, Jason Smith - Independent Living Support Worker, Rosemond Oppong-Boateng - Independent Living Support Worker



# MESSAGE FROM THE DIRECTOR OF CUSTOMARY RELATIONS



## **Aaniin, Boozhoo, Tansi,**

My spirit name is White Turtle Woman from the North also known as Krista Speer. I am from Treaty 1 territory and a Peguis Band Member. As the Director of Customary Relations, I report directly to the Chief Operating Officer. I provide direction, feedback and support to the departments frontline Supervisors. Our team works in partnership with our Children in Care and children in Customary Care Agreements we also work collaboratively with the Services to Families team.

Our mission is to work in partnership with children, youth, families, and community to prevent children from coming into care and for children currently in care to: be placed in Kinship homes; or transitioned from being a child supported under the Alternatives to the Court Process.

We look forward to building strong foundations where each and every child, youth and family is heard, empowered and healthy. I look ahead at the next 7 generations and how we as a Nation move forward in the implementation of our Child Welfare Legislation.

## **Gitchi-Miigwetch,**

**White Turtle Woman from the North  
Krista Speer, BA, BSW  
Director of Customary Relations**

Number of Agreements Entered Into	57
Number of Children who were prevented from Coming into Care	81
Child Reunification	19
Accessing Extension of Services	0
Supported Subsidized Guardianship	5
In Progress Supported Subsidized Guardianship	12
Customary Acceptance	Pending

**Customary Relations Team:** Krista Speer - Director of Customary Relations, Hannah Makoni - Supervisor, Kara Clarkson - Supervisor, Ololade Olarewaju - Family Service Worker, Kaitlyn Lewis - Family Service Worker, Kelcie Bunn - Family Service Worker, Charmaine Forster - Abinojiii Worker, Abdi Hassan - Abinojiii Worker, Carrie Sutherland - Abinojiii Worker, Alyx Tulman - Abinojiii Worker





# MESSAGE FROM CHILD ABUSE COORDINATOR



## **Aaniin, Boozhoo, Tansi,**

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

## **OGAGWAADAGI'ANN INVESTIGATIVE PROGRAM**

Is to provide a standardized approach to investigation allegations of physical, sexual, and emotional abuse against children. The goal of the Ogagwaadagi'ann Investigative Program is to ensure that children and their families receive protection and prevention services.

The Ogagwaadagi'ann Investigative Program responds to a variety of abuse investigations such as:

- 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;

The Ogagwaadagi'ann Investigative Program has provided training on types of abuse, and how to handle disclosures of abuse. Over the last reporting year, the Ogagwaadagi'ann Investigative Program has provided training to Peguis Central School, the Peguis Health Centre, the Peguis Healing Centre, and the Peguis Free Spirits Child Care Centre. There has also been 3 community presentations this past year which were held specifically for Peguis First Nation Band Members in Winnipeg, Selkirk, and Peguis First Nation.

**Kelvin Shergold BSW, RSW**  
**Child Abuse Coordinator**

<b>Abuse Referral Type</b>	
Physical Abuse	55
Physical Abuse referrals sent to other agency	21
Sexual Abuse	34
Sexual Abuse sent to other agency	28
Dual Sexual and Physical	1
Dual Sexual and Physical sent to other agency	0
Neglect	3
Neglect referrals sent to other agency	0
Child Death (were not receiving CFS services)	2
Courtesy Service provided for other agency	2
<b>Total Abuse Investigations</b>	<b>146</b>

### **Referrals that did not meet Abuse Criteria**

Does not meet criteria	23
Does not meet criteria determined by other agency	9
<b>Total Investigations that did not meet criteria</b>	<b>32</b>

### **Abuse Referral Determination of Responsibility**

Peguis Holds investigation	96
Other agency holds investigation	50
<b>Total Abuse Investigations</b>	<b>146</b>

**Child Abuse Team:** Kelvin Shergold - Child Abuse Coordinator, Sherry Dao - Abuse Manager, Kendra Geisler - Abuse Investigator, Iyanu Olugbemiga - Abuse Investigator, Chi Asuzu - Abuse Investigator, Vacant - Abuse Investigator, Vacant - Abuse Investigator



# MESSAGE FROM DIRECTOR OF INTER-NATION AFFAIRS



## **Anniin, Boozhoo, Tansi,**

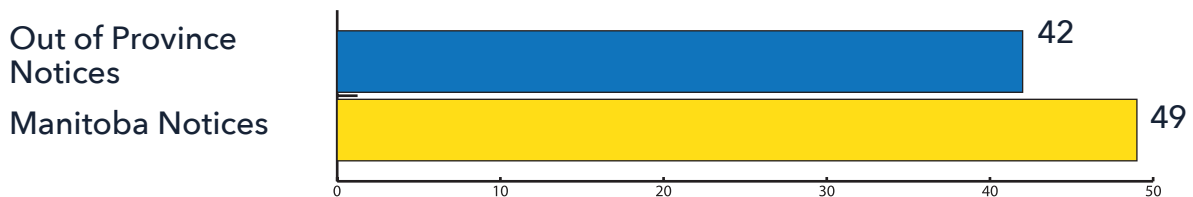
My name is Stephanie Warren, I am the Director of Inter-Nation Affairs for the Agency. I am a proud Cree woman born and raised in Winnipeg, Manitoba. My family comes from Norway House Cree Nation, Treaty 5 Territory. My spirit name is Thunder Cloud who Comes from the Sun and I am of the Thunderbird Clan.

As the Director in Inter-Nation Affairs, I have many responsibilities such as, receiving out of province Notice of Significant Measures, confirming Peguis First Nation Membership, providing supports to any Peguis First Nation member who is actively involved with a child welfare agency and consulting with out of province agencies to ensure that Peguis First Nation members are receiving fair quality services.

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 First Nations for their members that are receiving child and family services. During this reporting period, the Agency has received 37 out of province Notices of Significant Measure and 33 Notices from within Manitoba. Notices are provided to the Agency for the following reasons: Notice of Court Dates, Temporary Order or Permanent Order was granted, Child was placed under apprehension, Child Welfare Investigation is being conducted, Notice of Adoption, Change of placement/placement breakdowns and File closures.

## **NOTICES OF SIGNIFICANT MEASURES RECEIVED**

April 1, 2023 to March 1, 2024



Peguis Child and Family Services can provide supportive services to Peguis First Nation Members across Canada. This is made possible with the Peguis First Nation *Honouring our Children, Families and Nation Act*, that came into effect on January 21, 2022. This can be located on the Peguis Child and Family Services website: <https://www.peguiscfs.ca/honouringourchildren>

Types of supports that are offered to out of province Peguis First Nation families are



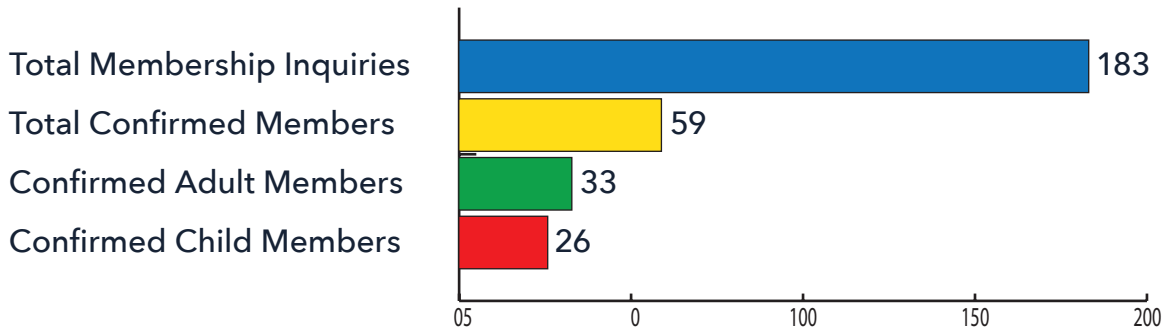
consulting with the mandated child welfare agency that is working with a Peguis First Nation family to ensure they are receiving fair quality services, advocating for families who are actively involved with a child welfare agency, and facilitating meaningful connections to family and the community.

I am very honoured to be a part of the Peguis Child and Family Services family and I look forward to what the future holds for the Agency and the community.

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

## MEMBERSHIP INQUIRIES

April 1, 2023 to March 1, 2024



# MESSAGE FROM QUALITY ASSURANCE COORDINATOR



## **Boozhoo, Tansi, Aaniin,**

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

I have been employed with the Agency for 12 years as of July 2024, holding various positions from Intake Worker to my previous position of Child Abuse Coordinator. In my current role as Quality Assurance Coordinator, I report to the Executive Director and compile and document information pertaining to service delivery for our children and their families.

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

Over the last reporting year, the Quality Assurance Program has assisted in the successful transition of the Agency's data from provincially mandated case management software system to Agency managed resources. Over the next reporting year in partnership with the Elder's Coordinator is to provide training to support membership in the Complaints and Appeals process.

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

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

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



This writer would also like to acknowledge the Data Management Administrator for their commitment to ensuring that quality services are provided in accordance with *Honouring our Children Families and Nation Act*.

It is with humility this writer submits the following report for April 1, 2023- March 1, 2024.

**Miigwetch,**

**Tammy Valen, RSW**  
**Quality Assurance Coordinator**

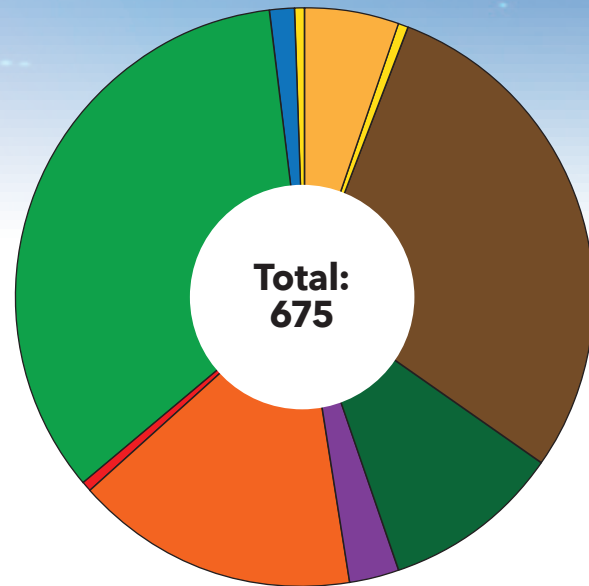
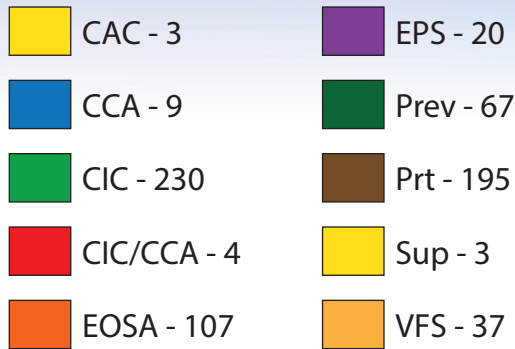
## **COMPLAINT PROCESS**

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

**Quality Assurance Team:** Tammy Valen - Quality Assurance Coordinator, Cassandra Hornbrook - Data Management Administrator



## AGENCY CASE LOAD



Agency Case Load	Federal	Provincial	Unkown	Agency Total
Child Abuse Committee			3	3
Customary Care Agreement			9	9
Child in Care	55	169	6	230
Child in Care transitioned to Customary Care Agreement			4	4
Extension of Service Agreement	11	65	31	107
Expectant Parent Services	1	1	18	20
Prevention Services	8	10	49	67
Protection	28	90	77	195
Supervision			3	3
Voluntary Family Services	2	14	21	37
<b>Total</b>	<b>105</b>	<b>349</b>	<b>221</b>	<b>675</b>

**CAC:** Child Abuse Committee (opened for information purposes only), **CCA:** Customary Care Agreement, **CIC:** Child in Care, **CIC/CCA:** Child in Care transitioned to Customary Care Agreement, **EOSA:** Extension of Service Agreement, **EPS:** Expectant Parent Services, **PREV:** Prevention Services, **PRT:** Protection, **SUP:** Supervision, **VFS:** Voluntary Family Services

Legal Status	CAC	CCA	CIC	CIC/ CCA	EOSA	EPS	PREV	PRT	SUP	VFS	Agency Total
App			2					1			3
Pet.			6								6
PW			163								163
TP			7		39						46
TW			13								13
VSG			7								7
Transitional Legal Status	3	9	29	1	68	20	67	194	3	37	431
App/Temp			2								2
App/Section8.11			1								1
CCA				2							2
App/CCA				1							1
<b>Total</b>	<b>3</b>	<b>9</b>	<b>230</b>	<b>4</b>	<b>107</b>	<b>20</b>	<b>67</b>	<b>195</b>	<b>3</b>	<b>37</b>	<b>675</b>

### Why Children Come Into Care

Due to no Caregiver	1
Conduct of Parent	5
Safety Concerns	1
Parent Teen Conflict	1
<b>Total Children that Came Into Care</b>	<b>8</b>





# 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.

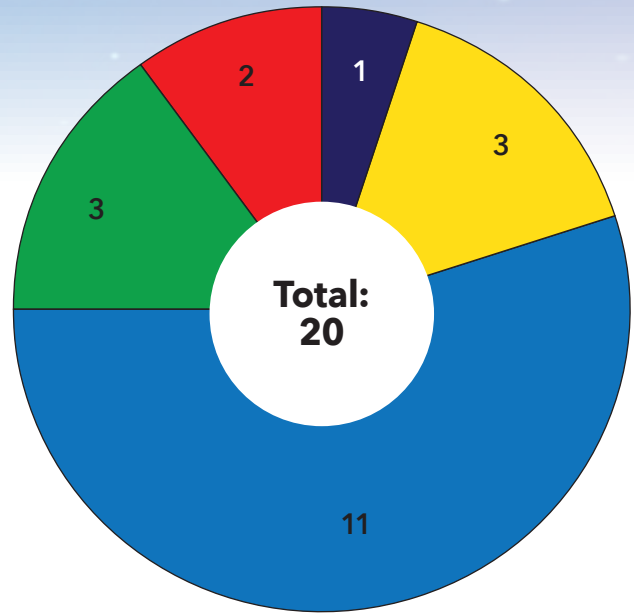
All families have unique strengths and decision-making powers. Family are more likely to be successful when they are empowered to develop own case plans - solutions to their own challenges.



## SHARING CIRCLE STATS PEGUIS MAIN OFFICE

April 2023 to March 1, 2024

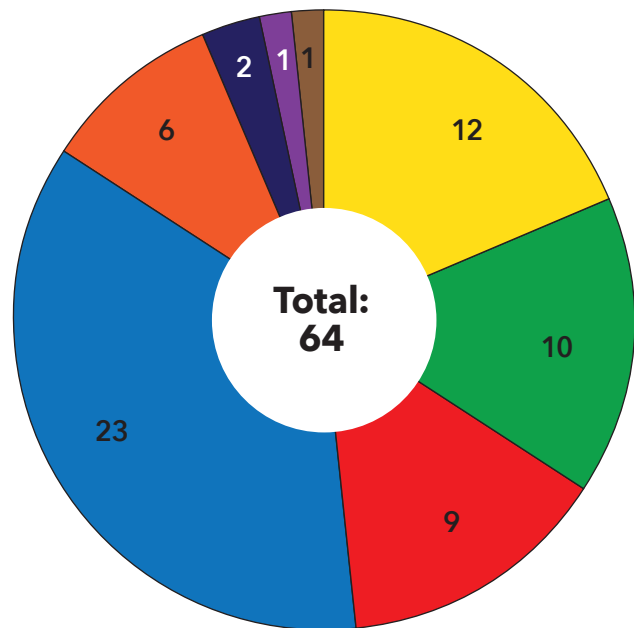
- Foster Parents
- Agency
- Intake
- Family Conflict
- Parent/Teen Conflict
- Case Management
- Reunification
- Renewal of CAA's
- Customary Care Agreement



## SHARING CIRCLE STATS WINNIPEG OFFICE

April 2023 to March 1, 2024

- Foster Parent
- Agency
- Intake
- Family Conflict
- Parent/Teen Conflict
- Case Management
- Reunification
- Renewal of CCA's
- Customary Care Agreement



**Sharing Circle Team:** Mandy Sinclair – Sharing Circle Coordinator (Main Office), Brian Bear Jr. – Sharing Circle Facilitator (Winnipeg Office)



# MESSAGE FROM THE DIRECTOR OF RESOURCES



My name is Regan Clemons, a proud member of the Peguis First Nation, entrusted with the responsibility of managing program areas that promote the well-being and growth of our community members in accordance with Peguis First Nation *Honouring Our Children, Families, and Nation Act*.

I have been honored to oversee and guide the following programs:

- The Grandparent Mentor Program, geared towards strengthening family bonds and prevent children from coming into care.
- Therapy Services, connecting children to therapists based on their individual needs is a crucial aspect of providing effective mental health support.
- Overseeing the operations of our Agency Resource Homes that provide direct childcare to children in need, fostering a strong and supportive environment with a focus on access to community and culture.
- Managing our partnership with the SunLodge Village Traditional Land Based Programs signifies our dedication to preserving and celebrating our cultural heritage through land-based camps and ceremonies.

## **GRANDPARENT MENTOR PROGRAM**

This Grandparent Mentor Program is geared towards strengthening family bonds and is designed to provide in-home assistance to children and families, with the goal of fortifying the family unit and preventing the need for children to enter care. At the core of this initiative is the profound acknowledgment that our grandparents are the custodians of knowledge, holding the keys to our past, present, and future.

The program is not merely a preventive measure; it is a proactive approach to empower parents and alleviate the burdens associated with managing a household. Grandparent Mentors step in as beacons of support, providing guidance in everyday living and acting as motivators and encouragers. Their presence aims to create a nurturing environment where family bonds are strengthened, fostering togetherness and resilience.

## **THERAPY SERVICES**

Connecting children to therapists plays a crucial role in addressing their unique needs and addressing their emotional, psychological, and social well-being.



Benefits include:

- Academic Success
- Behavioral Improvement
- Crisis Intervention
- Emotional Support
- Empowerment and Resilience
- Encourages Emotional Expression
- Enhanced Self-Esteem
- Healthy Coping Mechanisms
- Improved Social Skills
- Prevention of Long-Term Mental Health Issues
- Support for Caregivers
- Trauma Recovery

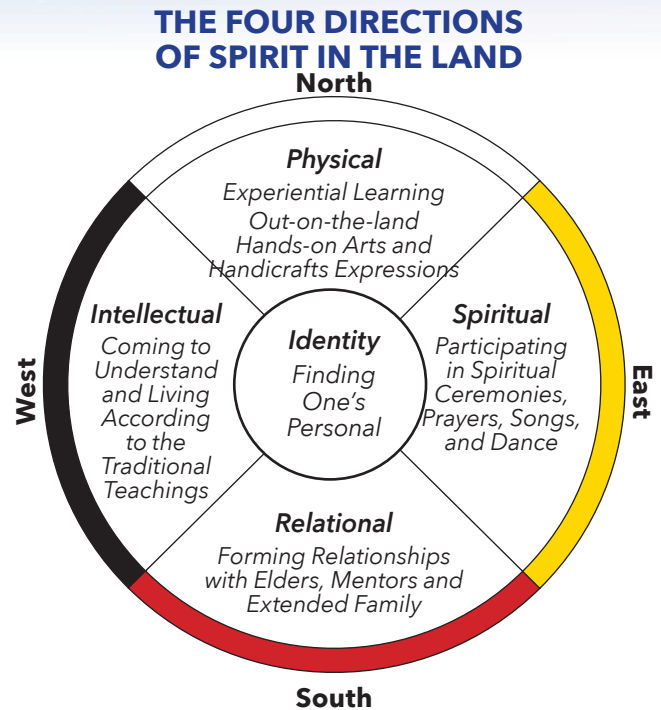
## RESOURCE HOMES

Our 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 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.



<b>SunLodge Village Traditional Land-Based Programs</b>	<b>Total Participants</b>
Four Season Children and Youth Camps (FSC)	268
Family Camp (FC)	75
Traditional Elder Services (TES)	15
<b>Grand Total</b>	<b>358</b>

<b>SunLodge Village Traditional Ceremonies</b>	<b>Dates</b>	<b>Total Participants</b>
1 Sweat Lodge Ceremony	Every Sunday	520
2 Warrior Dance Ceremony	May 15-19, 2023	335
3 Sun Dance Ceremony	July 12-26, 2023	1235
4 Warrior Dance Ceremony	Sept 10-13, 2023	295
5 Christmas/Winter Solstice Ceremony	Dec 21-24, 2023	30
6 New Year's Eve Memorial Round Dance	Dec 31, 2023	200
7 Windigocon Ceremony	Feb 23-24, 2024	200
<b>Grand Total</b>	<b>Grand Total</b>	<b>2815</b>

## PEGUIS ANNUAL YOUTH GATHERING

The Peguis Annual Youth Gathering was a dynamic one-day event held at the Peguis Open Airhall designed to recognize and support the youth of the community and promote a positive and uplifting environment for the younger generation. The celebration featured live entertainment from the Magoo Crew, Smudge Pan, and Matt Mac, as well as fireworks, and various engaging activities. Attendees had the exciting opportunity to win prizes and enjoy giveaways, adding an element of excitement and community spirit to the gathering.

<b>SunLodge &amp; Peguis CFS Annual Event</b>	<b>Date</b>	<b>Total Participants</b>
Annual Youth Gathering	Aug 23, 2023	1019
<b>Grand Total</b>	<b>Grand Total</b>	<b>1019</b>



## THE 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.

Rainbow Lodge Ceremonies	Total Participants
1 September Ceremonies	61
2 October Ceremonies	81
3 November Ceremonies	87
4 December Ceremonies	73
5 January Ceremonies	122
6 February Ceremonies	(no stats yet)
<b>Grand Total</b>	<b>424</b>

**Resource Team:** Regan Clemons - Director of Resources, Christine Peters, Resource Administrator, Violet Sinclair - SunLodge Liason & All My Relations Worker, Carl Magnusson - Agency Driver, Ljubomir Miladinovic - Agency Driver



# MESSAGE FROM THE RESOURCE HOME MANAGER



## **Boozhoo, Aaniin, Tansi,**

I am Amber Clemons, known by the spirit name North Wind Blowing Woman from the Wolf Clan. I am from Treaty 1 Territory, Peguis First Nation, and I've been working with Peguis Child and Family Services since March 2022 as the Resource Home Manager.

My role as the Resource Home Manager, I am tasked with overseeing and managing the Agency's Resource Homes, which offer specialized care to children for both short and long-term stays. I worked closely with each Specialized Foster Parent to guarantee that all children in the Resource Homes needs are met in every way spiritually, mentally, and physically. Additionally, I am responsible for operational management and coordination the ongoing maintenance of each residential property and ensuring that all properties are kept up to date and provide a safe and welcoming feeling.

The Agency Resource Homes are dedicated to ensuring traditional childcare practices are implemented, by working closely with each Specialized Foster Parent, we ensure that the Resource Home follows 7 sacred teachings in their daily routines and care for children.

## **Love**

We make sure to always be kind and accepting of every child exactly as they are. We offer love without any conditions, regardless of their beliefs.

## **Respect**

We make sure to treat every child as if they were our own and show them that we value who they are as a person.

## **Courage**

We make sure to always support and empower each child to face their fears bravely and grow in a positive way.

## **Honesty**

We make sure to always lead by good examples and establish trust with each child.

## **Humility**

We make sure to admit our mistakes, apologize, and show each child that it's okay to be humble, learn from errors, and always work towards improvement.



## **Wisdom**

We make sure to tell stories and share life lessons to help each child make wise decisions and solve problems.

## **Truth**

We make sure to always be honest with each child because we know that this creates a strong foundation of trust and understanding.

**Gitchii Miigwetch,  
Amber Clemons  
Resource Home Manager**

**Resource Home Team:** Karen Wilson - Specialized Foster Parent for Yellow Thunderbird, Marvin Prince - Specialized Foster Parent for Wawatay Resource Home, Candice Gladue - Specialized Foster Parent for Little Mikinak Resource Home, Rose Pelleiter - Specialized Foster Parent for Afterhours Resource Home, Lenora Huntinghawk - House Parent for Little Makwas Resource Home





# MESSAGE FROM THE WINNIPEG RECLAIMING OUR WAYS COORDINATOR



## **Aaniin, Boozhoo, Tansi,**

My Spirit name is Flying Eagle Woman, and I am from the Turtle Clan. My English name is Amber Prince.

Although, I did not have the opportunity to grow up in the community, I do have many strong family ties to Peguis First Nation.

I have been part of the Peguis Child and Family Services Team for a little over 3 years now. I started as a Resource Social Worker and began my role as the Reclaiming our Ways Coordinator in September 2022. My responsibilities include overseeing Prevention Services at the Winnipeg Office, be a part of the Management Team and report to the Executive Director.

Prevention Services includes the Reclaiming our Ways Program (formerly Family Enhancement) and the new Debinan Youth Program. Both programs are committed to providing the best support and services to our community members as they deserve. We aim to provide programs and services that use an approach based on the values, customs, and the traditions of the community.

It has been a very exciting time for Prevention Services, following the establishment of the "*Honouring our Children, Families, and Nation Act*". Under our new legislation, families and individuals are no longer required to have an open file with the agency to access our programs and services. As a result, we are now able to reach a much larger population of Peguis members, both on and off reserve. Be sure to check out the Agency website and Facebook page to view our upcoming programs and activities.

## **Prevention Services**

**1. Reclaiming our Ways Program:** Provides a wide range of non-emergency, preventative programs, and services appropriate to encourage and empower parents and individuals while on their healing journey. Programs and services include, but are not limited to:

- Anang Miikana "Star Road" Program - 8 week program that supports individuals to learn and reclaim their traditional and inherent right as an Indigenous person. Individuals will explore and utilize the sacred traditional teachings to encourage healing and be able to make healthier choices for themselves and their families.
- Raising our Children in Troubled Times Parenting Program - 8 week program that offers tools and skills needed for parents to raise successful children and families for a healthier future.



- Cultural and Land-Based Activities
- Traditional and Other Faith-Based Support
- Peer & Support Groups
- Life Skills Support
- Resource Services

**2. Debinan Youth Program:** Offers an outlet from daily routines and provides children and youth a chance to participate in fun activities and field trips that may not otherwise be option for them. The program also builds on personal and social development for children and youth. Programs and services include, but are not limited to:

- Recreation Activities/Arts & Crafts
- Cultural and Land-Based Activities
- Traditional and Other Faith-Based Support
- Basic Life Skills Support
- Resource Services

Our Winnipeg Office Team has significantly grown this past year. We now have 2 Reclaiming our Ways Workers, 1 Activity Coordinator, 4 Activity Workers, 1 Culinary Worker and an Agency Driver. I would like to thank my amazing team for their commitment and dedication to the children, youth, families and individuals we support and I look forward to another year of positive changes and growth within the agency and within those we serve.

**Kitchi Miigwetch!!**

**Amber Prince, BA**  
**Reclaiming our Ways Coordinator - Winnipeg Office**

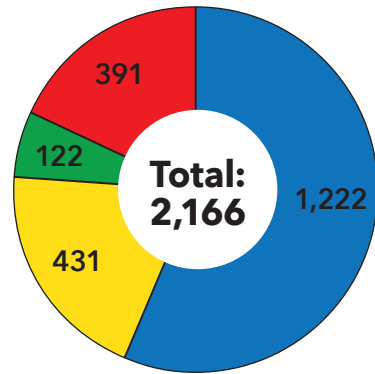


April 2023-March 2024 Statistics	Participants
Men's Gathering	174
Winnipeg Community Christmas Dinner	500
Selkirk Community Christmas Dinner	500
Spring Break Extravaganza	500
<b>TOTAL</b>	<b>1,674</b>

## RECLAIMING OUR WAYS STATS WINNIPEG OFFICE

April 2023 to March 1, 2024

- Parents in Program
- Ages 15-17
- Ages 12-14
- Ages 7-11



# MESSAGE FROM THE PEGUIS RECLAIMING OUR WAYS COORDINATOR



## **Aaniin, Boozhoo, Tansi,**

My name is Michelle Wilson, a community member of the Peguis First Nation. I have been a part of the agency for 2 and half years and have been given the responsibility to manage the Reclaiming Our Ways Program at Peguis Child and Family Services Main Office since February 2023.

### **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 journey.

### **Anang Miikana Program**

Supports individuals to learn and reclaim their traditional and inherent right as an Indigenous person. Individuals will explore and utilize the sacred traditional teachings to encourage healing. The main goal is for individuals to be able to make healthier choices for themselves and their families.

### **Raising Children in Troubled Times**

Designed to help parents who are overwhelmed with parenting. In times of unprecedented social issues from the historical impacts and effects of colonization to the rise in technology that has far surpassed today's world. This program seeks to provide some tools and skills for parents that need extra help and encouragement in raising children and families for a healthier future.

### **Debinan Youth Program**

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

### **Reclaiming Our Ways In-house Program**

Provides in-house programming to address reasons why children come into care. The program provides a range of non-emergency, preventative services appropriate to encourage and empower youth and parents by offering preventative services based on values, community, customs, and the traditions of the community to reclaim the ways of our culture and to engage in a way of healing.

**Reclaiming Our Ways services:**

- Cultural activities
- Support Groups
- Traditional & Other Faith Based Support
- Recreational Activities
- Access to Information & Workshops
- Annual Gatherings
- Community Events
- Missing & Murdered Indigenous Women (MMIW)

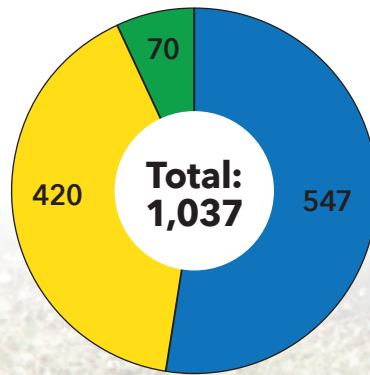
Recently, The Agency has purchased 165 acres of land south of Peguis to provide an open variety of programming, women’s gatherings, men’s gatherings, youth gatherings, and Elder’s Gatherings. These gatherings have been the highlight of our 2023-2024 reporting period with tremendous reporting statistics. The Agency has put out a request for proposal to create a Programming Centre and has selected local experienced contractors.

**Main Office Prevention Services Team:** Michelle Wilson - Reclaiming Our Ways Coordinator, Charlene Bear - Reclaiming Our Ways Worker, Josh Stevenson - Activity Coordinator, Skylar Bear - Activity Worker, Teagan Mann - Activity Worker, Kiersten Sinclair - Activity Worker, Tatum Berens - Activity Worker

**RECLAIMING OUR WAYS STATS  
PEGUIS MAIN OFFICE**

April 2023 to March 1, 2024

- Parents In Program
- Field Trip #'s
- In-House #'s



April 2023-March 2024 Statistics	Participants
Reclaiming Our Ways Programming	465
Debinan Youth Program	1,037
Women’s Gathering	385
Men’s Gathering	174
Youth Gathering	1,039
Community Wellness & Events	11,589
<b>TOTAL</b>	<b>14,689</b>

# MESSAGE FROM THE CHIEF FINANCIAL OFFICER



## **Hello Everyone,**

I am Bev A. Stranger, and I am the Chief Financial Officer (CFO) for Peguis Child and Family Services (PCFS/the Agency). As CFO, I report to the Executive Director, Board of Directors and oversee the finance department of the Agency.

The PCFS finance department is guided by the *Honoring Our Children, Families and Nation Act*, the Agency Mission Statement, the Seven Teachings which are embedded in PCFS Code of Conduct and over forty (40) policies and procedure manuals set forth by the Agency. The Finance Department's focus is on the sound administration of financial resources based on generally accepted accounting principles (GAAP) and ensure ethical standards, given the sensitive nature of financial data. The Agency finance policy ensures that the Agency commits to managing resources with diligence, minimizing risks, and ensuring fiscal discipline.

Implementation of the *Honoring Our Children, Families and Nation Act*, Coordination Agreement and signed Funding Agreement has enabled the Agency to begin operationalization and develop much needed programming for the children and families.

As the Agency is funded by Canada and Manitoba, it is still expected to report on all costs at the end of each fiscal year of which an annual audit will be produced. Not only will the finance team report with an audit, but there are many other reports done throughout the year including Quarterly reports to Board of Directors on Financial Conditions and Activities, Asset Protection and Risk Management, Annual Budget Report and Financial Reports to Program Directors, to name a few.

In negotiations, Canada had made it very clear that whatever costs are incurred, the costs must relate to child and family services and expenses cannot occur that may be funded in another separate program. The child and family services funding cannot be used to support other underfunded programs and/or services outside of child and family services. It is the CFO responsibility to ensure financial management and development of fiscal goals of actual expenditures per policy and agreements signed with funders.

The Agency is dedicated to providing the services and assistance to children and families in need. The requests for services have grown, showing the importance of PCFS work within the community. The Agency has a responsibility to provide emergency supports and services to children and families. As CFO, the responsibility is to analyze all financial aspects of operationalization to ensure equitable and adequate funding levels to meet the needs of the children and families.

The finance team meet monthly to evaluate and discuss its performance. At each meeting a review occurs to ensure all data is entered to produce comprehensive reports for the

Agency to make data driven decisions. The finance team's great work ethic is a huge asset for the best practices of Peguis CFS, the children in care and the families that we serve. The finance team's daily challenges are approached with a 'can-do' attitude. The finance team continuously work together with all the staff and management of Peguis CFS. This good communication in the workplace is important because it increases productivity, and satisfaction. Communication is also key for better team collaboration and cooperation. I would like to take this opportunity to thank the finance team members for their dedication and all the diligent work they do for Peguis CFS, the children, and the families we serve.

**Miigwetch,**

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

**Finance Team:** Bev A. Stranger - Chief Financial Officer, Barry Mann - Director of Finance, Jarred Hudson - Finance Data Clerk, Nhan Phan - Finance Data Clerk, Geremias Caraan - Finance Data Clerk, Carol Scott - Finance Data Clerk, Joshua Robinson - Finance Data Clerk, Maureen Nyagetuba - Finance Compliance Officer



# MESSAGE FROM THE DIRECTOR OF FINANCE



## **Hello Everyone,**

Hi, my name is Barry Mann, and my position within Peguis Child and Family Services is the Director of Finance.

As Director of Finance, I report directly to the Chief Financial Officer. Being supported by the CFO guides our Finance Team to meet the requirements and needs of the Peguis Members and our Children under the rules within our Financial Laws. The Finance Team also supports our Management Team in providing essential services and supports that are set out by the Agency.

Further to my Financial duties, I was tasked with taking on our Capital Projects for the Agency. Currently, the following Projects are in progress: Peguis Office Expansion and Renovation, new Winnipeg Office at 500 Madison St., a Selkirk Office, and also our Hodgson Home Property - Maamawibiway. Total Capital Projects costs are approved at 25 million. Projects will be completed towards the end of 2024 and will enhance services for Peguis Members.

It is an honor to work for my community and be part of a productive team within both the Management and the Finance Team. The Finance Team works hand in hand with each other and support each other where needed. Providing guidance to the Finance Team is one of my main duties but when you have a team that works together as well as it does, I just feel part of the team!

## **Miigwetch,**

**Barry Mann**  
**Director of Finance**





# MESSAGE FROM THE DIRECTOR OF HUMAN RESOURCES



## **Aaniin,**

I am Giigido Ishpaaming which means Speaking Above and I am from the Bear Clan. My English name is Lindsey Bear and I am the Director of Human Resources for Peguis Child and Family Services. I am a member of Peguis First Nation and I've been with Peguis Child and Family Services coming to celebrate my 15th year.

It gives me great pleasure to report to our community for this reporting period, April 1, 2023 to March 2024 for the Peguis Main Office. Below is the information for the Human Resources Department of Peguis Child and Family Services.

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

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

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

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

## **Miigwetch!**

**Lindsey Bear, CIHRP**  
**Director of Human Resources**

**Human Resource Team:** Lindsey Bear - Director of Human Resources, Amber Clemons - Resource Home Manager, Stephen Flett - Custodian/Cook, Dale Peebles - Property Manager, Jamal Richard - Human Resource Manager, Marlene Stevenson - Executive Assistant, Kelly Sutherland - Receptionist, Stacey Watt - File Clerk



# 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. Here are some of the key activities performed:

1. **Recruitment and Selection\*** responsibility 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 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 employees' skills, knowledge, and performance. This includes conducting needs assessments, designing training materials, coordinating workshops or seminars, and evaluating training effectiveness.
4. **Performance Management:** HR along 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. The HR Department strives to foster 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 program Peguis CFS fosters is BambooHR and Deputy. This involves maintaining data integrity, and providing training to users.

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

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

- 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 Peguis Child and Family Services Board of Directors
- Strategic Service Plan - Human Resource Department Information
- 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
- Being an essential part of the Management Team within Peguis CFS
- This includes sitting at the management level table and meeting with fellow managers on a monthly basis
- Supporting and abiding by the Code of Conduct, which reflects the Seven Teachings, at all levels within the Agency
- 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



# HUMAN RESOURCES

## 2023-2024 KEY ACTIVITIES

- **Fostering employee relationships**
  - This integral to cultivating a positive and productive work environment. It involves creating opportunities for open communication, mutual respect, and collaboration among team members which is led by the Agency's Code of Conduct.
- **Management of BambooHR and Deputy, which is a Human Resource Program for employee leaves, hires, on-boarding and off-boarding of employees, training and all employee statistics including various reports**
- **Provide information and guidance to all employees regarding switch to LIFE Inc and Manulife effective January 1, 2023**
  - Provide/share various information to LIFE Inc regarding Peguis CFS employees
  - Continuing to work closely with LIFE Inc to ensure smooth transition
- **Maintain and ensure all available time for employees is accurate and available**
  - Review attendance audits
  - Maintained via attendance audits and computer program BambooHR
  - Ensuring all requests (sick leave, any days off) are applied for and put on BambooHR
  - Fixing any errors to employee's times
  - Assisting employees with attendance program
  - Ensuring employees are up to date regarding their time
- **Human Resource Employee Policy Manual**
  - Ensuring Human Resource Employee Policy Manual is up to date to Employment Standards Codes (reviewed January 2024)
  - Reviewing policies as needed with all employees
- **Workplace Health & Safety**
  - Complying to COVID-19 measures
  - Implementing COVID-19 safety within the Agency and working on the development of new policies and procedures
  - Continuously update Workplace Health & Safety Policy
- **Ensuring daily the Workplace Health & Safety Policy is followed by all employees**
  - Ensuring there is no imminent danger to employees
  - Ensuring both offices, Main office and Winnipeg offices, are SAFE for all employees and clients
  - Effective January 2019, Winnipeg Office and Main Office are equipped with AED (defibrillator)
  - Workplace Health and Safety Committee functioning to ensure employees needs are met; fire drills, etc.
  - Work diligently on maintaining a healthy workplace



- **Recruitment and Retention for Peguis Main Office**

Recruitment of:

- Intake Worker
  - Policy Analyst
  - Intake Worker
  - Activity Coordinator
  - Activity Worker
  - Activity Worker
  - Maintenance Worker
  - Maintenance Worker
  - Communication Director
  - Special Projects Manager
  - Debinan Worker
- **Ensure job availabilities are posted for all public patrons to see**
  - **Continued support to Human Resource Manager for Winnipeg Office**
    - Follow through with mandatory trainings:
      - Foundational Standards Training
      - In-House Training
      - FamCare Training
      - Legal Training
      - Abuse Training
      - Supervisor Training
      - Policy and Procedures Training
      - In-house training
      - Foster Parent Orientation Training
      - Little Warriors Training
  - **Review Monthly Attendance Audits & BambooHR**
    - Bamboo HR is successful, easy to access, and used by all Employees
    - Monitored - attendance audits are done on a monthly basis via Deputy attendance program
    - Deduction plans for employees according to attendance audit policy in Employee HR Policy
    - Assist employees with Deputy Program

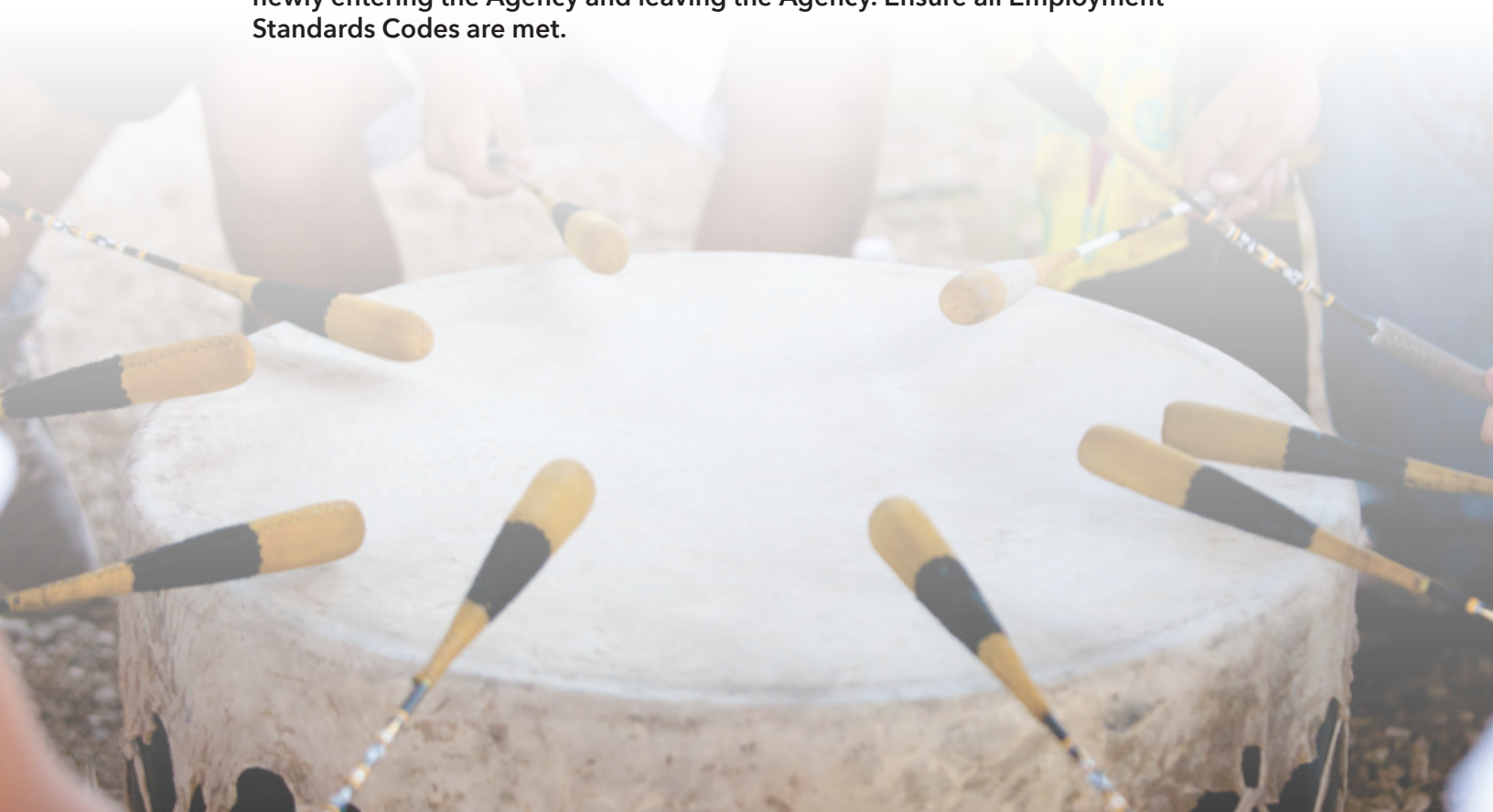


### **Manitoba College of Social Workers**

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

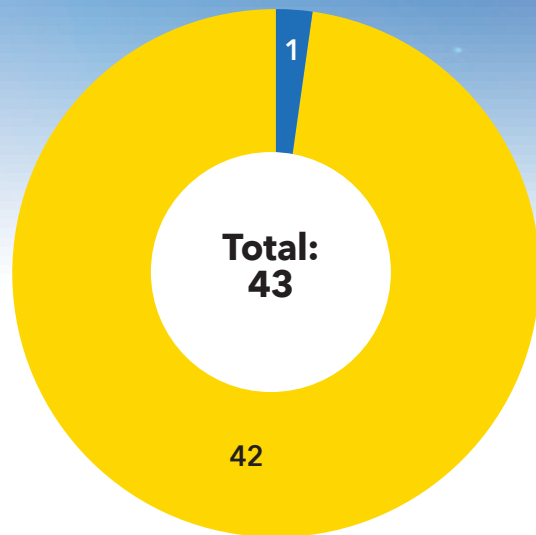
### **Coordinated and assisted in all staff functions for reporting period**

- Peguis CFS Annual Joint Staff Meeting which consisted of educating all Peguis Child and Family Services on our law *"Honouring Our Children, Families and Nation Act"*
  - Orientation of all new employees beginning with Peguis CFS. Ensuring new employees are well aware of office procedures and policies, Code of Conduct which is governed by the 7 Sacred Teachings
- 
- **Assist employees applying for Short Term Disability & Long-Term Disabilities, assisting them and reminding them to utilize their benefits in regard to self-care**
  - **Be Agency connection with all claims regarding LIFE Inc/Manulife**
  - **Work closely with Finance Department to ensure proper pay to employees who are newly entering the Agency and leaving the Agency. Ensure all Employment Standards Codes are met.**



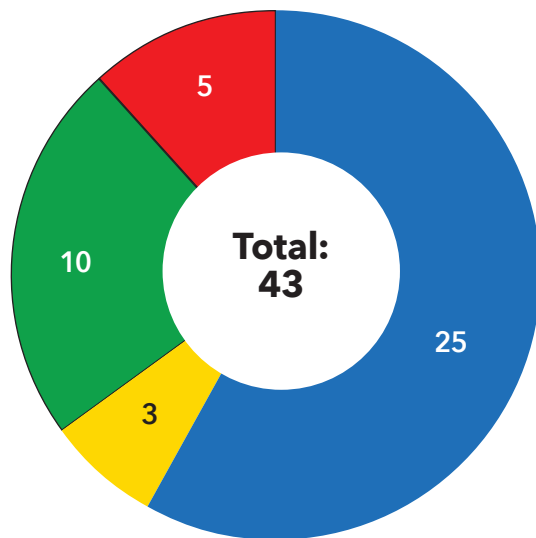
## STAFF TYPE PEGUIS MAIN OFFICE STAFF

- Non-status: 1
- First Nation Status: 42



## WORKFORCE QUALIFICATIONS

- Administration: 25
- Finance: 3
- DLW-1: 10
- DLW-2: 5



### DLW-1

- Completion of a grade 12 diploma or GED
- Demonstrated stability in their personal life demonstrated through skills in decision-making, problem-solving, and leadership
- Significant approval and respect from members of the community where the person will be working
- A cultural background consistent with the community where the person will be working or a sound understanding of the community's cultural traditions
- An acceptable level of interpersonal skills demonstrated through prior work experience

### DLW-2

- A Bachelor of Social Work degree from an accredited university
- A Master of Social Work degree from an accredited university
- A completed Pre-Master in Social Work from an accredited university
- A related human services degree from an accredited university, plus one year direct child welfare experience
- A post-secondary diploma in a related field, plus three years direct child welfare experience
- A post-secondary certificate in a related field, plus five years of direct child welfare experience
  - A completed Grade 12 education, plus ten years of direct child welfare experience



# MESSAGE FROM THE HUMAN RESOURCE MANAGER



**Aaniin,**

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

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

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

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

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





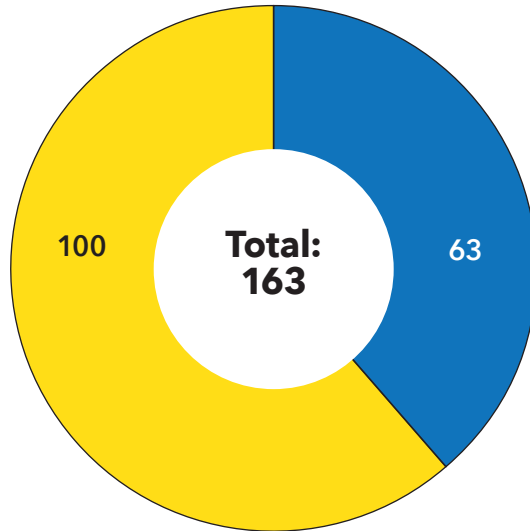
As the Agency and its staff face various obstacles the Human Resource Department will continue to grow, develop, and support all staff. We will be proactive in implementing the best technologies and practices. To ensure we can provide the best possible service to staff and the community we serve.

Miigwetch,

**Jamal Richard, BBA**  
**Winnipeg Human Resource Manager**

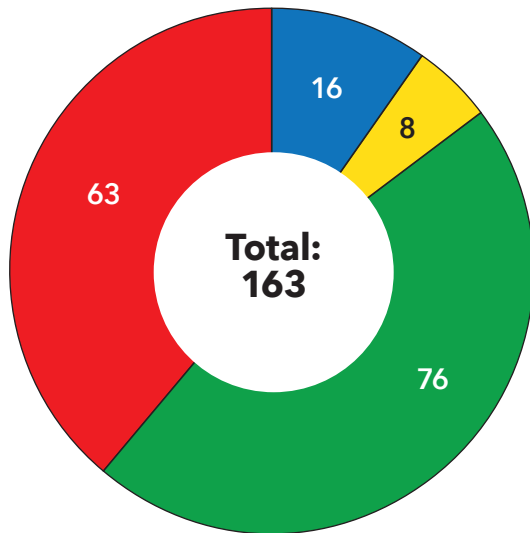
### STAFF TYPE WINNIPEG OFFICE STAFF

- Non-status: 63
- First Nation Status: 100



### WORKFORCE QUALIFICATIONS

- Administration: 16
- Finance: 8
- DLW-1: 76
- DLW-2: 63



**Winnipeg Human Resource Team:** Jamal Richard - Winnipeg Human Resource Manager, Stacey Sabiston - Winnipeg Office Receptionist, Andrew Cote - Office Support Worker



# MESSAGE FROM THE DIRECTOR OF COMMUNICATIONS



**Tansi,**

My name is Kirk Mann and I am the Communications Director for the Agency. I am a proud Peguis First Nation member who has worked in various roles for Peguis First Nation throughout my career. Over the past few years, I had the opportunity to assist the Agency on a number of projects. In the summer of 2023, I became a full-time employee here at the Agency.

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

It's a privilege to witness the events and gatherings bringing members together. I hope to see more at this year's events!

## **Peguis Artist Callout**

A suggestion to give away locally made artwork during Agency gatherings lead to a bulk purchase from Peguis artists. \$90,000 worth of artwork, crafts, clothing, paintings and carvings were purchased from Peguis Artists in November 2023. It was a pleasure support local artists and to see all the amazing items our members created.

## **Peguis CFS Monthly Newsletter**

An Agency newsletter has started and is emailed monthly to subscribers. We encourage all Peguis members, Elder's and youth to sign up for free. Once a month we provide updates on news, upcoming events, job listing and more.

In the Spirit of Truth and Reconciliation,

**Kirk Mann, BA**  
**Communications Director**



## **JOIN OUR NEWSLETTER**

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



# MESSAGE FROM THE SPECIAL PROJECTS COORDINATOR



Peguis Child & Family Services (the Agency) and Canada entered in a Coordination Agreement and as part of the agreement the Agency negotiated Capital Projects to assist with the prevention of bringing children into care and the movement forward to strengthening families. The funding enables Peguis CFS to purchase land, buildings, among other assets to provide effective programming and services for all its membership.

My role is to be responsible for leading a group of professionals in the management of capital works projects for the Agency, from initiation, planning, execution, monitoring and controlling and closing, including conceptual design, pre-design, detailed design, environmental assessment, meetings, tendering, contract award, construction, progress payments, conflict management, completion of contract work and turn-over of completed works. Responsible for leading the preparation of reports to Council on all matters relating to infrastructure improvements and planning.

The purchase of properties will provide a safe nurturing educational environment for all members of the community. When we provide adequate training for our members, then we begin to heal and move forward. Having the ability to access services “in-house” enables members to remain local and no need to do programming in a unfamiliar setting. Our mandate is to provide open transparent accountable services for the betterment of our people.

## **MAAMAWIBIWAY - Our Gathering Place (HWY #325)**

As part of the *The Honouring Our Children, Families and Nation Act* and the Coordination Agreement with Canada and Manitoba, the Agency negotiated capital projects as part of this agreement to provide child and family services to membership to prevent children from coming into care.

The purchase of Shergold farm across Highway 325 south of Peguis was not only seen as an opportunity for the Agency to secure an asset that would provide adequate space for development but also develop a relationship with the neighboring RM of Fisher.

The property was taken over July 30, 2023, and the Agency held a Feast on July 31, 2023, where they invited membership to come out and see the site and to mingle with staff, the day served about 300 people coming and going throughout the day. Since taking ownership of the property, we have begun several projects for Agency programs that will take place on the property, which include.

- Traditional Independent Living Program
- Family Reunification Program
- Reclaiming Our Ways Program



- Prevention Services
- Debinan Program

### **Dallas Property**

- Added cabin & trailer to property - water and sewer (COMPLETE)
- Decision on home made to remove the home and Replace with RTM

### **Maamawibiway (Hodgson)**

- Sites for homes prepped and completed (4 Homes) 8 sites prepped
- Roads completed
- Site plan being developed
- Transitional housing development being finalized on homes design
- Meeting contractor regarding A-Frame units for site
- Arrival of rink to be installed in spring with concrete

### **Selkirk**

- Discussions with the City of Selkirk
- 5-6 Acres for development
- Waiting on follow up meeting April 8, 2024
- Architects just waiting confirmation of land

### **Charter Bus**

- Picked Up Jan 29, 2024
- Manitoba Safety Completed
- Design Wrap To Be Installed

### **Peguis Main Office**

- Waiting on flooring material (ordered) Complete
- Waiting on paint
- Expansion is happening and just at a slower pace, sub-contractor is
- Working with main contractor for a timely finish.

### **Rainbow Lodge House**



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.

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

The Rainbow Lodge House is a home to facilitate Traditional Elder Services and Traditional Programming for children, women, and men and Reclaiming Our Ways.

**Marty Favel,**  
**Special Projects Coordinator**

To ensure that the children, membership and the Agency vision  
is incorporated into all projects



# 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.



List of Agency federal law, Policies and Regulations but not limited to the following:

1. *Honouring our Children, Families and Nation Act* (2021)
2. Coordination Agreement (2023)
3. Fiscal Agreement (2023)
4. Board Governance Policy and By-Laws (last revision, June 2022, May 2023)
5. Human Resource Policy (last revision, June 2022)
6. Finance Policy (2023)
7. Child Abuse Regulations (2022)
8. Complaints and Appeals Regulations (2022)
9. Kinship and Foster Home Regulations (2022)
10. Customary Care and Customary Care Agreement Regulations (2022)
11. Designated Intake and Emergency Services Regulations (2022)
12. Service Delivery - Case Management Regulations (2022)
13. Transfer Regulations (2022)
14. Customary Care Procedure and Policy (2022)
15. After Hours Procedure and Policy Manual (2022)
16. Intake Procedure and Policy Manual (2022)
17. Elders Council Policy (2023 pending final review)
18. Grandparent Mentor Policy and Procedures (2022)
19. Vehicle Procedure and Policy Manual (2022)
20. All My Relations Program Procedures Policy (2022)
21. Sharing Circle Program Procedures Policy (2022)
22. Kinship Care Policy and Procedures Manual (2022)
23. Service Delivery-Case Management Program and Procedures Manual (Pending final review 2023)
24. Extension of Services Procedures and Policy (Pending final review 2023)
25. Prevention Services Procedures and Policy (Pending final review 2023)
26. Abuse Investigation Procedures Manual (2023)
27. Prevention Services (2016 -Pending final review 2023)
28. Foster Care Policies - Family/Kinship First (2016)
29. Finding Family, Family Connection Policy (2018)
30. Preventing Children from Entering Care (2018)
31. Emergency Home and Procedures Policy (2022)
32. Business Continuity Plan (2020)
33. Covid Procedures and Policy (2020)
34. Health and Safety Procedures and Policy (2020)
35. Strategic Service Plan (2022-2026)
36. IT Policy (2023)
37. Data System - FamCare Policy Manual (2023)
38. Child and Family Service Information Policy (2023)
39. Therapy Services Policy and Procedures Manual (2020)
40. Acceptance Commission - Alternatives to the Court Process Policy (2023 pending final review)





**Peguis**  
FIRST NATION