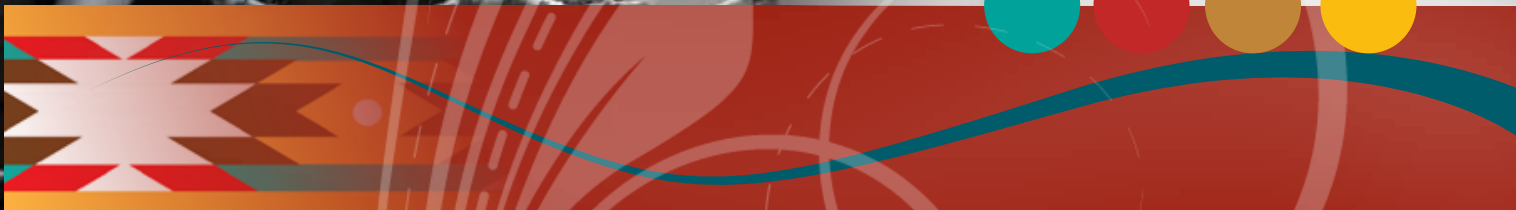




Annual Report 2019-2020

Standing Strong
Zongí Kabawii (Ojibway)
Washaked nazin (Dakota)
Kamaskwikapawi (Cree)



Our Member Agencies



**Animikii Ozoson
Child and Family
Services**

Ontario First Nations members residing in Winnipeg and other families as assigned by the Southern First Nations Network of Care



**Anishinaabe Child
and Family Services**

Dauphin River
Pinaymootang
Lake Manitoba
Lake St. Martin
Little Saskatchewan



**Child and Family All
Nations Coordinated
Response Network**

Winnipeg
Headingley
East St. Paul
West St. Paul



**Dakota Ojibway Child
and Family Services**

Birdtail Sioux
Canupawakpa
Long Plain
Roseau River
Sioux Valley
Swan Lake
Dakota Plains
Dakota Tipi



**Intertribal Child
and Family
Services**

Fisher River
Kinonjeoshtegon



**Peguis Child and
Family Services**

Peguis First Nation



**Sandy Bay Ojibway
Child and Family
Services**

Sandy Bay Ojibway First
Nation



**Sagkeeng Child
and Family
Services**

Sagkeeng First Nation



**Southeast Child and
Family
Services**

Berens River
Bloodvein
Brokenhead
Buffalo Point
Hollow Water
Black River
Little Grand Rapids
Pauingassi
Poplar River



**West Region
Child
and Family
Services**

Ebb & Flow
Gambler
Keeseekoowenin
O-Chi-Chak-Ko-Sipi
Pine Creek
Rolling River
Skownan
Tootinaowaziibeeng
Waywayseecappo



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Message from SCO Grand Chief

Aaniin, Tansi, Wash'tay, Hello. As Grand Chief of the Southern Chiefs' Organization Inc., I would like to acknowledge the Southern First Nations Network of Care Board of Directors and CEO, Theresa Stevens, for their steady guidance during a time of many changes and challenges. The important work they do is supported by the development of a strong relationship between the Southern Chiefs' Organization and the Network. Our families are the foundation of our communities, and their safety and well-being is of paramount importance.

The Implementation of *An Act Respecting First Nations, Inuit, and Metis Children, Youth and Families* has brought with it many challenges and opportunities. It has shown southern First Nations leadership that non-Indigenous child welfare bodies continue to insist on defining and characterizing Indigenous child welfare development; reminding us that we must maintain our vigilance in this new era, lest First Nations are once again pigeon-holed into developing systems and laws that do not prioritize our families, communities, and ways of being. The commitment to collaboration between SCO, the Network and all the southern First Nations child and family service agencies is encouraging as we move towards full implementation of our jurisdiction.

The Southern Chiefs' Organization endeavors to prevent what happened with the devolution of the child welfare system in 2003 by launching the Waakaabit initiative - *Working within the circle to make good decisions for our children, families & communities*. This initiative maintains a focus on individual and community capacity development, as well as, First Nation-specific family law development that is grounded in traditional or historical knowledge according to the beliefs of the community.

The Southern Chiefs' Organization continues to advocate at federal and provincial levels for the best interests of southern First Nations communities, families, and children. We do this by continually taking both levels of government to task for systemic and institutionalized discrimination in policies, laws, and funding of child welfare services, and by raising public awareness of the insidious ways in which all levels of government seek to perpetuate discrimination against our families and communities.

I also want to acknowledge the Network for rising to the challenge of eliminating the Birth Alert practice as per the Directive of the SCO Chiefs in Summit. The Network completed this work prior to the province of Manitoba following our lead and instituting the same change system wide.

The relationship between the Southern First Nations Network of Care and southern First Nations leadership has grown by leaps and bounds over the past six months, and services provided to our communities, families, and children are better for it. Thank you to all Network staff and mandated child welfare agencies for your dedication to our communities, families and children; the Southern Chiefs' Organization looks forward to continuing to work together in good way.

Ogema-Ma Kwa
Jerry Daniels, Grand Chief



Message from the Southern Network Board President 2019-2020



The Southern Network Board of Directors as at March 31, 2020:

- Margaret Swan - Board President
- Josephine Hartin - Vice Chair
- Kyra Wilson - Treasurer
- Ashley Daniels - Board Member
- Beatrice Ironstand - Board Member
- Lorraine Pompana - Board Member
- Chief Deborah Smith - Board Member (ex-officio)
- Diane Kelly - SCO Representative (ex-officio)

Aniin,

As Board President of the Southern First Nations Network of Care, I would like to acknowledge all the hard work our Southern Network staff and our Agencies are doing now in these very trying times. Our work in taking care of our families and children within the Child Care system doesn't stop and it is heartening to see everyone rising up to the occasion. Together we are "standing strong" to meet the needs of all of our clients.

Over the past year, the Southern Network has undergone some significant changes in its governance structure, including the introduction of some new board members, as appointed by the Southern Chiefs' Organization, and the hiring of the new CEO, Theresa Stevens, in December 2019.

Operationally, we are moving forward preparing a Strategic Planning session which will assist us in shifting from a provincial oversight body to a resource for agencies and communities. In the end, we believe it will go a long way in assisting First Nations communities to make advances in their quest for self-governance and child welfare jurisdiction.

I would like to thank First Nations leadership and the board on their continued dedication to cultural and positive changes for our children and their families. As I have said, it could not be done without the hard work of the board and the continued dedication of our staff within the Southern Network and all the Agencies.

Chi-meegwetch,
Margaret Swan, Board President
Southern First Nations Network of Care



My English name is Theresa Stevens. The traditional name that I am proudest of is Animiki Ogeesshegook, the Protector of Little Eagles. My family is originally from Manitoba and I am from the Kingfisher Bird Clan. My mother was a Duck from Little Grand Rapids and my father was a Simard from Bissett. My family left this province while fleeing involvement with child welfare, and now I have come full circle back to the land of my relatives/ancestors.

I believe in First Nation governance in child care and that we are in the best position to take care of our own children because we know what is best for our own people. I have mentored other agencies towards their vision of having control of their own protection services and designation because of my strong beliefs in building our own capacity and infrastructure to take care of our own families. I believe in a high quality of service provision with culture being the core of all that we do.

The beginning of 2020 brought with it the new federal legislation, An Act Respecting First Nations, Inuit, and Metis children, youth, and families. The Southern First Nations Network of Care (Southern Network) has worked on

becoming familiar with this legislation and its impact on our agencies and communities.

We were happy when we received our first notice from the Sioux Valley Dakota Nation as an Indigenous Governing Body and their desire to receive Notice of Significant Measures taken by child welfare agencies regarding their members on January 29, 2020. Additionally, the Southern Network has taken the position that under the new legislation, foster parents no longer have the right to appeal and are waiting for a judicial decision to set legal precedent.

Over the winter months, the Southern Network has worked continuously to shift the focus of our role from that of a provincial oversight body to being more of a resource for our agencies and communities. The focus of our role has changed to that of assisting community in their quest for self-governance and child welfare jurisdiction. To that end, we have been working with communities such as Sioux Valley and Kinonjeoshtegon First Nations to gain their own child welfare mandates and with Fisher River and Dakota Tipi First Nations to vary their mandates.

The Southern Network held the annual North-South meeting on February 25 & 26, 2020, where our Board of Directors had the opportunity to meet with the Board of Directors of the First Nations of Northern Manitoba Child & Family Services Authority, and renewed our commitment to working together for the well-being of our families and communities.

The governance relationship between the Southern Network and southern First Nations leadership, represented by the Southern Chiefs' Organization, has continued to strengthen and grow; the Southern Network takes direction from southern leadership via the Board of Directors they have appointed. As the sole employee of the Southern Network Board of Directors, I regularly report to the SCO Chiefs' Standing Committee on of Child Welfare (CSCCW).

The CSCCW passed a resolution this spring to end Birth Alerts and directed the Southern Network to develop a culturally appropriate alternative for southern First Nations child welfare agencies to follow. Southern Network staff worked diligently to create a policy and process that is rooted in the strengths and wisdom of Anishinaabe and Dakota First Nations knowledge

Message from the CEO - Theresa Stevens



Amy McPherson, Acting Executive Assistant

and culture, and relies on meaningful social work practice to support our women during and after pregnancy. I am proud of how our staff were able to work together to create a culturally relevant child welfare

policy that is in the best interests of First Nations families.

The COVID-19 pandemic caused Southern Network to close its doors on March 16, 2020, and put our Business Continuity Plan into place to ensure ongoing service provision. Southern First Nations child welfare agencies also closed their doors to the public at this time. Our agencies went above and beyond in their efforts to continue to provide services to Indigenous families and children during the first phase of the COVID 19 pandemic. Agency staff and management have proven themselves adaptable and dynamic as they quickly shifted to providing child and family services in alternative ways, in addition to stepping up to act as a part of the social safety net for their communities. Agency staff have been picking and preparing medicines to share, making masks and cloth diapers, and providing food, household, and cleaning hampers to their communities and urban members. I am so proud of the agencies and staff that the Southern First Nations Network of Care is privileged to work with, and wanted to recognize and honor their good work.

The Department of Families approved the Southern Network to continue to support our youth during the pandemic through extensions to Agreements with Young Adults (also known as extensions of care). The Province of Manitoba also provided personal protective equipment to our agencies which Southern Network staff including Kent Brown and Amy McPherson, and others, helped distribute to agencies. The Department of Families has also committed to cover the additional approved costs associated with the pandemic.

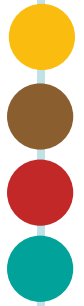
I would like to say Miigwetch to our sector partners who formed the Emergency Measures Team: the Chief Executive Officers of the Northern, General, and Metis Authorities, as well as the Department of Families Assistant Deputy Minister Sarah Thiele and Child and Youth Services Division Acting Executive Director, Lorna Hanson. These partnerships were vital in meeting the challenges posed by the COVID-19 pandemic to our agencies and families receiving services, and I am grateful for the support and assistance provided by these individuals.

I must also thank our southern First Nations leadership for their strength, guidance, protection, and support of our families, communities, and First Nation organizations during this difficult and dynamic time. You have continued to guide the Southern Network while responding to the needs of your communities, and for this I am grateful. The important relationship that has begun between leadership and the Southern Network has been strengthened by the challenges facing our communities, and I look forward to building on this.

Thank you to the Board of the Southern First Nations Network of Care for their support, guidance, and their responsiveness to the challenges thrown at the Southern Network by the pandemic. The board met weekly throughout the pandemic to ensure timely responses and approvals were provided. I am grateful to you for representing the needs of the First Nations communities that we serve, and for keeping us focused on working in a good way with our agencies, families and communities.

Lastly, I would like to acknowledge our staff. We have gone from being a staff of 44 to 26. This means everyone had to go above and beyond to meet the requirements of their jobs and then some. We have very hard working staff who demonstrated their loyalty and commitment by weathering with us all the changes of the past year.

Finally, I am grateful for the opportunity and the honor you have given me by allowing to come back home and serve the Southern Network and the agencies and communities it serves. Your kindness in welcoming me and your acceptance of me is deeply appreciated.



Board of Directors

Elders Council

Amy McPherson
Acting Executive Assistant

Theresa Stevens
Chief Executive Officer

Braids of Life Youth Council

Janine Lafreniere-Vicente
Director of Alternative Care & Resource Development

Marcia Liske
Director of Quality Assurance (Vision Keepers)

Sharon Desmarais
A/Director of Service

Kent Brown
Director of Human Resources & Corporate Training

Colin Kinsella
Policy and Program Specialist

Quality Assurance Specialist
Whitney Moore

Service Support Specialist
Felicia Johnston

Customary Care Specialist
Corinne Sylvestre

Service Support Specialist
Sandra Hrycaiko

Service Support Specialist
Rhiannon Lynch

Emergency Resource Worker
Amy Marcil-Dallaire

FASD Specialist
Marsi Rock

Alternative Care Resource Specialist
Robert Sarmiento

Administrative Assistant
Dara Ahmo

Administrative Assistant
Darlene Ahmo



Organizational Chart as at March 31, 2020

Network Administrator
Vlastimir Drakul

Network Administrator
Dave Cawson

Network Administrator
Paul Garcia

Information Technology Supervisor
Cheryl Deverny

Desktop Support Technician
Matthew Cawson

Trevor
Mierke
Comptroller

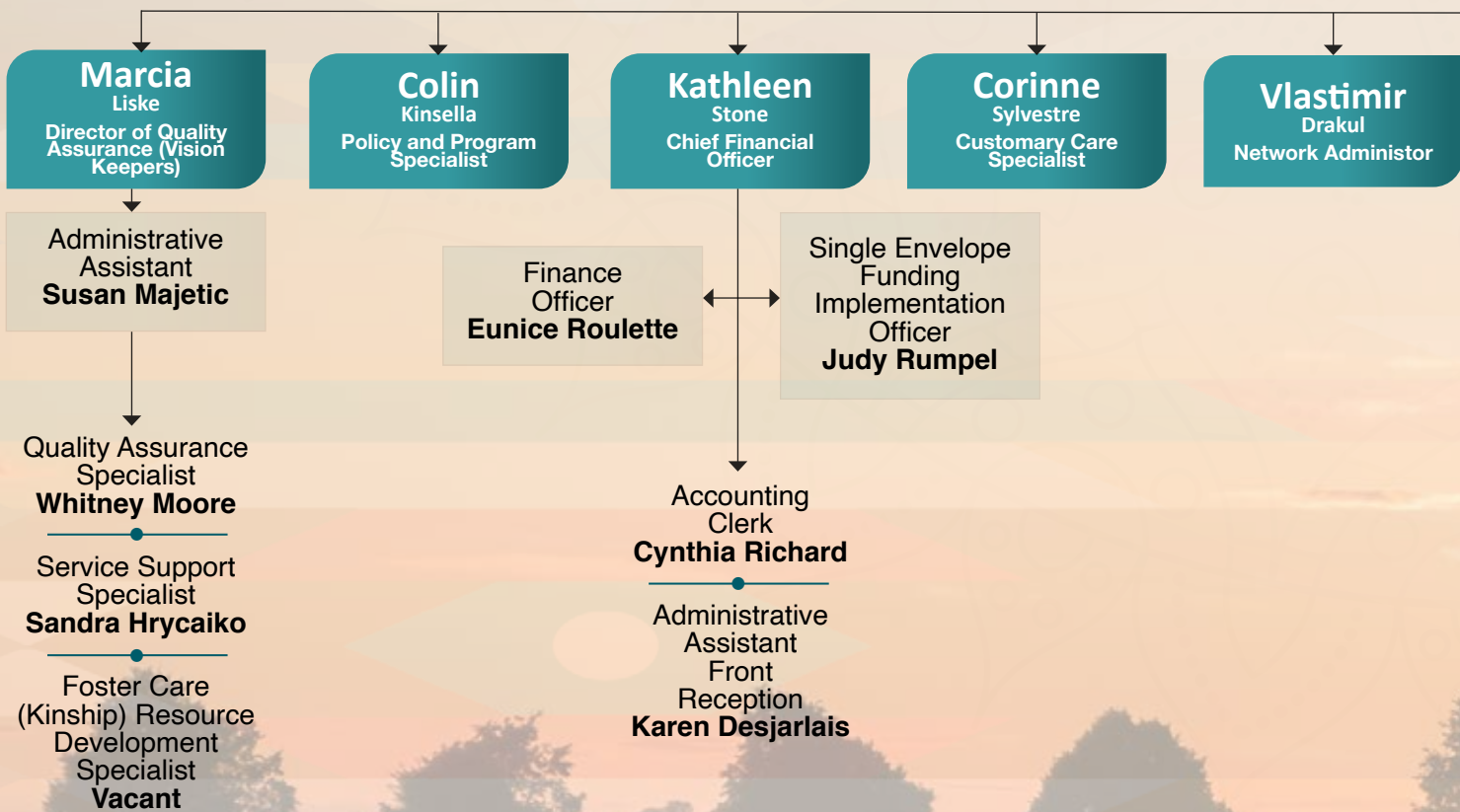
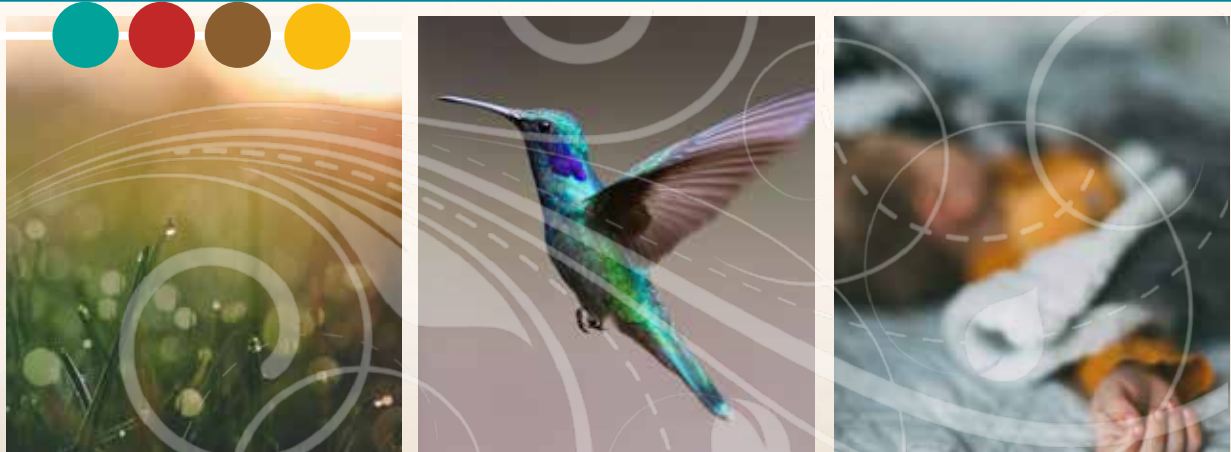
Administrative Assistant
Front Reception
Karen Desjarlais

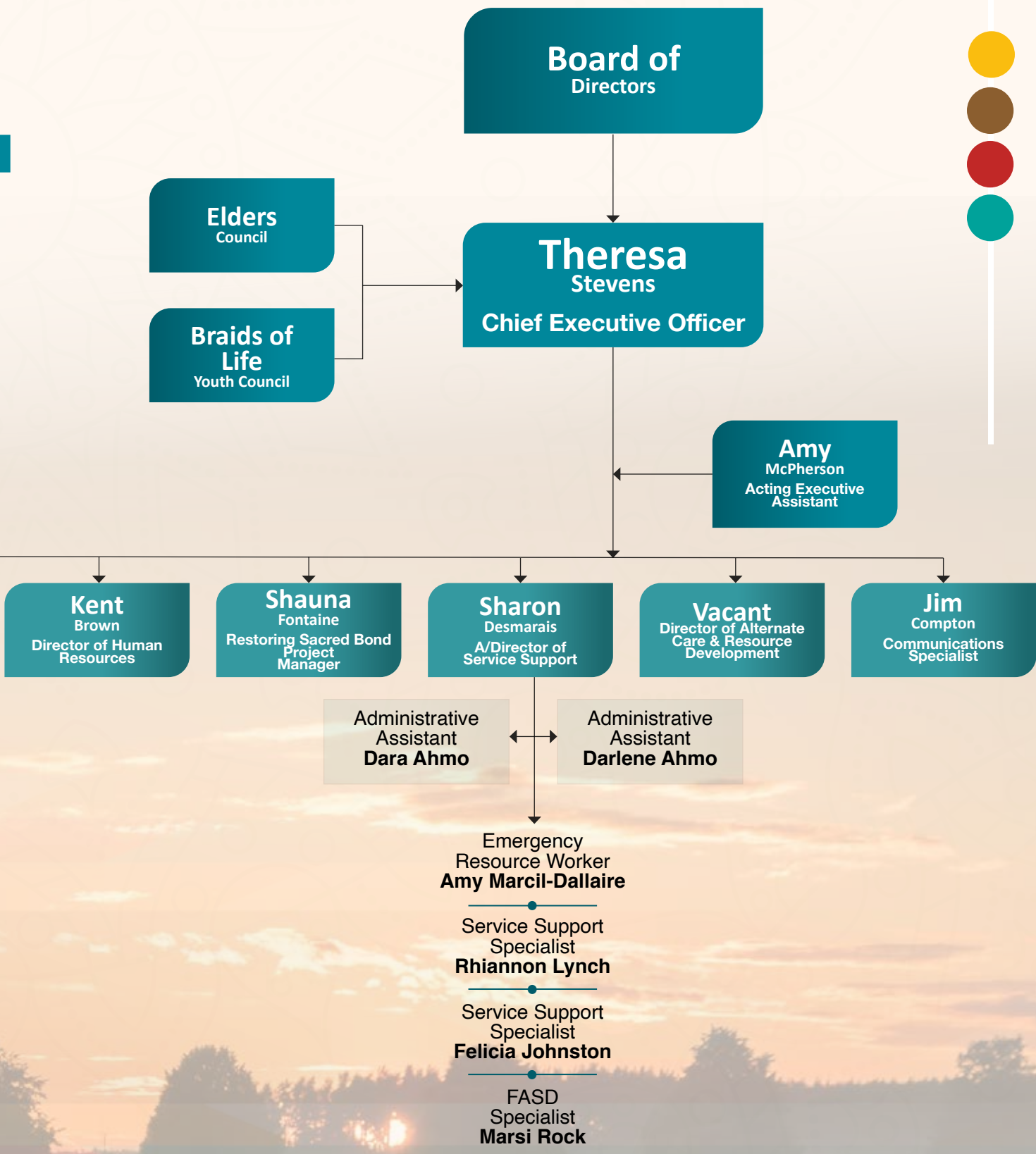
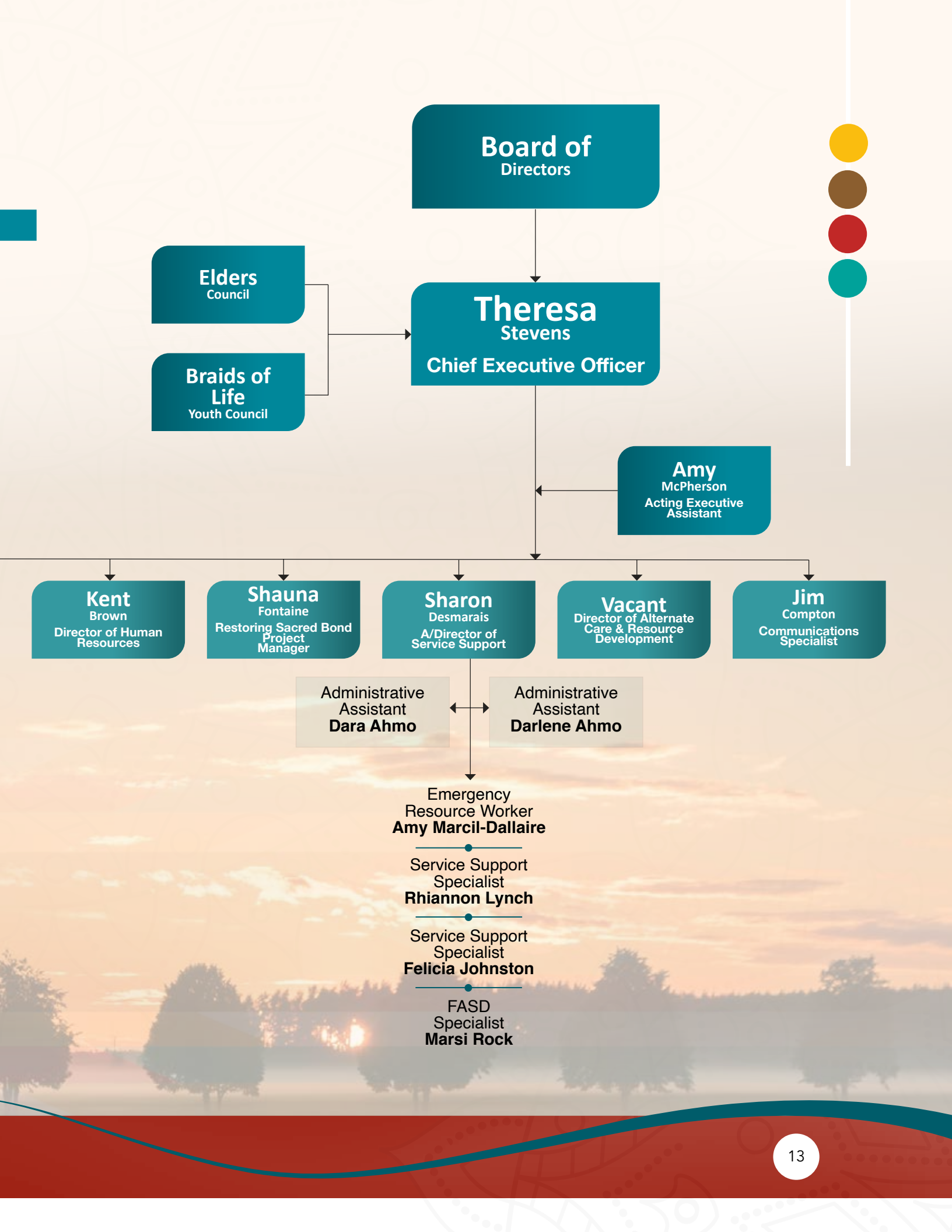
Accounting Clerk
Cynthia Richard

Jim
Compton
Communications Specialist

Shauna
Fontaine
Project Manager
Restoring Sacred Bond

Organizational Chart as of June 5, 2020





Our History



“

This legislation is unprecedented in Canada and means culturally appropriate services can now be provided for children and families in Manitoba, which was a key recommendation of the Aboriginal Justice Inquiry (AJI).

”

The Honourable
Christine Melnick,
Minister of Family
Services and
Housing (2003)

These are the words that created and moved the Southern First Nations Network of Care (Southern Network) into being and forward at the turn of the century. It is a historic agreement that all agreed would address the serious problems in the child and family services system in Manitoba and move recommendations forward for a major restructuring of the system.

It is a child and family services system that recognizes and supports the rights of children to develop within safe and healthy families and communities, and recognizes that First Nations and Metis peoples have unique authority, rights and responsibilities to honour and care for their children.

The road to get there began with a jointly coordinated child and family services system that recognizes the distinct rights and authority of First Nations and Metis peoples and the general population to control and deliver their own child and family services province-wide; that is community-based; and reflects and incorporates the cultures of First Nations, Metis and the general population respectively.

The Aboriginal Justice Inquiry – Child Welfare Initiative (AJI-CWI) was launched in 2000 by the Manitoba government in partnership with First Nations and Metis leaders, in response to the Aboriginal Justice Inquiry Report (1991). The Report documented many serious problems in the child and family services system in Manitoba and recommended a major restructuring.

In 2003, by proclamation of The Child and Family Services Authorities Act, four new Child and Family Services Authorities, which included the First Nations of Southern Manitoba Child and Family Services Authority (Southern First Nations Network of Care) were established. Through the AJI-CWI, the child and family services system has been restructured with the intent to better respond to and meet the needs of Indigenous peoples in Manitoba.

A unique feature of the restructured child and family services system in Manitoba is the Authority Determination Process (ADP). The ADP involves a series of questions and is used by agency workers to identify which of the Child and Family Services Authorities will manage the delivery of services to children and families. Through the ADP, the culturally appropriate Child and Family Services Authority is determined based on a family's cultural identification.



“

The Assembly of Manitoba Chiefs

acknowledges the good will shown by our partners in restoring the right for First Nations in caring for and protecting our children. The injustices created by the '60s scoop' are now finally being addressed through the success of the Aboriginal Justice Inquiry - Child Welfare Initiative.

Grand Chief Dennis White Bird,
Assembly of Manitoba Chiefs (2003)

”

In the spirit of this promise we move forward

The ADP is based on the following values:

- All families are entitled to choose their Authority of Service regardless of where they reside in Manitoba
- Service arrangements should be culturally appropriate, stable and timely
- Children, families and communities belong together
- Decisions will be in the best interests of children

The Southern Network is responsible for administering and providing for the delivery of child and family services to members of 36 First Nations in Southern Manitoba (and others who choose the Southern Network) through our 10

member Agencies:

- Animikii Ozoson Child and Family Services
- Anishinaabe Child and Family Services
- Child and Family All Nations Coordinated Response Network
- Dakota Ojibway Child and Family Services
- Intertribal Child and Family Services
- Peguis Child and Family Services
- Sagkeeng Child and Family Services
- Sandy Bay Child and Family Services
- Southeast Child and Family Services
- West Region Child and Family Services

Governance

Vision Statement:

First Nations children, families, and communities will be healthy, strong, empowered and enjoy an enhanced quality of life.

Mission Statement:

In partnership with its Child and Family Services (CFS) agencies, the Southern First Nations Network of Care makes a difference in the quality of life of all children and youth by ensuring their protection through the provision of safe homes with responsible caregivers, promoting the wellness of families and strengthening of First Nations peoples and communities. Services and resources will align with community needs; and activities will be more focused on prevention than crisis management. It will serve as a model of successful self-governance that will inspire similar levels of professionalism, compassion and effectiveness among all CFS agencies.





Mandate:

The Southern First Nations Network of Care receives its mandate from the First Nations in southern Manitoba and from the provincial Child and Family Services Authorities Act (CFSAA). The Southern First Nations Network of Care, along with the other three CFS Authorities, is responsible for the establishment and management of a province-wide service delivery system. This includes ensuring that services are delivered to southern First Nation citizens throughout the province, as well as people who chose the Southern First Nations Network of Care.

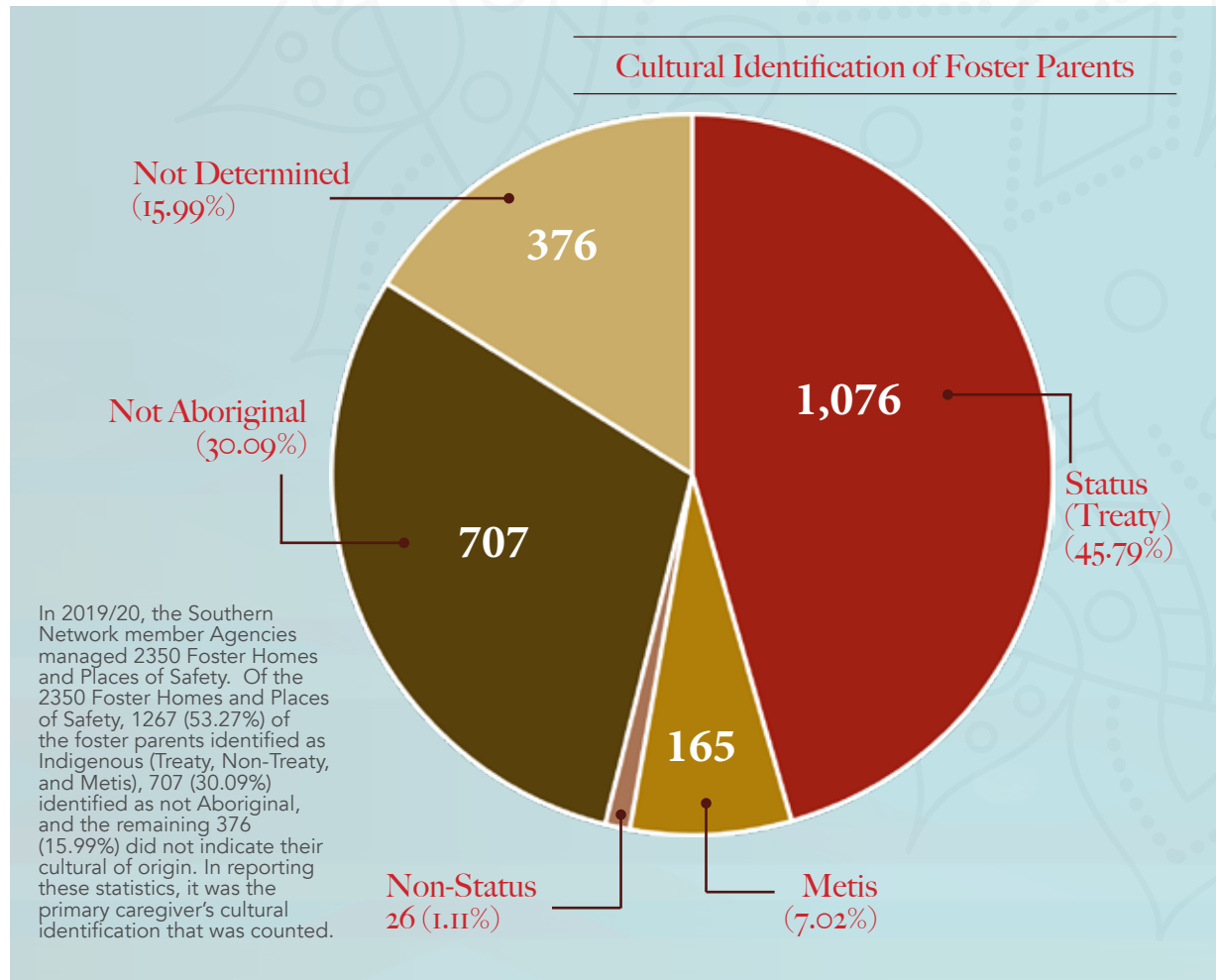
Alternative Care & Resource Development

The Alternative Care and Resource Development Unit is responsible for assisting our member Agencies in planning, developing and implementing culturally appropriate resources to support children, families and communities. The major functions of the Unit are outlined below.

Collaborating with Agencies to Develop Alternative Care Options for Children and Youth

Kinship Care

Kinship care is based on a traditional connectedness between children, caregivers and community, and has long been a custom in First Nation communities. For the Southern Network, kinship care is defined as a family home that is approved to care for a specific child based on a family connection or significant relationship to the child, such as: blood ties; family ties; common ancestry; or community membership. The Southern Network continues to support our member Agencies in promoting kinship care.



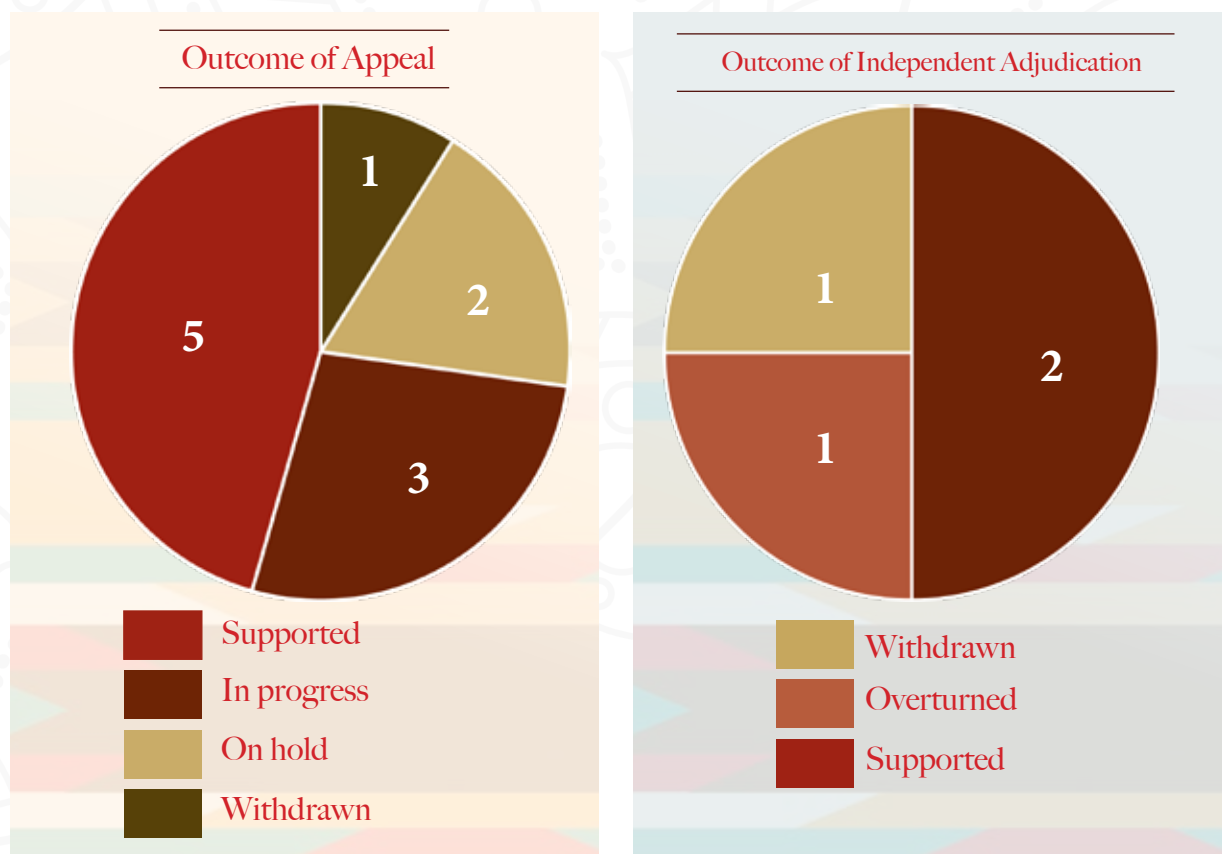
Agency Alternative Care Committee

The Agency Alternative Care Committee (AACC) is comprised of the Foster Care Managers/ Coordinators of the 10 agencies mandated under the Southern Network. The purpose of the AACC is to develop a comprehensive continuum of care system and help to achieve permanency for children and youth requiring out-of-home care. To meet these major goals, the Committee strives to achieve the following objectives: enhance resource development; improve supports to the system; identify ways of achieving permanency; identify barriers to permanency; and develop programs that support permanency.

Processing Foster Parent Appeals and Agency Foster Home Variances

Foster Parent Reconsideration/Appeal

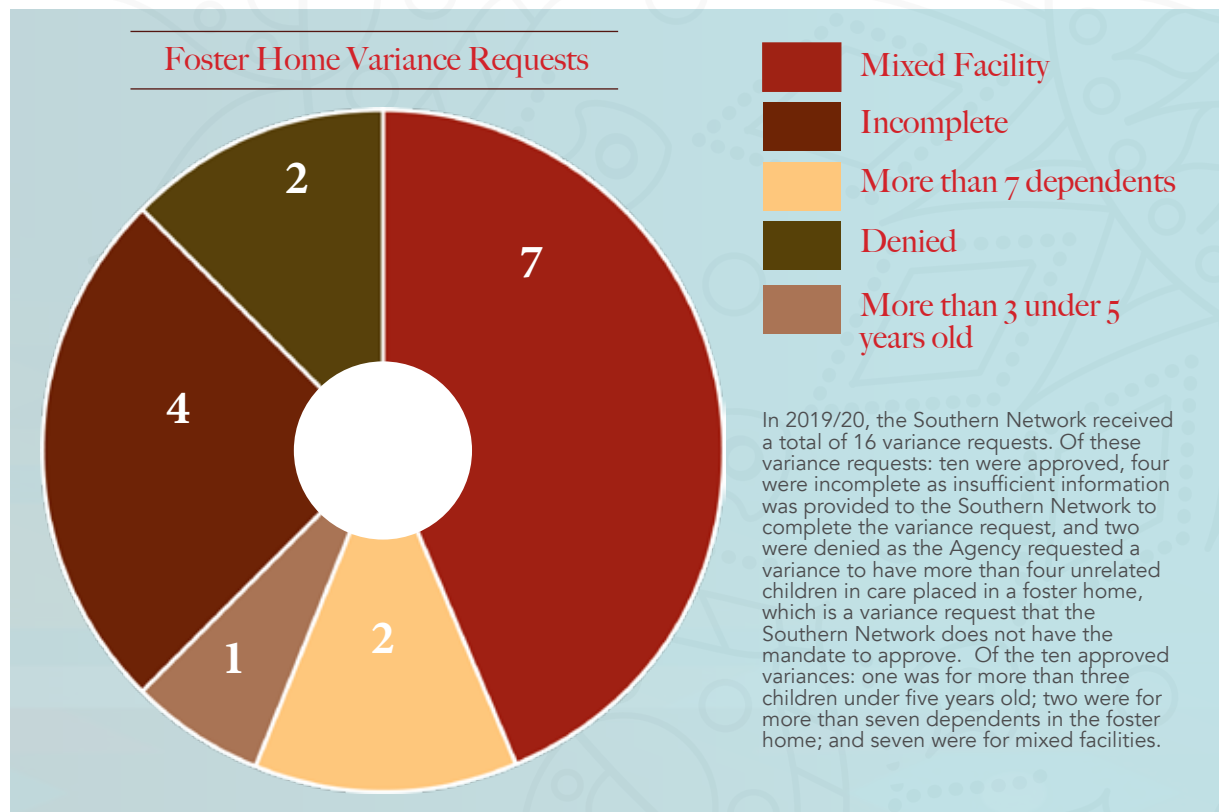
Under Section 51 of The Child and Family Services Act and within the parameters of the Foster Parent Appeals Regulation (185/2003), the Southern Network is responsible for reviewing and making a decision on all appeals regarding removals of children from foster homes, refusal to license a home, and cancellation of a licensed foster home.



In 2019/20, the Southern Network reviewed a total of 11 appeals regarding the removal of a foster child from a foster home. Of these eleven removal appeals, one was rescinded by the foster parent and no further action was taken, two were put on hold due to more information being required to complete the appeal, and three were still in progress at the end of the fiscal year. Of the remaining five removal appeals that were completed, the Southern Network supported the Agencies' decisions. Of these five removal appeals that were supported by the Southern Network, none went forward to the next level of the appeal process (an independent adjudicator who is appointed to review the Southern Network's decision). It will be noted that there were four foster parent appeals at the adjudicator level that were still pending at the end of the 2018/19 fiscal year. In the 2019/20 fiscal year, three of these appeals were heard by an independent adjudicator and one was withdrawn by the foster parent. Of these three appeals that were heard by an independent adjudicator, one was overturned and two were endorsed.

Variations

Under Sections 7 and 8 of the Foster Homes Licensing Regulation (18/99), the Southern Network is responsible for reviewing variance requests from our member Agencies. If approved, this allows a foster home to operate when there are: more than seven dependents in the home; or more than two children under two years old who reside in the home; or more than three children under five years old who reside in the home; or they are operating as a mixed facility and providing care for both dependent adults and foster children.



Assisting Agencies with Placement Resources for Children and Youth

Collaborative Authority Resource Team

The focus of CART (Collaborative Authority Resource Team), which is comprised of one representative from each Authority, remains working collaboratively with agencies to locate long-term placements for children and youth placed within the Winnipeg EPR (Emergency Placement Resource) system.

CART activities continue to include:

- Monitoring agency EPR usage;
- Meeting bi-weekly with EPR staff;
- Meeting monthly with B&L and Ma Mawi Wi Chi Itata Resources to review placement plans;

- Distributing EPR statistics monthly to agencies; and
- Referring sibling groups to Blue Thunderbird's Reunification Program

Provincial Placement Desk

In an effort to streamline and collaborate on the placement of children and youth to provincially approved level IV and V group and foster care resources, a new referral process for the Provincial Placement Desk (PPD) was introduced in October 2017. This process continues to involve referrals being sent directly to the Southern Network CART representative. The responsibilities of the Southern Network CART representative continue to include the following.

- Screening all incoming PPD referrals and offer

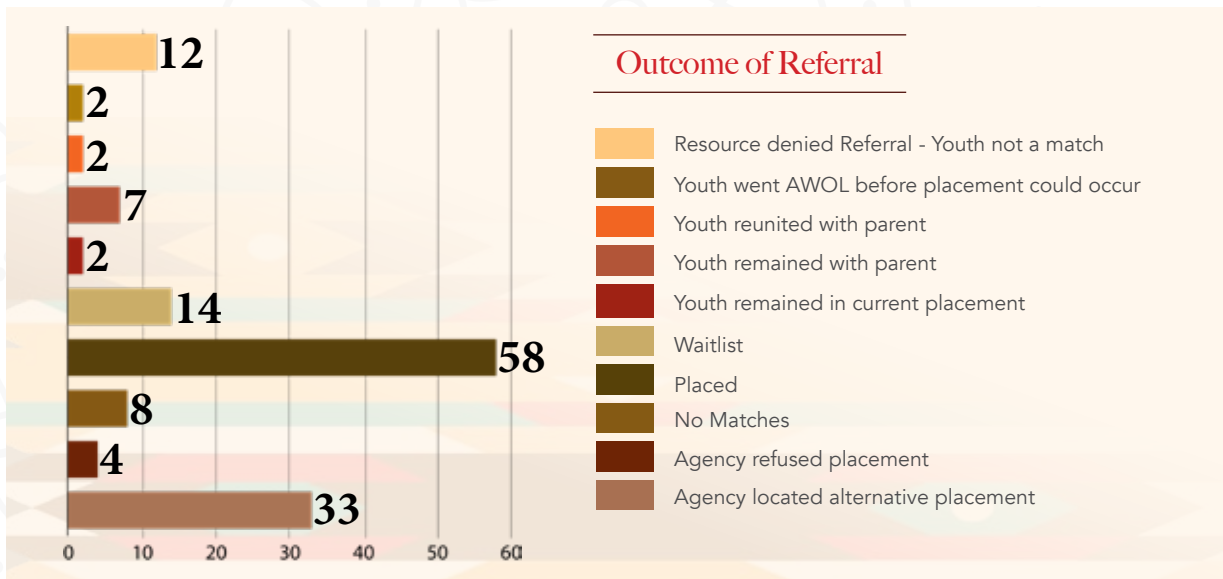
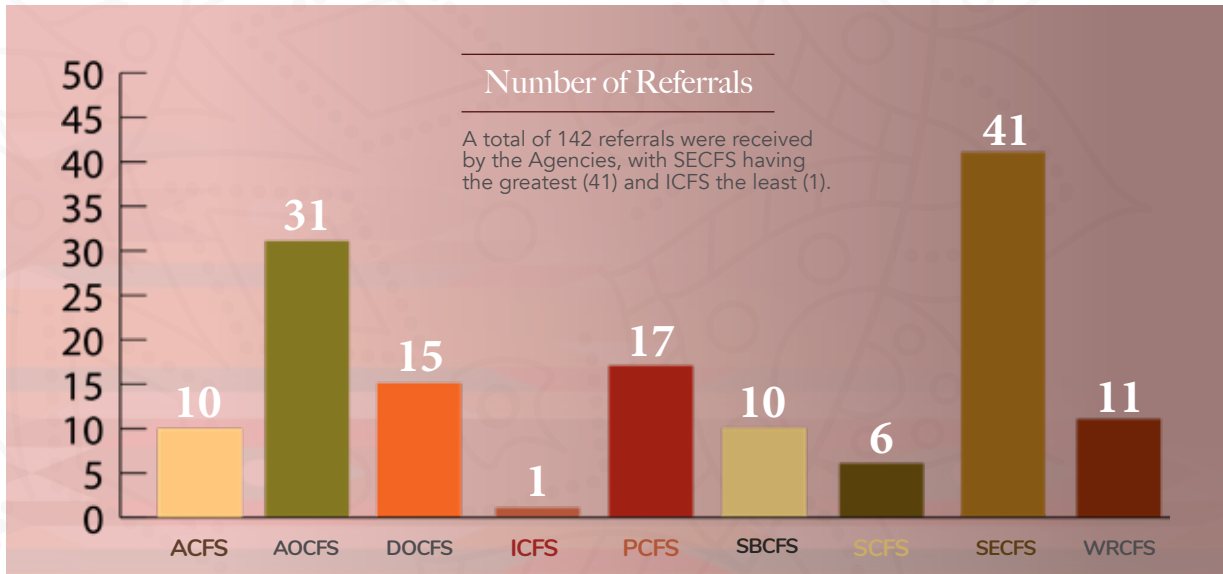
suggestions for alternative placement resources if required (i.e. direct referral resources)

- Attending weekly meetings between CART and the PPD to review resource vacancies and to track referrals
- Attending quarterly PPD Panel meetings between CART, the CFSD and community care providers (Knowles, Project

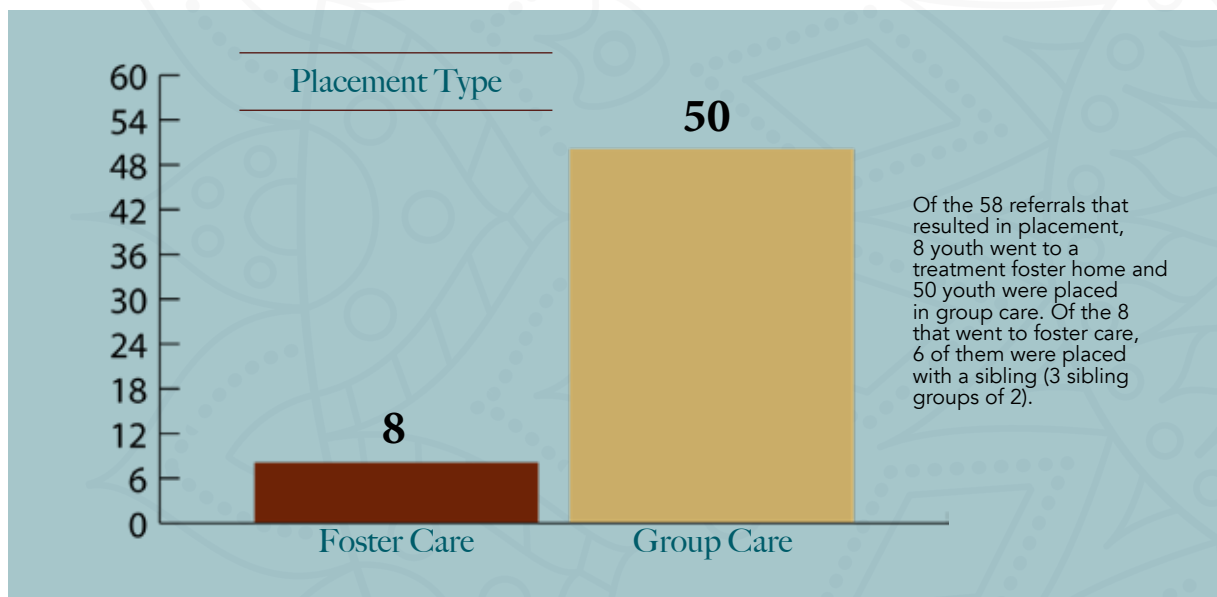
Neecheewam, MYS, Marymount etc.)

- Attending placement planning conferences as requested

In 2019/20, for the Southern Network member Agencies, the following statistics were reported regarding the PPD: the number of referrals by Agency; the outcome of referrals; and the type of placement.



Of the 142 referrals: 58 resulted in a PPD Placement; 33 resulted in Agency Finding Alternative Placement; 14 resulted in youth being placed on a waitlist; 12 Resulted in the youth not being a match for the resource, so the CCP denied the referral; 8 resulted in no matches being found for the youth ; 7 resulted in the youth remaining in their current placement; 4 resulted in the agency refusing placement; 2 resulted in youth refusing placement, 2 resulted in youth being reunified with their parent(s); and 2 resulted in youth going AWOL before placement could occur.



Resource Development

In 2019/20, the Unit continued to provide resource development support to our member Agencies and other organizations. This included: participation on inter Authority committees and working groups related to enhancing resources within the CFS system; assisting to develop First Nations specific resources; consulting with our member Agencies on cases regarding resource and placement issues; collaborating with Agencies to develop new resources such as specialized foster homes; and providing support with system-wide initiatives.

Training for Alternative Caregivers of Indigenous Children and Youth

In March 2020, the Southern Network, in partnership with the Northern Authority, initiated the development of a training proposal for alternative caregivers of Indigenous children and youth in Manitoba. The Southern Network and Northern Authority, in collaboration with member agencies, are planning to work with the Association of Native Child and Family Services Agencies of Ontario to customize and implement the Indigenous Family Development Assessment program, called Heart and Spirit, in Manitoba. The intent of this training is to provide a culture-based and strength-based approach to engage and support potential caregivers of Indigenous children and youth. Funding for the training is being offered by the Government of Manitoba over a one-year period.

Supporting Agencies and Communities in Planning, Developing and Implementing Customary Care

The Practice of Customary Care

In partnership with our member Agencies and communities, the Southern Network is committed to planning, developing and implementing Customary Care in Manitoba. For the Southern Network and our member Agencies, Customary Care means care provided in a way that recognizes and reflects the unique customs of a community. It preserves a child's cultural identity, respects the child's heritage, facilitates cross-generational connections, and recognizes the role of the community in raising their children. Historically, Customary Care is a tradition of care that is provided by family and community. The First Nation community establishes the practice of Customary Care and the role of the community in raising their children.

Legislation

In April 2018, Bill 18 called, Taking Care of Our Children, which includes amendments to The Child and Family Services Act passed the second reading in the Legislative Assembly of Manitoba. In June 2018, Bill 18 received Royal Assent in the Legislative Assembly of Manitoba, but it has yet to come into effect.

In July 2018, the Customary Care Regulatory Working Group was established. The membership is comprised of Division Representatives, Authority Representatives and an Agency Representative along with a Legislation and Strategic Policy Representative. The scope of the Working Group is to develop regulations to support The Child and Family Services Amendment Act (Taking Care of Our Children) Customary Care Legislation. The Customary Care Legislation will not come into effect until the regulations are completed and endorsed by leadership. In 2019/20, the Working Group continued their work.

Interagency Customary Care Committee

In the summer of 2018, the Southern Network established the Interagency Customary Care

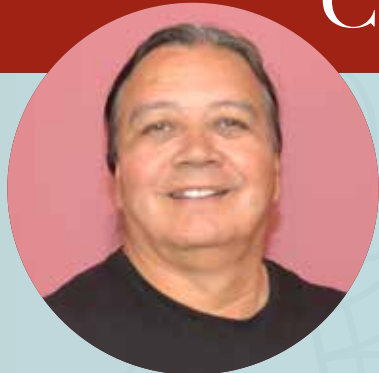
Committee. It includes a representative from each of our 10 member Agencies. The scope of this committee is to review, sanction, and to make recommendations to the proposed regulations that are being drafted at the Regulatory Working Group to support The Child and Family Services Amendment Act (Taking Care of Our Children) Customary Care Legislation. In 2019/20, the work of the Committee continued.

Meetings on Customary Care

In 2019/20, the Customary Care Specialist continued to meet with some Agency and community representatives to discuss Customary Care. These included Peguis CFS Agency and Southeast CFS Agency.



Communications



"Standing Strong"

In September of 2006, I left the Assembly of Manitoba Chiefs to assist the Southern Authority with all of its communications needs. At that time, the Manitoba Government was transitioning all of the CFS case files (6,000 in all) over to the four CFS Authorities and their mandated Agencies. It was a whirlwind of press conferences and press releases, and unprecedented change. The spotlight had shifted to the Southern First Nations Network of Care (official name since 2010). Fourteen years later change is the constant. Of those 14 years, 2019 has been the most turbulent. Change came in the form of a new federal bill, C-92, calling on First Nation governments to reinvent the Southern Network into a model that would flow and initiate the changes within that Bill. And here we are.

In the midst of all this change, the Communications Unit sailed on, dealing with questions from the media on how this new change will look and take effect while a cyber storm in the form of an unprecedented cyberattack raged. With the help of our Agencies we weathered that storm only to be hit with another deadlier storm in the form of a deadly virus attack (COVID-19). At this time, we see a light on a distant shore and know we will arrive safely and succeed in initiating much needed change with the CFS system. Over the past few months we have initiated our "Standing Together" Newsletters that showcased all the unique and essential services that all of our Southern Agencies have been doing to maintain CFS services to our communities and families.

Recently, Southern First Nations welcomed the elimination of birth alerts that allowed hospitals to notify child-welfare agencies about new mothers who are deemed to be high-risk. The

province of Manitoba announced that birth alerts will no longer be issued as of July 1, 2020. Southern Chiefs' Organization (SCO) Grand Chief Jerry Daniels says the Southern Chiefs have been advocating for this change for some time.

"This is about shifting the resources to helping families, mothers and children get a good start in life. I believe that taking children away from their mothers and families is not the right way to go."

In anticipation of this change the Southern Network in collaboration with the Southern Chiefs, have created a unique initiative entitled, "Restoring the Sacred Bond" (RSB) Initiative. RSB, launched in June 2019, offers new hope for healing our First Nations communities by balancing traditional knowledge with current education, birthing science and proven support systems. In its governance role, the Southern First Nations Network of Care is responsible for supporting our program delivery partner – Wijiidiwag Ikwewag – in meeting the "promise" of reducing the number of First Nations infants apprehended at birth. We believe that reigniting the personal power of our women is the critical first step in strengthening the bond between mother and child and healing our communities.

In closing, our Communications Committee has been instrumental in keeping us all on course in the face of all the tumultuous events that raged against us in the past year. Those actions from all our units can be found here in our annual report. Amongst them is the creation and maintaining of our new websites: Restoring the Sacred Bond; and Wijiidiwag Ikwewag. As well, over the past year the Communications Unit has dealt with a myriad of media inquiries, oversaw media releases for both the Agencies and the Southern Network. Also, it is always my pleasure to assist our AGM and North/South team in preparing and emceeding for this event and our first ever Governance Conference. Moving forward we know, by "Standing Together" we will find safe harbours against any storm that confronts us. In the spirit of our ancestors I thank you.

Meegwetch,
Jim Compton



Human Resources

Many changes transpired this past year and one of the biggest was in November of 2019 when the Southern Network was hit with a cyberattack, in turn for a number of months disabled a lot of our computer functions, however, we were able to work through it manually. Then in March 2020 the COVID-19 pandemic struck. With the pandemic we had to change a lot of our focus on business continuity, working remotely and ensuring that Agencies had personal protective equipment (PPE). It is always our goal in Human Resources (HR) to bring a First Nation perspective to as much of the work we do. With our new CEO, Theresa Stevens, starting in December 2019, she has brought a wealth of knowledge on more ways to further bring our First Nation practices, values and beliefs in order to best meet the needs of our 10 member Agencies.



The HR Unit has responsibility for a number of areas, during 2019/20, key activities for the HR Unit included:

- Coordination of the Southern Network and agency responses to information requests under The Freedom of Information and Protection of Privacy Act (FIPPA), the Personal Health Information Act (PHIA), and the Public Interest Disclosure Act (Whistleblower Protection).
- Maintenance of time and attendance for Southern Network staff.
- Assisting Southern Network management with their HR needs, by providing coaching in the areas of employment standards, performance management and employee relations.
- Business Continuity Planning in response to COVID-19.
- Developed COVID-19 Pandemic Policy
- As a result of COVID-19 picking up and delivering PPE to our member Agencies.
- Developing and supporting the human resource capacity for the Southern Network.
- Chairing the Health and Safety Committee for the Southern Network.
- Drafting various documents for the CEO's office.

- Assisting and supporting southern First Nations CFS Agencies with their human resource needs, by providing Agency ED's and HR Managers/Directors on Human Resource issues including labour relations, complaints, mediation, staffing, audits, and management issues.
- Managing and coordinating corporate training and professional development for Southern Network staff.
- Supporting the ongoing role of the Southern Network Elders Council based on the guiding principles of the (7) Sacred Teachings and Southern Network Cultural Committee.
- Supporting the Youth Council (Braids of Life) by providing direction, guidance and mentorship.

Developing and supporting HR capacity for the Southern Network and the southern CFS member agencies includes improving the HR practices within the Southern Network and the agencies in the areas of Employee/Labour Relations; Compensation and Benefits; Health and Safety; Training and Professional Development; and Human Resource Policies and Procedures.

Goals for 2020/21:

With the pandemic still active our main priority will be the Southern Network's business continuity, to support staff, our member agencies

and our Board of Directors with their human resource needs.

We are currently supporting our First Nations aspirations to develop their own services by providing human resource advice/consultation, policy, recruitment, and employment contract templates.

As well, we are developing a new policy relevant to The Public Interest Disclosures (Whistleblower) Act, and new policies and procedures related to the COVID-19 pandemic.

Southern Network Cultural Committee

In consultation with the Southern Network Elders Council, the Cultural Committee develops a work plan that is inclusive of First Nations values and teachings. We recognize the different beliefs and values in our communities and do our best to be inclusive. Our goal is to ensure that we are all culturally sensitive to our children and family's needs for best practice and service delivery. The committee also plans the Southern Network's team building days and is cognizant of always finding ways to further bring a First Nation perspective to the Network.

Information Requests and Reports other than through the Child and Family Services Act

Although much of the information that the Southern Network handles is covered by The Child and Family Services Act, other legislation also applies in some situations. The three most common are The Freedom of Information and Protection of Privacy Act (FIPPA), The Personal Health Information Act (PHIA), and The Public Interest Disclosure (Whistleblower Protection) Act (PIDA).

Freedom of Information and Protection of Privacy Act (FIPPA)

The Freedom of Information and Protection of Privacy Act (FIPPA) is an information rights law that gives an individual a legal right to access to records held by Manitoba public bodies, subject to specific and limited exceptions. The Act also requires that public bodies protect the privacy of an individual's personal information existing in records held by public bodies.

FIPPA came into force on May 4, 1998 and replaced The Freedom of Information Act. (From <https://www.ombudsman.mb.ca/faqs/fippa-frequently-asked-questions.html>)

FIPPA uses the term "public bodies" to refer to all the organizations whose information falls under its provisions. Additional and extensive information can be located at the above link.

The role of FIPPA Coordinator and processing of FIPPA requests has changed this past year with the Director of Human Resources taking over the role. The Southern Network has always remained committed to Section 9 of FIPPA:





Duty to Assist Applicant

9. The head of a public body shall make every reasonable effort to assist an applicant and to respond without delay, openly, accurately and completely.

From April 1, 2019 to March 31, 2020, 10 FIPPA requests were received at the Southern Network and categorized as: (4) Granted; (4) Denied; and (2) Closed.

A further breakdown of the requests is as follows: (3) Granted requests related to the Southern Network; (1) Granted request related to Anishinaabe Child and Family Services (ACFS), Dakota Ojibway Child and Family Services (DOCFS), Sagkeeng Child and Family Services (SCFS), Southeast Child and Family Services (SECFS), West Region Child and Family Services (WRCFS); (1) Denied request related to All Nations Coordinated Response Network and Southern Network; (3) Denied requests related to the Southern Network; (2) Closed requests related to Southern Network and Member Agencies.

Personal Health and Information Act (PHIA)

The personal Health Information Act (PHIA) provides access to information and protection of privacy rights concerning personal health information. PHIA allows individuals to examine and receive a copy of their own personal health information from a trustee holding this information. PHIA imposes obligations on trustees for the protection of personal health information, specifically its collection, use, disclosure and security. It was proclaimed as law in Manitoba on December 11, 1997. (From <https://www.ombudsman.mb.ca/faqs/fippa-frequently-asked-questions.html>)

From April 1, 2019 to March 31, 2020, there were no PHIA requests received.

The Public Interest Disclosure (Whistleblower Protection) Act (PIDA) was proclaimed as law in Manitoba on April 2, 2007. The purpose of PIDA is to give government employees and others a clear process for disclosing significant and serious wrongdoing in the Manitoba public service and to provide protection from reprisal (From <https://www.ombudsman.mb.ca/faqs/fippa-frequently-asked-questions.html>).

From April 1, 2019 to March 31, 2020 there was one PIDA request was received at the Southern Network. Further breakdown of this request was denied as the Office of the Manitoba Ombudsman declared not enough evidence to prove wrongdoing.

Building An Indigenous Workforce

Building an Indigenous workforce is an ongoing objective for the Southern Network and our member agencies. As of March 31, 2020, the Indigenous status of staff was as follows:

WORKFORCE	SOUTHERN NETWORK
Aboriginal Status	70%
Non-Aboriginal Status	30%



Service Support

Similar to the entire Southern Network, the Service Support Unit faced several challenges in 2019/2020. It was a year that involved some staff departures and team changes, new processes and policies, and a computer virus that not only caused hardships in completing work tasks and duties, but also produced the loss of emails, statistics and team information. We are all abundantly aware of the impact COVID-19 has had on the world, our country, province, city, as well as the Southern First Nations Network of Care and our member Agencies. This rings true for the Service Support Unit as we worked remotely, attempting to provide additional supports during the pandemic.

Service Support unit changes included the departures of Shauna Natrasony, Service Support Specialist; Sherees Carpenter, Acting Service Support Supervisor; and Jolene Cameron, Director of Service Support. We wish Shauna, Sherees and Jolene well in exploring exciting career opportunities and thank them for their many years of dedicated support and service. The Service Support team gained Sharon Desmarais as the Acting Director of Service Support and Rhiannon Lynch as the Service Support Specialist covering Agreements with Young Adults. Further team changes included Sandra Hrycaiko transitioning to the Quality Assurance unit where intake duties are now performed. Lastly, Marsi Rock's role as FASD Specialist expanded to also include assessment of high level needs children, as well as performing

IRAP (Individual Rate Adjustment Protocol) and Special Rate Funding roles.

Policy changes regarding special rate funding and Agreements with Young Adults (AYA) effective last year, continue to require development of new processes at the Southern Network, our member Agencies and the province. Given this requirement and changes upon us as per Single Envelope Funding, the Service Support Team developed a new Special Rate Policy which aims at giving Agencies the capacity to assess and approve of funding within certain criteria. The policy was rolled out and Agencies are effectively conducting assessments and approvals, as well as submitting Special Rate Funding requests to the Southern Network.

Service Support Working Group

The ACTION working group (Agencies Coming Together in Our Nation) continued with its work this past year. It is made up of service representatives from each of our member Agencies and the Southern Network Service Support unit. The maintenance of this working group continues to enable us to continue to strengthen our relationships with and support our agencies as we work together to find solutions to better support families and children.

Given the staffing changes and the computer virus, ongoing ACTION meetings were not as consistent as we hope the future holds. Nevertheless, this is a persistent group and we have continued our work in different areas



Sharon Demerais



Marsi Rock



Felicia Johnston



Rhiannon Lynch



Dara Ahmo

As of March 31, 2020, our staff complement was as follows:

- Sharon Desmarais, Acting Director of Service Support
- Felicia Johnston, Service Support Specialist
- Marsi Rock, FASD Specialist
- Rhiannon Lynch, Service Support Specialist
- Dara Ahmo, Administrative Assistant

including the development of the Child in Care Safety Assessment and Safety Plan and corresponding guidelines. The tool was created as a response to Agency Directors and Management indication that behavioral concerns among children in care are creating a need for a child-oriented safety assessment. The issues outlined were that workers are trained to work with caregivers and the steps caregivers are taking to address the child's behaviors, but that there is also a great need for a tool to assist in making informed decisions around a child's level of safety. Therefore, members of the ACTION group developed an assessment tool that addresses and assesses the immediate concern for a Child in Care's safety by considering factors that contribute to the child/youth's level of safety.

Upon ongoing review and assessment of the tool during the development process, we are looking to pilot the Child in Care Safety Assessment and Safety Plan and continue to identify areas where we can come together for solutions that will help children, families, and communities.

With the introduction of Bill C-92, An Act respecting First Nations, Inuit and Métis children, youth and families, we continue to keep all agencies informed of new developments and implementations as we move towards engagement with leadership of our respective communities. This change will transform not only the look of child welfare and services to our families and children but potentially our member agencies. We look forward to the continued information sessions held by Indigenous Services Canada as we all move forward together in creating a better child welfare system where our "children will receive culturally appropriate services and grow up immersed in their communities and culture."

Duties and Responsibility under Legislation

The Southern Network supports agencies who carry out the duties and responsibilities of The Child and Family Services Act, regulations and standards. The following information provides an overview of the type and volume of work in 2019/20.

*Disclaimer: As a result of the cyberattack in November 2019 and the loss of some information, the statistics provided are a reflection of our most accurate calculations but may not be precise.

Special Rate Funding

The Southern Network continues to ensure that children in care receive the best care through

the approval of services such as qualified care providers, support workers, respite providers and emergency supports. In 2019/20, a total of 268 funding requests were submitted by our member agencies and approved by either the Southern Network or in collaboration with the Child and Family Services Division.

Special Rate Funding

Level I-IV	268
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The FASD Specialist has provided ongoing consultation services to 92 families impacted by Fetal Alcohol Spectrum Disorder. Services include but are not limited to placement breakdown prevention, assistance with case planning, recommendation and assessment of in home strategies employed, transitional planning, obtaining a diagnosis, linking and working in collaboration with services and programs, coordination of school meetings, supports and plans, assisting member agencies with cases upon request, providing group debriefing sessions to families as well as ongoing support to families and agency staff.

Exceptional Circumstances Funding

Within the Southern Network and its member agencies, 162 children in care were identified as qualifying for Exceptional Circumstances Funding that is based on the child's needs. Children are assessed on their overall physical, emotional, mental, and behavioural health.

Exceptional Circumstances Funding Stats 2019-2020

Exceptional Circumstances Funding Stats 2019-2020

CIC with Active Level V Status in 2019-2020 Fiscal Year	162
Letters in Collaboration with the Branch	390

Agreements with Young Adults

As provided for in Section 50 (2) of The Child and Family Services Act, the Southern Network sent out 1031 approval letters extending youth's care and maintenance during the 2019/2020 fiscal year. The member Agencies of the Southern Network continue to work diligently to ensure that youth are transferring out of foster care appropriately, sensitively and with the proper supports and resources. Transitioning youth out of care can be a complex process and our member Agencies continue to demonstrate their commitment to our youth through their careful transitional planning efforts.

In this fiscal year, we have updated the transitional planning and AYA training and delivered it to our member agencies in the community and in our training calendar.

Agreements with Young Adults 2019-2020			
	Number of young adults who received an AYA within the fiscal year	Number of AYA approval letters for the fiscal year	Number of CIC that turned 18 within the fiscal year
ACFS	61	84	30
AOCFS	55	91	26
DOCFS	79	138	30
ICFS	24	35	12
PCFS	33	59	13
SCFS	82	144	33
SBCFS	19	27	8
SECFS	159	311	73
WRCFS	72	142	25
Totals	*584	1031	250

*Note: This number represents the total number of AYAs as at March 31, 2020, including AYAs that have ended prior to this date (March 31, 2020).

Tuition Waiver Program

Established in 2012, nine participating colleges and universities in Manitoba have each established a fund to support current and former youth in care. This program provides an opportunity for current and former youth in Child and Family Services care in Manitoba to attend post-secondary education. Tuition Waiver recipients may be eligible to apply for living supports to cover the cost of books and supplies, transportation and housing while attending their post-secondary education. The institutions currently offering tuition waivers include the following:

- University of Manitoba
- University of Winnipeg
- Red River College

- Brandon University
- Manitoba Institute of Trades and Technology
- University of St. Boniface
- University College of the North
- Booth College
- Assiniboine Community College

The Futures Forward Program under Youth Employment Services Manitoba assumes responsibility for coordinating tuition waiver applications. To assist in the process, the Southern Network provides support to the program and our member Agencies as needed.

During the 2019-2020 fiscal year, there were 52 tuition waiver applicants and we are pleased to report that 20 new tuition waivers were granted to youth in care/formerly in care of the Southern

network and our member Agencies. As well, 8 students were able to renew their tuition waivers. Information about the Tuition Waiver Program and the services offered can be found at www.futuresforward.ca

Quotes from Southern Network students in the Tuition Waiver program:



Tuition Wavers	
Tuition Waiver Applicants	52
Tuition Waiver New Recipients	20
Tuition Waiver Renewal Recipients	8

"A year ago, I was stuck in an office job I had been at for five years. Getting work experience, and advancing, sure. Today I actually see an entire far-reaching future for myself, just one year into my degree in Criminal Justice, with great grades on the record I was not used to seeing. I got the bursary letter this morning, after many many emails to poor Laura-Lynne, after this crazy life transition having a support network like Futures Forward is invaluable. "Futures Forward" does what it says on the label, it pushes us forward to take experience and networking, and get ourselves right into the paths for our futures.:)." -Melanie, 22, female



"[After completing the Manufacturing Technician Diploma at Red River on a Tuition Waiver], now I'm happily employed and working hard at my Career. I am now sharing an office and working directly with the President of Operations, Production Supervisor and Vice President of the company. I have a very bright future there, to already be in that position at 22 years old. I couldn't have done it without the education I have received from Red River College. With this job, I have now gotten to do some of the things I have always wanted to do. I purchased my first brand new vehicle last summer, went on my first trip outside of Manitoba for the first time in my life which also included my first plane ride, and now I have saved enough money for a down payment and will be purchasing a condo come spring and currently planning for some more traveling this summer. Without this bursary I received, and without the people that supported me, I never could have become the person I have become today and accomplish all of these things. I'm thankful and appreciate everything [the tuition waiver program] and Red River College has done for me." – RRC/TW Alumni who spoke at Wpg Tuition Waiver event



Keith Cooper Scholarship Fund

The Keith Cooper Scholarship Fund was created in 2002 and commemorates former educator and Chief Executive Officer of Winnipeg Child & Family Services, Keith Cooper and his commitment to youth in care accessing post-secondary education. The scholarship program draws upon funds from the Gilroy/Acheson account with the Winnipeg Foundation, which has been designated for use by children in care. It is available to youth in all four Authorities. A review panel includes a representative from each Authority and VOICES Manitoba's Youth in Care Network which will review all applicants and award several scholarships of \$1,000, prior to the next academic year. For more information visit www.futuresforward.ca. This fiscal year, 6 scholarships were granted to youth in care/formerly in care of the Southern network and our member Agencies.



Authority Determination Process

In 2019/20, the Southern Network received a total of 28 Change of Authority Requests. During this period, there were 62 requests for information and/or follow up regarding the Authority Determination Process

The following table identifies the number of applications the Southern Network has received and processed from our member agencies.

2019-2020 Statistics	
Change of Authority	28
Authority Determination Process	62
Designated Intake Agency	4
Courtesy Service Requests	11
Permanent Ward Transfer Protocol Section 42	16
Permanent Ward Transfer Protocol Section 49	77
Interprovincial Requests for Services	91
Interprovincial Placement Agreements	93

Note: These stats are based on applications forwarded to the Southern Network



Restoring the Sacred Bond



Shauna Fontaine, Project Manager

Balancing traditional knowledge with current education, birthing science and proven support systems, the Restoring the Sacred Bond Initiative offers new hope to reignite the power of southern Manitoba's First Nations women for the health and healing of our children, families and communities.



Restoring the Sacred Bond Vision Statement

Restoring the Sacred Bond between mother and child will rebuild our nation birth by birth, family by family, and community by community.

Restoring the Sacred Bond Mission Statement

Restoring the Sacred Bond reignites the power of our women through guided facilitation of resources, traditional knowledge and practice. This will restore their inherent place within our nation.

Guiding Principles

As we create a movement to Restore the Sacred Bond, we are grounded by our sacred teachings and laws which guide us in everything we do.

Wijiji'idiwag Ikwewag, the service delivery provider for the RSB SIB, is committed to personal healing and wellness to foster nurturing and empowering relationships that will create a strong foundation to support communities.

The work of the RSB SIB is guided by the seven sacred Birth Teachings: Love, Respect, Courage, Humility, Honesty, Wisdom and Truth¹.

Background

The Restoring the Sacred Bond Initiative is a two-year pilot project delivering preventative and culturally appropriate holistic care by matching Indigenous Birth Helpers with Indigenous expectant mothers who may be at risk of having their infant apprehended into the child welfare system. The Initiative seeks to improve maternal and child health, cultural identity, increase the safety of newborns, and improve social outcomes by building strengths within the family and community. In its governance role, the Southern First Nations Network of Care is responsible

for supporting our program delivery partner, Wijiji'idiwag Ikwewag, to meet key performance indicators of reducing the number of First Nations infants coming into the care of Child and Family Services and promoting early reunification. The program will support up to 200 at-risk expectant mothers over a two-year period with a target of 87 participants in the initiative receiving at least 30 days of services within the first 9 months.

The Restoring the Sacred Bond Initiative serves as a preventive service aligning with the new federal legislation, An Act respecting First Nations, Inuit and Métis children, youth and families which

¹ Adapted from the 7 Sacred Birth Teachings developed by Nathalie Pambrun, Metis Midwife and originally captured by Elder Dave Courchene, Sagkeeng First Nation.

received royal assent and came into force on January 1, 2020. Section 14 of the Act outlines priority to preventive prenatal care. Section 14 (2) states:

To the extent that providing a prenatal service that promotes preventive care is consistent with what will likely be in the best interests of an Indigenous child after he or she is born, the provision of that service is to be given a priority over other services in order to prevent the apprehension of the child at the time of the child's birth.

Our member agencies offer this preventive service to eligible expectant mothers (and mothers who have recently given birth). Participation in the initiative is voluntary where prior consent must be provided to make a referral, except in the case of minor expectant mothers. The initiative may also receive self-referrals as long as the mother meets the eligibility criteria. To be eligible the expectant mother must be receiving services from one of the southern First Nations CFS agencies and is one or more of the following:

- A minor
- A current or former child in care
- A mother of one or more children in care

- A mother subject to a birth alert (with eliminating usage of Birth Alerts in 2020, criteria will be reviewed)
- A mother with an open Family Enhancement Case
- A mother with an open Protection case

Success Indicators

The Southern Network selected Health in Common who will be working in collaboration with Manitoba Centre for Health Policy as the independent Evaluator for the Restoring the Sacred Bond Initiative. Evaluation will include all women enrolled in the program from September 2019 and giving birth up to June 30, 2021. Health in Common's methodology ensures an ethical process by matching data of mothers in the program to administratively-collected historical data of mothers who have similar characteristics and experienced an infant apprehension to determine if there is a reduction in the days in CFS Care of infants.

The success of the Restoring the Sacred Bond Initiative will be measured based on the indicators related to the experiences of the mother, child and family members including:



1. Infant experiences fewer days in CFS care in their first year of life (compared to historical data of mothers and infants with similar characteristics prior to the launch of initiative.

- The objective is to reduce the number of days spent in CFS care by infants of the participants such that the average number of days spent in CFS care (within 365 days of birth) is at least 25 days fewer than the average number of days spent in care (within 365 days of birth) by infants of Non-participants of similar characteristics to the participants.

2. Mother and child experience improved health and well-being during the year.

- A stronger bond emerges between mother and child
- A stronger bond emerges between child and other significant adults
- There is an improved relationship between family members
- Mother experiences improved holistic wellness
- Infant experiences improved physical development
- Infant experiences improved emotional development

3. Mother and family members express positive life experiences during the year.

In addition to comparing data from historical data, Health in Common will analyze qualitative data by conducting surveys and interviews with participants, Birth Helpers, Case Workers and key stakeholders at various points throughout the lifespan of the project.

Financing the Restoring the Sacred Bond Initiative

The Restoring the Sacred Bond initiative is financed through Manitoba's landmark Social Impact Bond Strategy. Social Impact Bonds serve as an innovative tool for funding social services where investors assist in the funding of the program with the expectation of financial return from the provincial government upon successful outcomes. The Government of Manitoba launched the landmark Social Impact Bond in 2018 to support children and families who are in contact with (or at risk of being in contact with) the child welfare system. Through innovative methods of funding such as social impact bonds,

Special thanks and gratitude to the Government of Manitoba, MaRS, and the Restoring the Sacred Bond Investors:

- Anonymous Investor
- Balsam Foundation
- Children's Aid Foundation of Canada
- C.P. Loewen Family Foundation
- Inspirit Foundation
- Lawson Foundation
- McConnell Foundation
- The Winnipeg Foundation

there is an opportunity to learn and develop best practices to inform other key stakeholders, governments and services going forward.

As the Intermediary for the development of the Restoring the Sacred Bond Initiative, MaRS Centre for Impact Investing, provided expertise, support and served as a liaison to recruit potential investors for this social impact bond. With their support the Southern Network was able to secure financial investments from eight philanthropic foundations and private investors. These investors are committed to making a social impact to the Indigenous community through an innovative and culturally appropriate program that aims to help children by keeping families together.



Wijiidiwag Ikwewag
Women Helping Each Other

Wijiidiwag Ikwewag

As the service provider for the Restoring the Sacred Bond Initiative, Wijiidiwag Ikwewag is committed to personal healing and wellness to foster nurturing and empowering relationships that will create a strong foundation to support communities and families. Wijiidiwag Ikwewag



RESTORING THE SACRED BOND
INITIATIVE

“

The Southern First Nations Network of Care is honoured to be selected for the Restoring the Sacred Bond Initiative as the landmark social impact bond in Manitoba. Our First Nations leadership has made a Chiefs' Resolution calling for a change in service delivery for our communities which honours the sacred ways of traditional childrearing. This initiative supports shifting child welfare services to preventative care for Indigenous expectant Mothers through a culturally appropriate lens as called for by the Truth and Reconciliation Commission Calls for Action and National Inquiry into Missing and Murdered Indigenous Women and Girls Calls for Justice. Our member Agencies have embraced this practice and we have already seen the positive impacts of Indigenous Birth Helper supports to expectant Mothers, including the prevention of infant apprehension and early reunification of infants. Miigwetch!

Theresa Stevens
CEO, Southern
Network of Care

”

promotes traditional Indigenous child birthing and parenting teachings in non-judgmental and trauma informed approach which are capable of supporting Indigenous families and especially mothers in a traditional way.

A Birth Helper is a specially trained birth companion who provides support for expectant mothers and families throughout pregnancy, during labour and delivery, and after birth for up to one year. A Birth Helper does not perform any clinical procedures; rather, they provide emotional, physical, and spiritual support. Involvement of an Indigenous Birth Helper fosters personal healing and wellness which empowers and nurtures relationships to create a strong foundation for families and communities. This level of support can lead to healthier pregnancies, a more positive and empowering birth experience, and increased breastfeeding during the postpartum period.

Birth Helpers provide prenatal, labour and delivery, and postnatal supports for up to one year. While this project first and foremost provides care to Mothers, Wijiidiwag Ikwewag can also provide supports for Fathers, extended family and other caregivers.

Wijiidiwag Ikwewag Staff:

Jolene Mercer, Executive Director
Linda Dano-Chartrand, Clinical Supervisor
Misty Bear, Project Coordinator
Angela Griffith, Birth Helper
Destiny Kisiloski, Birth Helper
Meagan Settee, Birth Helper
Pamela Davis, Birth Helper
Rita Flett, Birth Helper
Shylo Jones, Birth Helper
Lana Major, Administrative Assistant

Service Delivery

In June 2019, the Southern Network officially announced the launch of the historic initiative with the service delivery start date slated for September 2019. The initial phases of this social impact bond, included determining processes for referrals, service delivery and recruiting and training qualified birth helpers. Engagement and communication with the community including First Nations leadership, CFS Agencies and collateral organizations has been ongoing since the development of the business case and development of the initiative. Presentations, information sessions, press releases, media interviews and a community launch provided

a landscape for engagement and to establish referral processes. The Initiative began to receive referrals on September 30, 2019.

In March 2020, amid the COVID-19 pandemic, services and supports shifted to virtual supports which included phone calls, video calls and curbside visitations and supply drop offs. Birth Helpers were unable to attend medical appointments with mothers. During labour and delivery only one support person was permitted to attend hospital with mothers where it was generally the father. However, the Birth Helper would provide virtual support during these times. As a result of the pandemic in March 2020, we saw a decline in referrals as member agencies were navigating their own contingency planning in providing services to their families.

Restoring the Sacred Bond Project Board

Monitoring of the Restoring the Sacred Bond (RSB) Initiative Social Impact Bond (SIB) has been established through a Project Board who serve in an advisory capacity. The Project Board is comprised of appointed voting and non-voting member representatives of the Southern Network, Investors, Government of Manitoba and Southern

Network member agencies who meet bi-monthly.

Responsibilities of the Project Board include:

- Monitoring of the RSB SIB and providing oversight and guidance of key strategic and operational decisions;
- Creating an accountability structure for the Southern Network to the performance targets and ensuring that the initiative progresses within the funding, budget, and timeline parameters;
- Confirming that the initiative is being operated in a manner that maximizes both the impact for its target population, and the opportunity of achieving the targeted outcomes (and the resulting financial return for Investors); and
- Exploring the viability of implementing the initiative in other areas of the province.

Special thanks to our Project Board Membership for their time and commitment in supporting the Restoring the Sacred Bond Initiative.



Left to right: Lana Major, Shylo Jones, Angela Griffith (Wiji'idiwag Ikwewag)

Project Board Membership



Voting:

- John Loxley, Chairperson, Professor of Economics, University of Manitoba
- Theresa Stevens, CEO, Southern Network
- Michelle Bergen, Senior Financial Analyst, The Winnipeg Foundation
- Valerie McMurtry, President and CEO, Children's Aid Foundation of Canada
- Diane Roussin, Project Manager, Winnipeg Boldness Project, representing McConnell Foundation

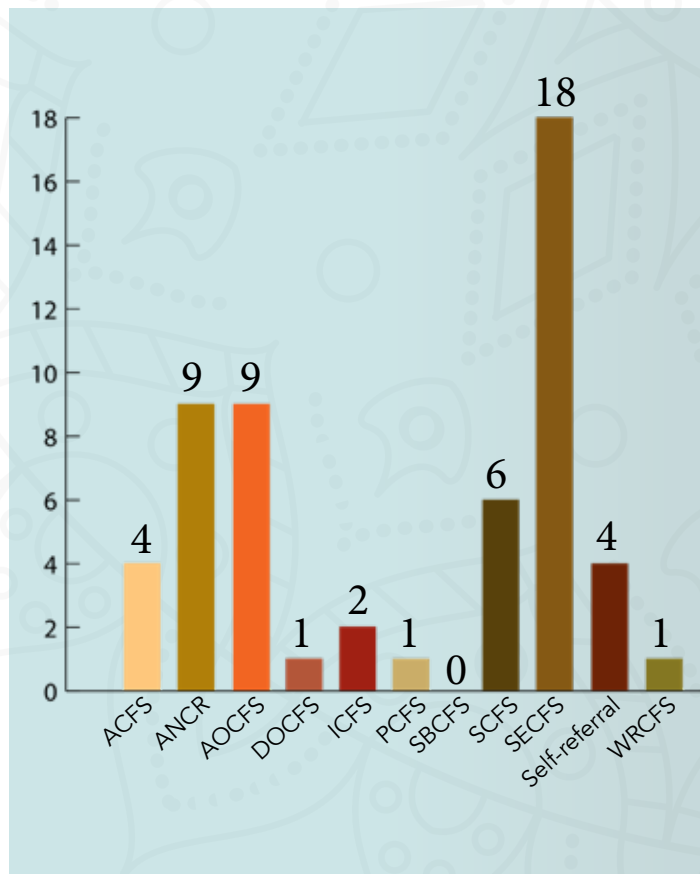
Non-voting

- Christina Moody, A/Executive Director, Strategic Initiatives, Children and Youth Services, Manitoba Families
- Rhonda Kelly, Executive Director, Southeast Child and Family Services

Statistics

Referrals by Agency
September 30, 2019 to March 31, 2020

Agency	Total
ACFS	4
ANCR	9
AOCFS	9
DOCFS	1
ICFS	2
PCFS	1
SBCFS	0
SCFS	6
SECFS	18
Self-referral	4
WCFS	1
Total Referrals	55
Total Accepted Mothers	47



*Mothers not accepted either did not match the eligibility criteria or declined service



At the time of developing this report, it is with great sadness that we acknowledge the passing of John Loxley on July 28, 2020. The Southern Network acknowledges the hard work, dedication and guidance we received from **John Loxley**



Referrals by Eligibility Criteria

*Mothers may fit in more than one criteria

Referral Type	Total
A Minor Mom	8
A Current or Former Child in Care	21
A Mother of One or More Children in Care	19
A Mother Subject to a Birth Alert	8
A Mother with an open Family Enhancement (FE-PRT) Case	1
A Mother with an Open Protection (PRT) Case	22

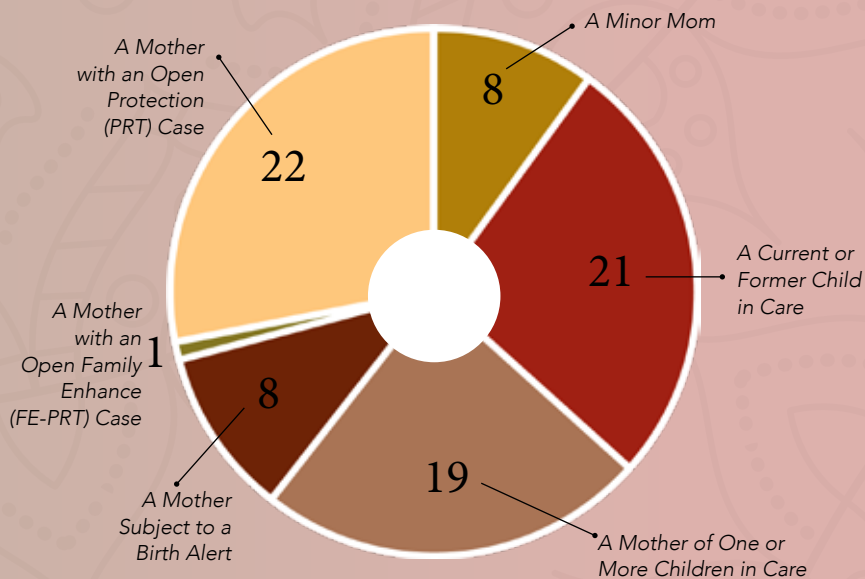




Image to the left: Baby items dropped off amid pandemic to mother in need

Infant/Child Data

***Sample sizes of children in care, not-in-care and reunifications remain too small to compare to historical data**

Infant Data	Total
<i>Number of Child Births - Infant with Mother</i>	24
<i>Number of Child Births - Infant with family (not in care)</i>	2
<i>Number of Child Births - Infant placed with family (in care)</i>	3
<i>Number of Child Births - Infant placed by CFS (in care)</i>	6
<i>Number of Reunifications - Infant</i>	2
<i>Number of Refunifications - Other children</i>	3
Total number of births	35

Stage of Pregnancy at Referral

Stage	Total
<i>First Trimester</i>	5
<i>Second Trimester</i>	10
<i>Third Trimester</i>	25
<i>Within two weeks of delivery</i>	5
<i>Post-partum</i>	12
<i>Unknown</i>	12

Quality Assurance (Vision Keepers)

Quality Assurance (QA) Coordinators Working Group

The QA Coordinators Working Group consists of representatives from our member Agencies who meet on a monthly basis to develop and conduct quality assurance reviews and monitor compliance through the use of CFSIS reports. Development of quality assurance templates included the Foster Home, Kinship and Place of Safety (POS) reviews, a Transitional and AYA review, developed a process for the Foster Home Abuse Investigations and developed a new process with Notice of Maternities with the Health Science Centre.

Child and Family Services Application (CFSA) User Group

The CFSA User Group consists of members from the four authorities and the province and works on implementing improvements to the CFSA system. This year there was significant work on upgrading the CFSA system. Development work occurred on the new Child in Care Annual Review report and a new RCase085 report which will be able to provide information on how many children in care are in family placements and culturally appropriate placements.

Birth Alert Working Group

The Southern Network worked with representatives from the four Authorities and the province to review the existing process of birth alerts and made recommendations for improvement. In August 2019, the province advised that they were going to start work on ending the practice of birth alerts.

First Nations Expectant Mother Preventative Care Practices

During the past year, in response to the resolution adopted by the SCO Chiefs on September 18, 2019, the Southern Network, in collaboration with our member Agencies, initiated work in developing the First Nations Expectant Mother Preventative Care Practices to replace the practice of issuing birth alerts. These practices are in line with the new federal law, An Act respecting First Nations, Inuit and Metis children, youth and families.

On March 31, 2020, the Southern Network issued a Directive to our member Agencies stating birth alerts are no longer to be used and that the First Nations Expectant Mother Preventative Care Practices are to be applied. The Southern Network completed a review of all the existing birth alerts and our member Agencies were able to decrease the birth alerts significantly due to engagement with the parents and extended family.

Child and Family Services Information System (CFSIS) Reports

The Southern Network has contracted Susan Petriew for the past three years to complete CFSIS reports that are provided to our member Agencies on a monthly basis.

The Southern Network completed six reports that were provided to our member agencies. This year development included a New Case Opening Review that tracks why children come into care, reasons for transfers and the reasons for case openings.

During this year we developed the Transitional Planning and Agreement with Young Adults (AYA) report which provides information to agencies on children in care who are 15 – 21 years of age and provides information on when agreements with AYA's expire.



Abuse Working Group

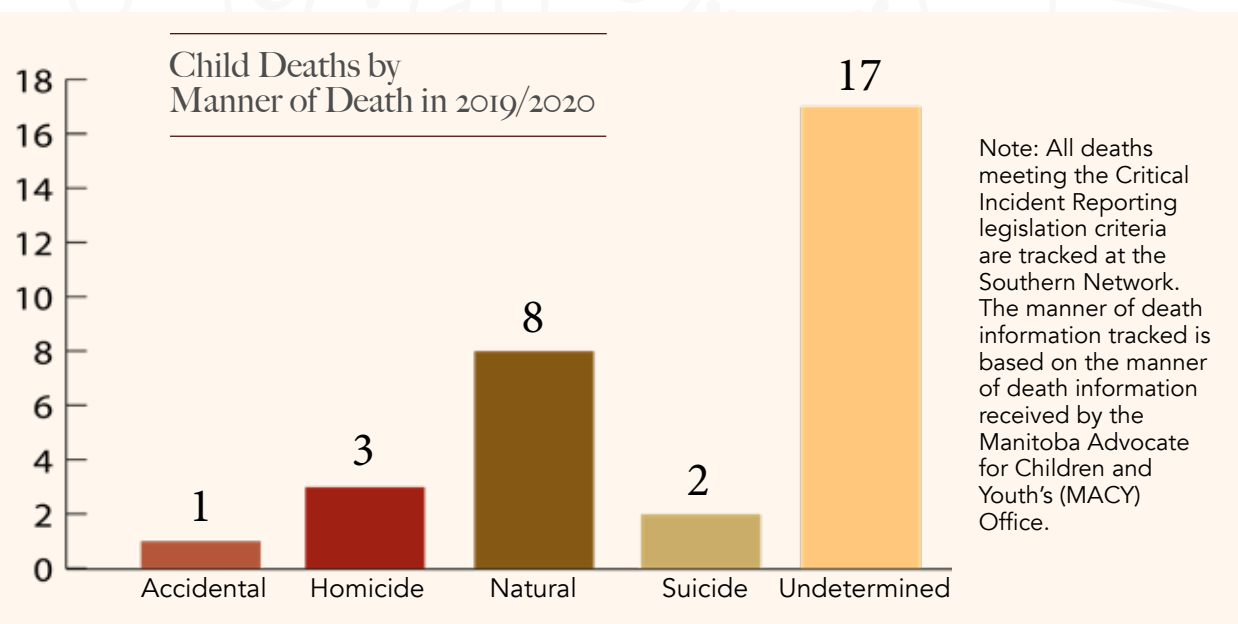
The Southern Network established an Abuse Working Group in 2018 with representatives identified from all ten of our member Agencies. The group met on a monthly basis in 2019 to discuss child abuse investigation processes, investigation documentation and child abuse investigation training. Based on the needs reported by the group, a Data Abuse Entry training was created in partnership with the Province. The training walked through how to create an Intake Module record for an abuse investigation, outlining the minimal case notes for an abuse investigation, how to complete a maltreatment screen, how to open a Protection-Maltreatment case from the Intake Module, and documenting the Child Abuse Committee's meeting minutes. Training was provided to the Southern Network child abuse committee coordinators, investigators, and abuse unit administrative supports. Positive feedback was received from all participants.

In July 2019 a pilot training on Introduction to Child Abuse Investigation was delivered to the child abuse coordinators and investigators. The training provided an overview of the investigation process, the role of law enforcement, medical professionals, front line workers and the Child Abuse Committee. The feedback received was positive and so the training was incorporated into the training and education calendar to be offered to all front line workers. Following trainings in the fall of 2019, several front line workers shared they felt more prepared to support families whose children had disclosed abuse and were experiencing the investigation process.

Manner of Death (MOD)	Total MOD
Accidental	1
Homicide	3
Natural	8
Suicide	2
Undetermined	17
Grand total	31

Critical Incident Reporting

The Critical Incident Reporting Regulation took effect in October 2015. A critical incident means the death or serious injury of a child. The Children's Advocate is responsible under section 8.2.3 of The Child and Family Services Act for reviewing services provided by an agency following the death of a child who was in the care of, or received services from, a child and family services agency, or whose parent or guardian received services from an agency within one year before the critical incident. A serious injury is defined as a physical injury that could result in permanent disability or death of a child as determined by a medical professional.

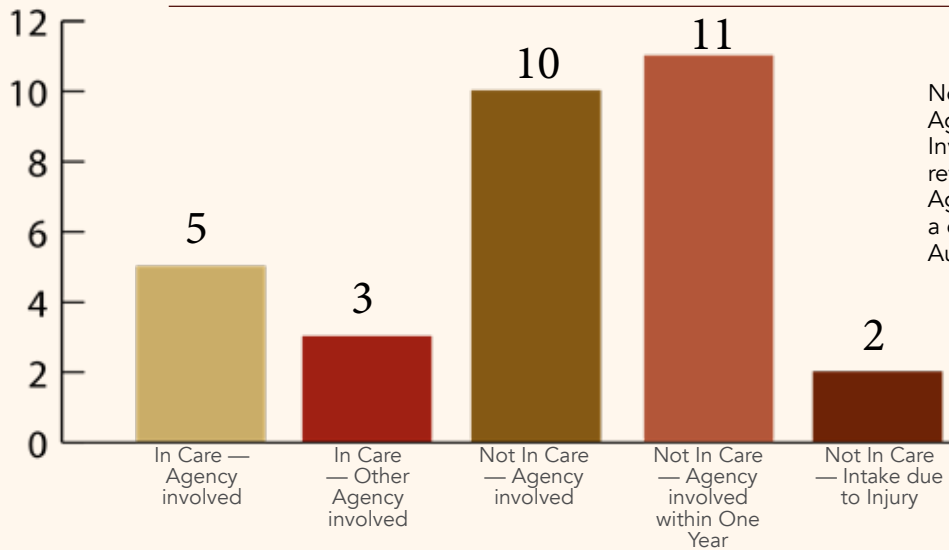


Child Deaths by Legal Status in 2019/2020

Legal Status	Total
In Care - Agency Involved	5
In Care - Other Agency Involved	3
Not in Care - Agency Involved	10
Not in Care - Agency Involved within One Year	11
Not in Care - Intake due to Injury	2
Grand total	31



Child Deaths by Legal Status in 2019/2020



Note: "Other Agency Involved" refers to an Agency under a different CFS Authority.

Annual Recommendations Report to the Manitoba Ombudsman

In March 2018, the Manitoba Advocate for Children and Youth (MACY) received independent legislation, expanding their mandate and responsibilities. One of those responsibilities now includes reviewing recommendations made by their own office, a responsibility previously held by the Manitoba Ombudsman. This new reporting structure for recommendations began in December 2018.

Multiples Working Group

Membership for the Multiples Working Group is made up of representatives from the four Child and Family Services Authorities and the Child

Protection Division. The purpose of the group is to collaborate on recommendations to all four Authorities and the Province of Manitoba, made by the MACY or other legislative bodies such as the Ombudsman.

Internal Agency Reviews

The Southern Network reviews all critical incidents concerning child death, for the purposes of determining if there would be benefit in having the agency complete an Internal Agency Review (IAR). If an IAR is requested, the Southern Network offers consultative work sessions to help coach our agencies through this process, although this is at the agency's discretion.

IARs afford agencies an opportunity to evaluate what's working in practice and where there



is room for improvement concerning service delivery. It also allows the agency to take ownership of solutions that will be particularly meaningful for the agency and the communities being served by that agency.

Education and Training

The Southern Network continued to offer education and training opportunities over the past year. This training has been very successful based on the valuable experience and expertise contributed by Southern Network staff. The Southern Network would like to acknowledge Kayla Guiboche, the former Education and Training Coordinator, for her contribution to the Education and Training unit along with her contribution to all the committees she participated in for the past ten years.

Child and Family Services Applications Training

The Child and Family Services Application (CFSFA) is the computer system used by CFS staff to collect and manage information on cases and

services provided to families. CFSFA training is held at the CFS Division located at 777 Portage Avenue. During the 2019/20 fiscal year, a total of 147 agency staff under the Southern Network completed CFSFA training.

Competency-Based Training Program

The Competency-Based Training (CBT) Program is led by the Provincial Manager of Training and is guided in part by the Joint Training Team (representatives from the four Authorities and the CFS Division). In 2019/20 the total attendance at CBT sessions for agency staff under the Southern Network was as follows:

- Caseworkers Competency-Based Training – 155
- Supervisors Competency-Based Training – 105
- Child and Youth Care Workers Competency-Based Training – 1
- Specialty Courses – 2

Specialized Training

In 2019/20, a total of 1,966 agency staff under the Southern Network attended Specialized Training.

Specialized Training	# of Participants
Addictions	29
Administrative Support & Communications	264
Crisis Prevention	24
Critical Incident Stress Management	37
Cultural Awareness	318
Child & Youth Support	59
Domestic Violence	2
Family Enhancement	121
Fetal Alcohol Spectrum Disorder	0
Gang Awareness	6
Health & Safety	29
Investigating Child Abuse	281
Orientation to the CFS System	150
Suicide Intervention/Prevention	71
Standards	179
Strengthening Relationships	1
Legislation	40
Leadership Development	55
Attachment	0
Trauma	68
Other*	232
Total	1,966

*Note: Other includes professional development

Intake

In 2019/20, the Southern Network underwent some restructuring, including a change in the Intake function. The Intake position was moved from the Service Support Team to the Quality Assurance Team. This change has provided support to the Quality Assurance Team and the Service Support Team.

During the past year, Sandra Hrycaiko, the Intake Specialist continued to provide support to our member Agencies in case conferences, complaint resolution to families and community members our agencies serve, as well as fulfilling information requests from the Child and Family Services Branch and the Minister's office. This work was completed despite the cyberattack in November 2019, which disabled our computer system, and the challenges associated with COVID-19.



Conference: Out of the Shadows – Facing Sexual Abuse

On April 15-17, 2019 the Southern Network organized and hosted a conference called, "Out of the Shadows – Facing Sexual Abuse", at the Canad Inns Polo Park. This three-day conference was designed for those who work with individuals that display sexual behaviors toward children. The conference provided insight into how colonialism and residential schools have impacted our First Nation Communities and the intergenerational trauma that affects children and their families. Participants learned how to assess, work and case plan with youth and adults who are sexually abusive and to determine if and when they can be reintegrated into the family home.

Presenters included: Elder Gerald Oleman; Dr. Daniel Rothman; Dr. Bobbi Walling; Dr. David Koltun; Dr. Lawrence Ellerby from Forensic Psychological Services; and Billy Brodovsky and Kate Kiernan from New Directions for Children, Youth, Adults and Families.

The conference was attended by 123 participants representing the ten Southern Network agencies, as well as all four Authorities and representatives of Justice and Community Services.

Children in Care, Agreements with Young Adults, Own Home/Relative, and Family Files

Definition of Children in Care

Children in care are children under the age of 18, who have been deemed in need of protection, requiring intervention, as determined by The Child and Family Services Act or are voluntarily placed in care by agreement between parent or guardian and agency. A child is considered in care when placed by a child and family services agency in substitute care; whose legal status is defined as a permanent ward, temporary

ward, under a voluntary surrender of guardianship, under a voluntary placement agreement, under apprehension, or is the subject of an application for a further order, and whose care needs are supported by a child and family services agency. This includes Own Home Placements and Selected Adoption Placements. The definition of children in care does not include Agreements with Young Adults.

The following information is based on the Child and Family Services Information System (CFSIS) data as at March 31, 2020.

Children in Care by Agency 2019-2020

	CIC	Own Home/ Relative	Grand Total
Animikii Ozoson	372	4	376
Anishinaabe CFS	612	19	631
CF ANCR	11	0	11
Dakota Ojibway CFS	706	51	757
Intertribal CFS	135	6	141
Peguis CFS	353	19	372
Sagkeeng CFS	439	12	451
Sandy Bay CFS	296	6	302
Southeast CFS	1,189	74	1,263
West Region CFS	658	14	672
Grand Total	4,771	205	4,976

Note: Own Home/Relative refers to Children in Care (CIC) who are receiving services from an Agency without financial support



Children in Care by Agency and Jurisdiction 2019-2020

	Federal	Provincial	Grand Total
Animikii Ozoson	0	376	376
Anishinaabe CFS	69	562	631
CF ANCR	0	11	11
Dakota Ojibway CFS	229	528	757
Intertribal CFS	31	110	141
Peguis CFS	71	301	372
Sagkeeng CFS	105	346	451
Sandy Bay CFS	85	217	302
Southeast CFS	406	857	1,263
West Region CFS	218	454	672
Grand Total	1,214	3,762	4,976

Children in Care by Agency and Placement Type 2019-2020

	Foster Home	Residential Care	Other Paid Resource	Correctional/Health Facility	Own Home/Relative	Grand Total
Animikii Ozoson	301	18	53	0	4	376
Anishinaabe CFS	464	18	128	2	19	631
CF ANCR	4	6	1	0	0	11
Dakota Ojibway CFS	539	15	149	3	51	757
Intertribal CFS	113	2	20	0	6	141
Peguis CFS	266	16	67	4	19	372
Sagkeeng CFS	261	16	160	2	12	451
Sandy Bay CFS	184	9	103	0	6	302
Southeast CFS	890	31	262	6	74	1,263
West Region CFS	411	12	231	4	14	672
Grand Total	3,433	143	1,174	21	205	4,976

Note: Other paid resource includes Place of Safety, Independent Living, and Out of Province Placement

Agreements with Young Adults by Agency 2019-2020

	AYA	Own Home/ Relative	Grand Total
Animikii Ozoson	33	3	36
Anishinaabe CFS	59	2	61
Dakota Ojibway CFS	65	8	73
Intertribal CFS	14	0	14
Peguis CFS	25	3	28
Sagkeeng CFS	52	0	52
Sandy Bay CFS	18	1	19
Southeast CFS	99	1	100
West Region CFS	20	0	20
Grand Total	385	18	403

Note: Own Home/Relative refers to Agreements with Young Adults (AYA) who are receiving services from an Agency without financial support

Agreements with Young Adults by Agency and Jurisdiction 2019-2020

	Federal	Provincial	Grand Total
Animikii Ozoson	0	36	36
Anishinaabe CFS	7	54	61
Dakota Ojibway CFS	20	53	73
Intertribal CFS	2	12	14
Peguis CFS	4	24	28
Sagkeeng CFS	5	47	52
Sandy Bay CFS	9	10	19
Southeast CFS	47	53	100
West Region CFS	6	14	20
Grand Total	100	303	403

Note: The grand total of 403 AYAs represents the total number of AYAs based on CFSIS data as at March 31, 2020, excluding AYAs that ended prior to this date (March 31, 2020).



Agreements with Young Adults by Agency and Placement Type 2019-2020

	Foster Home	Residential Care	Correctional/ Health Facility	Other Paid Resource	Own Home/ Relative	Grand Total
Animikii Ozoson	12	1	0	20	3	36
Anishinaabe CFS	8	3	2	46	2	61
Dakota Ojibway CFS	38	4	1	22	8	73
Intertribal CFS	7	0	0	7	0	14
Peguis CFS	9	1	1	14	3	28
Sagkeeng CFS	14	2	2	34	0	52
Sandy Bay CFS	6	0	1	11	1	19
Southeast CFS	21	1	1	76	1	100
West Region CFS	11	0	0	9	0	20
Grand Total	126	12	8	239	18	403

Note: Other paid resource includes Place of Safety, Independent Living, and Out of Province Placement



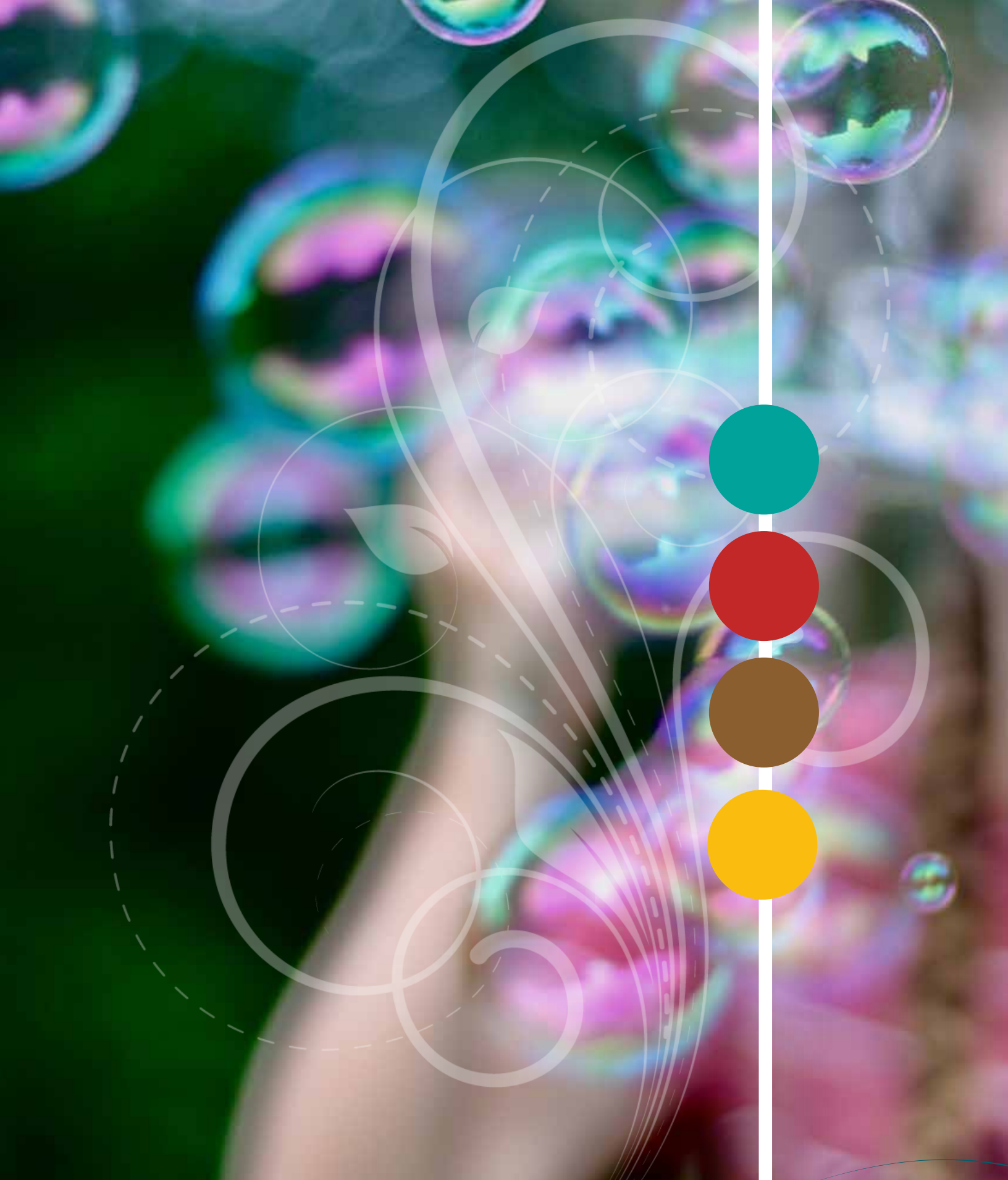
Legal Status for CIC and CIC Own Home 2019-2020

CHILDREN IN CARE (CIC)

	AOCFS	ACFS	CF ANCR	DOCFS	ICFS	PCFS	SCFS	SBCFS	SECFS	WRCFS	Grand Total
Other											
Apprehension	6	38	11	114	1	19	57	40	93	32	411
Petition filed for Further Order	9	46	0	32	9	12	38	27	81	85	399
Transitional Planning	4	0	0	42	0	4	1	1	7	1	60
Other Total	19	84	11	188	10	35	96	68	181	118	810
VPA											
Voluntary Placement Agreement	1	4	0	15	1	2	2	8	43	48	124
VPA Total	1	4	0	15	1	2	2	8	43	48	124
Ward											
PW: Voluntary Surrender of Guardianship	2	108	0	28	0	11	39	8	134	13	343
Permanent Ward: Court	325	382	0	434	112	271	266	190	735	446	3,161
Temporary Ward	25	34	0	41	12	34	36	22	96	33	333
Ward Total	352	524	0	503	124	316	341	220	965	492	3,837
CIC Total	372	612	11	706	135	353	439	296	1,189	658	4,771

OWN HOME

	AOCFS	ACFS	CF ANCR	DOCFS	ICFS	PCFS	SCFS	SBCFS	SECFS	WRCFS	Grand Total
Other											
Apprehension	0	2	0	21	0	4	0	2	4	6	39
Petition filed for Further Order	0	0	0	2	0	1	0	0	8	3	14
Transitional Planning	0	0	0	1	0	0	0	0	0	0	1
Other Total	0	2	0	24	0	5	0	2	12	9	54
VPA											
Voluntary Placement Agreement	0	0	0	0	0	0	0	0	0	2	2
VPA Total	0	0	0	0	0	0	0	0	0	2	2
Ward											
PW: Voluntary Surrender of Guardianship	0	6	0	1	0	1	5	1	16	0	30
Permanent Ward: Court	4	9	0	19	5	12	2	3	37	3	94
Temporary Ward	0	2	0	7	1	1	5	0	9	0	25
Ward Total	4	17	0	27	6	14	12	4	62	3	149
Own Home Total	4	19	0	51	6	19	12	6	74	14	205
Grand Total	376	631	11	757	141	372	451	302	1263	672	4,976



Family Files by Agency for 2019-2020

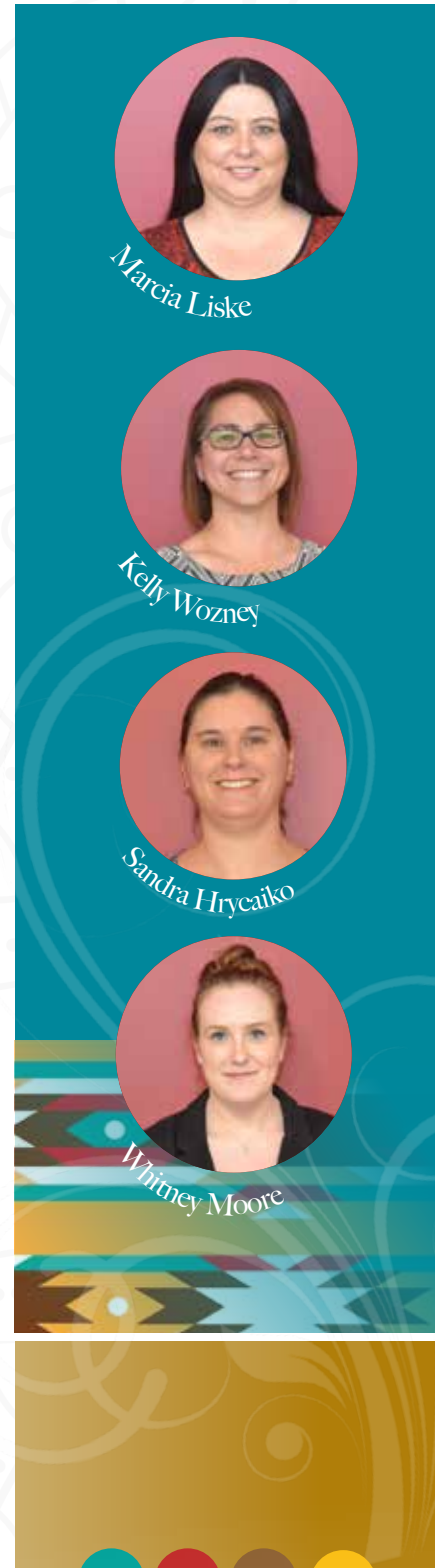
Animikii Ozoson	181
Anishinaabe CFS	292
CF ANCR	1
Dakota Ojibway CFS	405
Intertribal CFS	81
Peguis CFS	173
Sagkeeng CFS	208
Sandy Bay CFS	176
Southeast CFS	531
West Region CFS	569
Grand Total	2,617



Note: Family Files include Family Enhancement (FE), Protection (PRT), and Voluntary Family Service (VFS)

Family Files by Agency and Jurisdiction for 2019-2020

	Federal	Provincial	Grand Total
Animikii Ozoson	0	181	181
Anishinaabe CFS	43	249	292
CF ANCR	0	1	1
Dakota Ojibway CFS	144	261	405
Intertribal CFS	33	48	81
Peguis CFS	33	140	173
Sagkeeng CFS	83	125	208
Sandy Bay CFS	90	86	176
Southeast CFS	189	342	531
West Region CFS	238	331	569
Grand Total	853	1,764	2,617



Information Technology

About IT

The Information Technology (IT) Unit is responsible for all aspects of the design and development of the technical infrastructure, as well as providing IT services and support to the Southern First Nations Network of Care.

The Southern Network has a Centralized Managed Environment (Virtual Servers and Desktop Virtualization) which houses all data created and used by the Southern Network via Virtual Local Area Network (VLAN). Voice over Internet Protocol (VoIP) phone services are also provided to the Southern Network.

The services and support of the IT Unit include system management and maintenance of the secured physical and virtual infrastructure, as well as provision for system and data backup and recovery.

Key Activities in 2019/20:

Completed virtual desktop upgrade for mobile access

- Continued Windows 10 upgrade
- Initiated MS Office upgrade to Office 365 Pro Plus and E3, including Skype for Business

- Began enhanced backup from tape to an all disk solution allowing for faster backup and recovery
- Initiated the development of a more robust VoIP solution including strategies for Audio/Video Conferencing within the Managed Environment

Response to Cyberattack

On November 21, 2019, the Southern Network was the victim of a cyberattack that disabled our information technology system and impacted 8 of the 10 Agencies mandated by the organization. In response to this attack, the Southern Network implemented various mitigation measures, including activating its business continuity plan to ensure all essential services were maintained.

The IT Unit implemented its disaster recovery plan, which involved identifying the virus, isolating it, and attempting to remedy the problem. Ultimately, the IT Unit locked down the system to prevent any further corruption of information. In addition, this event prompted a criminal investigation by the RCMP and the Canadian Centre for Cyber Security.



In early January, 2020, through the hard work of the IT Unit, the Southern Network computer information system was fully operational again. Several measures were implemented to ensure the new information system, including email communication, was safe and protected. First, the old infected server was disconnected and replaced with a new, clean server. Cleaning tools, including anti-virus software, were installed and activated to ensure no viruses were present in the new system. As a security measure, regular updates were run for Windows and other applications. As well, a spam blocker and new firewall were installed to protect the new computer information system.

Later, following an investigation, it was confirmed there was no evidence any personal or health information was taken from the information system as a result of the attack.

Transition Plan

In 2019/20, the Southern Network initiated the process of transferring both IT funding and infrastructure to our member Agencies. Going forward, the Southern Network will no longer provide direct support services to the Agencies. Instead, each Agency will manage and operate their respective IT systems independently.

As well, during the past year, as part of the transition plan, the IT Unit underwent some changes in staffing and a restructuring of roles and responsibilities. The Southern Network acknowledges the former Desktop Technician/VoIP Administrator, David Kiddell, for his commitment and contribution to the organization.



Vlastimir Drakul



Cheryl Devenny



Dave Cawson



Paul Garcia



Matthew Cawson



Policy & Program Specialist



This marks my 12th year working with the Southern Network. During this period, I've had the honour and privilege to work with many great co-workers who have kindly shared their wisdom and knowledge. I am very grateful for this experience.

As a Policy and Program Specialist, my major duties and responsibilities include policy and program planning, development, implementation and evaluation. My primary role is to act as a direct support and resource to the Southern Network, internally, across the organization. I provide technical support and assistance to the Chief Executive Officer and the Unit Directors. This work includes: preparing briefing notes; conducting research; writing reports; drafting policies; analyzing information; writing proposals; planning and coordinating meetings; and facilitating discussions in meetings.

In addition, in my role, I communicate and collaborate with representatives of external organizations, including: our member Agencies; the Southern Chiefs' Organization; Indigenous Services Canada; Manitoba Families; the Child and Family Services Standing Committee; and the other CFS Authorities.

In 2019/20, I provided technical support and assistance to the following internal committees and initiatives: Communications Committee; and the Restoring the Sacred Bond Initiative.

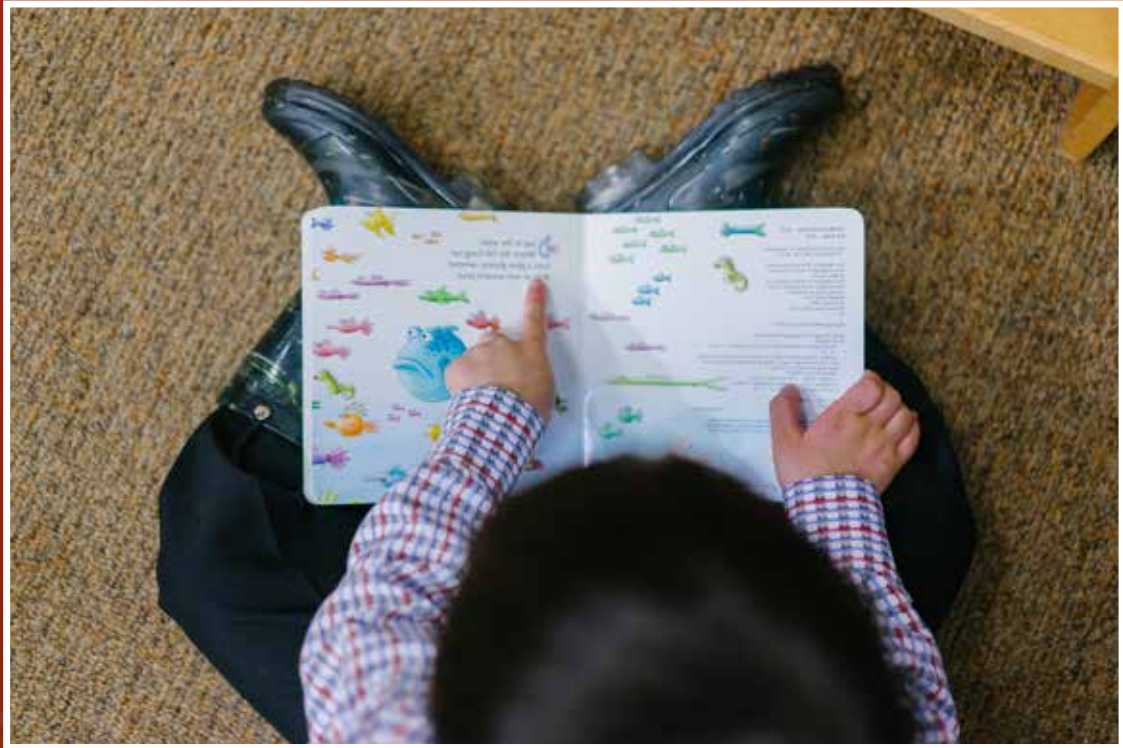
On March 13, 2020, in response to the COVID-19 pandemic, the Southern Network activated a preliminary Business Continuity Plan (BCP) to ensure all essential functions of the organization were maintained. During this time, the Southern Network office remained closed, but all essential functions continued to be maintained by staff working remotely via email and phone. Throughout the early stages of the pandemic, the BCP continued to be updated based on the current circumstances and available resources.

In the coming year, I look forward to working with our member Agencies and partner organizations in maintaining current initiatives and developing new projects to promote positive outcomes for our children, families and communities.

Colin Kinsella
Policy and Program Specialist

As well, in the past year, I acted as a Southern Network representative and provided technical support to a number of external committees and working groups. These included:

- Regional Advisory Committee on First Nations Child and Family Services in Manitoba
- Planning Committee of the 9th Annual Gathering on First Nations Child and Family Services in Manitoba (February 25-27, 2020)
- Inter-Authority Annual Report Working Group
- Inter-Authority Standards Working Group
- Inter-Authority ANCR Review Committee
- Inter-Authority Joint Training Team
- Inter-Authority Working Group on National Standards under Bill C-92, An Act respecting First Nations, Inuit and Metis children, youth and families
- First Nations Technical Working Group on Bill C-92, An Act respecting First Nations, Inuit and Metis children, youth and families
- French Language Services Committee



Finance

Key Functions

The Southern Network Finance Unit is responsible for the management of the major finance functions of the Southern Network. The Team also works closely with our member Agencies to provide support in the areas of financial accountability and reporting.

Goals and Objectives

The primary goals and objectives of the Unit include:

- Addressing federal and provincial child welfare reforms
- Developing a financial reporting and accountability framework
- Create policies and procedures needed to implement Single Envelope Funding
- Develop and implement a standardized accounting system across our member Agencies
- Obtaining proper funding for the Southern Network and our member Agencies to carry out their responsibilities

Key Activities in 2019/20

In 2019/20, the Finance Unit underwent significant changes in staffing and a realignment of roles and responsibilities.

Cynthia Richard (Accounting Clerk) continued to collaborate with Trevor Mierke (Financial Comptroller) to streamline the Finance and Administrative Unit.

Karen Desjarlais (Receptionist) continued to provide administrative support and reception services to both the Finance and Administrative Unit and the Southern Network as a whole. In 2019/20, the Southern Network received:

- 7,738 phone calls
- 1,068 faxes
- 1,119 letters of correspondence

On average, per month, the Southern Network received:

- 645 phone calls
- 89 faxes
- 93 letters of correspondence

In 2019/20, a number of significant changes occurred in the CFS system in Manitoba. These changes were driven by the ongoing transformation of the federal and provincial child welfare systems, including the responses by the federal government to various Canadian Human Rights Tribunal rulings and the introduction of new federal child welfare legislation.

On the federal side, the Finance Unit continued to provide extensive administrative support to the Regional Advisory Committee (RAC) in order to:

- Develop revised reporting requirements for Agency Strategic Service Plans
- Discuss the federal and provincial child welfare reforms including legislative and funding reforms
- Develop a tripartite leadership table to oversee the RAC
- Receive updates from the National Advisory Committee
- Discuss community based prevention funding processes

On the provincial side, the Finance Unit participated in the following reform activities:

- Funding for results through initiatives such as Single Envelope Funding to member Agencies based on outcomes, rather than provide incentives for larger caseloads and longer stays in care
- Legislative reform, which included the creation of a legislative review committee to modernize The Child and Family Services Act and support a shift in practice

- Continued participation in the implementation of Customary Care

On November 21, 2019, the Southern Network was the victim of a cyberattack that disabled our computer system. In response, the Southern Network implemented various mitigation measures, including a Business Continuity Plan, to ensure all essential functions of the organization, including Finance, were maintained.

On March 13, 2020, in response to the COVID-19 pandemic, the Southern Network activated a Business Continuity Plan to ensure all essential functions of the organization were maintained, including Finance.

Other Key Activities in 2019/20:

- Ongoing development of budgets and provision of financial advice for the Restoring the Sacred Bond Initiative
- Ongoing implementation of recommendations of the Strategic Plan Review report and financial review performed by Internal Audit and Consulting Services, including the ongoing development of a financial policies manual
- Development of financial accountability and reporting frameworks for our member Agencies
- Ongoing implementation of a standardized accounting system for our member Agencies

- Continued to secure appropriate funding for the Southern Network and our member Agencies to carry out their responsibilities

Key Plans for 2020/21

- Addressing federal and provincial child welfare reforms, particularly the ongoing activities to implement Single Envelope Funding and the activities of the RAC
- Securing appropriate funding for the Southern Network and our member Agencies to carry out their responsibilities
- Roll out the Service Continuum Framework to member Agencies

member Agencies, including ongoing implementation of SAGE Intelligence Reporter and the Agency Child Maintenance Billing Module

Obtaining proper funding for the Southern Network and our member Agencies to carry out their responsibilities, including securing third party investor funding for the Restoring the Sacred Bond initiative and diversifying sources of funding for the Southern Network

Obtaining full ongoing funding of lease costs at 800 Adele and terminating the lease

Implementing and eventually transferring the Restoring the Sacred Bond initiative pilot program to a third party in order to provide stable and ongoing funding



Trevor Mierke



Cynthia Richard

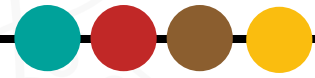


Karen Desjarlais

Appendix I:

Province Wide Service Delivery System

Region	Designed Intake Agency	Service Provider (Agency) for the Southern First Nations
Southern First Nations	Each First Nation Agency	<ul style="list-style-type: none"> The First Nation agency providing services to the respective First Nation (on-reserve)
Western Manitoba	CFS of Western Manitoba	<ul style="list-style-type: none"> DOCFS provides services to their community members DOCFS provides services to other southern First Nations community members with the exception of West Region DOCFS provides services to others who choose the Southern Network SBCFS provides services to their community members and members of Dakota Plains First Nation WRCFS provides services to their community members
Central Manitoba	CFS of Central Manitoba	<ul style="list-style-type: none"> DOCFS provides services to their community members DOCFS provides services to other southern First Nations community members with the exception of West Region DOCFS provides services to others who choose the Southern Network SBCFS provides services to their community members and members of Dakota Plains First Nation WRCFS provides services to their community members
Parkland Region (South of Swan River)	Metis CFS	<ul style="list-style-type: none"> WRCFS provides services to their community members WRCFS provides services to other southern First Nations (River) community members WRCFS provides services to others who choose the Southern Network WRCFS provides services to Northern Authority families under agreement with the Northern Authority
Parkland Region (North of Swan River)	Metis CFS	<ul style="list-style-type: none"> Service Agreement with the Northern Authority to provide services through Cree Nation CFS for families who choose Southern Network



Region	Designed Intake Agency	Service Provider (Agency) for the Southern First Nations
Interlake Region (except the towns of Selkirk and Stonewall)	ACFS, ICFS, Peguis, Interlake Region each within a specific geographic boundary	<ul style="list-style-type: none"> • Peguis CFS and ICFS provide services for their community members • ACFS provides services to their community members • ACFS provides services to other southern First Nations community members who choose Southern Network • ACFS provides services to others who choose the Southern Network • ACFS provides services to Northern Authority families under agreement with the Northern Authority
Town and Selkirk and Stonewall	Interlake Region	<ul style="list-style-type: none"> • Each southern First Nation CFS Agency provides services to their community members through their Winnipeg offices with the exception of DOCFS • Sagkeeng CFS provides services for DOCFS • Animikii Ozoson provides services to other families who choose Southern Network
Eastman Region	Eastman Region	<ul style="list-style-type: none"> • SECFS provides services to their community members • Sagkeeng CFS provides services to their community members • Sagkeeng CFS provides services to other southern First Nations community members who have chosen Southern Network • Sagkeeng CFS provides services to other families who choose Southern Network • Sagkeeng CFS provides services to Northern Authority families under agreement with the Northern Authority
Norman Region	Cree Nation CFS	<ul style="list-style-type: none"> • Service Agreement with the Northern Authority to provide services through Cree Nation CFS for families who choose Southern Network
Thompson Region	Nisichawayasihk Cree Nation FCWC	<ul style="list-style-type: none"> • Service Agreement with the Northern Authority to provide services through Nisichawayasihk Cree Nation FCWC for families who choose Southern Network
Winnipeg	All Nations Coordinated Response Network (ANCR)	<ul style="list-style-type: none"> • Each Southern First Nation CFS Agency provides services to their community members • Animikii Ozoson CFS provides services to First Nations people from Ontario and to others who choose the Southern Network.

Appendix II:

Acronyms

ADP	Authority Determination Process
AHU	After Hours Unit
AJI-CWI	Aboriginal Justice Inquiry - Child Welfare Initiative
AMC	Assembly of Manitoba Chiefs
ANCR	Child and Family All Nations Coordinated Response Network
ASIST	Applied Suicide Intervention Skills Training
AYA	Agreements with Young Adults
BEB	Band Employee Benefits
CART	Collaborative Authority Resource Team
CEO	Chief Executive Officer
CFS	Child and Family Services
CFSA	The Child and Family Services Act
CFSAA	The Child and Family Services Authorities Act
CFSIS	Child & Family Services Information System
CIC	Child(ren) in Care
COA	Change of Authority
CSA	Children's Special Allowances (e.g., Child Tax Benefit)
DR	Differential Response
DLW	Designated Level Worker
ED	Executive Director
EOS	Extension of Service
EPR	Emergency Placement Resources
EPS	Expectant Parent Services
FASD	Fetal Alcohol Spectrum Disorder
FE	Family Enhancement

FH	Foster Home (includes foster homes; specialized foster homes)
FIPPA	The Freedom of Information and Protection of Privacy Act
FN	First Nation
HR	Human Resources
IAR	Internal Agency Review
IRAP	Individual Rate Adjustment Protocol
IT	Information Technology
MACY	Manitoba Advocate for Children and Youth
MKO	Manitoba Keewatinowi Okimakanak
MOU	Memorandum of Understanding
NOM	Notice of Maternities
PHIA	Personal Health Information Act
PIDA	Public Interest Disclosure Act (Whistleblower Protection)
POS	Place of Safety
PW	Permanent Ward
QA	Quality Assurance
RAC	Regional Advisory Committee
RC	Residential Care (includes group homes; treatment centres; group care arrangements)
SAP	Selected Adoption Placement
SCO	Southern Chiefs' Organization
SDM	Structured Decision Making
TW	Temporary Ward
VLAN	Virtual Local Area Network
VoIP	Voice over Internet Protocol





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