



**TELLING OUR STORY • WOYAKI OWICAJKAPI
• TIBAUGI MOIN • É WÍTAMÁK NITÁCIMOWININÁN**

January 2011

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Report Highlights

- Children under 18 in care from on reserve decreased by 11% from March 2009 to March 2010.
- Children under 18 in care from off reserve increased by 6% from March 2009 to March 2010.
- From March 31/2010 to October 28/2010, there was a 3.5% decrease in the number of children under 18 in care with the southern FNCFS agencies. This followed a slight decrease - .2% - of children under 18 in care from March 31/2009 to March 31/2010.
- From March 31/2009 to March 31/2010, there was a 6% increase in the number of children and youth in care in Manitoba.
- The Southern FN Authority was the only authority that had a decrease in children and youth in care from March 2009 to March 2010. For the same time period, the Northern FN Authority saw an increase of 18%, the Metis Authority an increase of 11%, and the General Authority an increase of 3%.
- On October 28/2010 5% of the total number of children and youth in care were youth over 18 whose care was extended to facilitate the transition out of care.
- 33% of the total number of children and youth in care were funded by the federal government and 67% were funded by the province of Manitoba.
- The southern FNCFS Agencies provide services almost entirely to status and non-status children and youth. Status children represented 92% of the children and youth in care, and non-status another 6%.
- The southern FNCFS Agencies care for 46% of the children and youth in care in the province of Manitoba.
- In March 2010 the southern FNCFS agencies were providing services to 3143 families, including single parents, on and off reserve.
- The average caseload of workers with the southern FNCFS agencies was between 30 - 35 cases in 2009/2010.
- There were fifteen reportable child deaths (excluding ANCR) in 2009/2010. Five were children in care and ten were children whose families received CFS services in the 12 months prior to the death.
- Of the fifteen reportable deaths, 8 were due to medical causes and accidents, 4 were suicides, 1 was a homicide (not by caregiver). In two cases, cause of death was unknown.
- A May 2009 audit of foster homes and places of safety found that there were a total of 1229 foster homes licensed by the southern FNCFS agencies, for a total of 2483 bed spaces. 60% of these foster homes were Aboriginal and 30% were on reserve.
- There was a good depth of experience with the Aboriginal foster homes, with 42% fostering for 6 or more years. 24% had fostered for more than 10 years.
- In May 2009, there were 466 homes designated as places of safety. 41% of the places of safety were on reserve.
- 78% of all the places of safety were Aboriginal.
- As of March 31/2010, 75% of the staff at the southern FNCFS agencies (excluding ANCR) were Aboriginal.
- Over 1700 participants took part in education and training events coordinated by the SFNNC in 2009/2010.
- In partnership with the U of M Aboriginal Focus Programs, the SFNNC will be offering an accredited certificate in CFS Entry Level Protection and Family Enhancement beginning in February 2011 at a site in Long Plain First Nation and a site at Little Grand Rapids First Nation.

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INTRODUCTION

One of the recommendations made by the Southern First Nations Network of Care (SFNNC)¹ in the Section 4 Review into the death of Gage Guimond² states:

It is recommended that the Southern Authority, in consultation with its agencies, establish a reporting protocol / template for agencies to report on their activities to their Chiefs and Council, at minimum, on a quarterly basis. (OR-32)

To address this recommendation, the SFNNC has undertaken two key actions:

- The development of a standard for the SFNNC agencies requiring each agency to prepare a written report on their activities for their Chiefs and Councils on a regular basis, and outlining minimum reporting requirements; and
- The SFNNC providing Chiefs and Councils with an overview report twice a year.

The SFNNC proposes to complete two reports per year (January and July) that are directed at First Nations leadership (Chiefs and Councils). The SFNNC reports will include “rolled up” information from all the SFNNC agencies.

A SFNNC standard is currently in development which will require the SFNNC agencies to prepare reports for all Chiefs and Councils at least twice per year. The agency reports will include agency and community specific information. Minimum reporting requirements will be included in the standard.

This is the first such report by the SFNNC. We hope that you will find the report informative and useful. Any suggestions you may have for future reports are welcome – please contact Jim Compton, Director, Communications and Community Relations at 783-9190.

The SFNNC Annual Reports and audits are available on the SFNNC website.

1. Southern First Nations Network of Care is the operating name of the First Nations of Southern Manitoba CFS Authority, also referred to as the Southern Authority.

2. This report can be found at <http://www.southernauthority.org>.

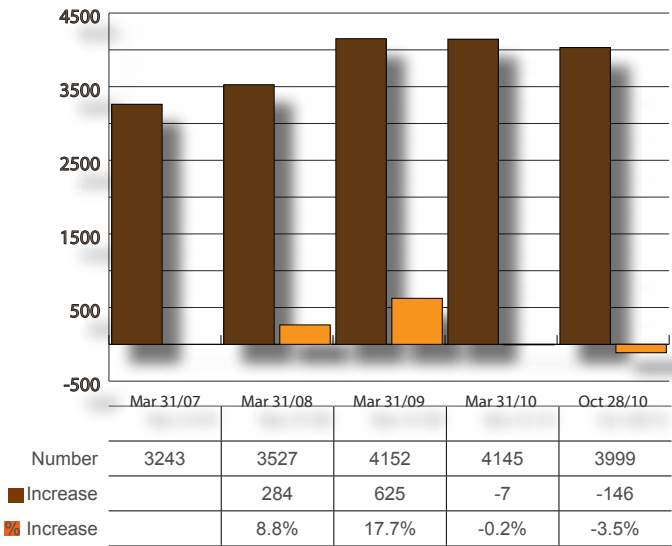
CHILDREN/YOUTH CARED FOR BY SOUTHERN FIRST NATIONS CFS AGENCIES

Children in care include children under the age of 18 and youth who have turned 18 but whose care is extended to help with transition planning.

- On March 31/2010, there were 4145 children and youth in care with the southern FNCFS agencies. This compares to 4152 on March 31/2009, showing a slight decrease of .2% (7 children).
- On October 28/2010³, there were 3999 children in care with the southern FNCFS agencies, a decrease of 3.5% (146 children and youth) from March 31/2010, and a decrease of 3.7% (153 children) from March 31/2009.

Table 1 below shows the number of children and youth in care with the southern FNCFS agencies (excluding ANCR) for the past four years, and for October 28/2010.

Table 1: Total Children and Youth Cared for by Southern FNCFS Agencies (Excludes ANCR)



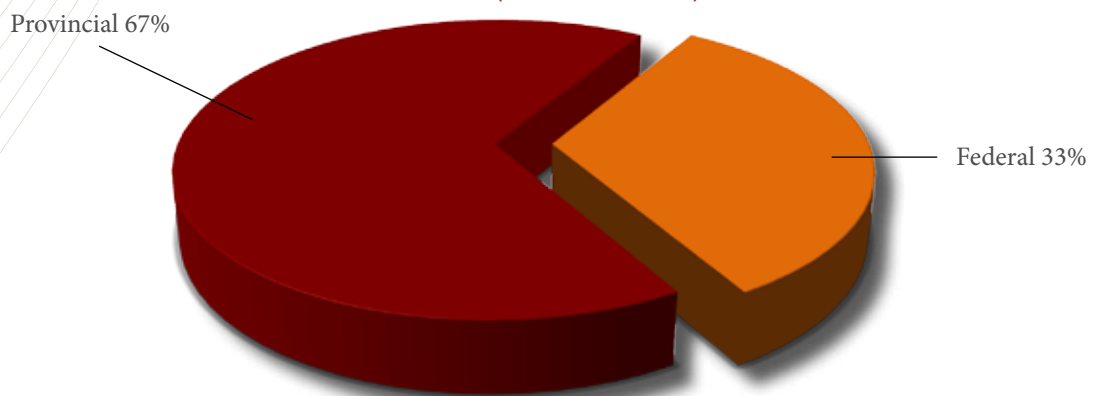
3. The children in care numbers are taken from CFSIS, the provincial data base.

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Children and Youth in Care by Funder

- Maintenance for children in care is funded either by the federal government or by the provincial government. On March 31/2010, 33% of the children and youth in care were funded by the federal government.
- Federally funded children are primarily coming into care from on reserve while provincially funded children come into care primarily from off reserve.

Chart 1: Total Children and Youth in Care for as of March 31 / 2010 by Funder (Excludes ANCR)



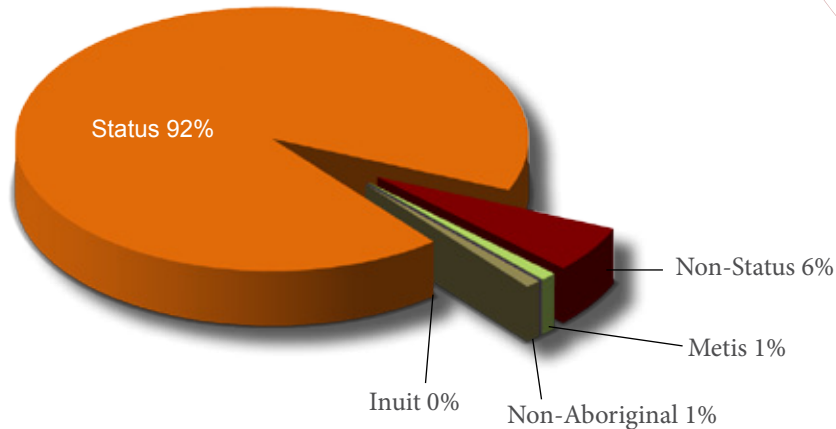
- For federally funded (on reserve) children only, there was a *decrease* in children in care of 11% (168 children) from March 31/2009 to March 31/2010.
- For provincially funded children (off reserve), there was an increase of 6% (160 children) from March 31/2009 to March 31/2010.

Children and Youth in Care by Aboriginal Status

- The southern FNCFS agencies provide services almost entirely to status and non-status children. Even with the children in care with ANCR added in, 92% of the children and youth in care are status and 6% are non-status. Chart 2 shows the breakdown of children and youth in care by Aboriginal status.
- Families can choose which Authority to get services from; the data shows that most families choose their culturally appropriate Authority.

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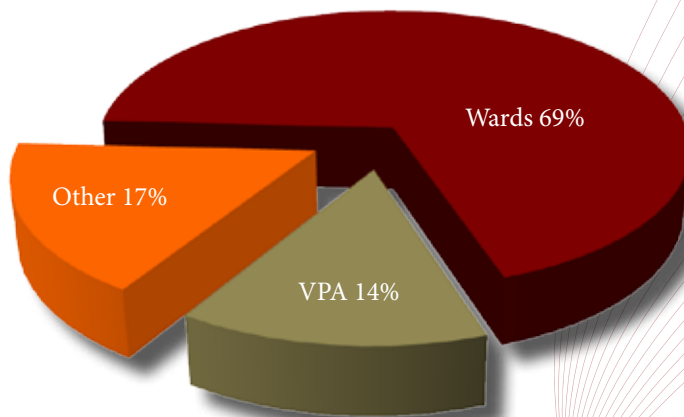
Chart 2: Children and Youth in Care March 31 / 2010 by Aboriginal Status (includes ANCR)



Children and Youth in Care by Legal CFS Status

- Chart 3 shows the breakdown of children in care with the southern FNCFS agencies by legal child welfare status. These numbers include children in care with ANCR. Children in care with ANCR are primarily under apprehension.
- Of the children and youth in care with the southern FNCFS agencies on March 31/2010, 69% were permanent or temporary wards or children in care under a voluntary surrender of guardianship.

Chart 3: Children and Youth in Care as of March 31 / 2010 by Legal Status (includes ANCR)



- 14% of the children were in care under a voluntary placement agreement (VPA) with their parent(s) or legal guardians. Under these agreements, the Agency provides care and services, but the parents

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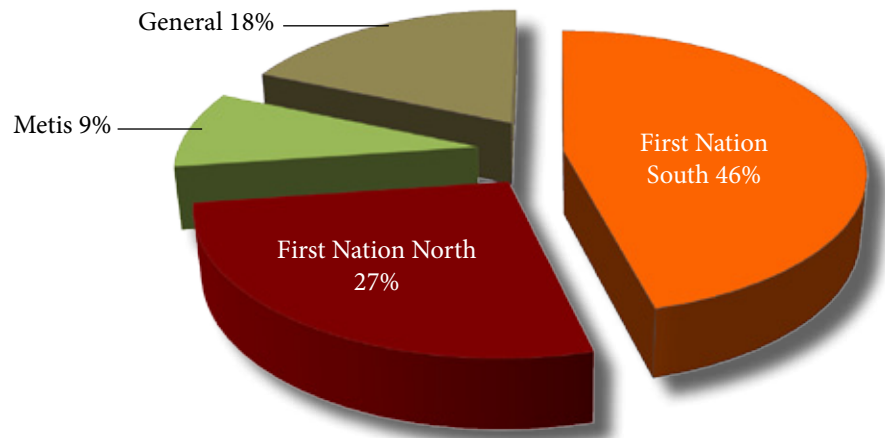
keep legal guardianship of their children.

- 17% of the children and youth in care with the southern FNCFS agencies on March 31/2010 were under an extension of care or under apprehension.

Children and Youth in Care by Authority

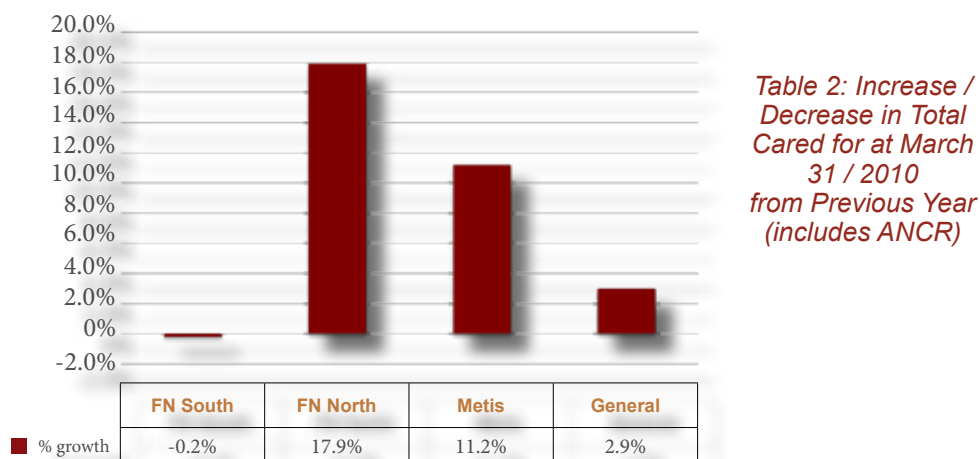
- There were 9120 children and youth in care in the province on March 31/2010. 46% were in care with the southern FNCFS agencies.
- Compared to the number of children and youth in care in Manitoba on March 31/2009 (8629), there was an overall provincial increase of 6% on March 31/2010.

Chart 4: Children and Youth in Care in Manitoba - % by Authority



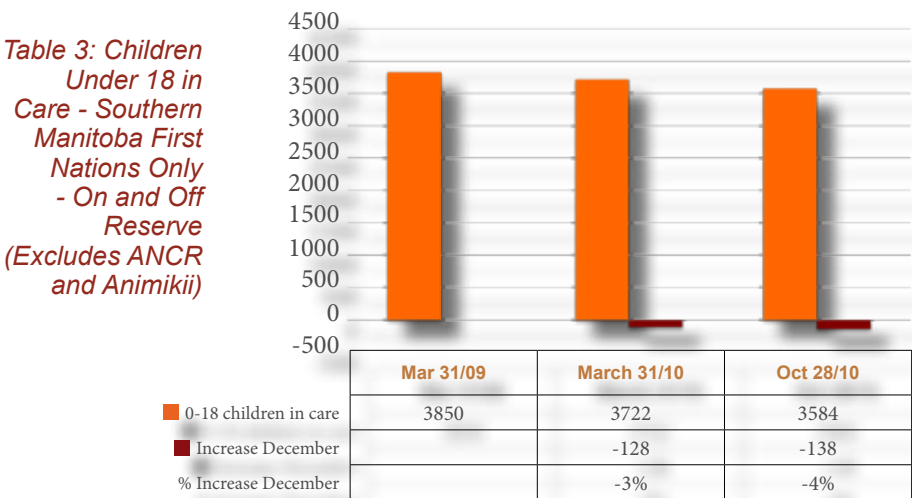
- Table 2 on the next page shows the increase/decrease by Authority from March 31/2009 to March 31/2010.
- The increase varied between Authorities, with the southern FNCFS agencies being the only group to see a decrease, albeit slight. This compared to an 17.9% increase for the northern FNCFS agencies, an increase of 11.2% for the Metis CFS agency, and a 2.9% increase for the agencies under the General Authority.

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Children in Care Under 18 - Southern Manitoba First Nations Only - On and Off Reserve

- The following table shows the number of children under 18 in care. Youth over 18 under extensions of care are not included. ANCR and Animikii Ozoson numbers have been taken out to provide an overview of southern Manitoba First Nations only.



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- There was a 3% (128 children) decrease in children in care under 18 from March 31/2009 to March 31/2010.
- There was a further decrease from March 31/2010 to October 28/2010 of about 4% (141 children).⁴
- Agencies report that two main reasons why children under 18 are coming into care are addictions (drug and alcohol) and family violence. Both are associated with poverty and require a coordinated response by all sectors.
- Additional data is being collected about the factors that result in children coming into care to provide a more complete and accurate picture.
- Employment, education, housing, mental health, and justice must be key players in building a circle of care around our children.

Children in Care under 18 - Southern Manitoba First Nations - On Reserve

- Figures for December 2009 report that, for the southern Manitoba First Nations, there was a total population of 27,192 children (ages 0-18), with 60% (16,292 children) living on reserve.
- Based on the number of federally funded children in care with the southern FNCFS agencies, about 8% of the on reserve child population (ages 0-18) of the southern Manitoba First Nations was in care as of March 31/2010.
- More analysis of the children in care numbers will be done in a future report, to examine the trends over time in relation to the overall population growth.

Youth Over 18 in Transition Care

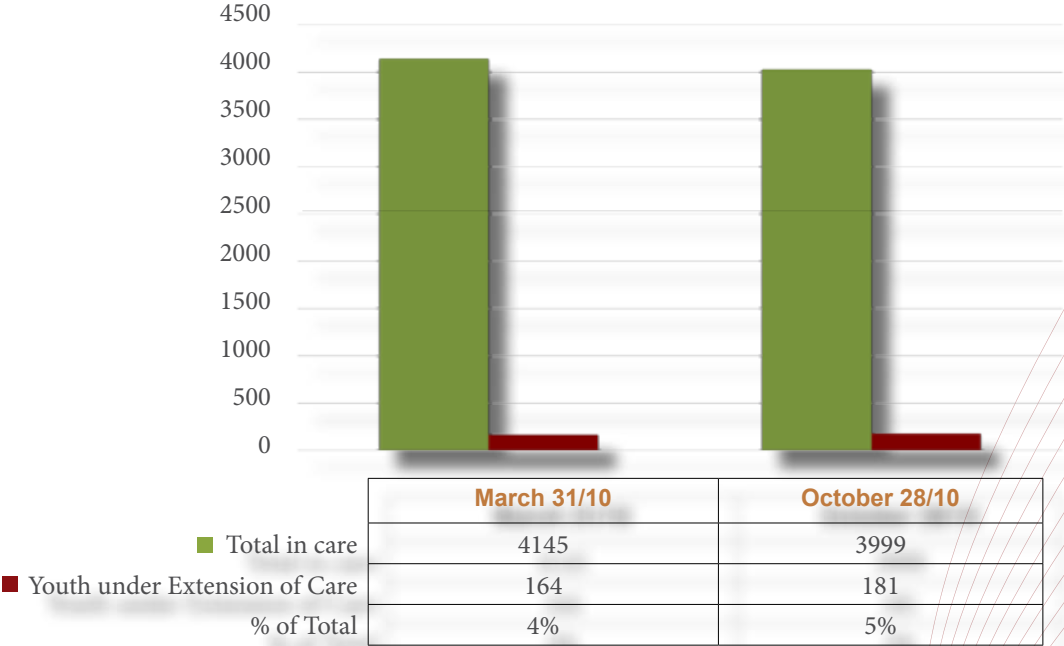
- Extension of Care agreements are signed for youth who require additional supports as they leave care. Some youth are waiting transition to Adult Services.

4. The number of youth in transitional planning has been taken from CFSIS for March 31/10 and for October 28/2010. These numbers require further reconciliation to agency records.

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- Extensions of care may be renewed until the youth reaches the age of 21. Youth under an extension of care continue to receive financial support and case services from a social worker. Youth must consent to the agreement, the exception being youth who are not competent to make such a decision.
- Table 4 shows the number of youth under an extension of care with the southern Manitoba FNCFS agencies compared to the total number of children and youth in care with the same agencies.

Table 4: Youth in Transition Compared to all Children and Youth in Care (ANCR excluded) with Southern FNCFS Agencies



- For March 31/2010 youth under an extension of care made up 4% of the total children and youth in care. For October 28/2010, this was 5%.

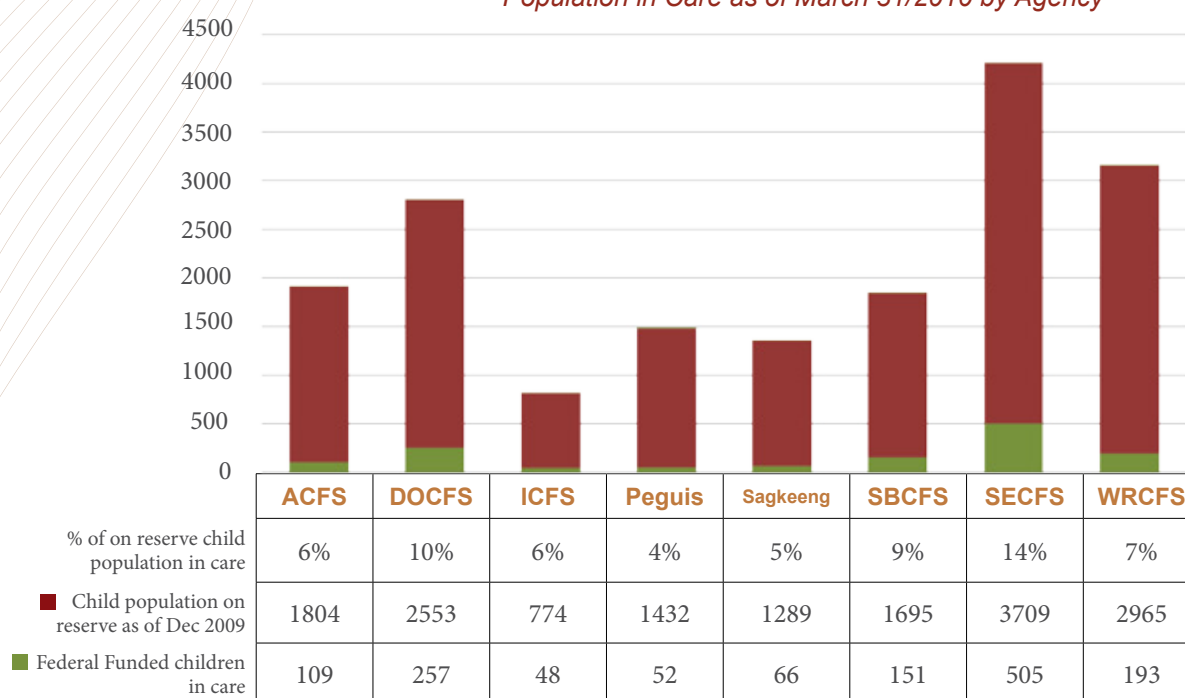
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CHILDREN AND YOUTH IN CARE BY AGENCY

Children in care as a percentage of child population by agency

- Table 5 below shows the percentage of children in care, by agency, based on the on reserve 0-18 child population numbers.

Table 5: Southern Manitoba First Nations on Reserve Child Population in Care as of March 31/2010 by Agency



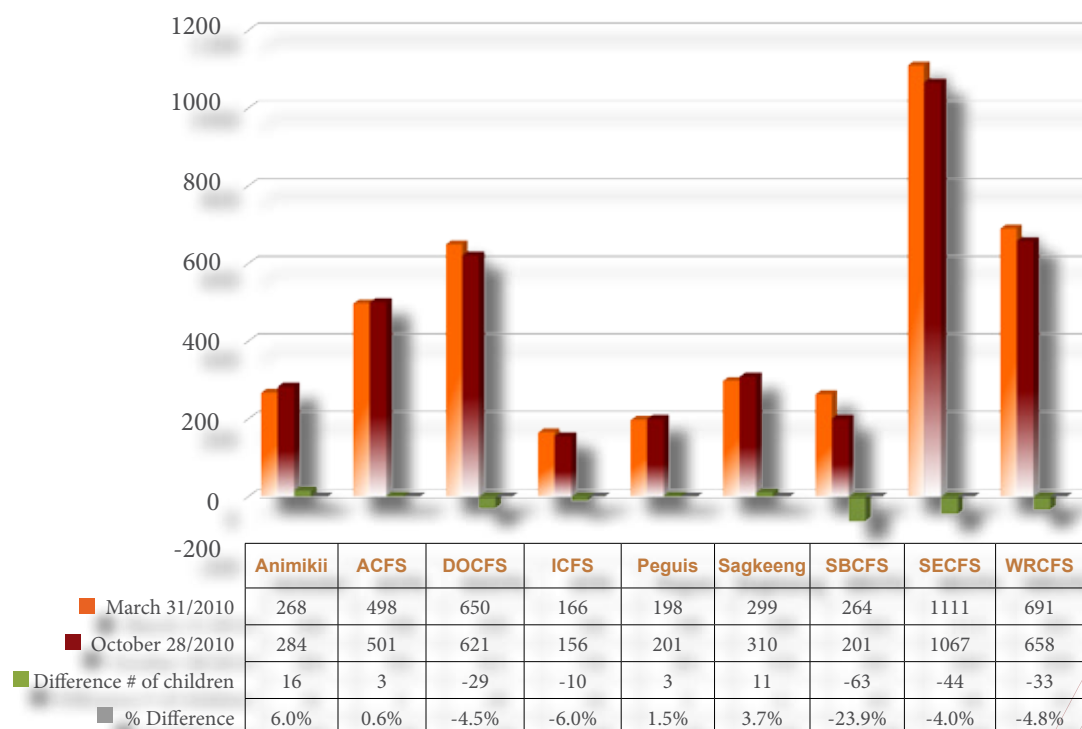
- ACFS, for example, had a 0-18 population of 1804 on reserve. 109 children in care were federally funded. This represents 6% of the on reserve 0-18 population.

Children and youth in care by agency

- Table 6 on the next page shows the number of children and youth in care, by agency, for March 31/2010 and for October 28/2010.

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Table 6: Children and Youth in Care by Agency for March 31/2010 and October 28/2010



- Five of the nine agencies (DOCFS, ICFS, SBCFS, SECFS, and WRCFS) saw a decrease in numbers from March 2010 to October 2010⁵, with Sandy Bay CFS having the largest decrease (23.9%).
- Four agencies (Animikii, ACFS, Peguis, and Sagkeeng), saw increases, with Animikii having the largest increase (6%) and ACFS the smallest (.6%).

WHERE CHILDREN AND YOUTH ARE PLACED

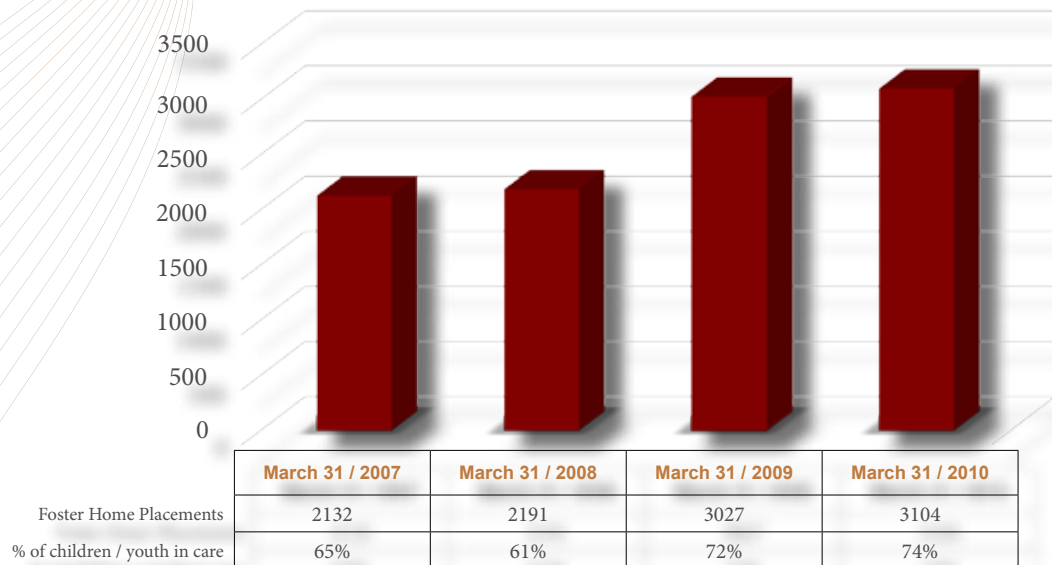
Foster Care

- As depicted in Table 7 on the following page, as at March 31/10, 74% (3104) of the children/youth in care with the southern FNCFS agencies were placed in foster homes.

5. The October 2010 numbers are from CFSIS and are not yet reconciled to agency records.

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*Table 7: Foster Home Placements for Children / Youth in Care
Includes Foster Homes and Specialized Foster Homes*



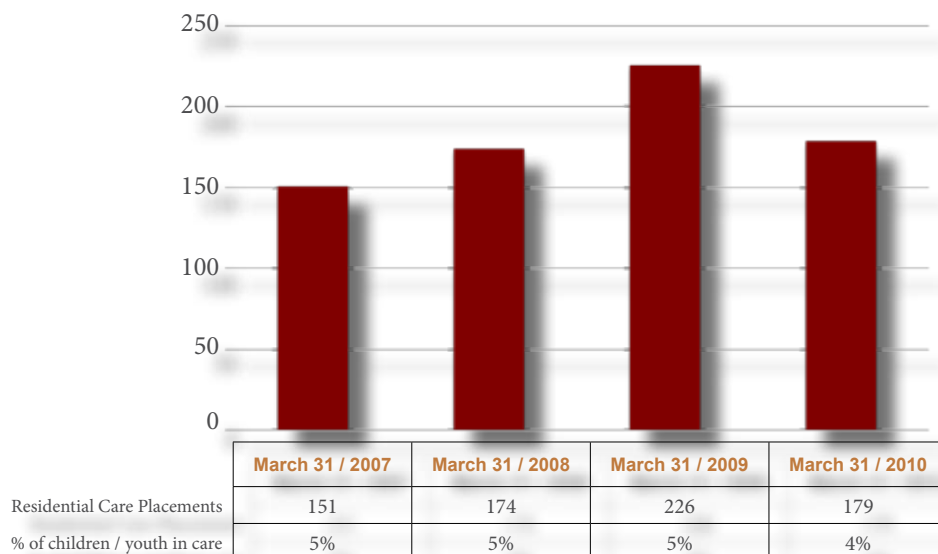
- Over the last four years, there has been an increase in the use of foster home placements – in March 2007, 65% of the children and youth in care were placed in a foster home. In March 2010, foster home placements accounted for 74% of all placements for children and youth.

Residential Care

- Residential Care resources include group homes, treatment centers, and other group care arrangements.
- For example, Marymount, New Directions, McDonald Youth Services (MYS), and Knowles Center all offer residential care placements.
- Table 8 illustrates the number of residential care placements by the southern Manitoba FNCFS agencies and the % of these for all children / youth in care with those same agencies in the year.

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Table 8: Residential Care Placements for Children / Youth in Care - Includes Groups Homes; Treatment Centers; Group Care Arrangements



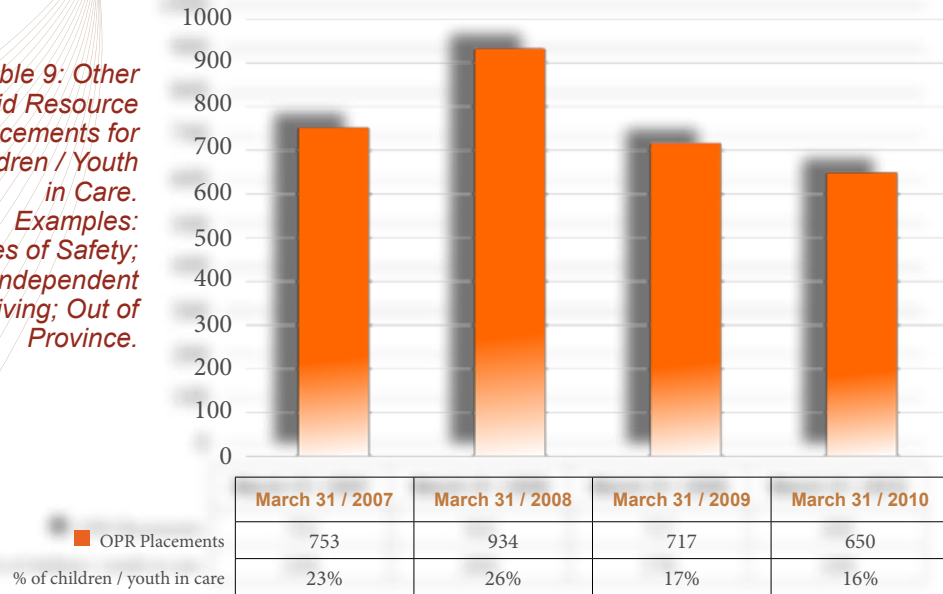
- As of March 31/2010, 4% of the children / youth in care were placed in a residential care facility.
- The number of children / youth placed in residential care facilities, as a percentage of the total children /youth in care, has remained constant since March 2007 (5%), although this year there was a slight drop to 4%.

Other Paid Resource (OPR) Placements

- These placements include places of safety, shelters, independent living arrangements, and out of province placements.
- In March 2010, 16% of the children / youth in care were placed in such arrangements, compared to March 31/2008, when 26% were placed in other paid resource placements.
- Table 9 shows the total number of such placements and the percentage of these for all children / youth in care in the year.

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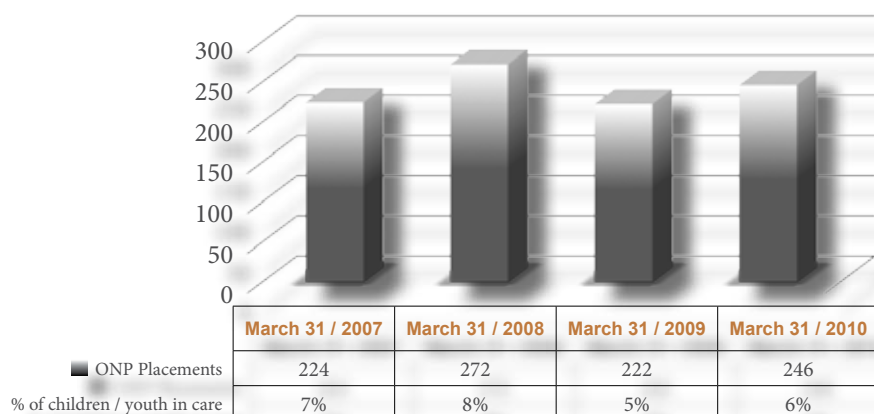
Table 9: Other Paid Resource Placements for Children / Youth in Care. Examples: Places of Safety; Independent Living; Out of Province.



Other Non-Paid Care (ONP) Placements

- These types of placements include health facilities; correctional facilities; children on a reunification with family plan; and children living in non-paid care with relatives.
- Table 10 shows that in March 2010 6% of the total children / youth in care with southern FNCFS agencies were in other non-paid care placements. This percentage has been between 5% - 8% for the past four years.
- At present there is no reliable data on how many children /youth are placed with family and/or how many are placed in home community. Some agencies regularly collect this data, others do not.
- This data is now being collected by each agency for the preparation of the five year business plan, and the SFNNC is looking at incorporating this information in future reporting templates.

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*Table 10: Other Non-Paid Care Placements for Children / Youth in Care
Example: Health Facility; correctional Facility; Reunification with Family; Non-Paid Care with Relatives.*

SERVICES TO CHILDREN AND YOUTH IN CARE

- Based on the data, the feedback from the agencies, the nature of the intakes the SFNNC deals with, and feedback from the 2009 CFS Gathering, there are five broad areas that services to children in care need to focus on. They include:
 - Care and safety of children
 - Protecting culture and identity for children in care
 - Education success for children in care
 - Children in care and involvement with the justice system
 - Youth engagement, including independent living
- Agency business plans will identify how each agency will focus on these areas in the next five years.

SERVICES TO FAMILIES

- As of March 31/2010, 43% (3143 families) of the total caseload of the SFNNC CFS agencies (excluding ANCR) was families receiving services. This includes services to minor parents.
- Legislation requires mandatory reporting of minor expectant parents and agencies are required to assess and provide services as required. Agencies reported that services to minor parents made up 2% of the total caseload.

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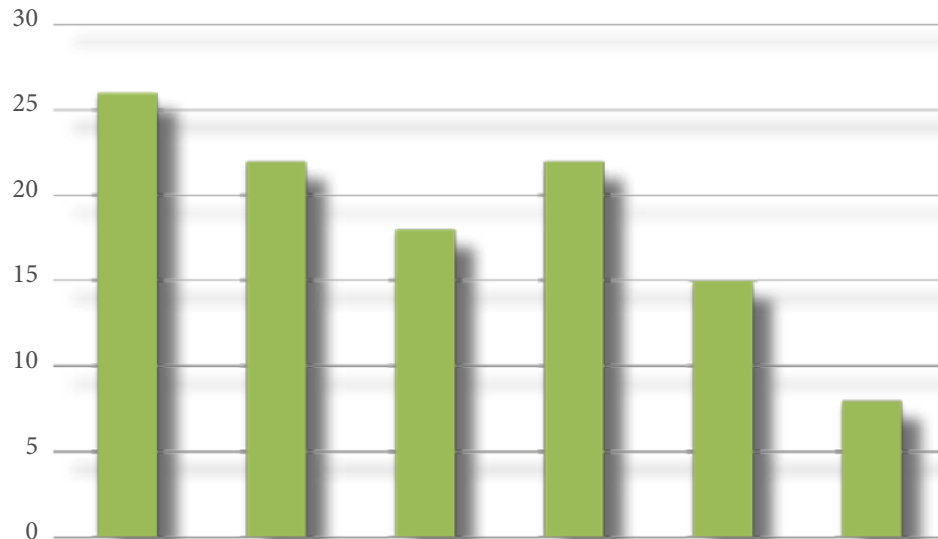
- Family service files include:
 - Families seeking voluntary services
 - Families where child protection concerns exist but children remain at home
 - Families where children are in care but services are provided with the hope of being able to return children to parents
- As the shift is made to a prevention focused service approach (differential response) the long term expectation is that services to families will increase while the number of children in care decreases.

SPECIAL REVIEWS

- Agencies are required to report on the death of a child if the child is in care OR if the child and his/her family received services from an agency in the 12 months preceding the death of the child.
- Special reviews are done by the Office of the Children's Advocate under Section 8.2 of the CFS Act. Reviews may also be done by the Authority or the Child Protection Branch under Section 4 of the CFS Act. These reviews examine the services provided to the child and/or his/her family.
- Table 11 on the following page shows the number of reportable child deaths for the southern FNCFS agencies over a five year period and for the current year from April 1/2010 to October 28/2010.
- Table 12 on the following page depicts the cause of death for all the reportable child deaths for the southern FNCFS agencies in the five year period.
- "Medical" cause is the single largest category, accounting for just under half - 46% - of the reportable deaths. Suicides by children accounted for 29% of the reportable deaths of children over this five year period.
- Table 13 (on page 20) shows the number of child deaths by suicide over the five year period and for the period from April 1/2010 to October 28/2010.
- How this data compares to child deaths generally in the province of Manitoba will be looked at in a future report.

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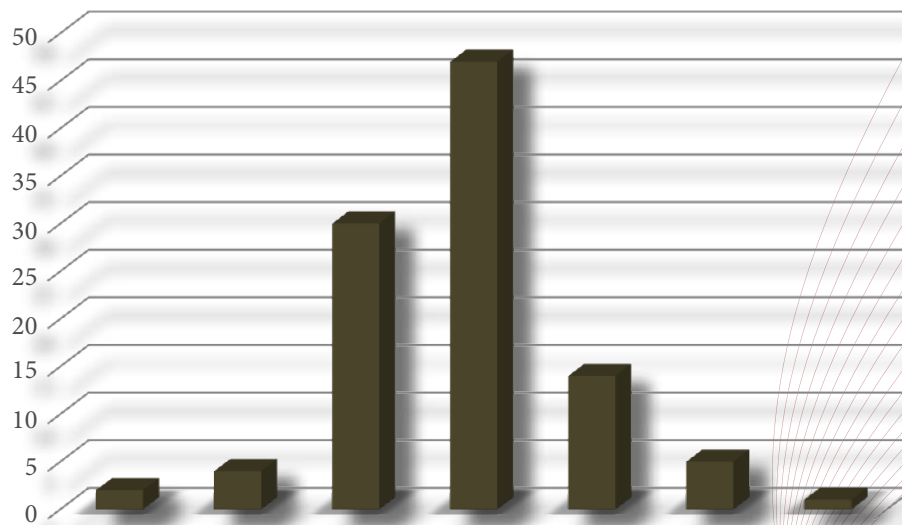
*Table 11:
Reportable
Child Deaths
Excludes
ANCR*



Total reportable deaths

2005/2006	2006/2007	2007/2008	2008/2009	2009/2010	Apr 1/10 - Oct 28/10
26	22	18	22	15	8

*Table 12: Cause
of Death
5 year Period
from April
1/2005 to
March 31/2010
(Excludes
ANCR)*



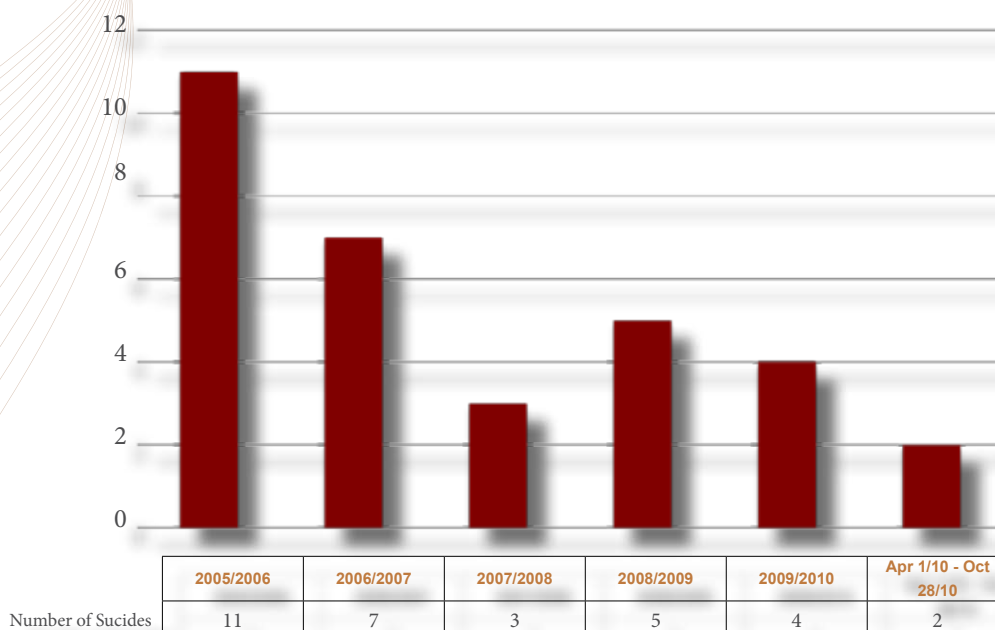
Number of deaths

% of total deaths

Homicide - Caregiver	Homicide - other	Suicide	Medical	Accidental	Not Known	Not Known Under Investigation
2	4	30	47	14	5	1
2%	4%	29%	46%	14%	5%	1%

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*Table 13: Number of Reportable Deaths where Cause was Suicide
5 Year Period from April 1/2005 to March 31/2010 (Excludes ANCR)*



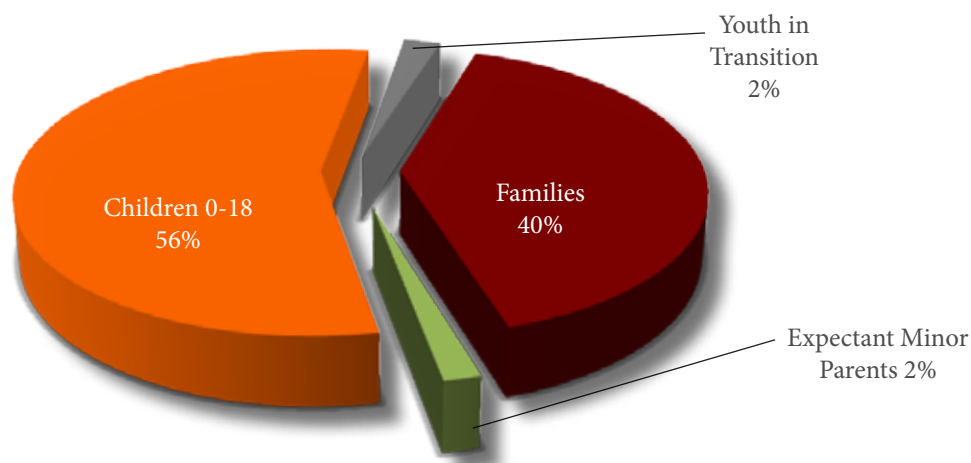
CASELOADS

- As of March 31/10, the southern First Nations CFS agencies (excludes ANCR) had a total case count (children in care and family service cases) of 7288. This number includes both the federally and provincially funded cases.
- Chart 5 on the following page depicts the caseload composition at the end of March 2010 for the southern FNCFS agencies (ANCR excluded).
- Children under 18 in care made up 56% of the total caseload of the southern FNCFS agencies, while Families and Expectant Minor Parents made up 42%.
- One of the desired outcomes is to see the ratio of children under 18 in care decrease as part of the total caseload. This would reflect increased services to children in their own homes, preventing them from coming into care.
- The overall average caseload with the southern FNCFS agencies is between 30 - 35 cases.⁶ There is significant variation between field

6. Based on agencies reporting about 230 case carrying workers. These are "point in time" numbers.

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*Chart 5: Caseload Composition
Excludes ANCR - March 31/2010*



offices, however, and given the geographic areas covered by agencies, there is no easy way for agencies to allocate the cases evenly among staff.

- Some agencies have other staff - for example, case aides, support workers, foster care workers - that assist the social workers and help to make caseloads more manageable.
- For the most part, workers carry a mixed caseload of family and child in care files, with cases that are considered high, medium, and low risk. There are some exceptions to this among agencies.

FOSTER HOMES AND PLACES OF SAFETY

A May 2009 audit of all the foster homes and places of safety (excluding ANCR) licensed by the southern FNCFS agencies found the following:

Foster homes

- There were a total of 1229 foster homes, for a total of 2483 bed spaces.
- About 30% of the foster homes were on reserve.
- 60% of the homes were Aboriginal homes.⁷
- 42% of the Aboriginal homes had been fostering for six or more years; 24% for more than 10 years.

7. A home is considered "Aboriginal" if one or more of the caregivers is Aboriginal.

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Places of Safety⁸

- There were 466 homes designated as places of safety.
- About 41% were on reserve, with 33% in Winnipeg and 26% in other rural areas.
- 78% of all the homes were Aboriginal.
- In Winnipeg, 75% of the homes were Aboriginal.

This type of data is not collected on a regular basis. Agencies are updating this information as they complete their five year business plans, so this information can be updated in future reporting.

ENHANCING AND SUPPORTING AN ABORIGINAL WORKFORCE

Demographics

- Recruitment and retention strategies focus on enhancing and supporting an Aboriginal workforce.
- At the end of March 31/2010, 75% of the staff at the southern FNCFS agencies and 84% of the staff at the SFNNC was Aboriginal.
- 37% of the staff at ANCR was Aboriginal. The goal at ANCR is to have 53% Aboriginal staff.

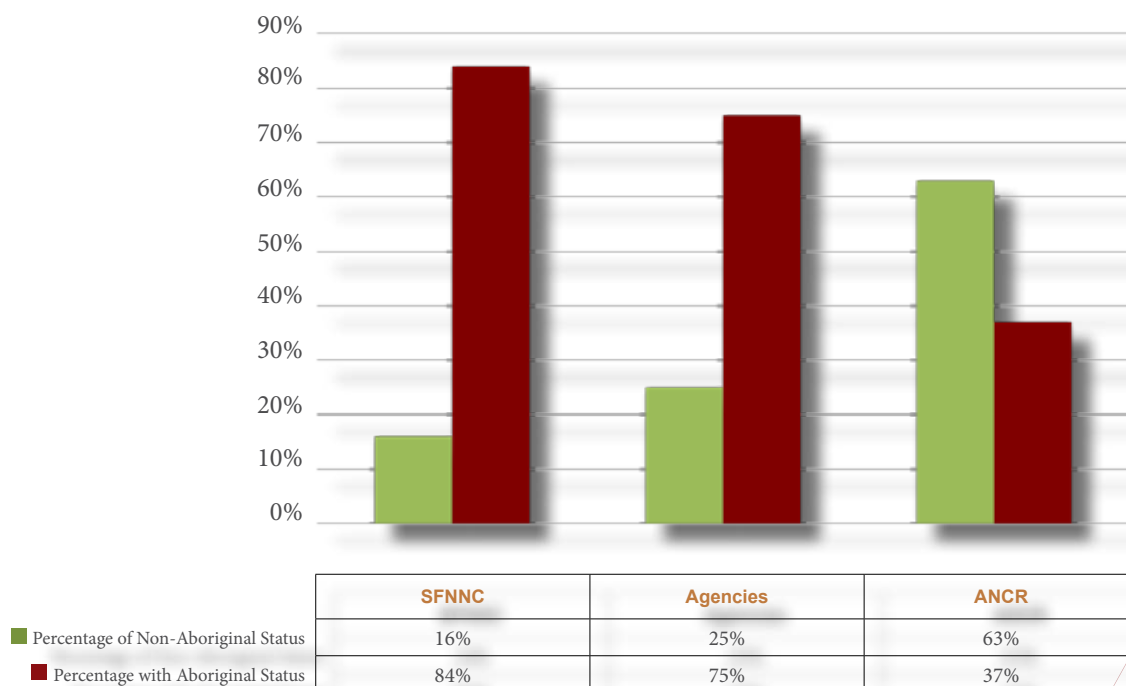
Staff Qualifications

- At the end of March 2010, 52% (447) of the social work staff at the SFNNC and its agencies (excluding ANCR) had a social work degree, were enrolled in a social work degree program, or had another related post secondary degree.
- There is a SFNNC Workforce Qualifications standard that agencies are expected to comply with in hiring front line workers.
- Of the new hires at the agencies (excluding ANCR) in 09/10:

8. A home can be given a “place of safety” designation to facilitate the placement of children on an emergency basis. The intent is that these homes are family or people known to the child. There are checks that the agency is required to complete prior to placement, such as criminal record and child abuse registry checks. A place of safety designation is short term, and requires that the home applies for a foster home license or the child is moved within a specific period of time.

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Table 14: Workforce



- 82% (64) of staff met the requirements of the Designated Level Worker⁹ 2 (DLW2);
- 5% (4) of staff were given the DLW2 provisional designation (these workers are restricted to their current positions); and
- 13% (10) were given a DLW1 designation (agencies must provide additional mentoring and supervision for these workers, as well as have an approved education and training plan for each one).

Education and Training

- The SFNNC has an Education and Training Services Unit that coordinates a variety of ongoing training for agencies. In 2009/2010 over 1700 participants took part in offered training events.

9. Persons hired or retained as front line mandated workers must meet one of two designation levels at the time of entry: Designated Level – Worker 1 (DLW1) or Designated Level-Worker 2 (DLW2). For a more detailed description of these, please visit our website at www.southernauthority.org/workforce_qualifications.php to view the Workforce Qualifications Standard for Front Line Workers.

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- The SFNNC has been working with the Aboriginal Focus Programs at the University of Manitoba to develop Entry Level Training for front line workers. This is to assist agencies in the challenge of finding qualified staff.
- Southern First Nations members can now register for the Certificate in Interdisciplinary Studies: CFS Worker Entry Level Protection and Family Enhancement Program. Two training sites have been identified: one at Little Grand Rapids First Nation and one at Long Plain First Nation. Training will begin in January 2011. A third site is being planned for Berens River.
- This certificate program ladders into the CFS diploma, which in turn ladders into the BSW degree.
- A Southern First Nations Network of Care BSW cohort is expected to begin in Portage La Prairie in September 2011.
- DOCFS is planning to offer another CFS Diploma program, through Yellowquill College, in February 2011.

AGENCY REVIEWS

- As part of its responsibility to monitor the performance of the agencies that it has mandated, the SFNNC conducts a variety of different reviews. These include:
 - Program audit of foster homes, places of safety, and face to face contact with children in care
 - Audits
 - Quality Assurance Reviews
 - “Section 4” Reviews
- To date, the following reviews have been completed by the SFNNC¹⁰:
 - Program audit of Foster homes, places of safety, face to face contact with children in care
 - Program review of Special Need Committees
 - Case file reviews
 - Section 4 Review into the death of Gage Guimond*
 - Progress Report on the Implementation of the Recommendations of the Section 4 Review into the death of Gage Guimond*

10. Reviews that are starred (*) are available on the SFNNC website.

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- Section 4 Review of Peguis CFS*
- Section 4 Operational Review of SECFS (recommendation from the inquest into the death of Tracia Owen)*
- ANCR Service Model Review*
- ANCR Human Resources Review*
- A quality assurance at ACFS began in 2008. Preliminary findings led to the appointment of an Administrator for the Agency. A follow up review of programs and services is being conducted as part of the quality assurance review.
- The purpose of quality assurance reviews is to assess how well each agency is doing in achieving its stated outcomes and performance targets, and their compliance with legislations, regulations, standards, and good practice.
- The SFNNC has established a review cycle which proposes to conduct a quality assurance review at every agency once every four years. The schedule for the reviews is in Table 15 below. This schedule is subject to change.

Table 15:
Schedule of Quality
Assurance Reviews
for the Southern
FNCFS Agencies

Anishinaabe CFS	<i>Underway</i>
ANCR	2013/2014
Animikii Ozoson CFS	<i>Underway</i>
Dakota Ojibway OCFS	2011/2012
Intertribal CFS	<i>Underway</i>
Peguis CFS	2012/2013
Sagkeeng CFS	2013/2014
Sandy Bay CFS	2010/2011
Southeast CFS	2012/2013
West Region CFS	2011/2012

- The SFNNC will be doing a 'readiness review' of each agency as part of the implementation of the prevention focused approach to service delivery (differential response). These reviews will get underway in early 2011.

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AGENCY RELATIONS

- To facilitate communication, sharing of information, positive working relationships, and receive feedback and input from agencies, the SFNNC meets regularly with agency executive directors and senior management staff.
- Two day meetings are held monthly. On the first day, the SFNNC Chief Financial Officer (CFO) meets with the agency finance directors while the SFNNC CEO meets with the agency executive directors. The two groups meet together on the second day on financial and administrative matters.
- Inter-agency committees and working groups are regularly set up to address a variety of issues.
- The SFNNC Service Support team, the Human Resources team, the Alternative Care team, the IT team, the Education and Training team, and the Communication staff provide support and capacity building services to the agencies.

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