

Annual REPORT 2023-24



ENHANCING FAMILIES AND COMMUNITY
USING OUR *Nehetho Traditions*



Nisichawayasihk Cree Nation
FAMILY AND COMMUNITY
Wellness Centre Inc.

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MESSAGE FROM THE CEO

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I am pleased to present the 2023-2024 Nisichawayasihk Cree Nation Family and Community Wellness Centre annual report. This document outlines the goals, accomplishments and highlights of the many programs and activities that serve our Citizens in Nelson House, Thompson, South Indian Lake, Leaf Rapids, Brandon and Winnipeg.

As always, I am proud to reflect on our achievements this past year. Our programs are in high demand and have good reputations, and our Citizens are seeking ways to improve themselves. At the same time, we must acknowledge that our community is hurting in many ways, and we continue to deal with insufficient funding and inadequate staffing. As much as we've accomplished, we can achieve so much more!

The FCWC holistic approach to wellness creates opportunities for mental growth, physical health, and spiritual and emotional prosperity for all. The wide spectrum of our programming is impressive, and enhances wellness for NCN Citizens in every stage of life. Our dedicated staff lift spirits and foster wellness. Our board members support innovative approaches that create change for individuals, families and our entire community. Our elected leaders believe in our mandate, which encourages Citizens to trust us with their hopes and dreams for a better life.

I encourage you to determine what role the FCWC can play in your life. We have so many exciting work opportunities that allow people to share their unique skills. I hope you will join us and make a difference in our community. Perhaps you are an Elder and have come to realize the importance of teaching our traditions. I hope you will share your wisdom and time. Maybe you are



feeling frustrated with the current path you're walking and want to heal and fully realize your potential. Let's get you started on a brighter future.

No matter your situation, I know the NCN Family and Community Wellness Centre is a place where you can grow and thrive.

A handwritten signature in black ink, appearing to read 'Felix Walker'.

Felix Walker

CEO, Nisichawayasihk Cree Nation Family and Community Wellness Centre

EXECUTIVE SUMMARY

The Nisichawayasihk Cree Nation (NCN) Family and Community Wellness Centre was established to support holistic wellness by providing additional opportunities for the Citizens of the NCN to build on their strengths as individuals, as members of families and as part of the community.

The Wellness Centre is dedicated to an ongoing review of our programs, administration, and services, guided by community consultations. Alongside this input, we explore insights from trusted organizations with shared goals to enrich and enhance our offerings. Strategic planning remains central to our approach, as we identify objectives, set goals, and develop action plans for Wellness Centre programs. Implementing these plans allows the Centre to stay proactive and responsive in meeting the community's needs through innovative program delivery.

This 2022-23 annual report has been prepared to provide an overview of programming implemented by the NCN Family and Community Wellness Centre. The Wellness Centre has expanded and redefined programming over the course of the year to support our ongoing work within the community.

The sections of this report are as follows:

(1) Governance

Strategic directions, service delivery plans

(2) Narrative

Program descriptions, progress, highlights and challenges

(3) Statistical Data for Community Health and Wellness

Related to child and family services and community health/wellness

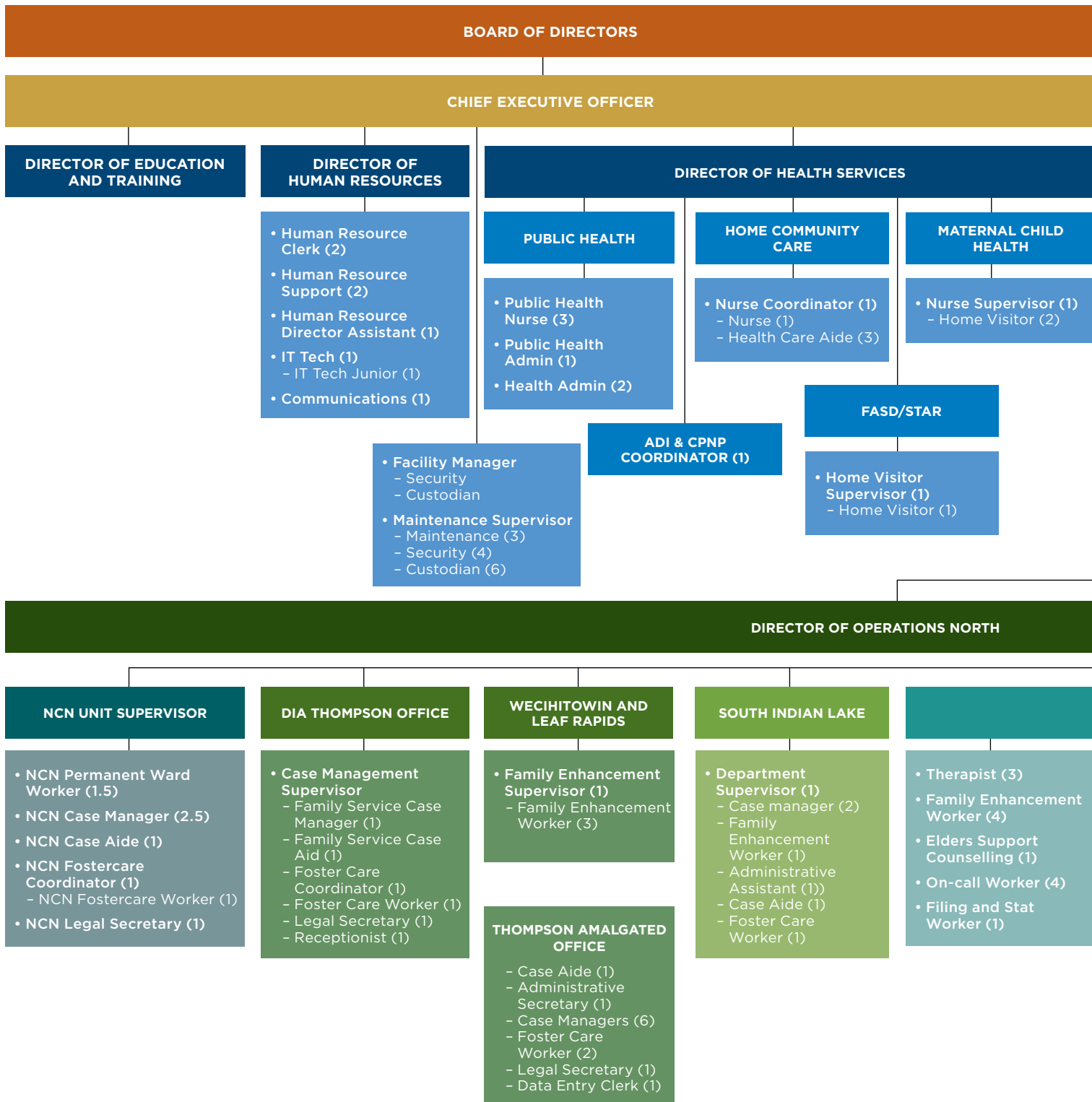
Our facility and approach is unique as it uses a strength-based approach to support children and families. Relationships between programs, individuals and families are viewed as paramount to change. The Centre has adopted a mandate to reflect this commitment by working to:

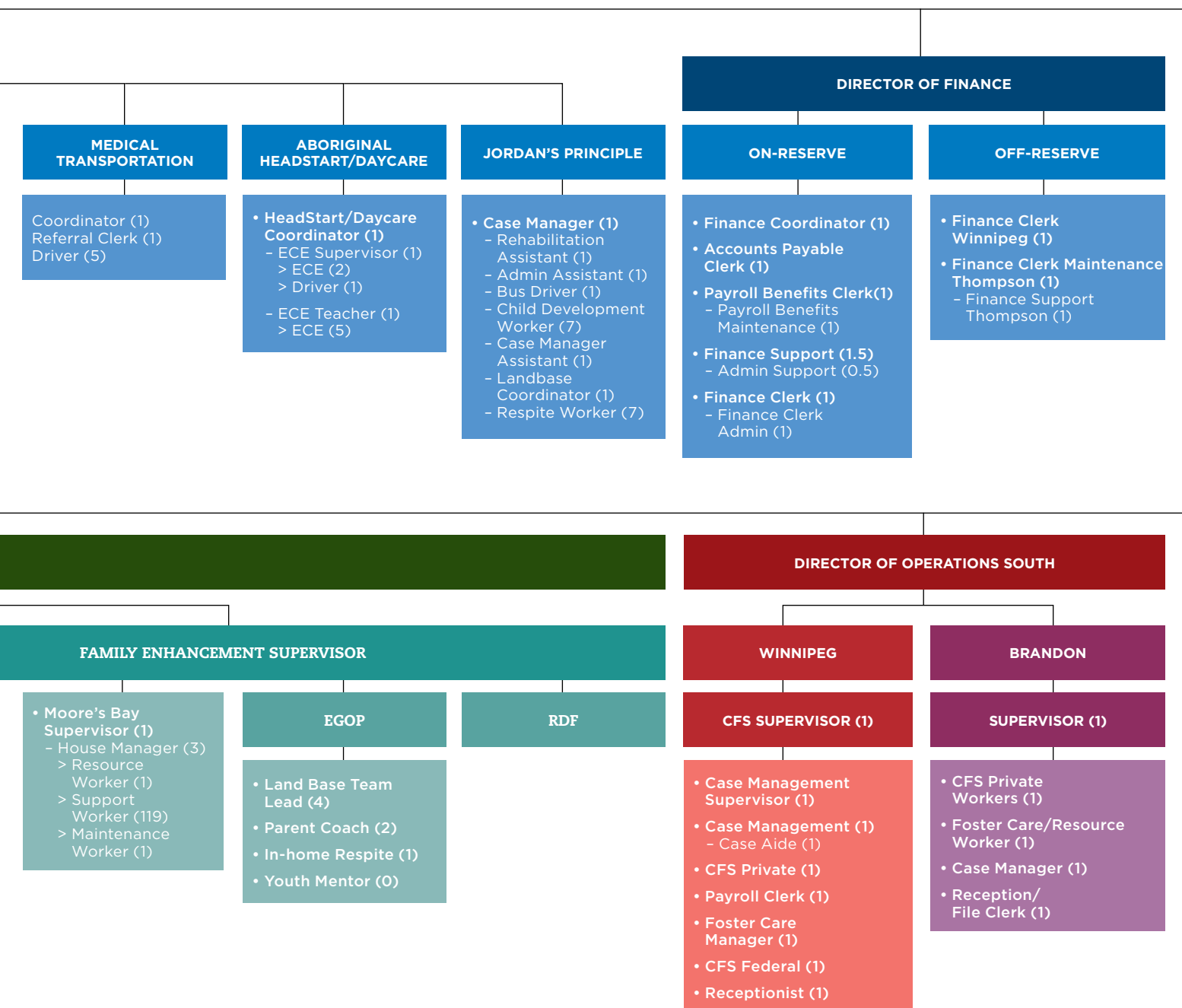
- Promote the development of new ideas and innovative measures and to bring about meaningful change for the children and families of NCN within a holistic approach to human services policy development and service delivery.
- Incorporate Indigenous traditions, culture, language, customs, and the teachings of the community's Elders.
- Deliver mandated child and family services within a community capacity-building and health-promotion orientation.
- Oversee the implementation of health-related services and assume a leadership role in the transfer process of a local health authority.
- Promote community wellness and individual well-being.

The implementation of the mandate is expressed through the wide range of community-based health related and child and family services designed to support holistic wellness from conception and birth through to adulthood and Elder care.

The Centre continues to work toward this model of integrated service delivery and the development of meaningful and effective programs, which reflect our community values and beliefs.

ORGANIZATIONAL CHART





Our Core Values

SOCIAL JUSTICE:

We will treat all residents of Nisichawayasihk Cree Nation equally.

SELF RELIANCE:

We will promote personal and family responsibility first.

INTRINSIC WORTH OF PEOPLE:

We will think of everyone as having abilities, talents and skills that are essential to the overall health of the community.

SUSTAINABILITY:

We will provide services in a way that does not threaten our ability to meet basic human needs over the long term.

COOPERATION:

We will work together to achieve community wellness.

COMMUNITY WELLNESS FOCUS:

We will commit to a holistic health promotion orientation to program design and implementation.

INCLUSION POLICY

All members and residents of the Nisichawayasihk Cree Nation (children, youth, adults and elders) shall have the opportunity to participate in activities and enjoy health and wellness regardless of age, gender or physical condition.

MISSION

To promote, nurture and foster a sense of holistic wellness through the provision of meaningful, community-based and culturally appropriate activities in a safe, respectful, and inclusive environment.

WE'RE COMMITTED TO HELPING CREATE HEALTHIER LIFESTYLES

The NCN Family and Community Wellness Centre was among the first facility of its kind in Canada. It recognizes the strength of the Nisichawayasihk Cree Nation and how much we can accomplish by working together.

YEAR IN REVIEW

The NCN Family and Community Wellness Centre provides a wide range of health and wellness programs to Citizens both on- and off-reserve. Our holistic approach to care involves the collective unity of many services working together to achieve improved well-being and health for the individual, family and the entire community.

The following reports highlight some of the accomplishments from the 2023-24 fiscal year for each program along with statistics of individuals participating and receiving care. Programs or departments with goals and objectives for the next year have indicated the plans to improve services to Citizens, while other programs have maintained an effective level of service and will be developing goals in the near future as part of the strategic planning process.



KEY HIGHLIGHTS AND CHALLENGES

- There are currently 5 student-employees at the University of Manitoba on track to graduate next year with their Bachelor of Social Work degree.
- All Employment Growth Opportunity Program participants received their WHIMIS, First Aid, and firearms safety certificates, and boating & trappers licenses. Five acquired full-time, permanent positions.
- Foot Care Services provided 159 services to 90 clients.
- The Wellness Sports Association held its first annual FCWC Marathon with 30 runners from all over Northern Manitoba.
- There are 20 NCN parents (12 of them working) served by the Jean McDonald treasures of Hope Day Care.
- The Dreamcatchers HeadStart Program had 20 children in its program during the school months.
- Despite great outreach efforts by the Canadian Prenatal Nutrition Program, teen pregnancies, gestational diabetes & alcohol consumption during pregnancy continue to be common.
- There are currently 166 NCN Citizens diagnosed with diabetes. The Aboriginal Diabetes Initiative hosts retinal screenings and healthy breakfasts, and provides dietician, community & virtual visits.
- Staff retention is a problem for the Moore's Bay Receiving Homes. The pay scale does not adequately represent the dedication and hard work of the support staff.
- A second wheelchair van for the Medical Transportation team that brings dialysis patients to Thompson would be beneficial. The current scheduling is tight for drivers and leaves Citizens with long waits.
- Eight Security Services employees provides a safe, secure environment for all clients & employees during day & evening shifts.
- The Public Health program continues to run as expected, despite nursing staff shortages. Efforts to secure funding for another Public Health Nurse position continue.
- Vaccination rates for Influenza & Covid-19 vaccines have decreased. There is a lot of vaccine hesitancy due to misinformation.
- A Tuberculosis Community Champion has been hired after the position being vacant for some time.
- The Telehealth Program provides an invaluable service, cutting down on time and resources as NCN patients can receive healthcare services without travelling into Winnipeg.
- The Environmental Health Program conducted 85 housing inspections this year.
- The STAR FASD Program currently has one supervisor and one mentor serving 16 clients.
- The Fitness Centre has introduced a wide variety of fitness classes and clubs, including yoga, powerlifting, cardio, high intensity interval training (HIIT), and outdoor activities.
- Home & Community Care works closely with NRHA and Nursing Station to ensure NCN Citizens are receiving holistic care. However, there is continued difficulty in recruiting & retaining nurses.
- The Strengthening Families Maternal Child Health program completed more than 200 surveys about doulas & midwifery, and met with colleagues in The Pas to discuss hiring of doulas. Staff shortages make it difficult to serve its 17 active clients.
- Some Wecihitowin activities this year were family lake trips; medicine gathering; sewing shirts, jingle dresses & blankets; and Halloween & Christmas parties. It supported families with clothing giveaways, emergency purchase orders, meal hampers & a food pantry.
- The Family Enhancement program has received more referrals for its parenting program than in previous years while it deals with chronic understaffing.
- Apprehensions of children by the Designated Intake Agency have significantly increased over the past year. Parents are encouraged to attend treatment & programming and are linked to other resources. At the same time, by rescinding Permanent Ward orders, children are being returned to their parents.
- Counselling Services has hired a full-time community wellness worker and two mental health after-hours workers. However, staff are exhausted due to continuous bereavement support.
- The South Indian Lake CFS office hosted a community fishing derby in partnership with the Jurisdiction Initiative program and Jordon's Principle, and hopes to make this an annual event. It hopes to hire a case manager, Family Enhancement worker and respite and support workers for on-call and after-hours work.
- The Brandon CFS office currently does not run any programs, but would like to offer an Indigenous Teachings program, due to regular requests from clients, and a Family Enhancement program to teach clients about budgeting and parenting. It has reached its physical capacity, as it is now providing space for donations and food security.
- There are currently five homes being used as Removal of Parent homes on-reserve, which have been successful in keeping families together. The biggest challenge for the On-Reserve CFS department is a lack of resources. It takes months to get referrals for pediatricians, speech and ear, and eye doctors. The Consultation Clinic has hired a temporary pediatrician to start seeing children in care.
- The Wpg CFS office has secured a relationship with Rico Property Management for families and foster homes, which greatly enables prevention and reunification services. Currently, about 20% of children in care are in the process of reunifying with birth family. Within a year, these children are expected to be discharged from care and residing with immediate and extended family, which will allow their files to be closed. Another 5% are targeted for reunification homes and sibling foster homes.

CHILD, FAMILY AND COMMUNITY SERVICES



CHILD, FAMILY AND COMMUNITY SERVICES OVERVIEW

The Nisichawayasihk Cree Nation CFS department operates in five locations: Nelson House, Thompson, South Indian Lake, Brandon and Winnipeg, and provides services for on- and off-reserve Citizens that include: protection services; services to families and to children in care; case management; family enhancement; and support services.

The CFS department falls under the auspices of the Province of Manitoba with respect to funding and legislation, and operates on Single Envelope Funding. Provincial funding is based on statistical data and federal funding is based on percentage of population on-reserve.

When possible, a comprehensive care plan is created for all family members to heal holistically. The Circle of Care model is used to plan with all collaterals, such as schools, Nursing Station, Medicine Lodge, Women’s Shelter, and more. It provides therapy, counselling, mentoring and other supportive services as required to families, parents, young people and children.

NCN CFS encourages its staff to learn, understand and appreciate NCN values, beliefs, customs and traditions. Staff are expected to attend learning opportunities such as medicine-picking and ceremonies, and this expectation will soon be extended to foster parents.

GOALS AND OBJECTIVES

- To decrease number of children in care, and decrease number of days in care
- To maintain family unity & increase reunification
- To deliver services while maintaining traditions, customs & culture
- To shift the philosophy of all involved with CFS from intervention to prevention

CFS Stats

CHILDREN IN CARE COMPARISON BY YEAR (2015 TO 2024)

LOCATION	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Thompson	47	89	107	125	105	84	121	113	133	119
Nelson House	82	102	114	92	111	63	63	69	92	70
Leaf Rapids	10	16	5	11	17	6	18	11	14	24
South Indian	14	7	21	21	15	15	8	19	12	12
Winnipeg	102	106	126	127	143	119	136	141	156	160
Brandon	23	26	20	16	29	24	28	22	17	18
TOTAL	277	346	393	392	420	311	374	375	406	403

CIC TOTAL FILES COMPARISON (2020 TO 2024)

LOCATION	2020	2021	2022	2023	2024
Thompson	138	190	191	213	129
Nelson House	116	121	139	171	72
Leaf Rapids	14	31	23	26	24
South Indian	36	43	58	47	18
Winnipeg	184	150	218	230	173
Brandon	39	28	32	26	18
TOTAL	311	563	661	713	434

TOTAL FILES BY MONTH (MARCH 2023 TO MARCH 24)

LOCATION	MAR 2023	APRIL 2023	MAY 2023	JUNE 2023	JULY 2023	AUG 2023	SEPT 2023	OCT 2023	NOV 2023	DEC 2023	JAN 2024	FEB 2024	MAR 2024
Thompson	213	239	242	244	124	120	123	165	124	149	169	121	129
Nelson House	171	164	157	147	78	72	70	71	71	73	69	75	72
Leaf Rapids	26	30	33	33	25	25	25	44	27	47	46	23	24
South Indian	47	50	46	46	14	13	13	18	16	18	22	9	18
Winnipeg	230	228	235	240	182	174	176	176	175	170	172	173	173
Brandon	26	26	26	26	17	15	16	18	18	18	18	18	18
TOTAL	713	737	739	736	440	419	423	492	431	475	496	419	434

FOSTER PARENT PROGRAM

Nisichawayasihk Cree Nation encourages local and off-reserve NCN Citizens to foster our community's children, rather than having them sent away. Keeping children within the community helps them to see they have people who care and that challenges can be overcome. The usual routine of school and friends can help a child feel normal, even when their lives are not.

Foster families are screened with RCMP and child abuse checks. Their homes are assessed for safety and suitability. They receive financial compensation, training and support as required. Children may remain in foster homes for days, weeks, months or years, with the constant goal of reunifying the family when it is safe and beneficial to do so.

REMOVAL OF PARENT PROGRAM

This innovative, community approach to avoiding the trauma of child apprehension is transforming NCN families.

The parent is removed from the home to take part in culturally appropriate counselling or care programs while the child is supported in-home by family or support staff. Families are then reunited after a care plan has been implemented and completed.

Prior to the Removal of Parent Program, apprehension was the only recognized approach to secure a child from an unsuitable living environment. We now know that removing a child from his or her home can result in depression, self-harm and a loss of culture and community. Allowing the child to remain in familiar surroundings and schedules takes away their feelings of responsibility and blame, and keeps the onus on the parent to improve and reunify the family.



NELSON HOUSE CFS

GOALS AND OBJECTIVES

- To return more children to parents with supports, services & follow ups
- To provide parenting programs, family camps, couples counselling & therapy to ultimately decrease the number of children coming into care
- To hire a Removal of Parent coordinator to monitor, supervise, hire and train staff
- To hire a child abuse coordinator and invite and train local members

HIGHLIGHTS AND CHALLENGES

- There are currently five homes being used as Removal of Parent homes on-reserve, which have been successful in keeping families together.
- Training modules for foster parents were completed.
- Foster care files & foster home licensing were completed to provincial standard.
- CFS employees received a lot of training this year, including CFSIS, case management, legal, documentation, child abuse committee, SDM, Age of Majority, and Circle of Care. Some staff attended North & South Gathering with the Northern Authority, MKO Post-Majority Gathering in Winnipeg, and Northern Authority Gala.
- The Independent living program is going well. Clients have been staying in school and graduating or working.
- The biggest challenge for the On-Reserve CFS department is a lack of resources. It takes months to get referrals for pediatricians, speech and ear, and eye doctors. The Consultation Clinic has hired a temporary pediatrician to start seeing children in care.
- A continued difficulty in finding suitable homes for foster care. The department has hosted recruitment events and performed checks with potential foster parents.

WINNIPEG CFS SUB-OFFICE

The Winnipeg CFS sub-office provides family service and preventative services to off-reserve NCN community members living in the Winnipeg area. It aims to maintain family unity and to complete family reunification with a strengths-based approach. The Agency strives to maintain traditions, customs and cultures of the NCN community.

GOALS AND OBJECTIVES

- To lower the number of children in care
- To lower the number of days in care
- To increase family enhancement through Family Service Files
- To contain costs
- To increase the rates of family reunification
- To work towards closing family files
- To decolonize our framework to an Indigenous worldview & approach
- To incorporate NCN traditions, teachings, language & culture as much as possible
- To offer language classes for staff and clients
- To restart the Independent Living program, amend its manual & assess foster parents
- To contact community & use genograms for potential reunification for permanent wards

HIGHLIGHTS AND CHALLENGES

- Foster parent orientation occurs twice a year. They are strongly encouraged to participate in cultural activities with NCN children in care.
- Due to staffing shortages over the year, no in-house programs were offered. Clients were referred to external resources.
- Recruitment and retention of case managers is difficult given the every-changing environment and landscape of Child and Family Services.
- After an aggressive recruitment drive, all positions were filled in the Winnipeg office, resulting in better client service delivery and contact.
- The Wpg office has secured a relationship with Rico Property Management for families and foster homes, which greatly enables prevention and reunification services.
- Currently, about 20% of our children in care are in the process of reunifying with birth family. We target within a year that these children will be discharged from care and will be residing with immediate and extended family, which will allow their files to be closed.
- Another 5% are targeted for reunification homes and sibling foster homes.

BRANDON CFS SUB-OFFICE

The CFS sub-office in Brandon provides multi-disciplinary services to off-reserve NCN community members in the area. It works closely with families and children and focuses on prevention strategies, so that children don't come into care.

GOALS AND OBJECTIVES

- To prevent children from coming into care
- To reunify families
- To assist young Citizens in having their permanent ward orders rescinded
- To Indigenize the office space
- To help children, families, parents & foster parents find a way back to Indigenous culture
- To run our own programs specific to our needs instead of using outsourced programs
- To offer caregiving seminars for parents & foster parents
- To host a culture camp for Brandon families & children

HIGHLIGHTS AND CHALLENGES

- A few family reunifications were successfully completed this year.
- Cultural teachings & events have been successful. Creating positive connections to culture has been an excellent experience for our young clients.
- One staff members will graduate with their BSW next year, and we have two who are expecting to begin their BSW studies next year.
- The Brandon office does not run any programs itself, but would like to offer an Indigenous Teachings program, due to regular requests, and a Family Enhancement program to teach clients about budgeting, shopping and parenting.
- The current space is not big enough, as space is now required for a donation area and food security area.
- It can be difficult, because of distance, to include Brandon office staff in training opportunities and cultural activities that happen at other office locations.
- For the same reason, Brandon children & families don't have access to the culture camps that others enjoy.

SOUTH INDIAN LAKE CFS SUB-OFFICE

The South Indian Lake CFS sub-office provides multi-disciplinary services to NCN Citizens in this community. It works with clients in family enhancement, case planning, intake and after-hours support, harm reduction, foster care and protection services.

GOALS AND OBJECTIVES

- To enhance the lives of the families we work with
- To make strong connections with existing services in the community
- To incorporate NCN traditions, teachings, language & culture as much as possible
- To provide opportunities for youth and families to enjoy camping trips

HIGHLIGHTS AND CHALLENGES

- Two employees have completed the fourth year of their BSW and will be continuing to their final year.
- A new employee in the Thompson office is working in foster care.
- The SIL office hosted a community fishing derby in partnership with the Jurisdiction Initiative program and Jordon's Principle, and hope to make this an annual event.
- Donated prizes for the Thunderbird School fish derby, the Mistatakamik Festival, Sheila Baker and Steven McLeod Youth Festival and other community events.
- Purchased two quads and one boat for Family Enhancement to promote family time and culture with community members.
- Staff attended training for SDM, CFSIS and Mental Health First Aid.
- Continuing to work with community members on harm reduction through family support service agreements to prevent children from coming into care.
- Keep emergency food and baby supplies in stock.
- New security cameras for staff safety and the protection of our building & equipment.
- Purchased craft supplies and Mothers' and Fathers' Day gifts for clients.
- Purchased windows, doors, dressers, chest freezers, beds, water pumps and play structures for families.
- The SIL office continues to deal with a staff shortage and a shortage of foster homes & caregivers for children to be placed. We hope to purchase a home to be used as a safe house for children who need to be removed from their homes.
- Hoping to hire a case manager, Family Enhancement worker and respite and support workers for on-call and after-hours work.

WECIHITOWIN PROJECT

This program offers strategies to strengthen families through Indigenous teachings and traditions. Each family is fully supported by the Circle of Care model, and is encouraged to understand the importance of balance through Medicine Wheel teachings.

It aims to shift families from intervention to prevention by teaching harm reduction skills, building relationships with Elders and community members, and providing opportunities to connect with culture and the land.

The program is delivered in a seven-week cycle based on the Seven Sacred Teachings: wisdom (orientation), truth (history), respect (personal & family wellness), courage (parenting), honesty (effects on the child of addictions & family violence), love (life skills), and humility (traditional parenting).

Services Offered

- counselling & parenting classes
- parent services, Elder services & respite
- home visits
- administrative assistance
- advocating & court support
- transportation services
- cultural & land-based activities
- links to other community resources & services

GOALS AND OBJECTIVES

- To provide culturally appropriate support services to Indigenous families to help them make healthy choices for healthy lives
- To provide early intervention, prevention, education and family supports to NCN families who may be experiencing difficulties
- To keep children safe
- To create a continuous circle of connections that start with community
- To help families develop their own safety plans
- To focus on team building & more staff development

HIGHLIGHTS AND CHALLENGES

- There are 3 full-time permanent staff members for the program eager to revamp, develop and deliver much-needed support.
- There are 3 BSW students doing their placements with the Wecihitowin program.
- Some activities this year included: family lake trips; medicine gathering; arts & crafts; sewing shirts, jingle dresses & blankets; and Halloween & Christmas parties.
- The Wecihitowin program supported families with clothing giveaways, emergency purchase orders, meal hampers and a food pantry.
- There were more referrals for the parenting program this year than in previous years.

MOORE’S BAY RECEIVING HOMES (MBRH)

The Moore’s Bay Receiving Homes (MBRH) is provincially licensed facility that was created to house children unable to remain at home, or for those in transition to new circumstances.

There are eight homes that provide 24-hour care for up to 4 children in each. Each home is run by at least two support workers on eight-hour shifts, and serves kids from newborn to 17 years of age.

GOALS AND OBJECTIVES

- To provide a feeling of safety and security for vulnerable children
- To use culture and community to provide a sense of connection and belonging
- To strengthen relationships with other NCN services and programs
- To increase professional knowledge & training
- To improve wages
- To improve low-functioning work processes

HIGHLIGHTS AND CHALLENGES

- Management and support workers received training to gain skills and knowledge to provide safe, quality care and to improve working conditions in the Receiving Homes.
- Staff retention is a problem. It is difficult to recruit qualified staff, and the pay scale does not adequately represent the dedication and hard work of the support staff.

FAMILY THERAPY SERVICES

Family Therapy Services offers therapy and assessments to children and parents who are dealing with Child and Family Services.

The department provides:

- parenting capacity assessments
- group interventions on topics such as circle of security parenting, loss, trauma, and self-harm

- Circle of Care meetings
- therapy
- family circles for loss and bereavement

Family Therapy Services also offers assistance to other NCN Citizens who wish to work on mental health and family concerns, and to other FCWC staff, and provides support at community events.

DIRECTOR OF EDUCATION & TRAINING

The Director of Education & Training is responsible for developing, planning and scheduling employee training plans, budgets, higher learning and professional development, in consultation with FCWC program managers. The Director also acts as the liaison with post-secondary affiliates in designing and implementing the unique training needs of the FCWC.

Current Academic & Training Affiliates

- University of Manitoba
- University College of the North
- YWCA Steps to Success
- CRW Systems
- Hill Advisory Services
- Manitoba Labour Law
- Manitoba Child Care Association
- Construction Safety Association of Manitoba
- E & R First Aid
- Restoring Balance Consulting
- Beakley Fitness
- Adolescent Parent Interagency Network
- Canadian Mental Health Association of Thompson
- Life Saving Society
- First Nations of Northern Manitoba
- Safety Services Manitoba
- Kaseya
- Canadian Centre for Child Protection
- Canadian Women's Foundation
- Marymount Training Centre
- Canadian Red Cross

Training Updates

2023 POST-SECONDARY GRADUATES

- 4 graduates from the two-year part-time Aboriginal Financial Management Diploma Program
- 3 graduates from the two-year First Nations Community Management Diploma Program
- 1 graduate from the two-year Rehabilitation Assistant Diploma Program
- 1 graduate from the 10-month Aboriginal Diabetes Prevention Certificate Program

CURRENT POST-SECONDARY STUDENTS

- First Nations Human Resource Management diploma program at Yellowquill University College
- Jordan's Principle Family Support Worker diploma program at Yellowquill University College
- 1 Indigenous Master of Social Work Degree student-employee at the University of Manitoba
- 3 Bachelor of Social Work student-employees at the University of Manitoba
- 5 Bachelor of Social Work student-employees at the University of Manitoba who will graduate in October 2025

UPCOMING TRAINING INITIATIVES

- licensed practical nursing program

EMPLOYMENT GROWTH OPPORTUNITY PROGRAM

This FCWC program was designed to assist its clients with the transition from social assistance to the work field by providing employment experience. Participants work in the Land Base Department, where tasks include trapping, fishing, hunting, medicine picking, outdoor safety, and search and rescue.

They spend time at Leftrook, Baldock, Gaur, and Mile 35, where they learn to live off the land. Traditional crafting, culture and Cree language activities are also available.

GOALS AND OBJECTIVES

- To teach clients essential life skills as they transition from social assistance to the work field.
- To keep participants inspired & motivated while they learn lost cultural customs and prepare for a successful future

HIGHLIGHTS AND CHALLENGES

- This year, participants harvested medicines and berries, went snaring, moose hunting, tanned hides, and smoked fish and moose.
- They prepared for culture camp and the Sundance, set up teepees for bereaved families in the community, and cut wood for sweat ceremonies.
- Participants helped the community with transportation and forest fires support.
- Everyone received their WHIMIS, First Aid, and firearms safety certificates, and boating and trappers licenses.
- Five Employment Growth Opportunity Program participants acquired full time, permanent positions.



PUBLIC HEALTH



PUBLIC HEALTH OVERVIEW

The FCWC Public Health department oversees all organized measures to prevent disease, promote health and prolong life among the NCN population as a whole. Its activities aim to provide conditions in which people can be healthy, and focuses on the entire, holistic health of the community, not just on the individual client or disease.

Public Health is a mandatory program. Public Health nurses and Community Health Representatives (CHRs) fall under the program funding. The entire Health team contributes to Public Health as a whole (ADI, CPNP, Nurses, CHRs, Health Director, Leadership, etc).

Services Include

- emergency preparedness & response
- health promotion
- disease & injury prevention
- prenatal & postnatal education
- postpartum caregiver & newborn support
- breastfeeding support
- school health
- immunizations
- animal bites & rabies exposure
- communicable disease control
- sexually transmitted & blood-borne infections
- client to healthcare provider communications hub (WeTel & MB Telehealth)
- environmental health (community water monitoring, residential & business inspections, etc)
- population health
- medical transportation
- security services (providing a safe, secure environment for all clients & employees at the FCWC)



GOALS AND OBJECTIVES

- To improve community health
- To keep community & health staff educated & to combat misinformation
- To create community partnership to solve health issues



HIGHLIGHTS AND CHALLENGES

- The Public Health program continues to run as expected, despite nursing staff shortages.
- Efforts to secure funding for another Public Health Nurse position continue.
- Routine immunizations are overdue due to nursing shortage and extensive backlog. Public Health hosted catch-up immunization clinics, walk-in clinics and made statistical public awareness posts & graphs. Surge support at clinics has been provided by FNIHB Public Health Unit.
- Dermatologist Dr. Marni Wiseman came to NCN in April and provided care to 56 Citizens.
- Medical appointments that are booked and then skipped create inefficiencies for Public Health. Reminder cards, phone calls & WelTel text messages are sent out to clients.
- Hosted the 16th Annual Health Fair in August.
- Public Health nurses attended a three-day harm reduction workshop in September.
- Parents & Tots summer program encourages parents to learn about Public Health.
- There are increased cases of syphilis, gonorrhea and chlamydia in NCN. Public Health Nurses & CHRs deliver letters, locate STBBI clients & take them to the Nursing Station for follow-up.
- Congenital syphilis is on the rise. Some parents are not taking their babies for follow-up serology. Reminders & education are provided to parents.
- COVID-19 & flu outbreaks continue. Public Health provides support, guidance and education to clients, families & households through social media, radio and posters. Walk-in clinics and free COVID-19 rapid tests are available.
- Despite home visits, walk-in clinics, and evening clinics, vaccination rates for Influenza & Covid-19 vaccines have decreased. There is a lot of vaccine hesitancy due to misinformation.

Upcoming plans

- make urgent direct referrals to Pediatrics at the Northern Consultation Clinic
- review previous nursing notes for unresolved follow-ups (serology, dental pre-operative assessments, six-week check-ups, etc.)
- promote oral health education & prevention; identify issues & provide referrals
- encourage early detection & screening for cancers, diabetes & cardiovascular diseases
- conduct a kidney screening initiative to determine Citizens' risk of chronic kidney disease & create treatment plans as required
- designate specimen collector for animal bites & exposure and collaborate with Animal Control
- ensure Citizens are reporting dog bites & receiving proper treatment
- offer more STBBI testing opportunities, identify persons affected promptly & reduce stigma
- create easy access to Public Health through school & community events
- provide access to Public Health computers so Citizens can use QDoc.com (online doctor)
- promote healthy, safe home environments
- promote Harm Reduction through safer drug use supplies & naloxone kits and their appropriate use
- continue to provide COVID-19 vaccines, tests & guidance and ensure easy access for those in workforce, home care & those with mobility issues
- offer outreach immunization with 2025 vaccination goals of: Infants and Children 95%; Adolescents – 90%; Adults – 90%; Seasonal Influenza – 80%
- collaborate with School Nurse to plan & deliver educational sessions, provide immunizations & links to FCWC programs
- encourage & support breastfeeding
- provide family planning education & referrals to birth helpers & midwifery providers
- initiate Circle of Care meeting for clients if suitable; send referrals within 48 hours; and strengthen Circle of Care relationships with primary care & health care partners

TYPE OF PROGRAM	STAFF ENCOUNTERS	NUMBER OF CLIENTS
Adult Health	33	23
Communicable Disease Control	114	69
Community Health	17	12
Environmental Health	6	6
Immunizations	2276	1028
Infant/Child Health	900	345
Post-Partum	228	129
Pre-natal	4	4
Women's Health	58	36

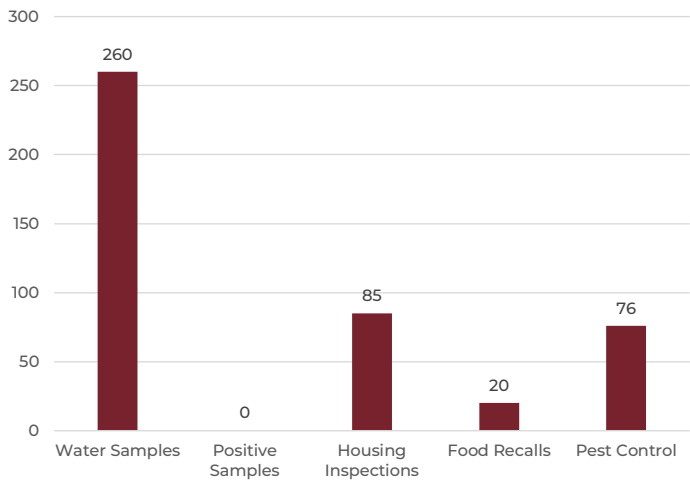
ENVIRONMENTAL HEALTH

This department addresses environmental factors that impact Citizen health, such as water quality, home and business inspection, and sanitation.

GOALS AND OBJECTIVES

■ to ensure NCN Citizens are living & working in safe conditions

Environmental Health Program 2023-2024



TUBERCULOSIS COMMUNITY PROGRAM

Tuberculosis is a contagious disease that generally affects the lungs, but can also affect the brain, kidneys and spine. It is a potentially life-threatening disease that is transmitted through the air. Those with diabetes, substance abuse issues, and others with weakened immune systems are more susceptible to TB.

When first infected with the TB germ, people do not usually feel sick or show symptoms, which is why it is a

dangerous disease and difficult to contain. TB can take hold in conditions where there is inadequate housing, malnutrition and poverty.

Screening and antibiotic treatment are crucial in containing TB numbers in our community, with the goal of wiping out the disease entirely.

GOALS AND OBJECTIVES

- To reduce the high incidence of tuberculosis & latent TB infection
- To work with community & other social services to improve conditions that influence health & well-being
- To increase knowledge & understanding of tuberculosis and its effects within families & the community
- To encourage clients to take medication regularly as instructed by health provider & to complete their regimes
- To support NCN Citizens living with tuberculosis & improve their health status

HIGHLIGHTS AND CHALLENGES

- Tuberculosis remains a threat in the NCN community. Not enough NCN Citizens are educated about tuberculosis, the factors that increase its prevalence, and its effects.
- It has been difficult to hire for the role of TB Community Champion.

STRENGTHENING FAMILIES MATERNAL CHILD HEALTH PROGRAM

The SFMCHP is a family-focused home visiting program for prenatal women, fathers, and families of infants and children under the age of six. The program provides support based on each family’s unique strengths, and addresses the family’s needs, questions and concerns.

The goal for everyone is a balanced lifestyle, grounded in First Nation culture, with access to holistic care.

Services Offered

- home visitation
- case management for families with complex needs
- health promotion and educational activities
- links and referrals to other programs & services

GOALS AND OBJECTIVES

- To increase confidence, knowledge & skills using traditional parenting teachings
- To empower families
- To nurture the community’s capacity to support families
- To be aware of clients’ well-being & mental wellness

HIGHLIGHTS AND CHALLENGES

- Staff received training in Towards Flourishing and Growing Great Kids curriculums.
- Attended MCH bi-annual meetings.
- Completed more than 200 surveys with on- and off-reserve Citizens in regards to doulas and midwifery.
- Met with Maternal Child Health Program in The Pas to discuss hiring of doulas.
- Safety issues for clients and staff such as dogs, bedbugs, cockroaches, unsafe entry to homes, gang activity, drugs & alcohol continue.
- The budget remains the same with no increase, though we continue to advocate for more funding at the regional level.

Statistics

- 1 MCH home visitor
- 17 active clients
- 6 creative engagement clients (who may become active once they choose to participate)
- As of April 2024, there are 36 prenatal women in NCN.

ABORIGINAL DIABETES INITIATIVE (ADI)

ADI delivers education, activities and clinics to promote healthy living, to help everyone manage their diabetes, and to help reduce the prevalence of diabetes in NCN Citizens.

In delivering the mandate of this program, the focus is on healthy eating, physical fitness, risk factors, screening and diabetes management. Treatment and care is in

accordance with Manitoba Diabetes Care guidelines.

Our diabetes management is educational and fun. Community members learn how to manage diabetes through a healthy lifestyle and medication, as required. They also educate friends and family, and help them to avoid the disease through healthy living.

GOALS AND OBJECTIVES

- To improve the health status of NCN Citizens, through activities designed to promote healthy living & supportive environments
- To focus on healthy eating, food security, physical activity & obesity
- To increase awareness of diabetes, its risk factors & complications
- To encourage diabetes screening & management
- To encourage members to grow & make their own food

HIGHLIGHTS AND CHALLENGES

- Six presentations at NNOC.
- It is difficult to make healthy lifestyle modifications with a lack of family support.
- Many community members don't have access to healthy foods.

Statistics

- 116 community members have diagnosed diabetes
- 7 men and 14 women have Type 1 diabetes
- 47 men and 48 women have Type 2 diabetes
- 152 foot care visits
- 130 attended Health Breakfasts
- 68 attended retinal screenings
- 45 attended Diabetes Integration Project virtual visits
- 26 dietician visits
- 24 community visits

FOOT CARE SERVICES

When you have diabetes, foot care is an important part of treatment to prevent complications like ulcer and amputations.

A foot care nurse with specialized training works with other health care professionals, such as family doctors, podiatrists, chiropractors, and physiotherapists, to maintain mobility and reduce risks.

Diabetes is a complex metabolic condition that inhibits the body's ability to manage glucose (sugar) in the blood. Over time, prolonged high blood sugar levels can damage both large and small blood vessels. Damaged small vessels in the legs and feet can lead to a condition called peripheral neuropathy. Diabetes can also cause sores to take longer to heal, so diabetes foot problems should always be evaluated by someone with specialized training.

Basic foot care services can include:

- foot & lower limb assessment
- wound assessment
- corn & callous reduction
- nail care
- client education
- footwear assessment & referrals for fittings
- referrals to medical specialists
- reflexology that increases circulation, provides relaxation & blocks pain receptors
- bio-magnetic therapy that increases circulation, restores balance to the body, relieves pain & changes pH in the body from acidic to alkaline

GOALS AND OBJECTIVES

- To avoid diabetes-related foot complications
- To advocate for clients
- To improve quality services through ongoing professional development
- To maintain the required nursing education competencies as required by the College of Registered Nurse/College of Licensed Practical Nurses by completing online training seminars, Telehealth video training, and attending health-related courses

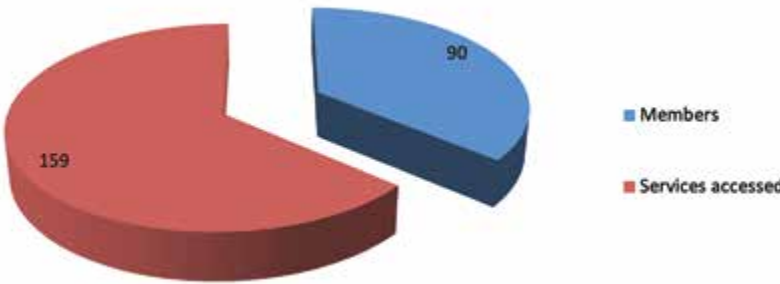
HIGHLIGHTS AND CHALLENGES

- Foot care, and referrals to specialists, are accessible for all NCN community members.
- The FCWC is currently the Manitoba First Nation Diabetes Leadership Council Northern co-chair.
- The challenge for this department is to maintain a full-time foot care nurse.

Basic Foot Care Services

- Services accessed: 159
- Members: 90
-

STATISTICS FOR BASIC FOOT CARE SERVICES 2023/2024



CANADIAN PRENATAL NUTRITION PROGRAM (CPNP)

The Canadian Prenatal Nutrition Program (CPNP) is a community-based program administered through Health Canada for First Nations women on-reserve. It provides support to improve the health and well-being of pregnant women, new mothers and babies facing challenging life circumstances, such as poverty, teen

pregnancy, isolation, substance abuse and family violence.

Past activities have included prenatal, gardening, shopping, cooking and sewing classes. Clients can receive help with breastfeeding and nutrition.

GOALS AND OBJECTIVES

- To improve the health status of NCN women who are pregnant, and their babies in utero & through infancy
- To promote positive thinking & healthy living
- To help clients understand the importance of maternal nourishment
- To provide nutrition, screening, counselling, and education to help clients adapt to new healthy lifestyles
- To increase the rate of healthy birth weights in NCN community
- To encourage clients to attempt breastfeeding as a first choice
- To create partnerships with other social services to support vulnerable pregnant women & new mothers

HIGHLIGHTS AND CHALLENGES

- There was an increased focus on counselling and education programs. Information sessions included topics such as maternal nourishment, postpartum care, challenges of caring for a baby, nutrition for healthy-term babies, and increasing milk supply.
- Food, prizes and emergency diapers are available for new mothers.
- There is no lactation support program available for breastfeeding, so new mothers are referred to nurses.
- Alcohol use during pregnancy and after birth continues to be a problem. These mothers are referred to counselling.
- Gestational diabetes & teen birth rates continue to be common occurrences.
- An improvement in office space is required, to provide privacy for confidential conversations.

Statistics

- 437 attendees at CPNP presentations
- 28 CPNP presentations

STAR FASD PREVENTION PROGRAM

(STAR: SUCCESS THROUGH ADVOCACY & ROLE MODELLING)

The STAR program aims to reduce the number of babies exposed to and suffering the effects of alcohol and/or drug exposure while in their mother’s womb. It is a voluntary, harm-reduction model based on developing positive, supportive mentoring relationships with women who have used substances during their own current or recent pregnancy.

The STAR program values the lives of women who are at risk of giving birth to alcohol/drug affected children; women who are often from families characterized by substance abuse, neglect, poverty, and domestic

violence. At times, these women have been labelled “hopeless,” and they mistrust the professionals, systems and resources designed to help them.

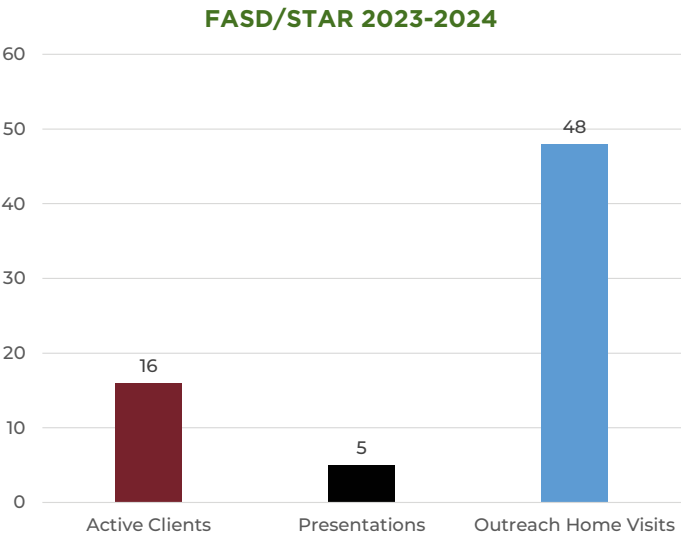
The STAR Program believes that through relationships with women who have overcome the challenges they themselves face, these women can make important changes that will positively impact their own health and that of their families, and that will reduce the number of children at risk of suffering the harmful consequences of alcohol and/or drug exposure during pregnancy.

GOALS AND OBJECTIVES

- To deliver culturally safe and appropriate interventions & support services to high-risk women and their target child through home visitation, mentoring & case management
- To prevent prenatal exposure to alcohol and/or drugs in future children born to women at high risk of using substances during pregnancy
- To assist women to engage in harm reduction strategies and/or obtain alcohol and/or drug treatment
- To support women in their efforts to provide a safe, healthy environment and improved quality of life for themselves and their children
- To link women to community resources to help them reduce isolation and to become more independent
- To reduce the number of alcohol/drug exposed births through abstinence from alcohol/drugs and improved access to reliable family planning methods
- To demonstrate to community service providers strategies for working more effectively with this population through advocating to improve the outcomes for women & children
- To improve access to needed resources, to facilitate access to FASD diagnosis, and to connect clients to multidisciplinary teams and other internal/external supports & services

HIGHLIGHTS AND CHALLENGES

- The STAR FASD Program currently has one supervisor and one mentor serving 16 clients.



MEDICAL TRANSPORTATION

This program serves the medical needs of Citizens by providing safe, reliable and courteous transportation to both NCN members and non-treaty residents.

This program transports locals to and from the Fanny Hartie Medical Centre and dialysis patients and bloodwork to Thompson and back 4 times a week. It also brings Citizens to Thompson for medical appointments, and helps to connect them to further transportation to Winnipeg as required, by bus or plane.

There are 5 full-time medical drivers employed by this department.

The medical transportation fleet includes:

- 2021 Ford Transit cargo van
- 2021 Chevy Suburban
- 2021 Chevy Express van
- 2021 Dodge ProMaster cargo van

GOALS AND OBJECTIVES

- -To keep paramedics in the community in the case of an emergency, rather than using those professionals for travel that is not life-threatening.

HIGHLIGHTS AND CHALLENGES

- Transportation was provided for 3,865 patient visits to and from residences throughout 2023-24.
- Patients who do not cancel their rides with the department cause inefficiencies to scheduling.
- Rising cost of fuel and repairs, tire replacement due to poor roads, annual safeties and insurance continue to impact budget.
- Transportation services for dialysis and blood work on Mondays, Wednesdays and Fridays are currently not funded, which has a significant impact on the department's budget.
- Bloodwork and prescription pick-ups every Monday and Tuesday with funding yet allocated.
- A second wheelchair van for dialysis patients to Thompson would be beneficial. The current scheduling is tight for drivers and leaves Citizens with long waits for pick up:
 - depart 5:30 am to Thompson for 7:00 am treatment
 - return to Nelson House to pick up 3 Citizens in wheelchairs for 1:00 pm treatment
 - return to community with morning patients
 - return to Thompson to pick up afternoon patients at 6:30 pm



MANITOBA TELEHEALTH PROGRAM

Telehealth connects patients to health-care services at a distance, providing remote healthcare services to underserved areas. Patients are able to see, hear and talk to their health-care provider on a television screen.

Telehealth can be used for:

- clinical services such as consultations, follow up & case conferencing
- continuing education for health-care employees & providers
- health-related education for patients, families & the public

- health-care administrative meetings
- appointments for dermatology, infectious diseases, orthopedics, plastic surgery & otolaryngology by using the patient camera
- televisitation for families separated for medical reasons, when requested by health-care provider

MB Telehealth maintains strict privacy of client health information. All information collected, recorded, stored, used or disclosed follows the protocol of the Winnipeg Regional Health Authority and The Personal Health Information Act.

GOALS AND OBJECTIVES

- To provide quality information & knowledge without the stress, time & cost of travel
- To create public awareness through advertising, healthcare fairs & personal communication
- To provide opportunity for staff & community members to attend information sessions offered through MB Telehealth
- To collaborate with Travel to identify appointments for which NCN Citizens are currently travelling that could be completed by Telehealth instead
- To support any Telehealth clinical at the nursing station that requires peripherals or support

HIGHLIGHTS AND CHALLENGES

- Telehealth improves access to health-care services not typically available in our community.
- This technology reduces time away from home & work, and reduces stress & costs.
- Allows family & friends to participate more easily.
- eConsult allows healthcare providers to ask questions & send images of non-urgent conditions to specialists without having to travel.
- MyMBT messaging allows clients to text with healthcare providers.
- Unfortunately, not all specialties are available through Telehealth.
- Interpretation services are not always available at the clinical site, resulting in language barriers.
- Technical issues can cause appointments to be cancelled, or can interfere with the quality of communication.

Statistics

- 260 clinical appointments
- 60 education sessions

JORDAN'S PRINCIPLE INITIATIVE

This is a federally funded child-first program that first began to support NCN families in 2016. It ensures all children and youth living with special needs and/or disabilities have access to services, equipment and supports they need in a timely, efficient manner. The aim is to remove any barriers to a “typical life,” and even to enhance the client’s experiences and quality of life.

Jordan’s Principle assistance is available for children living on-reserve with their birth, adoptive or extended families. Most clients become involved with Jordan’s Principle through a referral from school, JP staff, family or friends, or another FCWC program in the community.

Services Offered

- respite care & child-minding
- speech & occupational therapies
- educational supports
- medical equipment
- mental health services
- telehealth sessions
- cultural activities
- transportation support
- advocacy services

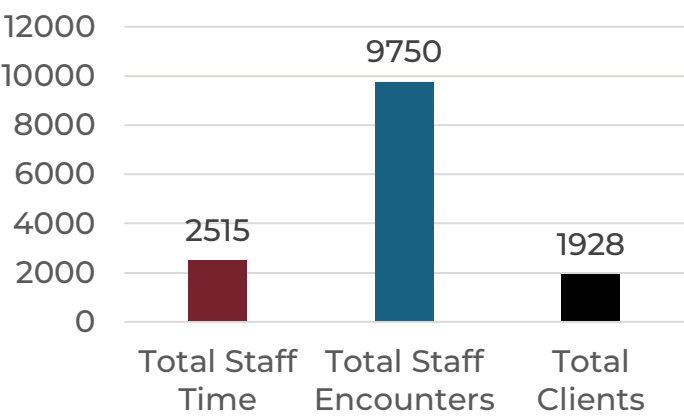
GOALS AND OBJECTIVES

- To support clients & their families so that no service, product or resource will be denied, delayed or disrupted
- To provide more infrastructure, resources & support
- To better serve clients through more education for JP staff
- To increase awareness of the program throughout community

HIGHLIGHTS AND CHALLENGES

- Jordan’s Principle needs more infrastructure, space, employees, and education. A new building, respite home, accessible park, and land-base cabin are all on the program’s wish list.

Client Engagement Overview 2023-2024



HOME AND COMMUNITY CARE



HOME AND COMMUNITY CARE OVERVIEW

The HCCP program supports Citizens of all ages, and those with disabilities, and chronic or acute illnesses, who require care in their home, at school, or in the community.

This program is designed to help individuals to receive care at home rather than in hospitals or long-term care facilities. This program aims to support people in living as independently as possible.

Elders and people with complex medical conditions can often stay in their own homes if they have some support. Caring for someone at home and in the community often involves a circle of family, friends and others.

Service delivery is based on assessed need. Home visits and assessments are conducted to determine what is required, such as continuous care, extended care, respite, and palliative care.

Key Services Provided

- in-home nursing care
- personal care assistance, such as bath/personal care & home care maintenance
- case management
- referrals & linkages within and outside the community, such as NRHA, physiotherapy, dietitian, foot care, respite, hearing centre, homecare, homemaking services
- palliative care
- health promotion
- teaching medication regime
- ordering and delivery of equipment & supplies
- assessment for long-term care
- advocating for clients
- record keeping and data collection



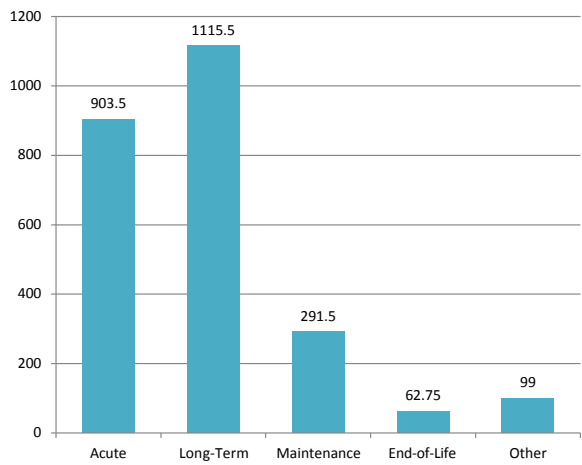
GOALS AND OBJECTIVES

- To improve safe, competent and efficient care services for clients, their families & support systems
- To further enhance services already in the community – case conference with families
- To assist clients, family members and supports to acquire and maintain emotional, mental, physical & spiritual well-being and strive towards independent living
- To improve quality services through ongoing professional development for staff
- To demonstrate improved accountability in all areas of service management
- To uphold the required nursing education competency as required by the College of Registered Nurses/College of Licensed Practical Nurses by completing online training seminars & to attend health-related courses, such as PALS/ALS/BLS

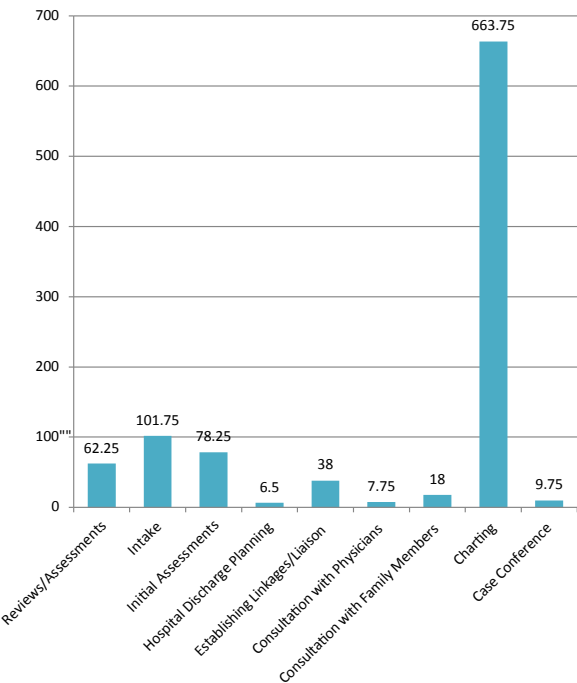
HIGHLIGHTS AND CHALLENGES

- HCCP successfully delivered its range of services to support the health and wellbeing of our community members throughout the 2023-24 year.
- The program focused on enhancing access to home-based care; promoting independence; and integrating community resources.
- The Health Fair had a good turnout and proves that the community is more aware of our program.
- HCCP provided more referrals and linkages to specialists.
- Staff participated in various virtual training and improvement programs including: @ your side/ St. Elizabeth; Advancing Indigenous Policy and Practice in Calgary in February 2023; HCCP educational gathering in November 2023; palliative training; chronic disease; and Wound Care Level I and II certification.
- HCCP staff visited other homecare communities for networking and educational purposes.
- HCCP continues to work closely with Northern Regional Health Authority and Nursing Station to ensure NCN Citizens are receiving holistic care.
- The HCCP Palliative Care program is ongoing.
- There is continued difficulty in recruiting and retaining nurses, which creates staffing shortages.

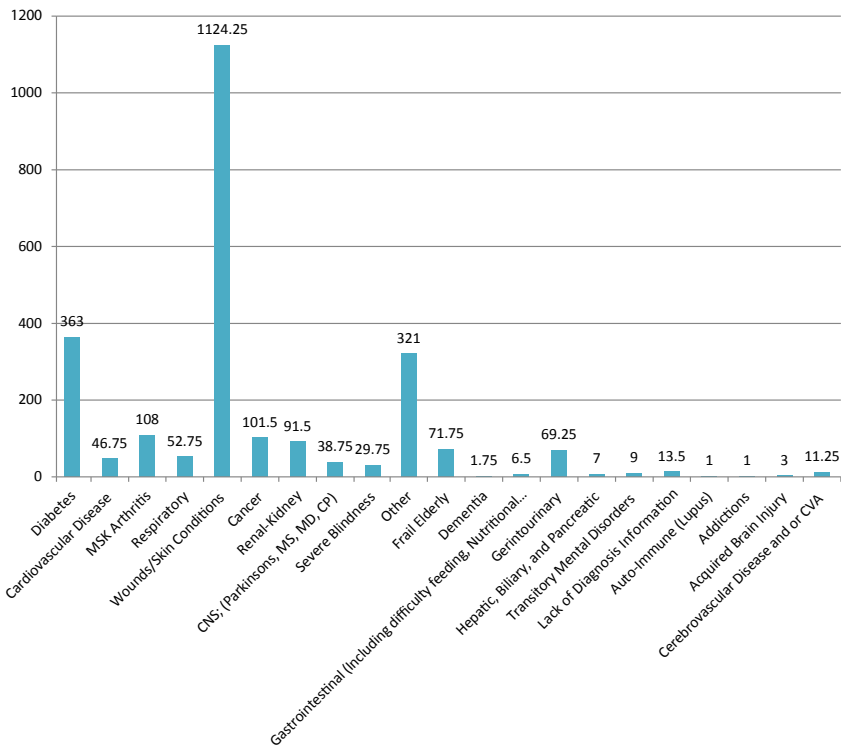
HCCP Service Hours by Client Type 2023-2024



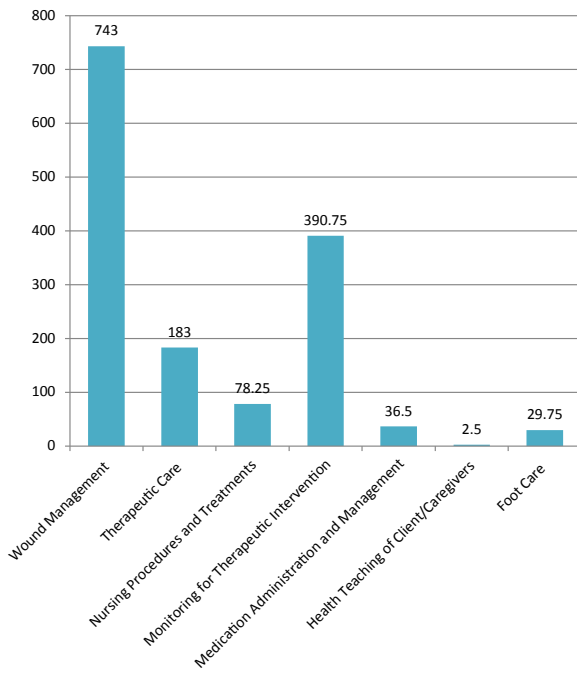
Home Care Hours by Category 2023-2024



Hours by Reason 2023-2024



Home Care Hours by Category 2023-2024



COUNSELLING SERVICES AND FAMILY ENHANCEMENT



COUNSELLING SERVICES AND FAMILY ENHANCEMENT OVERVIEW

Counselling Services provides holistic programming to support and empower individuals and families. This program is based on the values, beliefs, language and traditional practices of the Nisichawayasihk Cree people. It aims to introduce or re-engage individuals and families with traditional culture.

Services include:

- Rediscovery of Families Project
- individual, couples & family counselling
- debriefing sessions
- advocacy
- bereavement support
- community activities (vigils, family camps, berry & medicine picking)

GOALS AND OBJECTIVES

- To enhance safety and support for all community members and their families
- To provide crisis intervention, aftercare and training for community members and caregivers
- To provide ongoing assessments & referrals for treatment, after care and rehabilitation
- To include Western & traditional concepts of therapy in individual, couple, group and family counselling
- To offer traditional teachings that help family members relate to each other and create an understanding of each others' roles & responsibilities
- To create improved links between families & community resources

HIGHLIGHTS AND CHALLENGES

- RDF family camps & Mile 35 camp was successful with the help of Family Enhancement and Land Base.
- Therapy sessions continue to be offered to the community.
- Collaboration with NNOC school to provide mental health support.
- Transitioned EGOP staff into full-time NAYSPS worker.
- Hired a full-time community wellness worker.
- Two mental health after-hours workers have been hired.
- Staff are exhausted due to continuous bereavement support.

DESIGNATED INTAKE AGENCY

The Designated Intake Agency provides intake services and emergency on-call services in NCN, Thompson, South Indian Lake, and Leaf Rapids. It works with 8 different agencies in the North, 4 authorities, and 13 surrounding communities, and aims to ensure the safety of children.

It serves as the supervising department for the Family Enhancement program, Sibling Group Homes, Short-Term Holding, Foster Care, Emergency Placement, Receiving Homes, and Transition Homes.

Services Offered

- protection services
- assistance to families
- support for children in care
- case management
- support & respite services

GOALS AND OBJECTIVES

- To lower the apprehension rate & decrease the number of children in care
- To incorporate language & culture into service delivery
- To create harm reduction strategies & incorporate into planning
- To continue to deliver services in accordance with legislation & standards
- To bring all family files & child-in-care files up to provincial standard & in full compliance with CFSIS database
- To develop training modules for foster parents
- To have all foster care homes fully licensed & up to provincial standard
- To assist families in developing safe plans for their children
- To support expecting mothers & young mothers
- To help families understand that change begins with them
- To encourage families to see themselves as the key to achieving their goals
- To hire & retain more staff, and to provide them with training, education & professional development

HIGHLIGHTS AND CHALLENGES

- The agency's main goal is to reduce the number of children in care & it is successful, but this is challenging as child protection concerns continue to rise.
- Kinship & family placements have increased to ensure family bonds and homes that are culturally appropriate. This is considered "less trauma and best practice."
- Keeping siblings together has become a larger focus when children must be removed from parents' care. Two more homes for sibling groups have been secured this year with the goal of another four next year.
- Discussions continue for Bill C-92 planning purposes. The goal is a model in which NCN practices and family laws replace the current, mainstream model.
- A toolkit was created for young adults transitioning out of care to provide a higher chance of their success. It will be launched for all children 12 years and older.
- Quality Assurance review was completed with office strengths and recommendations.
- Two cohorts are in the Bachelor of Social Work program. One cohort consists of 5 full-time permanent employees who have studied part-time for the last 5 years and are now in field placements.
- Staffing has been a challenge and obstacle, but all positions are currently full, except for the South Indian Lake office.
- Indigenous Service Canada has provided funding for post-majority support service workers who can now work with young adults up to the age of 26 years old instead of 21.
- Mental Health is a huge area of concern, for children, youth, and parents. Current services are not meeting the needs of the population.

HIGHLIGHTS AND CHALLENGES (continued)

- Apprehensions of children have significantly increased over the past year due to parental neglect, addiction, stress, lack of supports, mental health, and family violence. We encourage parents to attend treatment & programming and link them to other resources.
- The program has rented a home to serve as an emergency placement when family cannot be located.
- The agency has provided household items, furniture & food to ensure that the children did not come into care.
- More workers for respite, support & childcare services would allow the agency to provide more harm reduction services.
- By rescinding Permanent Ward orders, children are being returned to their parents.
- NCNCFCS Thompson had its first Every Child Matters/Every Child is Sacred Truth and Reconciliation acknowledgement. The Thompson and Leaf Rapids units hosted a community BBQ for all children & families.
- The Thompson unit's entry in the Christmas parade handed out 500 candy bags from its Grinch's sleigh, which was developed by NCN carpenters.
- The Designated Intake Agency needs more resources in all areas. There is a need for more employees and homes. High cost of living and inflation requires the agency to provide support for food, supplies, clothing, rent assistance, hydro and utilities, and more.

SPECIAL PROJECTS PROGRAM

This new department came into existence in October 2020, and was created to support NCN families and young adults. It currently offers support in three areas:

- The Parent Coach Program provides one-on-one assistance and guidance to new parents, or to parents who need additional support after completing the Family Enhancement Program. There is a special focus on reconnecting with culture and traditional teachings.

- In-Home Respite Services works in tandem with it. These workers care for children and provide play therapy while parent coaches work with the client.
- The Youth Mentor Program assists young adults in preparing for adulthood and the transition to the workforce. Services include resume and cover letter writing, obtaining legal identification, and work experience guidance

GOALS AND OBJECTIVES

- To give community members the support they need to raise strong families
- To help youth prepare to be hired and employed

HIGHLIGHTS AND CHALLENGES

- Training was completed by parent coaches and in-home respite workers.
- Serving about 400 community members through the Family Enhancement program and activities in the community.
- Provided community events such as youth ball hockey, activity nights and colouring contests.
- ID fairs provided Citizens with personal identification, treaty cards, birth certificates and health cards. This sets people up for potential employment.
- Sufficient staffing continues to be an issue. The Program delivers as best it can with limited staff.
- The Program gained more office and storage space with the move to the new location at 1 Jackpine Road.
- More funding would allow the Program to fund more activities.



FAMILY ENHANCEMENT PROGRAM

This program provides NCN children and families with ongoing support by involving them in positive activities and connecting them to other resources within the community. The program empowers families to make positive change through early intervention, prevention, education and family supports.

Family Enhancement has assisted more than 760 families (and counting) with prevention services such as one-time assistance for families in need, assistance with respite services for caregivers that require extra support, community donations towards memorial feasts and bereavement, culture family camps, and opportunities to participate in the Rediscovery of Family camps.

Services Offered

- family camps
- cultural activities (ribbon skirts, drum making, medicine picking, beading)
- respite & support services
- family mediation
- goal setting

GOALS AND OBJECTIVES

- To demonstrate how traditional values, beliefs and culture can improve relationships in NCN families
- To help participants identify issues that have a negative impact on family functioning & to find practical solutions that can be used every day
- To collaborate & strengthen relationships with other NCN services and programs

HIGHLIGHTS AND CHALLENGES

- Many participants enrolled in the Rediscovery of Families camp & the Mile 35 camp.
- There have been more referrals for the parenting program this year than in previous years.
- FE hosted a Women & Girls workshop and a Men & Boys workshop. Both were very successful.
- Community Elders joined FE staff at a Language Keepers conference.
- Attendance can be an issue for parents. They have appreciated childcare that helps them to catch up when they fall behind.
- More evening activities and whole family activities are being planned.
- The program is developing an activity that has families creating calendars with chores & recipes.
- Understaffing means the program has no reception, and has a lack of emergency workers for after hours, meaning the day staff is often following through with the night shift.

CIRCLE OF CARE

This program is based on the holistic teachings of the Medicine Wheel, which serves as a guide in creating a care plan for families that require a combination of social services. Every family has a different Circle of Care plan, based on its unique challenges. Options could include counselling, daycare, fitness and nutrition education, arts and culture, and more.

Shared responsibility, shared decision-making and shared accountability are important in the Circle of Care and integral to its mandate. The mental, emotional, physical and spiritual wellbeing of parents, children and extended family are evaluated by professionals, who then work together with family members to determine how to create success for everyone. A holistic approach to healing every issue within the family can create a stable home with a plan for the future.

GOALS AND OBJECTIVES

- To create for each family a feeling of teamwork & a positive vision for their future
- To resolve the problems of the past
- To ensure each family member feels loved & appreciated
- To teach effective coping strategies for stress, frustration & anger
- To increase efficiencies within the social services
- To acknowledge and address the mental, emotional, physical & spiritual needs of families
- To receive additional funding to lower the client-worker ratio



REDISCOVERY OF FAMILIES PROGRAM

This program gives families the opportunity to reconnect with each other through learning the values, beliefs and traditional roles of the family. During attendance at camp, families re-learn their roles within the family structure, with guidance and teachings from Elders and support workers.

This includes opportunities to reconnect with the land through retreats for couples, families and women. Traditional activities such as hunting, fishing, picking

berries and medicine plants & learning about them are encouraged. Participants enjoy ceremonies, such as pipe and sweat lodge, and exploring historical sites like the dancing circles.

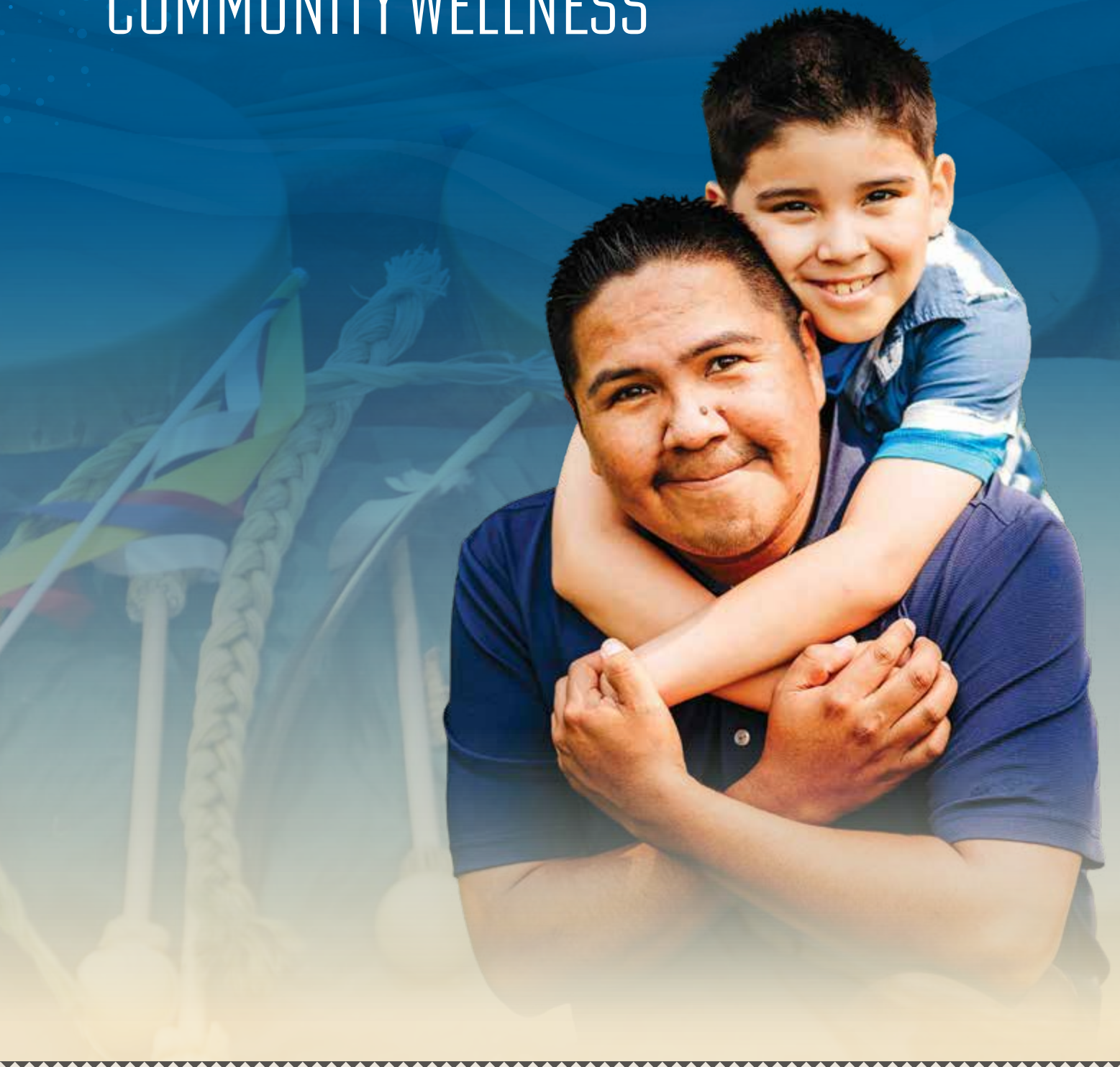
This program works in partnership with Employment Growth Opportunity (EGOP). Both programs carry out their mandate through the Land Base Department, which guides participants in traditional teachings and activities.

GOALS AND OBJECTIVES

- To raise awareness of our values, beliefs & traditions and to use them to create better relationships
- To help families identify strengths and issues that have had a negative impact
- To find practical solutions for everyday life
- To reconnect more families with the land as a source of food, medicine & spirituality
- To improve community support when families return from retreats



CHILD CARE AND COMMUNITY WELLNESS



CHILDCARE AND COMMUNITY WELLNESS OVERVIEW

Child care that focuses on the individual, from infancy to kindergarten, is crucial in preparing young children for learning in school.

FCWC programs are created with a focus on early childhood development and life-long learning. Activities include nutrition, physical activity, relationships with Elders, positive coping strategies and more.

This department also directs the FCWC Fitness Centre. This space and equipment is free of charge for all NCN Citizens, who are encouraged to make the gym a regular part of their wellness routines.

The Child Care and Community Wellness Department oversees:

- Dreamcatchers HeadStart Program
- Jean McDonald Treasures of Hope Day Care Centre
- Fitness Centre
- Wellness Sports Association



DREAMCATCHERS HEADSTART PROGRAM

This is an enrichment program for children, from birth to six years of age, and their families living on-reserve. It provides learning opportunities that acknowledge each child's learning style and developmental stage. Every day includes a strong focus on health, hygiene and nutrition. Children are encouraged to be proud of their First Nations culture and language. Traditional teachings, including Cree language, culture, dance and music, occur in the classroom, on the land and at cultural cabins.

The HeadStart Program recognizes parents, guardians and caregivers as each child's first and best teacher, and requires them to participate, through attendance, fundraising, etc. Our staff advocate for children and families in any way possible, including issuing milk coupons, escorting families for medical appointments, and writing support letters.

This is a free program, which includes transportation and nutritious snacks free of charge.

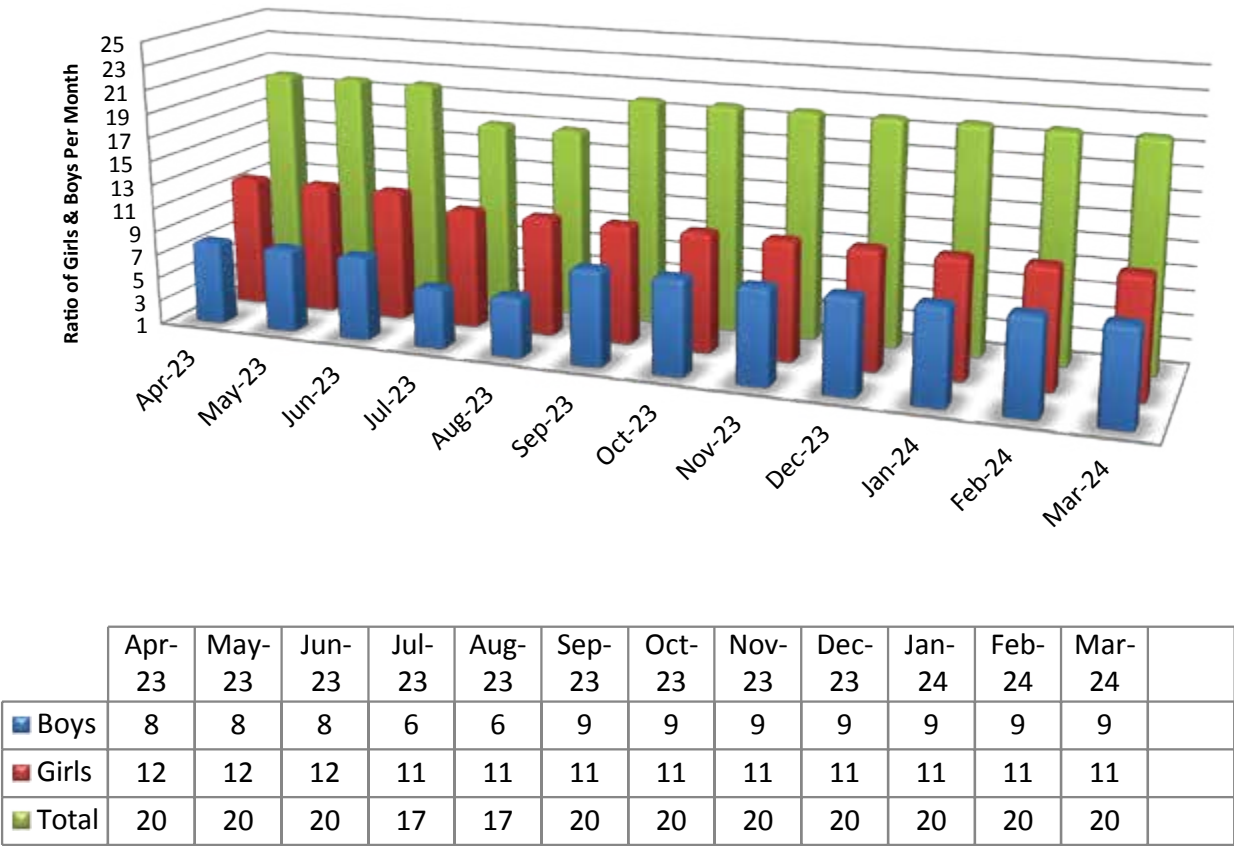
GOALS AND OBJECTIVES

- To provide First Nations children with a positive sense of themselves, including the use of traditional and cultural lessons
- To encourage children to enjoy lifelong learning while acknowledging developmental stages and learning styles
- To provide a nutritious lunch & opportunities to learn about healthy living, including trying new recipes
- To promote healthy hygiene habits with in-class presentations and daily hands-on practice
- To support the spiritual, emotional, intellectual and physical growth of each child
- To guide, support and encourage parents, guardians and caregivers to become active participants in their child's life
- To provide various life skills & child development support for First Nation parents, guardians and caregivers
- To build partnerships and coordinate with other community programs & services to enhance the effectiveness of the program and the families that we serve

HIGHLIGHTS AND CHALLENGES

- Two young NCN Citizens graduated from the HeadStart program this year.
- The summer program ran for 3 weeks in July and August.
- The Infant & Toddler program had 5 children and 3 parents registered.
- The year-end trip was a success with all Head Start students and parents.
- Some goals for the future include a start on the new building and a cultural camp for traditional teachings.

Dream Catchers Preschool Gender Enrollment 2023-2024



JEAN MCDONALD TREASURES OF HOPE DAYCARE CENTRE

The Jean McDonald Treasures of Hope Daycare was established in 1998 to provide working parents and students in training with affordable quality child care, and the FCWC has continued to direct its program. The daycare is a place of Early Childhood Learning, and gives children the opportunity to gain skills that will prepare them for higher learning. Staff take special care to ensure a safe, happy, fun learning environment.

The daycare operates from 7:45 am to 4:30 pm. We provide care for infants and toddlers ages 4 months to 2 years of age, and preschoolers ages 2 to 5 years of age.

Daily day care fees are \$25 per full day and \$15 per half-day for working parents. Full days of care are provided to ATEC students at no cost (beyond providing their child’s meals and snacks), and other students at \$10 per day.

GOALS AND OBJECTIVES

- To provide meaningful opportunities to learn in a structured, safe & supportive learning environment
- To guide activities that promote the social, emotional, mental & physical growth of each child
- To give children the right to express their individuality & develop their personal skills and talent
- To enhance partnerships with other child and health programs to support & promote healthy living, positive choices and the wellbeing of families
- To demonstrate integrity, care & dignity in all aspects of practice
- To use developmentally appropriate practices when working
- To encourage staff to pursue knowledge, skills & self-awareness for professional competence

HIGHLIGHTS AND CHALLENGES

- New program supplies were purchased.
- We aim to have all staff in training to become certified early childhood educators (ECEs).
- A goal for the Daycare program is to expand its cultural camp and teachings. The daycare would like its own cabin at the FCWC camp site. It would like to share more stories of the old NCN settlement areas, and give children and caregivers the opportunity to learn the Cree language.
- A new facility would be beneficial to provide quality care for all Nisichawayasihk infants and toddlers.

Jean McDonald Treasures of Hope Day Care Enrollment 2023 & 2024

	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	
■ 4 mths to 2 yrs	6	6	5	5	5	5	6	5	5	4	4	4	
■ 2 yrs to 6 yrs	12	12	9	9	9	17	14	10	16	18	18	18	
■ waiting list (infants)	0	0	0	0	0	0	0	0	0	0	0	0	
■ Total enrollment	18	18	14	14	14	22	20	15	21	22	22	22	
■ Parents in Training	5	5	5	5	5	5	3	3	3	3	8	8	
■ Working Parents	12	12	8	8	8	14	14	14	14	12	12	12	
■ Total # of Parents	17	17	13	13	13	19	17	17	17	15	20	20	

■ 4 mths to 2 yrs

■ 2 yrs to 6 yrs

■ waiting list (infants)

■ Total enrollment

■ Parents in Training

■ Working Parents

■ Total # of Parents

FCWC FITNESS CENTRE

The FCWC Fitness Centre is a free and welcoming space for all NCN Citizens. It offers equipment for strength training, cardiovascular work, and endurance exercises, with a focus on weight training and cross training.

Regular exercise can help fight conditions like addiction, anxiety, depression, heart disease, and diabetes. Working out will make you healthier and help you feel good inside and out.

People of all fitness levels come to the Fitness Centre daily. Come with your family and enjoy!

Services Offered

- advice on fitness & weight tracking, water intake & meal plans
- workout routines & exercise support
- nutrition advice
- equipment including stationary bikes, treadmill, free weights, punching bag & more
- clean, safe changerooms

GOALS AND OBJECTIVES

- To help NCN Citizens reach their health and fitness goals
- To offer a wide range of programs for all different fitness levels
- To create a positive, motivating environment for everyone
- To continue upgrading & maintaining equipment and gym accessories to ensure safety & quality.

HIGHLIGHTS AND CHALLENGES

- We are continuing to introduce a wider variety of fitness classes and clubs, including yoga, powerlifting, cardio, high intensity interval training (HIIT), and outdoor activities.
- We would like to open a smoothie bar to sell healthy organic drinks and/or protein shakes.



WELLNESS SPORTS ASSOCIATION

The Wellness Sports Association (WSA) is dedicated to creating athletic programs to get youth active and engaged in recreational activity.

Through high-quality sports training, NCN youth also

work on soft skills such as discipline, sportsmanship and kindness.

Sports include basketball, volleyball and running club.

GOALS AND OBJECTIVES

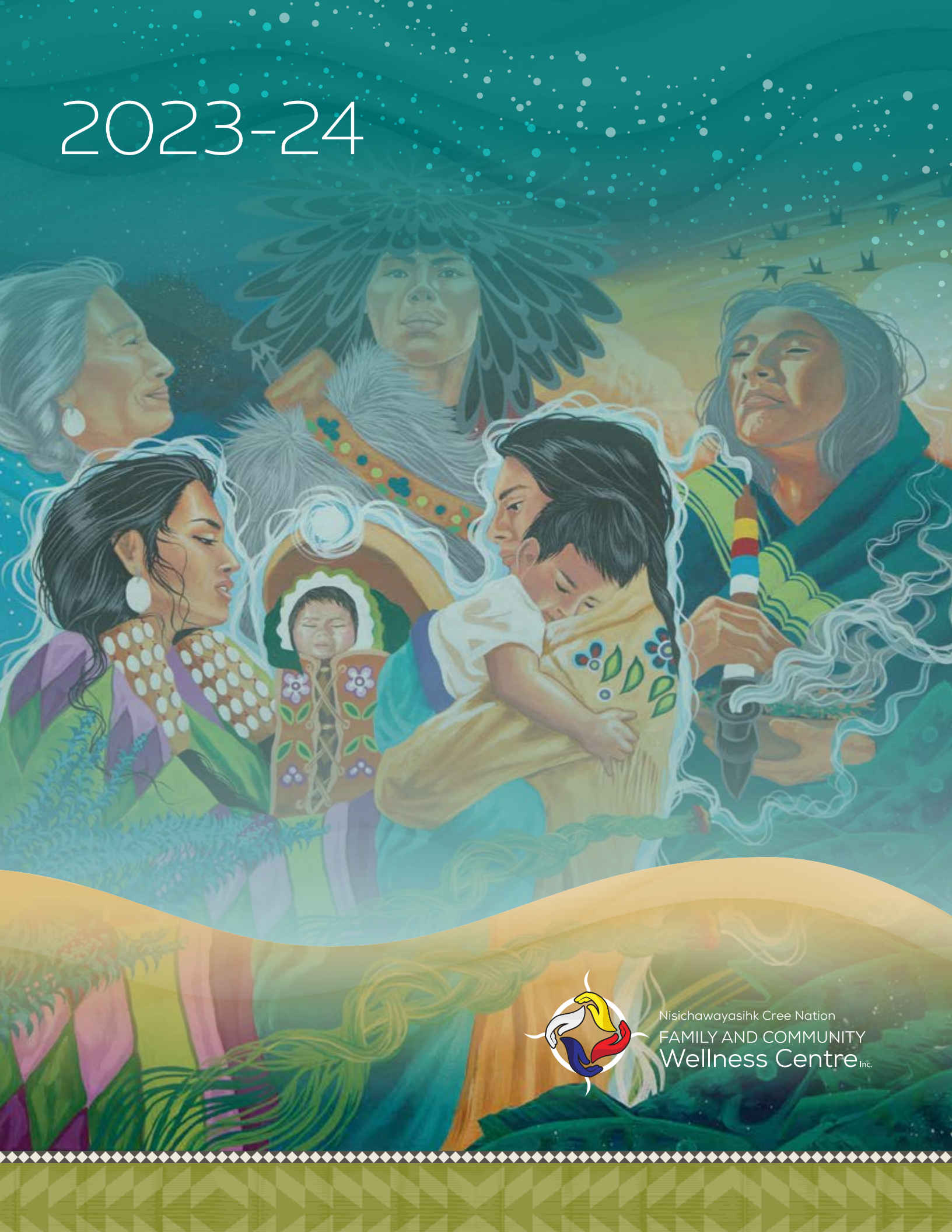
- To give youth the opportunity to improve themselves through sports
- To remove financial barriers to sports
- To create healthy lifestyles and physical wellness
- To improve social skills, such as leadership & collaboration, that will help them to be engaged in community development
- To maintain official protocols & standards
- To expose our youth to competition throughout Canada with travel teams
- To provide a variety of sports opportunities so there is something for everyone

HIGHLIGHTS AND CHALLENGES

- Started a training program at the Fitness Centre for youth to focus on their specific sport.
- Hosted several volleyball and basketball tournaments.
- Travelled to the Battle of Turtle Island in Winnipeg, a competition for Indigenous athletes from all over Turtle Island. We placed 4th out of 10 teams and plan to attend next year.
- Held the first annual FCWC Marathon with 30 runners from all over Northern Manitoba.
- Aiming to add more sports to get maximum engagement from Citizens, and more training programs to develop physical wellness.



2023-24



Nisichawayasihk Cree Nation
FAMILY AND COMMUNITY
Wellness Centre Inc.